

Stress Management & Burnout Prevention

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

Burnout doesn't announce itself. But it leaves warning signs that every front-line leader can learn to see.

What would it mean to your organization if every front-line supervisor could recognize burnout before it became a crisis? Workplace stress costs U.S. employers over **\$300 billion annually** in lost productivity, turnover, and healthcare — and **50% of employee turnover is directly attributable to burnout** that went unaddressed. The people most positioned to stop this cycle are your front-line leaders — if they have the tools. **This 45-minute class gives supervisors the three-stage burnout warning model, five practical stress management techniques, and a resilience-building framework they can implement immediately.**

THE BUSINESS CASE FOR THIS TRAINING

\$300B+

Annual cost of workplace stress to U.S. employers in lost productivity, turnover, and healthcare

83%

Of U.S. workers report suffering work-related stress, with nearly half saying it has impacted their health

50%

Of employee turnover is directly attributable to burnout that was visible before it became a departure

3x

More likely burned-out employees make critical errors, have safety incidents, or miss important deadlines

Sources: American Psychological Association • Gallup • Kronos Institute • NIOSH • Harvard Business Review

WHAT YOUR LEADERS WILL LEARN




- ✓ Identify the sources and symptoms of workplace stress before they become performance issues
- ✓ Distinguish between stress and burnout — and understand why that distinction changes the response
- ✓ Recognize Early, Moderate, and Advanced Warning signs of burnout in themselves and team members
- ✓ Apply five practical stress management strategies — personal and team-level
- ✓ Balance and prioritize workload to prevent the chronic overload that drives burnout
- ✓ Build team resilience through supportive relationships, realistic expectations, and recognition

What Changes Immediately:

- ✓ Leaders begin checking in on team members with genuine questions, not just greetings
- ✓ Unrealistic workloads get addressed before someone hits the wall
- ✓ The EAP gets promoted openly instead of sitting as an untouched benefit
- ✓ Breaks and time off become modeled and celebrated, not guilt-laden

THE BURNOUT WARNING MODEL

Catch it early. Change the outcome.

| | |
|---|---|
|  EARLY | Irritability, declining enthusiasm, slight drop in quality — catch it here |
|  MODERATE | Withdrawal, fatigue, missed deadlines — urgent conversation required |
|  ADVANCED | Disengagement, cynicism, physical symptoms — professional intervention needed |

Plus: Stress vs. burnout distinction, five stress management techniques, personal recovery strategies, workload balancing framework, resilience-building toolkit.

"The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique organizational needs with precision. I wholeheartedly endorse Rising Tide Solutions."
— **Jim Rhodes**, SVP, Wayne Brothers Companies





Your leaders won't remember the meeting where nothing was said. They'll remember the training that gave them the confidence to act.

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"A rising tide lifts all boats."

SESSION AT A GLANCE

-  45 Minutes
-  In-Person or Virtual
-  Front-Line Leaders
-  Up to 20 per Session

Package Includes:

- Slide deck
- Student handout & worksheets
- Three-stage burnout warning reference card
- Personal stress management plan template
- Team resilience assessment
- Action planning guide
- Complete instructor delivery guide

★ **Group, Law Enforcement & First Responder Discounts Available**

Contact us at www.therisingtidesolution.com for custom pricing.

RTS In-Person or Virtual

Our certified facilitators deliver at your facility or via live virtual session. Zero prep required from your team.

Teach It In-House

Every package includes a full instructor guide built on our Train-the-Trainer methodology — your team delivers independently.

Add All 20 Classes

Bundle the complete 20-class Lunch & Learn Series for comprehensive front-line leader development.