

FUEL THE FUTURE

ACCELERATING BUSINESS WITH STRATEGIC LEADERSHIP TRAINING



The Leadership Challenge:

High Turnover & Productivity Pressure

85%

Turnover Rate

2020 turnover rate crippled retention and operational stability

25.04

PSY

Pigs per Sow per Year indicated room for productivity improvement

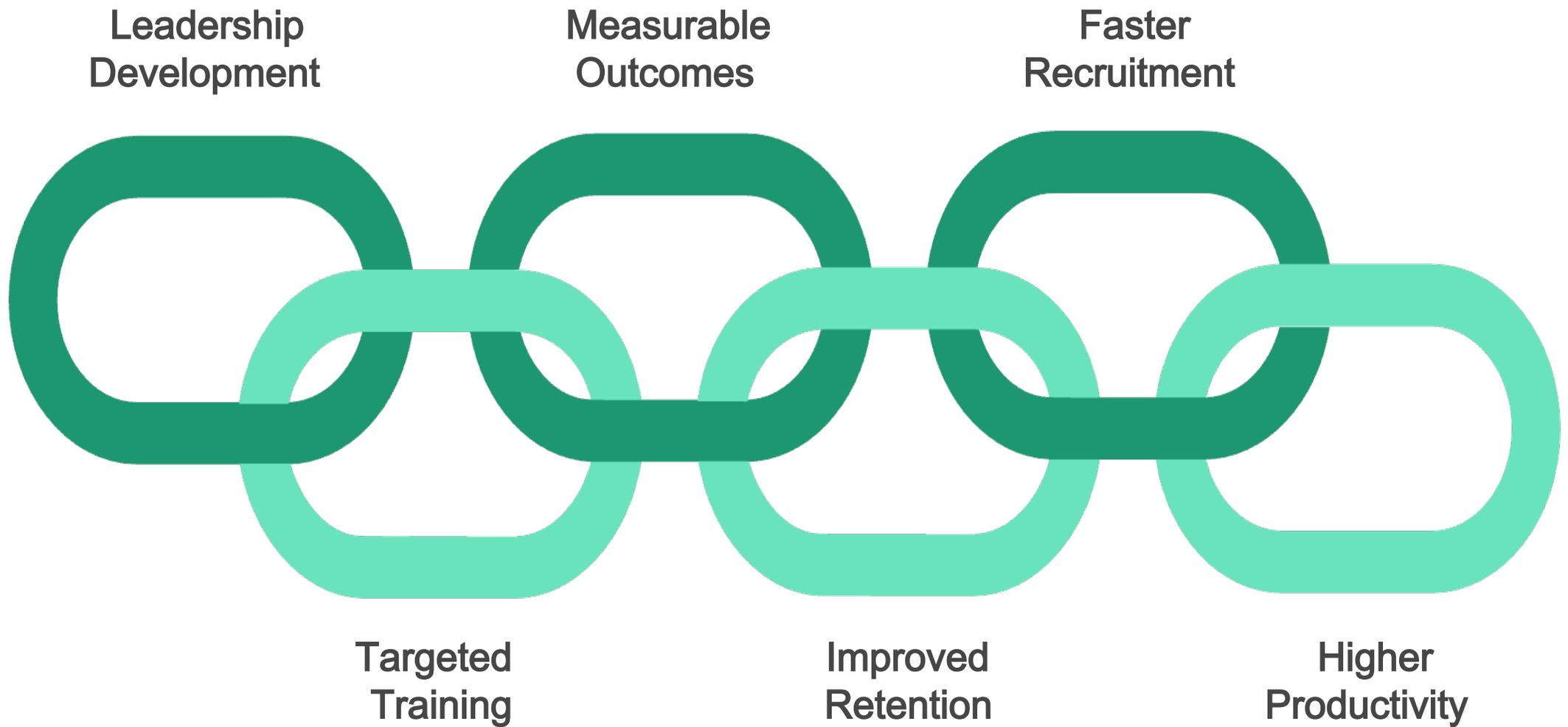


Time to Fill

Extended vacancies in key leadership roles caused costly delays

These challenges created a perfect storm of operational inefficiency and lost momentum across the organization.

