

# HIGH PERFORMANCE

solutions & consortium

## Front Line Leadership Development

*Skills to Succeed in a Continuous Improvement Culture*

### Benefits Realized by Participants

- ✓ Production increased from 100 units to 200 exceeding target of 150
- ✓ Reduced absenteeism
- ✓ Increased participation in team meetings and innovation initiatives
- ✓ Decreased number of grievances
- ✓ Overtime costs reduced
- ✓ Quality improved by 10%
- ✓ Improved efficiency of team meetings
- ✓ Escalation of issues to management reduced from once per week to none in last 2 months
- ✓ After hours emergency calls reduced from 3 per night to once every 3 days
- ✓ Decreased waste by 10%
- ✓ Decreased time spent dealing with negative conflict
- ✓ Increased number and quality of improvement suggestions

### **Participating companies since 2007:**

Aeryon Labs, Baylis Medical, Bell Mobility, BlackBerry, Brantford Health Cambridge Brass, Cardinal Meats, Cimco, Club Coffee, Cogent, Covidien, Curtiss Wright-Indal Tech, Comdev, Dimplex, Escort, FELLFAB, Grohe, Hilroy, L-3 Communications, L-3 Wescam, Liburdi, Knoll North America, Mancor, Marsan Foods, Maple Lodge Farms, Nexans, Northstar, Precision Resource, Partners in Project Green, Rockwell Automation, RIM, S.C. Johnson, S&C Electric, St. Joseph's Hamilton, Scarborough General Shawcor, Sunopta, Tim Hortons(TDL), Stackpole, Transcontinental, Tremco

One of the most important (and most difficult) positions in our organizations is our Front Line Leaders. It is where the organization has direct contact with our team members that provide value to our customers. The performance of our Front Line Leaders has a large impact on our organization's ability to generate and deliver value.

The HPSC Front Line Leadership Development program provides your leaders with the skills to create a high performance culture and engage their teams in Lean Thinking.

In addition to the Lean focused content of the workshops, the Leaders and their Mentors are supported by an expert coach between workshop to practice the skills they learn and to ensure skill development continues after the conclusion of the program.

### What you will Learn

#### Lean Thinking for Leaders

Overview of Lean Thinking as it applies to a high performance environment. Application of lean tools such as visual management in an office or production setting.

#### Coaching for High Performance

Motivate and provide meaningful feedback to build bench strength. Delegate, manage expectations and identify performance gaps to enhance skill development.

#### Changing Culture

Learn how high performance cultures are created and perpetuated. Apply tools to help team members transition through change and thrive in a learning organization.

#### Engagement

Develop communication skills to engage team members, prevent conflict and interact effectively with all levels and departments. Improve self leadership to inspire followers and build a culture of accountability.

#### Problem Solving & Team Skills

Develop high performance team skills to improve productivity, problem solving and innovation. Apply problem solving tools such as A-3 to increase influence and achieve business goals.

#### Program Expert Coaches

Glenn Sommerville – High Performance Leaders

[Click for full bio](#)

Scott Smith – High Performance Leaders, HPS Consortiums

[Click for full bio](#)



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### Who should Attend?

- ✓ Front Line Supervisors, Managers, and Team Leaders
- ✓ Project leads, continuous improvement facilitators
- ✓ High potential leaders with or without direct reports
- ✓ People from office or production environments

### Prerequisite for Success

- ✓ Participate in all workshops and phone coaching sessions
- ✓ Dedicated onsite Mentor who attends 2 – half day workshops and supports the participant with real time coaching

**Registration Deadline**  
April 24, 2020

### Location

Granite Ridge Golf Club  
9503 Dublin Line  
Milton, Ontario L9T 2X7

### Cost

\$2600.00 + HST for HPC, HPM, AfEE and CIA Consortium Members

\$3300.00 + HST for Non-Members

### Cost Includes

- ✓ Participant Workbooks for both Leader & Mentor
- ✓ 3 Phone Coaching sessions for each Leader and Mentor with workshop facilitator
- ✓ Refreshments and Lunch

| Day | Date    | Topic                         | Participants                |
|-----|---------|-------------------------------|-----------------------------|
| 1   | Mar. 5  | Program Launch                | Mentors (am only) & Leaders |
|     |         | Continuous Improvement        | Leaders                     |
| 2   | Mar. 6  | Communicate to Lead           | Leaders                     |
|     |         | Performance Management        | Leaders                     |
| 3   | Apr. 2  | Coaching for High Performance | Leaders                     |
|     |         | Dealing with Differences      | Leaders                     |
| 4   | Apr. 16 | High Performing Teams         | Leaders                     |
|     |         | Problem Solving               | Leaders                     |
| 5   | May 7   | Culture and Change            | Leaders                     |
|     |         | Personal Leadership           | Leaders                     |
| 6   | May 28  | Program Wrap Up - Half Day    | Mentors & Leaders           |

Registration - Register on line at [hpsinc.ca](https://hpsinc.ca) or complete and submit

|                            |   |
|----------------------------|---|
| <b>Leader Name</b>         |   |
| <b>Title</b>               |   |
| <b>Company</b>             |   |
| <b>Address</b>             |   |
| <b>City, Province</b>      |   |
| <b>Postal Code</b>         |   |
| <b>Phone</b>               |   |
| <b>Email</b>               |   |
| <b>Mentor Name</b>         |   |
| <b>Title</b>               |   |
| <b>Phone</b>               |   |
| <b>Email</b>               |   |
| <b>Membership</b>          | <input type="checkbox"/> AfEE/HPM/HPC/CIA <input type="checkbox"/> Non Member |
| <b>Invoice Information</b> |   |



### Registration Details

Registration by mail: Please make cheques payable to **"HPS Inc."** and mail to:

450 Westheights Dr. Unit 2, Kitchener, Ontario, N2N 2B9

Registration by Email: Please Print, Sign & Scan to Email to [ssmith@hpsinc.ca](mailto:ssmith@hpsinc.ca)