



Schulich
School of Business
Executive Education Centre

SEEC Mining Academy

PROGRAM FEATURES

- Mining-specific content
- Facilitators with extensive mining industry experience
- Developed in collaboration with mining industry experts

Front-Line Mining Leadership

A Management Development Program for
Front-Line Mine Supervisors and Superintendents



Increase the management maturity level of front-line mine supervisors and superintendents by standardizing the application of organizational processes and management tools, and by introducing global best practices in mining management.

Email us at CustomSEECPrograms@schulich.yorku.ca

or call us at 1-(416)-360-6546



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Front-Line Mining Leadership

Management Development Program for Front-Line Mine Supervisors and Managers

The **Front-Line Mining Leadership** program provides new and current supervisors and superintendents with tools for practical communication and employee development that reduce conflict, improve employee performance, enhance team effectiveness, and ensure the consistent execution of your company's practices.

- Ensure consistent execution and the achievement of results by building the leadership capability of your front-line mining leaders.
- Expose your front-line leaders to best practices in mining management while at the same time building their knowledge of your company's internal processes and practices.

Top Take-Aways

1. Fundamentals of mining management best practices, including project management and lean operations
2. Perspectives and insights into effective leadership and communications approaches
3. Techniques to strengthen influence over organizational performance
4. Skills for better understanding of strategy and financial fundamentals in mining

Key Features

- Mining-specific content
- Facilitators with extensive mining industry experience
- Official Certificate of Completion
- Leadership Self-Assessment and detailed report with Virtual 1-on-1 Coaching Call/Debrief
- Development planning tools
- Interactive Classroom Learning
- Virtual small-group peer coaching circles
- Team-based Action Learning Project
- Access to online leadership lessons and videos
- Customized online learning portal
- LEAN and project management tools

Flexible Program Model

- Four flexible 5-day training modules that can be delivered in any combination. Each module targets a specific set of skills which address competencies required of all front-line leaders
- **Tailored for groups of 15-25 participants** who are current, new or aspiring front-line supervisors and managers, high-potentials, leads, or foremen responsible for directing others
- **Up to 20 training days or 160 hours** of content available. Program content and delivery is designed to fit your needs
- **Multilingual program delivery** including in English, French, Spanish, and more
- **Global delivery** : All programs can be offered in any country and at any location in the world including at mine sites or completely online

Overview of Learning

Mine Leadership Fundamentals

- Role of the mine supervisor: Safety, production, people, costs
- Key mining managerial skills and competencies
- Operational planning
- Managing work processes and resources
- Reporting Structures
- Mine strategy and business

Managing the Team

- Mine staffing : Hiring and on-boarding
- Motivation, incentivizing and recognition
- Performance Management
- Target Dialogue, feedback, and IDP creation
- Communicating mine KPIs
- Develop and Engage: Coaching employees, talent review and employee engagements

Effective Mine Operational Management

- Strategy Development
- Operations management: Setting targets and achieving results
- Planning: Monthly & weekly planning
- Mine SOPs: Creating & executing
- Financial literacy and basic financial statements

Leading and Improving Business

- Project management fundamentals
- General LEAN tools and processes
- Continuous improvement and change management
- Results presentations

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