Agenda:

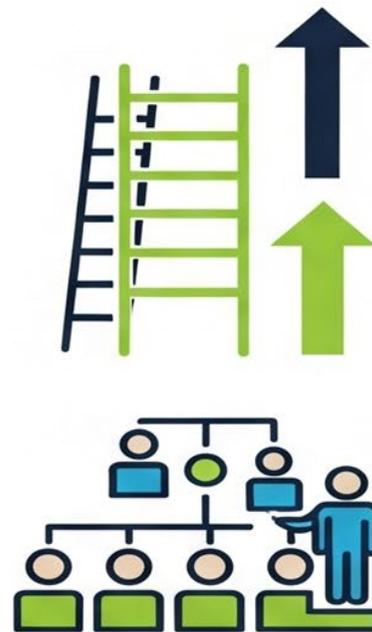


THE CRITICAL LINK

**LEADERSHIP
TRAINING**



**INTERNAL
PROMOTIONS**



PRODUCTIVITY



Internal Promotions: A Proven Retention Strategy

25%

Longer Retention

Employees stay 25% longer at companies that consistently promote from within (LinkedIn 2022)

32%

Higher Satisfaction

Internal promotions yield 32% higher satisfaction with new hires versus external recruitment (Deloitte)

60%

Faster Productivity

Internal hires reach full productivity 60% faster than external hires, reducing costly downtime

When employees see clear advancement opportunities, they invest more deeply in your organization's success.



The Leadership Training Gap: Why Promotions Alone Aren't Enough

The "Sink or Swim" Problem

Many newly promoted employees are "thrown to the wolves" without proper training or support systems (Lighthouse Research)

Natural Leaders Are Rare

Gallup's research shows only about **1 in 10 people** possess natural management talent —the rest need structured development

The Ripple Effect

Untrained leaders create disengaged teams, leading to a cascade of performance issues and ultimately increased turnover

Why It Matters: The Cost of Turnover

The financial impact of employee turnover extends far beyond recruiting costs:

- Average replacement cost exceeds **30% of annual salary** (SHRM)
- Hidden costs include **disrupted team dynamics** , **lowered morale** , and **drained institutional knowledge**
- Organizations with poor leadership experience turnover rates up to **2x higher** than those with strong leadership



