

Vistage for emerging leaders

The **Vistage Emerging Leader Program** prepares your rising stars to become your next generation of senior leadership. Guided by an accomplished business leader and master facilitator, members develop core leadership skills and the confidence to deliver on company goals.

Unlike leadership programs that squeeze a wide-range of material into a few days and leave members without follow up, the Vistage Emerging Leader Program cultivates mastery by focusing on one topic at a time. Participants are groomed to advance their careers within your company, rather than seek outside opportunities. The net result is a professional, empowered team of senior leaders who are prepared to grow with your business, taking it to the next level.

Level	Job Roles	Vistage Product
Level 1	CEO, President, Owner	Chief Executive
Level 2	Executive Leadership Team	Key Executive
Level 3	Sr. Management Team	Vistage Inside
Level 4	Directors, Managers & Individual Contributors	Emerging Leader

Benefits to emerging leaders

- **Networking:** Valuable opportunities to expand their sphere of influence and gain professional contacts of value.
- **Cultivate core leadership competencies:** Training in 12 leadership competencies with an emphasis on four key areas: personal, inter-personal, team and organized leadership.
- **Career advancement:** The confidence and proficiency to take on a greater leadership role.

• Benefits to your organization

- **Improved execution:** Elevate the competency of all levels of leadership to develop an organization that is effective, adaptable and empowered.
- **Employee retention:** Incentivize top talent to seek advancement in-house through a culture of leadership development.
- **Bench strength:** Fill mission-critical leadership roles with trusted, empowered employees.
- **Enhanced culture:** Professional leaders model your company values, are ambassadors of the brand, and lift those in their sphere.

How it works

- **Commitment:** 2-years of 12 full-day meetings held every other month.
- **Curriculum:** Structured program focused on the 12 core leadership competencies, with each meeting focusing on one core attribute to encourage mastery.
- **Structure:** Each meeting features an expert Vistage speaker who leads an interactive workshop that covers one of the competencies, followed by a seasoned Vistage Chair who teaches the mastery of it.
- **Reinforcement:** Members collaborate with peers from inside and outside their companies to cultivate their leadership skills and effectiveness.

Strengthened through mentorship

- Additionally, each Emerging Leader partners with a mentor who is typically from their own company to help guide and develop their leadership journey and ground their learnings in on-the-job situations.
- The Vistage Chair and peers provide a sounding board for challenges, opportunities and any issues that arise.

Vistage Emerging Leader Program

Dynamic group meetings	6 all-day meetings per year, held every other month
Expert speakers	An expert Vistage speaker presents on a leadership competency at every meeting
Online community	24/7 access to 23,000+ Vistage members across 20 countries
Duration	2-year program
Cost	\$5,100 per year

The 12 core leadership competencies

Through their work with Vistage and applying new skills on-the-job, participants become well-rounded business leaders equipped to execute on high-level initiatives and lead teams effectively.



Personal



Interpersonal



Team



Organizational

year 1

- Self-Awareness
- Execution

- Communication
- Performance Mgmt.

- Team Management

- Business Finance

year 2

- Executive Presence
- Accountability

- Emotional Intelligence

- Change Management

- Business Strategy
- Customer Focus



"The Emerging Leader program has been invaluable to my professional growth. My team loves when I bring back useful tools and they have given me progressive feedback through my journey. Nothing has been more impactful than sharing my issues with my team. Hearing different takes, strategies, questions and recommendations. I have found that at the end of this process, I end up in a place that I wouldn't have if I tried tackling an issue myself."

- Aaron Mayer
Area Manager, Culinary Services

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