LEADERSHIP DEVELOPMENT · PART OF ORCHESTRATE IMPACT

Step Up to Supervisor

Your best individual contributor practices the first-time leader job before the title lands, and finds out whether they want it.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead."

WHO IT IS FOR

LEVEL
Frontline leaders, High potentials, All employees

GROUP SIZE
Any group size

TIME
Anywhere from 60 minutes to 2 days

FORMAT
In person · Virtual

LANGUAGES
English

BUSINESS OUTCOME
Talent insight, Execution

WHAT HAPPENS

Participants practice the core moves the step demands: communication, delegation, coaching, accountability, and handling pressure.

A realistic look at supervision replaces the fantasy. Some Participants decide the role is for them; some decide it is not, which saves everyone a year.

Each leaves with a development plan and a first conversation with their own manager scheduled.

WHAT CHANGES

- First-time leaders arrive ready instead of overwhelmed
- Your best worker does not become your worst boss
- Career decisions made on evidence, not flattery
- A pipeline you could see

HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

INVESTMENT

$10,000 per day

Per delivery · same number in USD, CAD and EUR

One Facilitator day plus materials. Larger cohorts split into two rooms.

Formats: anywhere from 60 minutes to 2 days, for any group size. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

PROOF

Retention up 16%

More than half of Participants chose to stay in their union roles rather than step up, avoiding the turnover a wrong promotion brings; client to be named

Schedule a 25-minute walkthrough

See how it runs online

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