

FOOD RETAIL LEADER CERTIFICATE PROGRAM

Building and Sustaining the FMI Future Leader eXperience



OBJECTIVES

- Help participants build on the knowledge and skills they gain at the event and put what they learned into practice through participation in a series of pre- and post-event assessments, online seminars and on-the-job reinforcement activities.
- Create a leadership development process, so that sustainment of learning is ingrained into the Future Leaders eXperience, before, during and after the event.
- Ensure that program participants are supported and take responsibility for applying their newly acquired knowledge and competencies.
- Offer a program with maximum flexibility so that sustainment can exist independently or be easily integrated into a company's existing leadership development program.
- Provide a credential that documents the achievement of education and reinforcement activities based on key leadership competencies needed for success as a food retail leader.

THE FMI FOOD RETAIL CERTIFICATE

This certificate program, co-developed by the Food Marketing Institute (FMI) and Root Inc., is based on Root's Compass® leadership framework. It demonstrates that participants have the industry knowledge, skills, personal attributes and competencies to excel at leadership in the food retail industry. The Food Retail Leader Certificate will bring the participant recognition in the food retail industry as a qualified and committed food retail leader and give them an edge in their professional career path.

- Future Leaders participants are automatically enrolled in the certificate program at no extra cost; however, participation is optional.
- Full participation in the Future Leaders event and completion of all pre- and post-event sustainment activities and a final self-assessment are required to earn the certificate.
- Event attendees may enroll in the program to participate in all or some of the post-event activities without completing the certificate program.

COMPETENCIES

The Future Leaders event and post-event activities address the following leadership competencies:

- Community Involvement
- Food Safety Culture
- Grassroots Advocacy
- Leadership
- Delegation
- Teamwork & Collaboration
- Knowledge
- Influence
- Strategic Thinking
- Communication
- Customer Focus
- Engaging & Inspiring
- Critical Thinking
- Trust
- Self-Awareness
- Planning & Execution
- Listening
- Conflict Resolution
- Coaching

The Leadership Development Process

BEFORE

A. Self-Assessment

Participants reflect on the CURRENT level of their:

- Leadership capabilities as they relate to the Compass® leadership navigation system (Know My Business, Know My Role, Connect My Team and Deliver Results).
- Understanding of the food retail industry and market forces (supply chain, consumers, retailers, suppliers and key trends).

B. Pre-Event One-on-One Management Meeting (Optional)

Using the provided support materials, participants meet with the person to whom they report to prepare for the Future Leaders eXperience. Together they:

- Review the Future Leaders education program details.
- Discuss key learnings from the self-assessment and areas for improvement.

DURING

Sustainment Starts in the Future Leaders eXperience

Learning activities are designed to emphasize the importance of practical application throughout the experience. Before leaving the event, participants will:

- Experience the Root Compass® content and make commitments on how they can be a more effective leader.
- Draw connections to their own organizations and identify opportunities to lead from where they are.



AFTER

1. Activity One: Management Meeting

Participants will meet regularly with the person to whom they report to review their progress. A meeting guide, including agenda items and talking points, will be provided to facilitate these meetings.

2. Interactive Online Seminars

Several online seminars will be offered following the event. These will:

- Re-engage the community of food retail leaders.
- Reinforce the Compass® leadership concepts.
- Explore important food industry-specific competencies.
- Activate Skills at Work Challenges to test new leadership behaviors.

3. Skills at Work Challenges

These on-the-job-training activities will:

- Help food retail leaders practice and apply what they learned at the Future Leaders event and during the online seminars.
- Provide insights into specific behaviors and skills on which the food retail leaders may need further coaching or practice.

The activities will take 15 to 30 minutes to complete and will come with a full set of instructions.

| | +1 month | +2 months | +3 months | +4 months | + 5-6 months (Completion) |
|-------------------------------------|----------|-----------|-----------|-----------|---------------------------|
| 1. Activity One: Management Meeting | ● | | ● | | ● |
| 2. Interactive Online Seminars | | ● | ● | ● | |
| 3. Skills at Work Challenges | | ● | ● | ● | |



FMI E-Learning Portal

- Participants create an account on FMI's e-learning portal and receive a free enrollment code.
- All learning activities are conducted and recorded in the e-learning portal, allowing the user to easily document their progress.
- Upon completion of all activities, participants will be able to download their FMI Food Retail Leader Certificate.