

# Change Management for Supervisors

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

Resistance is not stubbornness. **It is information. The leader who listens to it leads through it.**

What happens in your organization when leadership announces a change and front-line supervisors don't know how to lead their teams through it? Research shows that **70%** of organizational change initiatives fail, and the #1 cited reason is **poor leadership communication and insufficient supervisor-level support**. The gap isn't at the executive level — it's at the front-line supervisor level, where the change actually touches people's daily work. **This 45-minute class gives supervisors the Change Curve, five proven leadership strategies, a practical communication framework, and the resilience-building tools to guide their teams through any change — without losing people in the process.**

## THE BUSINESS CASE FOR THIS TRAINING

**70%**

Of organizational change initiatives fail — most due to poor communication and insufficient front-line leadership support

**33%**

Of employees say their supervisor never explains the reason behind organizational changes that affect their work

**47%**

Higher change adoption rates when supervisors are trained to communicate and lead their teams through transitions

**3x**

More likely employees resist change when they feel their concerns have not been heard or acknowledged by leadership

Sources: McKinsey • Prosci • Harvard Business Review • Kotter International • Gallup

### WHAT YOUR LEADERS WILL LEARN

- ✓ Understand why people resist change — and reframe resistance as information, not obstruction
- ✓ Apply the Change Curve to identify where each team member is in the transition process
- ✓ Communicate the vision, rationale, and unknowns clearly so teams understand the why, not just the what
- ✓ Involve team members in how change is implemented to dramatically reduce resistance
- ✓ Address fears and concerns directly without dismissing, minimizing, or defending
- ✓ Sustain team morale, focus, and cohesion throughout the full transition period

#### What Changes Immediately:

- ✓ Supervisors stop disappearing during change and start leading visibly through it
- ✓ Teams hear the why behind decisions — not just the what
- ✓ Resistance gets acknowledged rather than dismissed — and dissipates faster
- ✓ Quick wins get identified and celebrated, building momentum toward commitment

### THE CHANGE CURVE

**Know the stage. Meet them there.**

<b>D</b>	<b>DENIAL</b>	Minimizing reality — name it gently, stay visible
<b>A</b>	<b>ANGER/FEAR</b>	Frustration, blame — acknowledge, listen, don't defend
<b>E</b>	<b>EXPLORATION</b>	Tentative engagement — support, celebrate small steps
<b>C</b>	<b>COMMITMENT</b>	Acceptance, ownership — recognize, set next challenge

Plus: Five proven change leadership strategies, change communication plan template, after-action review framework, and resilience-building toolkit for supervisors and teams.

*"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
- Change Curve reference card
- Team change-stage mapping worksheet
- Change communication plan template
- After-action review guide
- Action planning guide
- Complete instructor delivery guide

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

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#### 🏠 **RTS In-Person or Virtual**

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#### 📁 **Add All 20 Classes**

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