

# Vistage for Your Managers and Individual Contributors

The **Vistage Emerging Leader Program** prepares your rising stars to reach the next level of leadership. Guided by a Vistage Chair, members develop leadership skills and the confidence to deliver on your company goals.

Unlike training and development programs that squeeze a wide range of material into a few days and leave members without follow-up, this program cultivates mastery by focusing on leadership competency. Participants are motivated to advance their careers within your company, rather than seek outside opportunities. The result? A professional, empowered employee prepared to grow with your business and take it to new peaks.

Leadership Role	Vistage Program	Outcomes
CEOs, Presidents and Founders	Chief Executive	Make great decisions to benefit company, family and community
C-level Executives	Key Executive	Improve effectiveness of key executives to support strategy and drive results for CEO
Experienced and Advancing Managers	Advancing Leader	Develop strategic thinking and more effective execution skills to deliver results
<b>Managers and Individual Contributors</b>	<b>Emerging Leader</b>	<b>Building foundational competencies for effective leadership</b>

<b>Benefits to your organization</b>	<b>Benefits to emerging leaders</b>
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- Improved execution:** Improve 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 employees.
- Enhanced culture:** Professional leaders model your company values, are ambassadors of the brand and lift others in their sphere.

- Core leadership competencies:** Training in 12 leadership competencies within four key areas: personal, interpersonal, team and organizational leadership.
- Career advancement:** The confidence and proficiency to take on a greater leadership role.
- Networking:** Valuable opportunities to expand their sphere of influence and gain professional contacts.
- Mentorship:** Guidance from in-house senior managers to encourage and reinforce the on-the-job application of competencies.

## How it works

- **Commitment:** Two 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 a single topic.
- **Structure:** Meetings feature an expert Vistage speaker who leads an interactive morning presentation on one competency, followed by an afternoon workshop led by a 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.
- **Mentorship framework:** Members partner with an in-house mentor to help guide their leadership journey and ground their learnings in on-the-job situations.

## Emerging Leader Program

### Dynamic Group Meetings

6 all-day meetings per year, held every other month (12 total)

### Duration

Two-year program

### Expert Speakers

An expert Vistage speaker presents on a leadership competency at every meeting

### Online Community

24/7 access to 23,000+ members across 20 countries

## The 12 core leadership competencies

By working with Vistage and applying new skills, participants become well-rounded business leaders equipped to execute initiatives and lead teams effectively.

	Personal	Interpersonal	Team	Organizational
<b>Year 1</b>	<ul style="list-style-type: none"> <li>• Self-Awareness</li> <li>• Execution</li> </ul>	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Performance Mgmt.</li> </ul>	<ul style="list-style-type: none"> <li>• Team Management</li> </ul>	<ul style="list-style-type: none"> <li>• Business Finance</li> </ul>
<b>Year 2</b>	<ul style="list-style-type: none"> <li>• Executive Presence</li> <li>• Accountability</li> </ul>	<ul style="list-style-type: none"> <li>• Emotional Intelligence</li> </ul>	<ul style="list-style-type: none"> <li>• Change Management</li> </ul>	<ul style="list-style-type: none"> <li>• Business Strategy</li> <li>• Customer Focus</li> </ul>



*“Because of the value I have found in Vistage, I have enrolled 24 employees in the Emerging Leader program. I am beyond tickled that Vistage has a program to develop and train my managers.”*

**Mike Rydin**, CEO, HCSS



*“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, HCSS

To learn more, talk to your Chair or email  
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**Better leaders. Better decisions. Better results.**

**VISTAGE**