

Turn Managers Into Leaders

A step-by-step guide to build stronger frontline leadership in the NxtPath™ platform.

STEP 01



Get a clear picture of where leadership stands

Use the Visibility Center to see workforce health across every team, shift, and location. Start here before doing anything else.

- Review turnover trends and leader coverage rate
- Check average Thrive Score across teams
- Identify which locations or shifts need the most attention

STEP 02



Build a daily leadership rhythm

My Leader Path builds each supervisor's daily interaction list automatically from real team signals, so they always know who to check in with and what to do.

- Open Leader Path at the start of every shift
- Work through the prioritized interaction list
- Log notes and action items during each interaction to close the loop

STEP 03



Give team members a path forward

Every team member gets an individual path built with their leader. Development stops being a one-time conversation and becomes part of the daily work.

- Build individual paths with clear goals and milestones
- Use Leader Path to ensure development conversations happen consistently and on time
- Review each team member's wellbeing trend, learning progress, and open goals from the team progress view

STEP 04



Make problems visible before they compound

Through Interactions, team members log obstacles and ideas directly in the platform. Leaders work through them with Charlie's Checklist.

- Encourage team members to log obstacles and ideas as they happen
- Use Charlie's Checklist to identify root causes and define clear action items
- Assign and track those actions so problems get resolved, not just noted

The screenshot displays a JupyterLab environment with a notebook titled "Step 05". The notebook contains several code cells and plots. The first plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The second plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The third plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The fourth plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The fifth plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The sixth plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The seventh plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The eighth plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The ninth plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec). The tenth plot is a stacked bar chart titled "Decision to Travel Summary" showing the percentage of "Not Go" (green) and "Go" (red) decisions over time (Jan to Dec).

The screenshot displays the NextPath dashboard with a dark sidebar on the left containing navigation links: Dashboard, List Items, Messages, Team, Settings, Help, and Log Out. The main content area features a top navigation bar with a search bar, a user profile, and a 'Request 1 item' button. Below this, there are two summary cards: 'Temporary Cost Savings' showing a 45% increase and '\$75,000', and 'Obstacle ID vs. Resolved' showing a 23% decrease and '40 resolved'. A 'Team Viability' section follows, containing a table with columns for Name, Date, and Status. The table lists three items: 'Matt Hernandez' (9 March 2020, Pending for Miles), 'Paula Hernandez' (11 February 2020, Mile One Over Status), and 'Paxi Negrete' (9 February 2020, Introduction to the Learning Guide). Below the table, there are two more items: 'Jackie Williams' (22 January 2021, Pending for Miles) and 'Dionicio Miquel' (28 January 2021, Mile One Over Status).

STEP 06

NextPath

Search anything

Request 1 item

+45%

Temporary Cost Savings

\$75,000

-23%

Obstacle ID vs. Resolved

40 resolved

Team Viability

Name	Date	Status
Matt Hernandez (9 March 2020)	9 March 2020	2.2 Preparing for Miles
Paula Hernandez (11 February 2020)	11 February 2020	2.2 Mile One Over Status
Paxi Negrete (9 February 2020)	9 February 2020	3.3 Introduction to the Learning Guide
Jackie Williams (22 January 2021)	22 January 2021	2.2 Preparing for Miles
Dionicio Miquel (28 January 2021)	28 January 2021	2.2 Mile One Over Status

Dashboard

List Items

Messages

Team

Settings

Help

Log Out

My Projects gives teams a shared space to manage operational improvement work with timelines, assigned actions, and team communication in one place.

- ## Track whether it's working

- Monitor turnover reduction and obstacles resolved within 7 days
- Review leader coverage rate: Are supervisors consistently showing up?
- Watch the Thrive Score trend month over month

You don't have to roll out across the entire organization on day one. Start with one team, one location, or one group of supervisors. NxtPath is built to prove its value fast and grow as you do.