Building a Successful Internal Promotion Program



- **Strategic Talent Planning**

- Map future organizational needs against current talent inventory

- Create succession plans for key positions at all levels

- **Leadership Pipeline Development**

- Identify high -potential employees using objective criteria

- Provide stretch assignments and cross -functional exposure

- **Transparent Communication**

- Clearly document promotion criteria and career paths

- Provide regular feedback on progress and development needs

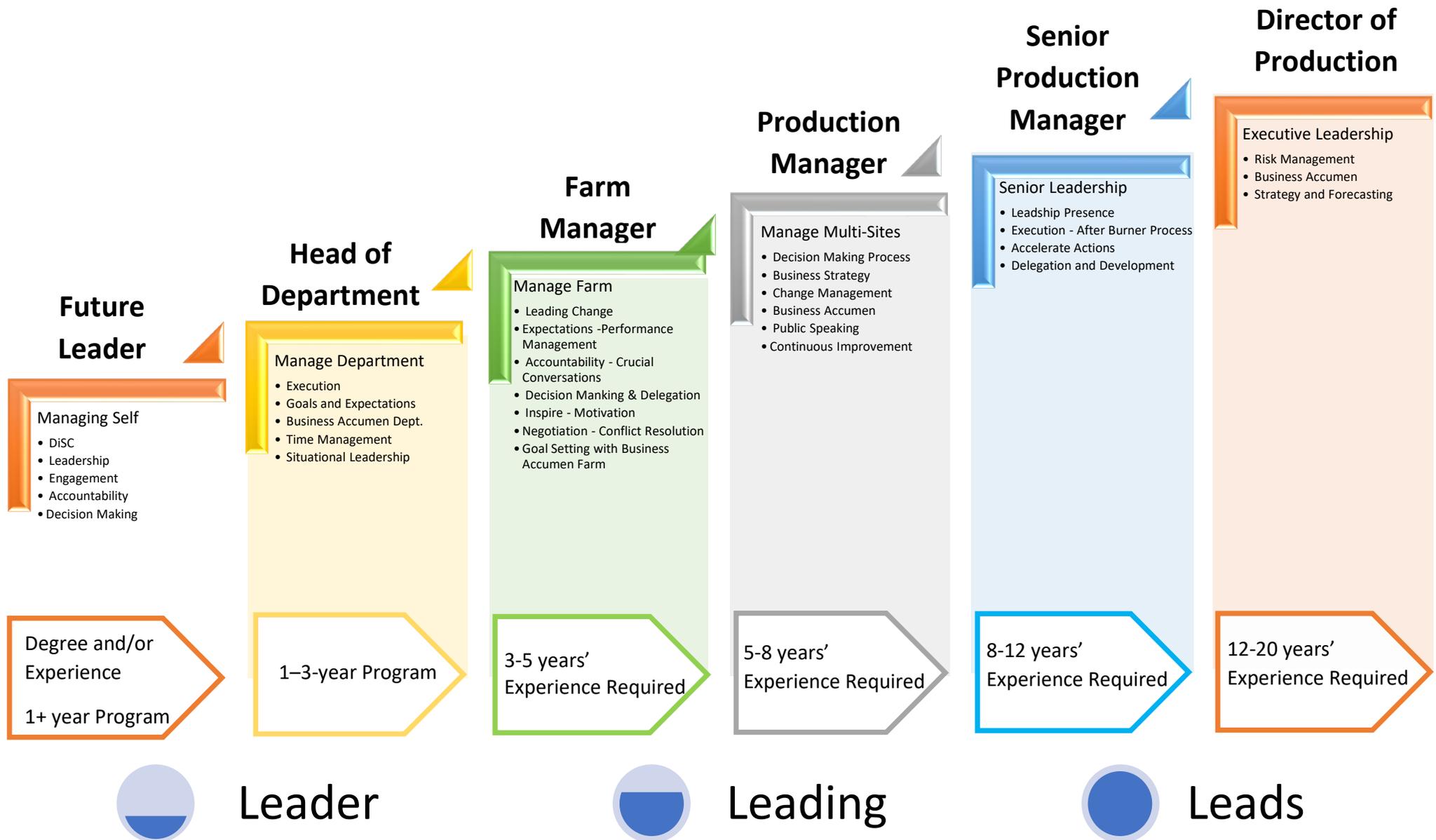
Identify Skills for Success

Leadership survey revealed critical skill gaps affecting organizational performance.

Top Three Competencies	Production Technician Lead	Production Head of Department (HOD)	Farm Manager	Production Manager (PM)	Senior Production Manager (SPM)	Production Director
1	Team Work	Accountability	Accountability/Leadership	Accountability/Developer	Developer	Continuous Improvement/Vision
2	Accountability	Leadership	Developer	Leading Change	Continuous Improvement/Financial Acumen	Financial Acumen/Integrity
3	Results Oriented	Problem Solving		Problem Solving	Leading Change/Relationships	Leading Change

Surveyed SLT, SPM and PM for top 3 Leadership Competencies for each Job Title.

Leadership Career Path



How is Leadership Training Delivered?

