

Team Building & Motivation

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

People don't leave jobs. They leave managers who never figured out what made them stay.

What would change in your organization if every front-line supervisor built a team that genuinely wanted to show up and perform? Research shows that **70% of team engagement variance is driven by the direct supervisor** — not pay, not perks, not company mission. And teams with high cohesion show **21% higher profitability and 59% less turnover** than low-cohesion teams. This 45-minute class gives your leaders the motivation frameworks, team development model, and culture-building tools to become the reason their team is someone's best answer to 'tell me about a great team you've been on.'

THE BUSINESS CASE FOR THIS TRAINING

70%

Of team engagement variance is driven by the direct supervisor — not pay, perks, or culture programs

21%

Higher profitability in high-cohesion teams vs. low-cohesion teams of equivalent skill and resources

59%

Less voluntary turnover in organizations where supervisors are trained in team development and motivation

5x

More innovation reported by employees who feel their supervisor genuinely understands what motivates them

Sources: Gallup State of the American Workplace • Harvard Business Review • McKinsey • SHRM

WHAT YOUR LEADERS WILL LEARN

- ✓ Identify the intrinsic motivators that drive each person on their team — and how to activate them
- ✓ Navigate Tuckman's five stages of team development with the right leadership response at each stage
- ✓ Build team trust through consistent, observable behaviors that compound over time
- ✓ Give recognition that actually lands — specific, timely, sincere, and tailored to the individual
- ✓ Create shared goals and team norms that give the team identity and direction
- ✓ Connect each person's daily work to a larger purpose that makes the effort meaningful

What Changes Immediately:

- ✓ Supervisors know what actually motivates each person — not what they assume
- ✓ Team conflict gets navigated, not avoided — and the team grows through it
- ✓ Recognition becomes specific and behavioral, and starts to land differently
- ✓ A team norm gets established and held — and the culture begins to shift

TUCKMAN'S TEAM DEVELOPMENT MODEL

Every team. Every time. Five stages.

1	FORMING	Polite, uncertain — leader provides direction and safety
2	STORMING	Conflict emerges — leader facilitates, not suppresses
3	NORMING	Rhythm builds — leader shifts from director to coach
4	PERFORMING	High trust, high output — leader removes obstacles
5	ADJOURNING	Team ends or changes — leader celebrates and closes intentionally

Plus: Individual motivation map, RAST recognition framework, team norms workshop, trust builders vs. destroyers.

"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
- Individual motivation map
- RAST recognition reference card
- Team norms workshop worksheet
- Action planning guide
- Complete instructor delivery guide

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

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📍 **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.