

MIDDLE MANAGEMENT

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LOGLINE:

When a people-pleasing warehouse worker is suddenly promoted to supervisor, she's forced to manage her former friends, and quickly learns that every decision she makes creates a new problem, and someone to blame her for it.

SYNOPSIS:

Middle Management is a grounded workplace comedy set inside a medical supply warehouse, where the biggest problems aren't the job, they're the people doing it.

After six years of being reliable, easy to work with, and firmly *not in charge*, Nora people on the floor, Nora is unexpectedly promoted to Line Supervisor when her manager quits. On paper, she's the obvious choice. In reality, she's now stuck between upper management's expectations and the coworkers she used to stand beside complaining about them.

Nora wants to prove she deserves the role, but she also wants everyone to still like her, which quickly becomes impossible. The same people who used to vent with her now question her decisions, push boundaries, or expect special treatment.

Every situation that should be simple, scheduling shifts, enforcing rules, giving instructions, turns complicated the second it becomes personal. And it always becomes personal.

The comedy lives in that uncomfortable middle space, where Nora is no longer part of the group, but not fully respected as the boss either, and every attempt to fix things somehow makes them worse.

THE WORLD:

The show takes place mainly inside a medical supply warehouse and the everyday spaces around it: the warehouse floor, the loading docks, the break room, and the small supervisor office overlooking everything.

It's a pretty normal workplace, which keeps the tone grounded. The job itself isn't really the focus of the comedy. The humour comes from how people behave when their relationships suddenly shift. A simple decision about scheduling or responsibilities can turn into a bigger problem when the person making the decision used to sit beside you complaining about the same things.

CHARACTERS:

NORA - LINE SUPERVISOR (32)

Nora has always been the dependable one, the person who shows up, does her job properly, and avoids unnecessary drama. That's exactly why she was promoted.

The problem is, Nora isn't used to being disliked.

She's naturally a people-pleaser, which worked when she was part of the team, but now makes her job harder. She softens instructions, over-explains decisions, and hesitates when confrontation is needed, often turning small issues into bigger ones by trying to keep everyone comfortable.

She knows how the warehouse runs, but leadership feels different when the people you're managing used to be your equals.

Her biggest challenge isn't knowing what to do, it's actually doing it without worrying about how everyone will feel about her after.

MARCUS - SENIOR FLOOR WORKER (38)

Marcus has worked at the warehouse longer than almost anyone else. He's steady, observant, and quietly respected by the team. Before Nora got promoted, a lot of people assumed Marcus would eventually move into management himself.

Marcus never really chased the position because he doesn't care much about workplace politics. Still, Nora becoming his boss changes their dynamic.

He doesn't openly challenge her authority, but he doesn't automatically follow her decisions either. If something doesn't make sense, Marcus won't argue about it, he'll just comply... slowly.

He respects Nora, but he's not convinced she's ready for the political side of being in charge. His quiet resistance creates tension without confrontation, making Nora second-guess her authority.

TINA - WAREHOUSE ASSOCIATE (29)

Tina is dramatic, funny, and usually one inconvenience away from threatening to quit. Before Nora's promotion, the two of them bonded over complaining about management and joking about workplace problems.

Now Nora is management.

Tina struggles with that change. She wants Nora to still treat her like a friend, but she also wants the perks of having someone she knows in charge. When Nora actually enforces rules, Tina takes it personally.

She tends to turn small problems into emotional events, which constantly puts Nora in awkward situations where she has to choose between friendship and authority. Her reactions often escalate small situations into bigger problems, especially when she feels personally affected.

GABE - NEW HIRE (26)

Gabe joined the warehouse shortly after Nora's promotion, so he only knows her as the boss.

He's eager, literal, and extremely serious about doing things the "right" way. If Nora gives unclear instructions, Gabe will follow them exactly, even if doing so creates a bigger problem for everyone.

He respects authority so much that he unintentionally exposes how unsure Nora sometimes feels about being in charge. His literal thinking turns simple instructions into unintended chaos.

RITA - OPERATIONS MANAGER (55)

Rita oversees the warehouse from a distance and mainly focuses on performance numbers and efficiency.

She believes Nora is capable, but she also sees the promotion as something of an experiment. If Nora succeeds, it proves promoting from within works. If she fails, it confirms the opposite.

Rita's blind spot is how detached she is from the day to day relationships on the warehouse floor. If the numbers look good, she assumes everything else must be working fine, leaving Nora to deal with the personal fallout.

LEON - MAINTENANCE SUPERVISOR (41)

Leon moves between departments fixing things at his own pace. He rarely seems rushed and prefers talking about "systemic issues" instead of solving whatever problem is right in front of him.

He often gives Nora advice that sounds thoughtful and philosophical, but it rarely helps her deal with the immediate situation she's facing.

His calm attitude stands in sharp contrast to how stressed everyone else feels about productivity, deadlines, and authority.

DYLAN - SENIOR ASSOCIATE (35)

Dylan believed he was the obvious choice for the supervisor role when it opened. Instead, Nora got the job.

He never openly challenges her authority, but he quietly undermines her leadership whenever he gets the chance. He questions her decisions in meetings, highlights her mistakes, and frames his criticism as "trying to help."

Dylan represents the constant pressure Nora feels to prove she deserved the promotion. He constantly tests Nora's authority, forcing her to prove she deserves the role.

EPISODE STRUCTURE:

Most episodes start with a small situation that becomes more

complicated because of the relationships involved. Nora tries to handle it carefully, but each person reacts differently.

Tina takes things personally, Marcus quietly questions decisions, Gabe follows instructions too literally, and Dylan looks for ways to expose weaknesses in Nora's leadership.

By the end of the episode the problem is usually resolved, but the relationships shift a little. Nora slowly learns that leadership means someone will always walk away frustrated, and that sometimes that person might be her.

Most conflicts come from Nora trying to balance relationships with authority, where even small decisions quickly become awkward or personal.

EPISODE IDEAS:

EPISODE 1 - THE FIRST MEETING

Nora over-prepares for her first team meeting, determined to come across as confident and professional, but the team barely takes her seriously. When Gabe is the only one following her instructions too seriously, the meeting spirals into chaos, forcing Nora to either assert authority or completely lose control.

EPISODE 2 - LUNCH TABLE POLITICS

Nora tries to sit at her usual lunch table, only to realize she's no longer treated like part of the group. When she attempts to act "normal", it makes everyone more uncomfortable, forcing her to confront the fact that her role has permanently changed.

EPISODE 3 - TOO HELPFUL

Nora gives Gabe a simple instruction without thinking it through. He follows it exactly, triggering a chain reaction of problems across the warehouse, while Nora struggles to admit the issue started with her.

EPISODE 4 - THE RIVAL

Dylan begins subtly undermining Nora in front of the team, framing his challenges as "helpful suggestions". When Nora finally confronts him, she realizes standing her ground might make things worse, but backing down guarantees he won't stop.