

The Leadership Development Programs



KEY LEADER



ADVANCING LEADER



EMERGING LEADER

A glimpse at three programs that will provide your company with suitable leaders

VISTAGE

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Leadership Challenges

The Biggest Leadership Challenges Facing CEOs Today Are:

Hiring and Retaining Talent

Navigating Business Transitions

Managing Morale

Business Growth

Impact of COVID-19

Supply Chain Disruption

The need for organizational **readiness to execute** has never been greater!



Great Resignation

During the COVID-19 pandemic, many employees questioned their job security, looked for more rewarding work and felt disengaged from their employers. A study by Microsoft found that **41%** of the global workforce would consider leaving their current employer within the next year, a new phenomenon labeled as the **‘Great Resignation’** (Fast Company, 2021). Many organizations “jump to well-intentioned quick fixes that fall flat,” leading to employees feeling as if their relationship with their employer is more transactional than mutually supportive (McKinsey, 2021).

Vistage’s Leadership Development Programs provide your team members with essential leadership competencies and deliver the unmistakable message that your organization is invested in their personal and professional growth — a powerful talent retention tool. Our programs are not limited to just one level of your team, but rather allow managers, individual contributors, leaders of all levels and senior executives to hone strategic thinking skills. The skill-set that individuals gain will lead to **effective thought processes, collaboration** and **communication**, thus advancing your **vision** and **strategic goals**.

War for Talent

52% of North American workers are looking for a new position in 2021. For reference, pre-COVID U.S. average voluntary turnover rate was about **15%**.

Source: Microsoft Work Trend Index, 2021

61% of women are planning a major career change post-pandemic. This comes at a time when businesses have been hyper focused on advancing women and diversity; significant attrition could undo some of the progress made.

Source: Forbes, 2020

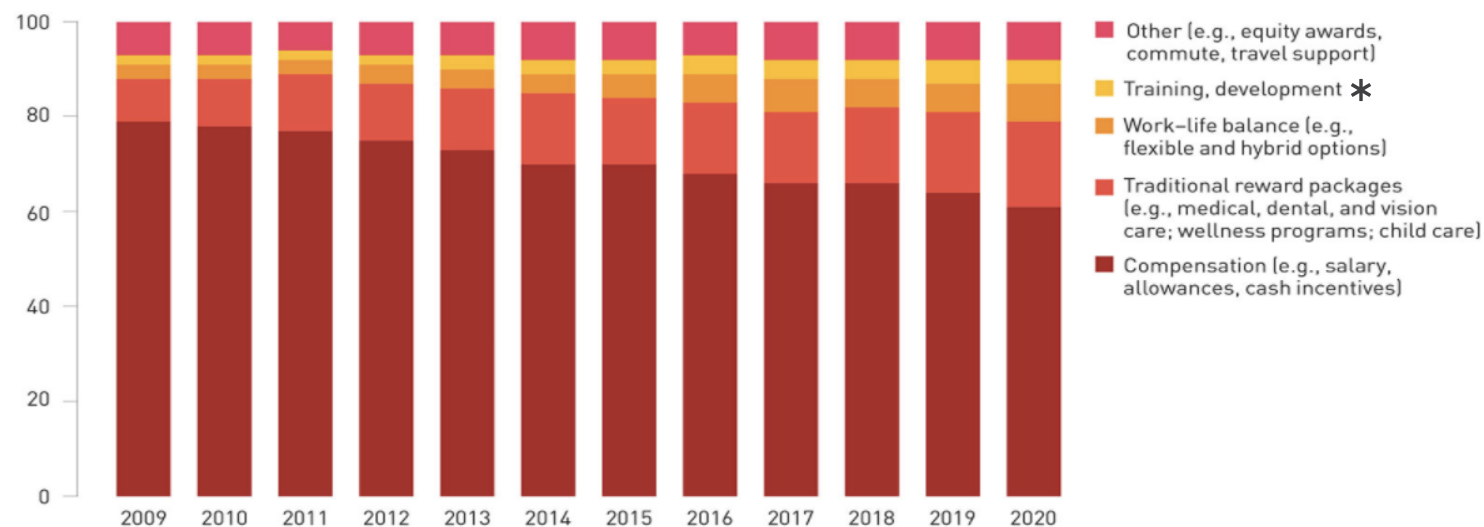
The average cost to replace a new employee is estimated to be **33%** of the cost of their salary; given a U.S. median salary of \$47,000, the cost to hire and train a new employee is **\$15,500**.