Leadership Training Best Practices

Blended Learning Approach

Combine formal training workshops with on -the -job application

Create peer learning groups to reinforce skills development

Manager Toolkit

Provide practical resources for common management scenarios

Standardize one -on -one meeting templates and coaching frameworks



Mentorship Program

Pair new leaders with experienced mentors outside their direct reporting line

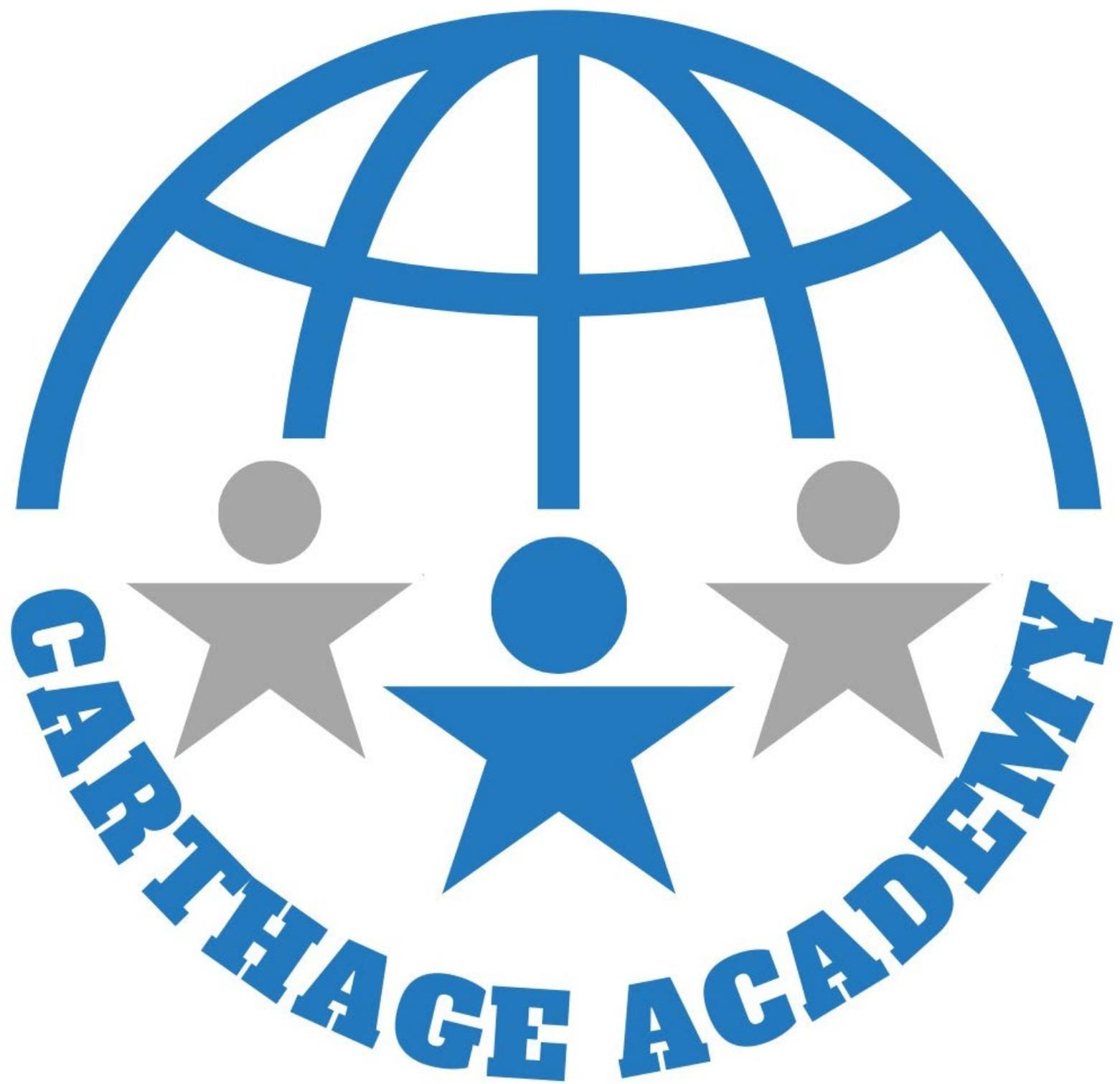
Schedule structured check -ins with specific development goals

Data - Driven Approach

Use analytics to identify leadership potential and skill gaps

Track leadership behavior changes through retention and engagement surveys

The most effective leadership development programs span 6 - 12 months and combine multiple learning modalities with immediate practical application.



