

Comments from participants

"Exercises got you thinking - good material. Good class involvement."

"The class fostered open discussion about things effective leaders need."

"Group interaction was very helpful @ illustrating effective communications."

"Hands on exercises make it easier to see how communications fail."

"Real life decision & thinking. Can be used at home and not just on job."

"It is teaching me to be smarter & better."

"All upper management need to be included."



FLL-FIP-01B

First Line Leadership



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Field Introduction Program



Customized In-Plant Training

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Providing plant supervisors with models, tools and resources to help maximize their impact on and contribution to their organizations.

First Line Leadership Training

A program designed to help supervisors develop themselves and others,



increase the frequency and quality of conversations about performance and development, build strategic relationships and,

ultimately, take a more strategic approach to their work to meet plant and organizational expectations.

As a result, individual competence is enhanced, talented individuals are retained and overall production is maximized.

A version for plant management is also available so that everyone is “singing from the same hymnal.”

Lamar State College—Orange (TX)

...conceived a *First-Line Leadership Program (FLL)* specifically for the Construction, Mechanical, Petrochemical, Oil Refining, and Manufacturing Industries. The Program is held on the Lamar campus in Orange and consists of ten one-day modules spread over a six-month period. Participants earn 8.0 CEUs.

Field Introduction Program

Sometimes a six-month campus-based program is too rigid for a plant’s shift schedule. For these situations the *Field Introduction Program* provides training-in-place, at the plant. This encourages a larger participation by First Line Leaders as an introduction to Leadership Theory and Practice.

J David Derosier developed a program to bring the concepts of Lamar’s FLL Program out to the plants with classes more conducive to plant operating schedules and changing shifts.

The *Field Introduction Program* provides smaller classes which are held on-site at the plant and scheduled to fit the shift needs for each specific installation. Because the program is single-company oriented, schedule changes such as un-



planned shut-downs are easily accommodated.

This concept reduces the time constraints and travel necessitated by a remote six-month multi-company course of instruction, allowing it to be more available to staff with tight time constraints and productivity goals.

Another major advantage of the *Field Introduction Program* is the tailoring of modules to the specific plant. For example, the module on “Hidden Costs” uses the plant’s own Employee Handbook when dealing with issues such as absenteeism, injuries, and staff turnover.

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