Source: Work Institute's Retention Report, 2019

Rethinking employee rewards

What people really want from benefit and reward offerings is changing.

Corporate reward preferences, % of employees



Solutions to Consider

To address these challenges, CEOs need to turn their attention to **employee development**. Vistage embraces these challenges by focusing on **three talent imperatives**: retention, acquisition and performance via three Leadership Development Programs, which tailor a growth path for their leaders in every stage of their career.



C-level Executives

Improve the effectiveness of C-level executives to support strategy and drive results for CEO

Support the executives who help develop and execute strategy



Experienced & Advancing Managers

Develop strategic thinking and more effective execution skills to deliver results

Build leadership at all levels responsible for helping CEO deliver better results



Managers & Individual Contributors

Build foundational competencies for effective leadership

Build foundational knowledge to prepare the next generation of leaders

Programs At-A-Glance

	KE	AL	EL
1. Coaching/Mentorship <ul style="list-style-type: none"> One-to-One Coaching (Chair) Mentorship Guide (Internal) 	Optional -	- ✓	- ✓
2. Group Meetings <ul style="list-style-type: none"> Speaker Workshop/Content Inclusion Exercise Check-ins (Individual Updates) Host Presentation Address Individual Opportunities Personal Action Summary 	✓ ✓ ✓ ✓ Issue Processing ✓	✓ ✓ - - Adapted Issue Processing ✓	✓ Chair Workshop - - - ✓
3. Community <ul style="list-style-type: none"> Events Networks MyVistage 	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓
4. Other <ul style="list-style-type: none"> VDM Assessment (Speaker Topics) Proactive Collaboration Guide Proactive Leadership Assessment 	✓ - -	✓ ✓ ✓	- - -

Results

“

“One of the biggest challenges in my role is that I’m often perceived as being only concerned about cost. The Emerging Leader program has helped me improve my **communication** with my team and coworkers, has opened me up to extensive **conversations** and invited me into discussions of **growth**.”

Kelly Heffner

Controller at Field Fresh Foods



Who We Are

60+

Years of Vistage
helping companies'
best and brightest

100,000+

Business owners, key
executives and CEOs
helped by Vistage

Vistage is the world's largest CEO coaching and peer advisory organization for small and midsize business leaders.

We offer the most effective approach to achieve more impactful results, grow your company faster and maximize your impact as a leader.

Vistage members are part of a group of professionals who are committed to helping each other make **better** decisions, get **better** results and become **better** leaders.

Our leadership programs are led by Vistage Chairs who bring years of executive leadership experience to their roles. For more than 60 years, Vistage Chairs have coached business owners, key executives, advancing leaders and more than 100,000 CEOs to help them make better decisions and achieve greater results for their businesses.

Your Vistage Partners



Vistage Chair Chris Quinn is a seasoned executive with a distinguished career leading large private and public companies, including Idexx Laboratories, Inc., Baxter/American Hospital Supply and Bayer's Middle East Asia and Latin America regions. As a Vistage Executive Chair, Chris is committed to executives and leaders of small and midsize companies to share expertise and think critically about how to drive better business decisions.



Vistage Chair Ana Quinn leverages her experience in executive coaching, business startups, change management, strategic development and organizational excellence. Ana has held senior positions in diverse sectors and organizations, including Baxter, P&G, Pfizer, Duke University, Lee Hecht Harrison and Burger King Corporation. Her focus and experience allow her to assess, organize and build institutional excellence while inspiring leaders to achieve their highest potential.

If you are ready to invest in your bench to develop strategic thinking and effective execution skills to deliver results, contact Chris or Ana at:

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