

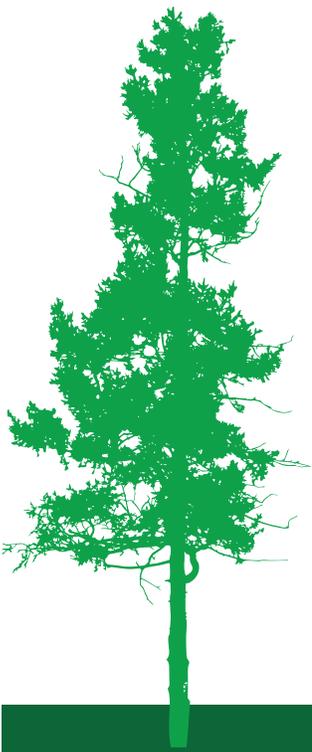


# The Supervisor Survival System™

The easy-access, content-rich, application-heavy and affordable **preparation program** that accelerates, catches up and equips frontline supervisors with what they must know — and do — to make a **successful leap to leadership**.

804-339-4653  
[www.LeadershipNature.com](http://www.LeadershipNature.com)

**Leadership  
Nature**   
*Because Great Managers  
Don't Grow on Trees*



## This Program is Perfect for:

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- **Preparing your individual contributors** before promotion
- **Accelerating your new supervisors' skills** soon after promotion
- **Fine tuning more experienced supervisors** who missed the fundamentals
- **Equipping individual contributors** who supervise contractors, loggers and road builders

“The most basic elements of management are often what trip up managers early in their careers ... an extraordinary number of people fail to develop these skills.”

— Save Your Rookie Managers from Themselves, HBR OnPoint

## Using both high-tech and high-touch methods, your participants will:

- **Stay in the field**, learning the practical skills they need while on the job.
- **Put the principles to work immediately**, while they are fresh and supported.
- **Save on travel expenses**, accommodations, time and opportunity costs.

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**Stop throwing them in to sink or swim**

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## You Need It When:

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- Your **bench strength is dangerously thin** after years of cost cutting
  - Your new supervisors are constantly **putting out fires** rather than solving root cause issues
  - Your experienced leaders are **retiring faster than you can replace them**
  - **Your supervisors' managers are too busy** to train new leaders
  - You **can't afford the time or budget** for more in-depth and time-intensive training
  - Your new supervisors need to **stay close to the field** for daily operations and emergencies
  - Your supervisors **work in remote locations**, making access to training difficult
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“Most organizations promote employees into managerial positions based on their technical competence. Very often, however, those people fail to grasp how their roles have changed. Even the best employees can have trouble adjusting to these new realities.”

– **Save Your Rookie Managers from Themselves,**  
HBR OnPoint

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## Bottom Line

# 40%

of newly appointed leaders fail within their first 18 months (Forbes).

You can't afford this, and you don't have to – any longer.



## You Need It Because:

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- Supervisors have the **most immediate impact** on productivity, morale and turnover
- What made individual experts great in the field **won't make them great as leaders**
- Without proper preparation, new supervisors will be **ingraining bad habits**
- Poorly prepared supervisors often **cause more problems than they solve**
- Replacing unsuccessful supervisors is **embarrassing, time consuming and costly**

“The feedback we received from employees was overwhelmingly positive. We wholeheartedly endorse Tom’s work and recommend his leadership training, especially in the natural resources field.”

— John A. Bricker, Virginia State Conservationist, NRCS

## So That Your Supervisors:

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- **Get the right skills** from the outset rather than ingraining bad habits
- **Improve teamwork**, productivity, morale and turnover sooner rather than later
- **Make smooth transitions** with minimal disruptions to their work and yours
- Enable their managers to **focus on their jobs**
- **Make fewer mistakes** and learn faster from the ones they still will make
- **Are ready to fill the leadership gaps** in your bench, both now and in the future

## Fill the Skills Gaps of Your Supervisors Before They Becomes Crises

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# Program Options

## 1. Base Camp *Core Competencies*

## 2. Ascent *Intermediate Skills*

**Both these options include:** 1-hour, Live Webconferences, Content, Assignments, Accountability and Applications, Limited to 15 cohort participants.

- Knowing Yourself and Your Role
- Soft Skills for Hard Sciences
- Planning and Goal Setting
- Delegating and Developing Others
- Critical and Uncomfortable Conversations

- Critical Thinking and Problem Analysis
- Managerial Decision Making
- Motivating Others with and without Authority
- Troubleshooting Meetings and Teamwork
- Communicating with Impact

10 Weekly Group Sessions\* **\$1200**

10 Weekly Group Sessions\* **\$1500**

\*includes a capstone assignment that requires report outs.

## 3. Summit *Advanced Results*

**This option includes:** Leadership Tendencies, Strengths, Weaknesses, Blind Spots, and Additional Preparation for the Next Level.

- Executive-Level Assessment Tools
- Skills Application Coaching
- Tailored Problem Solving
- Personal Consulting
- Career Mentoring

6 Coaching Sessions **\$3500**

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“My training with Tom changed my life. It has given me the necessary tools to be a confident professional leader within my agency. The immediate positive feedback I have received has made my training with Tom priceless.”

– Kelly Norris, District Forester,  
Wyoming State Forestry Division

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## **The Supervisor Survival System™ is led by forester and leadership expert, Tom Davidson, MBA, MSOD.**

Tom worked his way up from field forester to vice president of human resources and organization development by age 41. After beginning his career with a state agency and a 21-year career in the forest products industry, Tom has run a successful leadership consulting business for 16 years. He is the only forester in the world to also be a Senior Professional in Human Resources, a Professional Certified Coach and a Certified Speaking Professional. Tom is author of *The 8 Greatest Mistakes New Managers Make: Surviving Your Transition to a Leadership Position.*

## **Survival System Tactics in Use:**

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- Live-led webconference sessions with phone or web access that alternate weekly between content and application
- Detailed outlines, tip sheets, templates and worksheets to put the key principles from each session to work at once
- Work assignments between sessions to put the essential principles to work immediately
- An on-going discussion community to connect with other participants, apply the materials and grow networks
- Accountability partners to report action, discuss challenges and hold each other accountable for progress
- Recordings and transcripts from each webconference for easy reference when a session is missed and for future reference
- Pre-work and resource materials for each topic for further depth and continued application long after the program is over

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**Contact Tom today**  
for a consultation about  
the best choice for you, more  
information, or to reserve  
space in a survival program  
at **804-339-4653** or  
**Tom@LeadershipNature.com.**

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