

VISTAGE



Emerging Leader

*Develop your Managers and
Individual Contributors*

Top reasons CEOs seek development for high-potential leaders



“I need a program to motivate and retain my high-potential leaders.”



“My managers do not have formal leadership training and I need a program to develop foundational leadership skills.”



“We’re growing quickly and I want to be able to fill critical roles from within my organization.”

Vistage programs develop the leaders CEOs depend on.

Program	Leadership Roles	Outcomes	Value to CEO
Chief Executive Small Business	CEO, President, Owner	Making great decisions to benefit company, family and community	
KE	C-level Executives	Improving effectiveness of C-level executives to support strategy and drive results for CEO	Supporting the executives who help develop and execute strategy
AL	Experienced and Advancing Managers	Develop strategic thinking and more effective execution skills to deliver results	Building leadership at all levels responsible for helping CEO deliver better results
EL	Managers and Individual Contributors	Building foundational competencies for effective leadership	Building foundational knowledge to prepare the next generation of leaders
VI	Teams and functional leaders within the same organization	Improving the effectiveness of teams to achieve specific results	High-performing team through improved alignment, collaboration and communication



Vistage for Emerging Leaders



The Vistage Emerging Leader Program helps you develop high-potential managers and individual contributors to become well-rounded business leaders equipped to execute initiatives and lead teams effectively.

- ✓ Focuses on mastery of 12 core leadership competencies
- ✓ Prepares your rising stars for the next level of leadership
- ✓ Motivates employees to advance their careers within your company, rather than seek outside opportunities



Emerging Leader Program: What's included?

Coaching and Mentoring:

- ✓ Facilitated by a trusted Vistage Chair
- ✓ Mentorship Program to connect members to senior leaders within the organization
- ✓ 121s with mentor as desired

Group meetings:

- ✓ 16-30 peer leaders representing various industries
- ✓ Curriculum based, focused on developing 12 Core Leadership Competencies
- ✓ 6 Vistage Speakers per year positioned for leaders developing foundational leadership skills
- ✓ 2 year program; bi-monthly, full-day meetings

Vistage Community:

