

Why Frontline Supervisors Matter More Than You Think

Driving safety, retention, and performance

THE REALITY

Supervisors shape the daily employee experience



Production

Drive daily execution and operations.



Costs

Oversee costs and ensure no waste or overtime costs.



Compliance

Ensure policies are followed and risks are reduced



Safety + Well-being

Create a safe environment where people can thrive.

WHY IT MATTERS

#1 Driver of Job Satisfaction

Employees who rate their supervisor highly are more likely to be satisfied.

#1 Reason that Employees Leave

Employees are more likely to quit because of their supervisor.

WHERE SUPERVISORS CAN HAVE AN IMPACT



Productivity



Quality



Turnover



Safety



Absenteeism



Performance

Good Supervisors

VS.

Poor Supervisors



Stronger Teams

- Engagement is up
- Performance is up

Better Impact on Well-being

- Health is stronger
- Burnout is less



Weaker Teams

36% of employees plan to leave the company
9 months to replace a frontline employee.

High Cost

\$500B+ loss

\$208B+ loss in productivity tied to stress and burnout.



Good supervisors have more impact than company-wide support

WHAT GREAT SUPERVISORS DO



Set expectations



Communicate & coach



Support early care



Manage conflict



Promote well-being

SUPERVISOR INVESTMENT = BUSINESS PERFORMANCE



Higher productivity



Lower turnover



Safer workplaces



Healthier employees

HOW WORKCARE HELPS

Injury prevention • Early intervention care • Supervisor enablement

Turn supervisor impact into measurable ROI