



## Bridging the Leadership Gap: Empowering Front-Line Supervisors for Tomorrow's Success

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At TRC Talent Solutions, we understand that strong leadership is the backbone of any successful operation. This case study highlights how we partnered with a leading global manufacturer to address a critical need: preparing their high-potential employees for front-line supervisory roles.

### **The Challenge: Growing Leaders from Within**

Our client, a leader in manufacturing complex vehicle structures, faced a positive challenge: a team of dedicated employees with deep operational knowledge. Many of these individuals were ideal candidates for future supervisory and management positions, but they lacked formal leadership training. The goal was clear: invest in these promising employees to equip them with the essential skills and understanding of leadership responsibilities. However, traditional training options often involved lengthy, rigid contracts that didn't align with our client's need for a focused, agile development program. They needed a partner who could deliver impactful training swiftly and efficiently for their Dacula, GA facility.

### **Our Solution: The 10-Week Leadership Incubator**

TRC Talent Solutions stepped in with a tailored, project-based approach: a 10-week Leadership Incubator Program. This custom-designed initiative was built to rapidly develop and grow the leadership capabilities of their aspiring supervisors. Here's how we delivered impact.

**Customized Training:** We engaged a dedicated leadership trainer and coach to deliver a precise, in-person program, perfectly suited to the team's specific needs.

**Flexible Scheduling:** Sessions were held once a week, for 3.5 hours per session (including a lunch break), ensuring minimal disruption to their operational schedule.





**Comprehensive Preparation:** Our trainer committed additional weekly hours for class preparation, guaranteeing high-quality and highly relevant content at every turn.

**Right-Sized Partnership:** Unlike longer, fixed-term contracts from other providers, TRC offered a flexible 10-week engagement, perfectly aligned with our client's investment strategy and project goals.

### **The Results: A Resounding Success**

The Leadership Incubator Program earned consistently high praise across the board, validating the effectiveness of its structure, content, and delivery.

**Overall Program Assessment:** The program received top marks for its overall quality, structured organization, and the excellence of materials and instructors. Participants particularly highlighted the "Excellent" balance between leadership theory and practical, real-world application.

**Core Skill Transformation:** The program's most significant outcome was the dramatic improvement in essential leadership competencies. Participants reported transformative gains in the skills that matter most for front-line success.

The program significantly improved:

- Communication Skills (Transformative)
- Problem-Solving Abilities (Transformative)
- Decision-Making Capabilities (Significant)
- Technical Knowledge & Industry Expertise
- Team Collaboration (Significant)
- Process Improvement (Moderate)

**An Ecosystem of Support:** A key factor in the program's success was the robust support system. From accessible instructors to engaged management, participants were empowered to apply their learnings directly in their roles, creating a cycle of continuous improvement and collaboration.

- Instructor Availability: Excellent
- Quality of Materials: Excellent / Very Good
- Manager Support: Excellent
- Peer Collaboration: Excellent



## Ready to elevate your team's leadership?

Discover how TRC Talent Solutions can design a customized talent development program for your company.