

LUNCH & LEARN SERIES • CLASS 20 OF 20 • RISING TIDE SOLUTIONS LLC

Succession Planning & Career Development

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

Your supervisors determine who stays, who grows, and who leads next. Most of them have never been asked to think about it.

U.S. companies lose an estimated **\$1 trillion annually** to voluntary turnover — and Gallup research shows that **70% of team engagement variance is driven by the direct supervisor**, not pay, not perks, not the company mission. The front-line leader is the succession engine. When they're equipped with the right tools, your talent pipeline fills itself.

This session gives your supervisors the framework to see potential early, develop it deliberately, and transfer critical knowledge before it walks out the door.

THE BUSINESS CASE FOR THIS TRAINING

40%

Of leadership transitions fail without an active succession plan in place

18+

Months longer internal promotions outperform external hires in retention

70%

Of engagement variance is driven by the direct supervisor — not pay or perks

\$1T

Annual cost of voluntary turnover to U.S. employers — most of it preventable

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

WHAT YOUR LEADERS WILL LEARN

- ✓ Identify the difference between high performance and high potential on their team
- ✓ Apply the AIDPT framework to assess, identify, develop, plan, and transition talent
- ✓ Conduct career conversations that reduce turnover before it becomes an exit interview
- ✓ Create Individual Development Plans with real milestones and follow-through

What Changes Immediately:

- ✓ Supervisors identify high-potential team members and start development conversations
- ✓ Critical knowledge transfer begins before the resignation letter arrives
- ✓ Career conversations reduce flight risk among your best people
- ✓ Teams experience stronger connection to a leader who invests in their future

THE SUCCESSION FRAMEWORK

Five Steps. One Supervisor. Every Team.

A ASSESS Evaluate performance AND potential separately — they are often different people

I IDENTIFY Look for learning agility, initiative, influence without authority

D DEVELOP Stretch assignments, cross-training, mentoring, senior exposure

P PLAN IDPs with 90-day checkpoints, milestones, and sponsor accountability

T TRANSITION Document critical knowledge before the seat is empty





Plus: Career Conversation Guide • AIDPT Self-Assessment • Practice Scenario Worksheets • Action Planning Guide

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

SESSION AT A GLANCE

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

Package Includes:

- ✓ PowerPoint instructor presentation
- ✓ Student handout & worksheets
- ✓ AIDPT self-assessment tool
- ✓ Career conversation question bank
- ✓ Action planning guide
- ✓ Complete instructor delivery guide

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

HOW TO DELIVER IT

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 across your entire supervisory population.

Get This Class

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