

The Middle Manager Accelerator

A 12-week, turn-key leadership cohort that converts technically strong managers into trusted, accountable leaders. Led by Darrius T. Smith, Chief Master Sergeant, USAF (Retired) — 28 years leading high-stakes teams.

Program At A Glance

Duration	12 weeks
Format	Bi-weekly 90-minute interactive workshops (virtual or on-site) plus digital simulator exercises between sessions
Cohort size	Groups of 6, 12, or 20 managers
Focus	Retention · Hard conversations · Standardized leadership communication
Sponsor	L&D Managers, HR Directors and VPs with a development budget

Core Outcomes

- **Reduce costly team turnover** by fixing the manager behaviors that drive good people out.
- **Train new managers to handle hard workplace conversations** — performance, accountability, conflict — with scripts they can reuse.
- **Establish a standardized leadership communication language** across the department so expectations travel cleanly.

Deliverables Included

- Individual leadership EQ assessments for every participant.
- 90-Day Bench Builder worksheets for each manager's development plan.
- Monthly cohort progress scorecards delivered to the sponsoring HR director.
- Digital simulator exercises (decision velocity, delegation, reading the room).

12-Week Curriculum

Weeks 1–2	Baseline	Leadership EQ assessments, cohort kickoff, individual bench diagnostics.
Weeks 3–4	Communication	Standardized leadership language; expectation-setting scripts.
Weeks 5–6	Hard Conversations	Performance, accountability, and conflict conversations under pressure.
Weeks 7–8	Retention	Stay interviews, recognition cadence, early attrition signals.
Weeks 9–10	Decision Velocity	Delegation frameworks, simulator exercises, removing the bottleneck.
Weeks 11–12	Bench Building	90-Day Bench Builder plans, sponsor readout, succession scorecards.

Why ST4Y READY

- Led by a retired USAF Chief Master Sergeant with 28 years of leading under pressure; Maxwell Leadership Certified.
- SBA Certified Service-Disabled Veteran-Owned Small Business (SDVOSB) — supports supplier diversity and set-aside goals.
- Interactive simulators that stress-test leadership decisions, not just slideware.



Next Step

Schedule a Cohort Briefing. A 30-minute call to size your cohort (6, 12, or 20), set the workshop calendar, and confirm sponsor reporting. Book at st4yready.com/book.

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