What is Carthage Academy?

A series of three training sessions design to build your skills to lead in our organization.

- **Leaders** – learning how to lead yourself
- **Leading** – learning the capabilities necessary to lead others
- **Leads** – develop the skills needed to lead the organization



First Series

Leadership

Engagement through Communication

Accountability

Decision Making

Execution

Results with Stress & Time Management

Situational Leadership

Training Structure following Best Practices



Blended Learning Approach

- Using all 4 modalities of learning
- Offered in person and online
- Each session is 2 hours offered monthly
- Every 15 minutes a group exercise
- Review of previous session and homework
- Materials available in native language

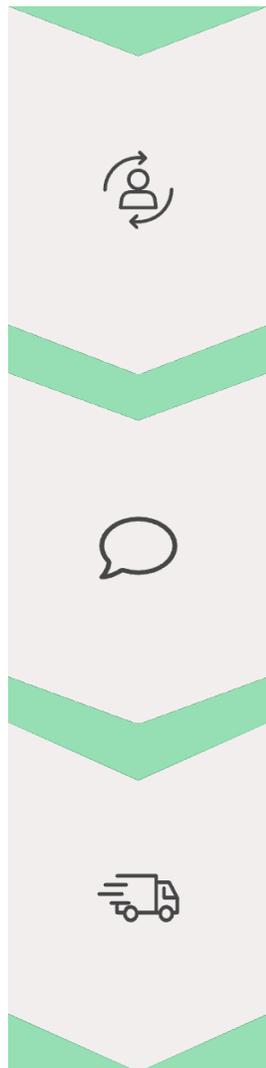
Manager Toolbox

- Workbooks for each subject
- Homework to be discussed with Manager

Mentorship

- Different facilitator each topic
- Attendees from different departments

Dramatic Turnaround: Leadership Training Impact (2020–2024)