- ✓ 24/7 Access: Includes Events, Research, Networks and My Vistage

12 Core Leadership Competencies

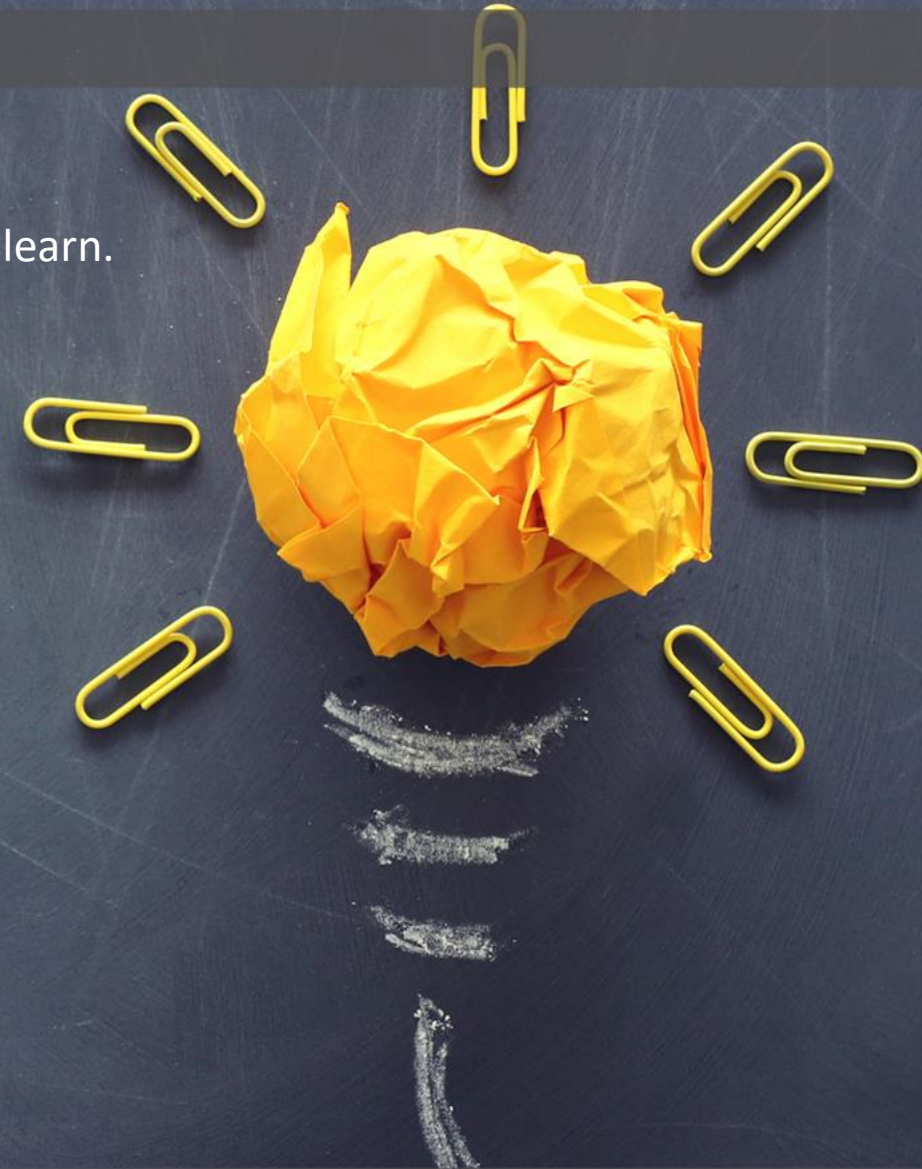
Emerging Leader curriculum utilizes the Vistage Model for how leaders learn.

Year 1

- Self-Awareness
 - 03/18/24
- Execution
 - 05/13/24
- Communication
 - 07/15/24
- Performance Management
 - 09/16/24
- Team Management
 - 11/18/24
- Business Finance
 - 1/13/25

Year 2

- Executive Presence
 - 03/17/25
- Personal Accountability
 - 05/19/25
- Emotional Intelligence
 - 07/14/25
- Change Management
 - 09/15/25
- Business Strategy
 - 11/17/25
- Customer Focus
 - 01/19/26



Mentorship Program

During “off-meeting” months, members identify and partner with an in-house mentor to help guide and develop their leadership journey and ground their learnings in on-the-job situations.

Members receives a Mentorship Relationship Guide to provide additional focus and direction.



Why Emerging Leader? Benefits to CEO members



Employee Retention

Incentivize top talent to seek advancement in-house through a culture of leadership development



Improved Execution

Develop an effective, adaptable and empowered organization at all levels



Bench Strength

Fill critical leadership roles with trusted employees



Enhanced Culture

Develop leaders who model your values, are ambassadors of the brand and lift others in their sphere

Why Emerging Leader? Benefits to your high-potentials



Leadership Competency

Training in 12 core competencies within four key areas: personal, interpersonal, team and organizational leadership



Career Advancement

Develop the confidence and proficiency to take on a greater leadership role



Mentorship

Obtain guidance from in-house senior managers to encourage and reinforce the on-the-job application

“Because of the value I have found in Vistage, I have enrolled 26 employees in the Emerging Leader program. I am beyond tickled that Vistage has a program to develop and train my managers.”

Mike Rydin

CEO, Heavy Construction Systems Specialists
Vistage Member since 1996



“The Emerging Leader program has given me the right tools and training to ask really good questions. The focused system of learning has helped me accelerate my career growth.”

Amanda Ayles

Product Manager, Heavy Construction Systems Specialists
Emerging Leader Member



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Emerging Leader

Questions?



Next Steps

Interested in exploring the Emerging Leader Program for your managers and individual contributors?

- ✓ Talk to your Chair
- ✓ Review program materials
- ✓ Identify potential candidates

For general program questions, contact:

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