Turnover Reduction

Dropped from 85% to 32% — a remarkable 62% reduction in just four years

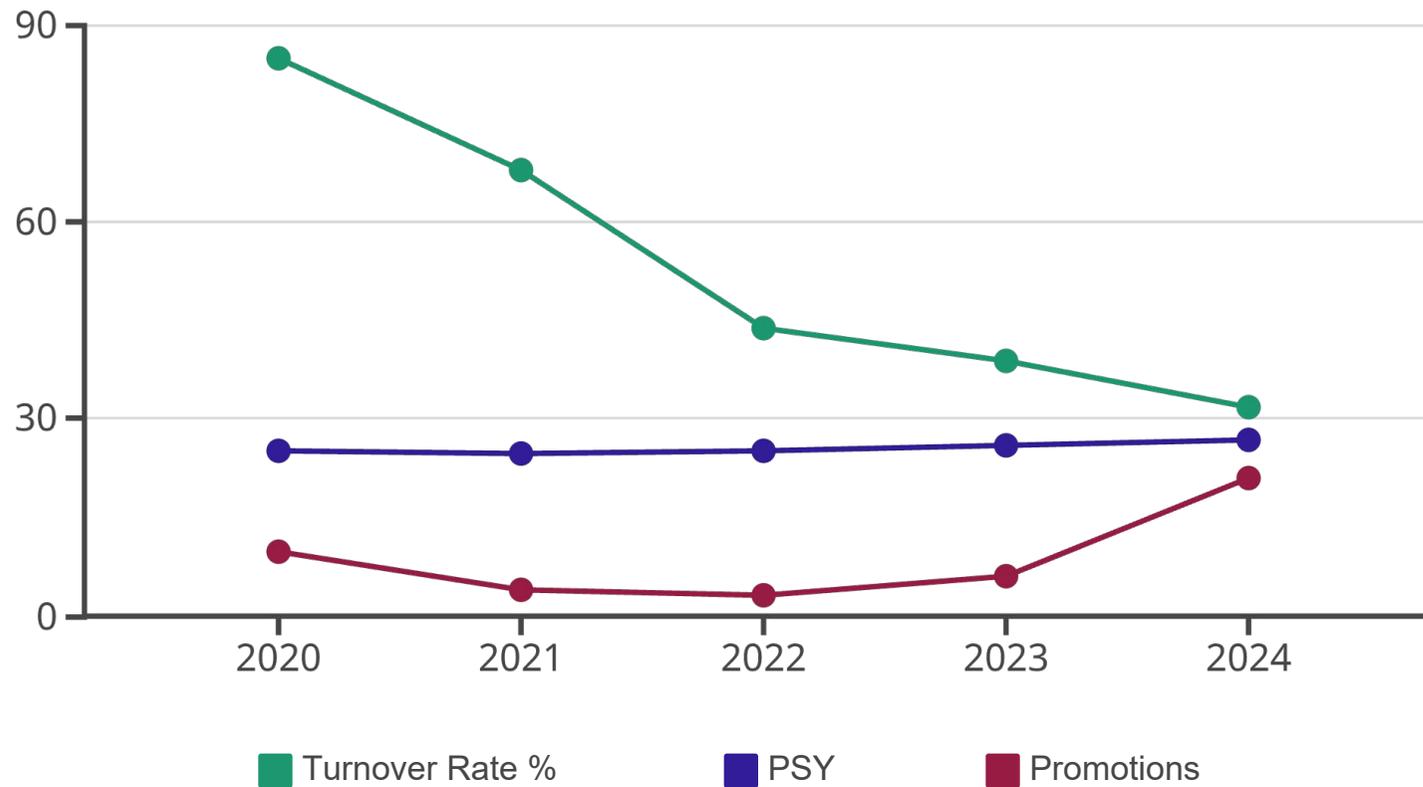
Productivity Gain

PSY increased from 25.04 to 26.9 — translating to 7% higher output

Faster Recruitment

Significantly reduced time to fill leadership positions — 110% increase of internal promotions

Visualizing the Impact: Before & After Leadership Training



Leadership Training: The Game Changer

Benefits of Integrating Training & Internal Mobility



When individual employees feel valued and see a clear path forward, synergy develops, and the business impact is felt.

The Business Case:

Leadership Training as a Competitive Advantage

✔ Cost Savings

Reduced turnover saves 20 -30% of annual salary per retained position in recruitment and onboarding costs

✔ Talent Attraction

Strong leadership culture makes your organization an employer of choice in a competitive labor market

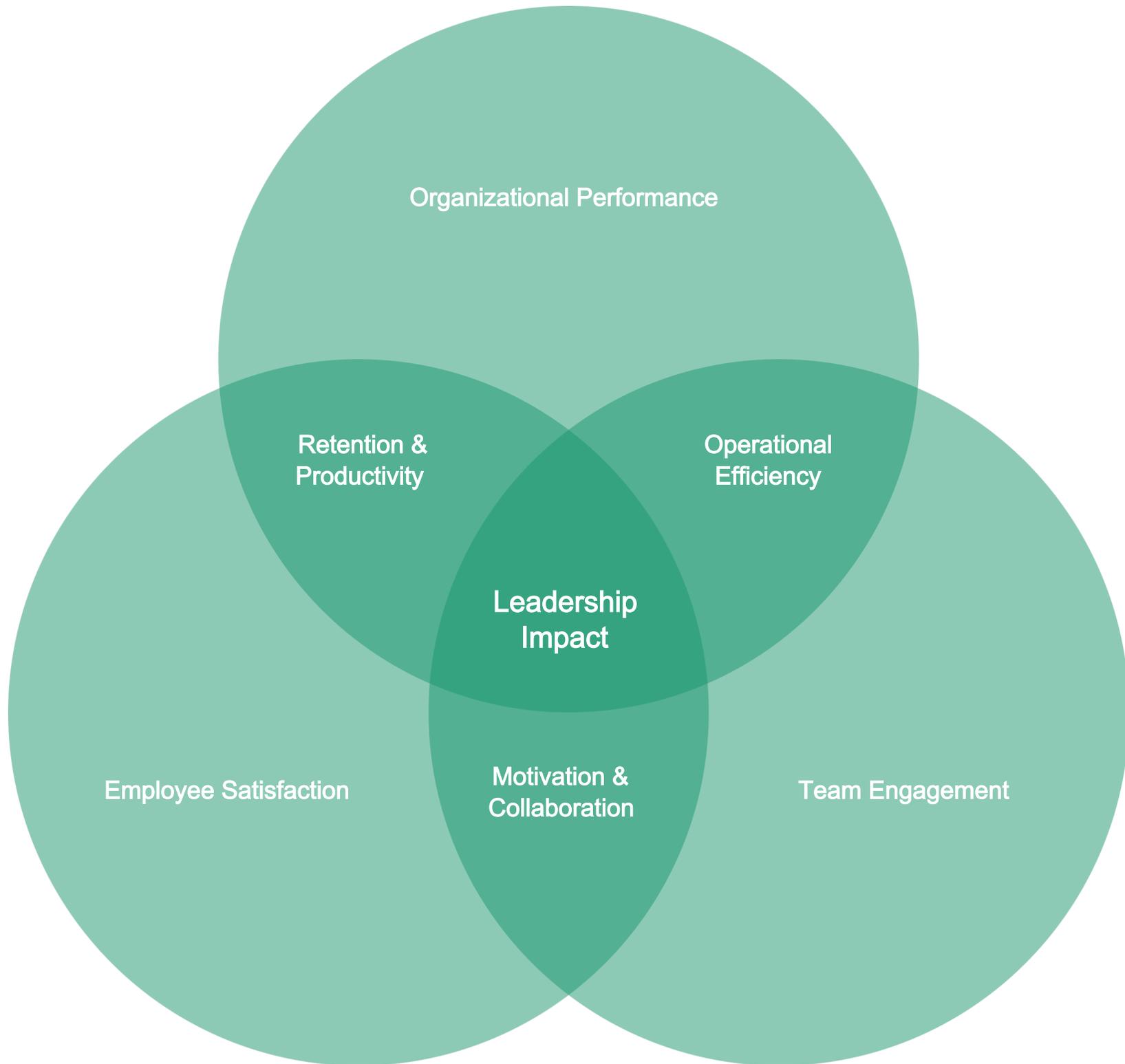
✔ Productivity Gains

Each 1.0 increase in PSY translates to significantly higher operational output and profitability

✔ Knowledge Retention

Lower turnover preserves institutional knowledge and specialized expertise crucial to operations

The ROI on strategic leadership development far exceeds the initial investment, creating sustainable competitive advantage.



Organizational Performance

Retention &
Productivity

Operational
Efficiency

Leadership
Impact

Employee Satisfaction

Motivation &
Collaboration

Team Engagement

Fueling Future Growth

01

Conduct Regular Leadership Skill Surveys

Continuously assess evolving leadership needs and skills gaps through structured surveys and feedback mechanisms

02

Invest in Blended Leadership Programs

Implement evidence -based programs that emphasize empowerment and mentorship through multiple learning modalities

03

Measure Impact Continuously

Track retention rates, time -to-fill metrics, and productivity indicators like PSY to quantify ROI

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Leadership development is not a cost — it's an investment with measurable returns

Empower your leaders, retain your talent, and accelerate business performance

Build a leadership pipeline that fuels sustainable growth and industry leadership