



Emerging Leader Program

Show your next generation of leaders that the sky is the limit – for them **and** your business.

VISTAGE

Why Us?

The purpose of the Vistage Emerging Leader Program (ELP) is to transform rising talent to your next generation of senior leadership. Under the guidance of a Vistage Chair, an accomplished business leader and master facilitator, participants develop core leadership competencies and confidence, empowering them to deliver on company goals.

Unlike other leadership programs that squeeze material into a few back-to-back days and leave implementation at risk, Vistage emerging leaders focus on one topic at a time to facilitate mastery. Participants will be challenged to advance their careers within your company, rather than seek outside opportunities. Investing in the development of your emerging leaders sends a clear message about your view of their potential.

Current challenging and dynamic times have pressure tested not only the capabilities of leaders to respond to the unexpected, but also the critical ability to adapt with ease and rigor. In order to adapt, one must have a growth mindset and be willing to learn which in turns facilitates the process of further adapting.

The ELP, which Vistage officially launched nationally in September 2018, allows growing companies to **confidently invest in the development of their emerging leaders** in a program that spans two years. By its very design, this program enables time for immediate application, practice on the job and on-going feedback from a mentor of the sponsoring company and accountability from a cohort of peers from across companies and industries.

“If your company isn't learning, it isn't growing—and it's probably on a losing path.”

(Bain Article: Why it's Time to Bring Learning to the C-Suite July 14, 2020)

The Triangle Story

Meet Chris Quinn
& the Triangle cohort

The inaugural Triangle Vistage Emerging Leader Program was launched in January 2020 and led by Chris Quinn, a Vistage Chair. His experience as a leader was forged as a United States Marine Corps Infantry Officer serving two deployments to the Middle East as well as an Aide de Camp for a Major General before launching his corporate and entrepreneurial career. Chris' leadership experiences have shaped his perspective of being a part of and leading high-performing teams.

Chris' "Why" in launching and leading the inaugural Triangle Vistage Emerging Leader Program? The answer is simple – to help others learn how to increase their effectiveness and find more time for what's important in their lives. Chris' specific "Why" as a Vistage Chair is best captured the quote from author Eugene Kennedy: "Ambition is most mature not when you know what you want and how to get it, but when you understand what you possess and how to give it."



Due to the pandemic, the delivery format of the Triangle cohort needed to shift immediately to a virtual format. Vistage's commitment to its members is top priority and a demonstration of the competencies it teaches.

"I really appreciate the efforts being made to keep delivering quality content and continuing the collaboration in a remote fashion which is new ground for everyone."



HUMAN RESOURCES

3,200 full-time employees
Annual revenue (in millions): \$4,200



What kinds of companies are participating in the Emerging Leaders Program?



APPAREL

10 full-time employees
Annual revenue (in millions): \$10



MANUFACTURING

250 full-time employees
Annual revenue (in millions): \$30



INFORMATION TECHNOLOGY

5,935 full-time employees
Annual revenue (in millions): \$2,000



Our Impact

The Vistage Emerging Leader Program is making a huge impact across our nation since it launched two years ago.

59 ELP groups have launched in the United States **51** ELP groups are currently active with 2 based in NC **8** ELP groups have already graduated

NATIONAL DEMOGRAPHICS OF MEMBERS



Organizational revenue range
< \$1 million ← → \$1 billion

Number of company employees:
1 ← → 4,999

Program Benefits

There's a high return on your investment in sponsoring your rising talent.

Organizational Perks

BENCH STRENGTH

Fill mission-critical leadership roles with trusted employees.

EMPLOYEE RETENTION

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

IMPROVED EXECUTION

Improve the competency of all levels of leadership to develop an organization that is effective, adaptable and empowered.

Emerging Leader Perks

CORE LEADERSHIP COMPETENCIES

Training in 12 leadership competencies within four key areas: personal, inter-personal, 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 & gain professional contacts.

“These sessions are a great motivation and having them every month keeps me engaged and gives me time to practice what I have learned as well as experience the results.”

The Vistage Experience

Year One Year Two

personal	self awareness and execution	executive presence & accountability
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interpersonal	communication & performance management	emotional intelligence
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team	team management	change management
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organizational	business finance	business strategy & customer focus
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Note: Due to the ongoing pandemic, all sessions are virtual.

DYNAMIC GROUP SESSIONS

The program consists of monthly half-day sessions each year, with 16-30 members per cohort.

SUBJECT MATTER EXPERTS

An expert Vistage speaker presents on a leadership competency at every other meeting, and applications workshops are held at every other meeting

MENTORSHIP

This program provides on-the-job application of each session learnings.

ACCOUNTABILITY PARTNERS

Accountability partners are assigned within the cohort to ensure participants are staying on track.

VISTAGE COMMUNITY

Participants gain 24/7 access to 23,000+ Vistage members across 20 countries, and are able to attend events such as the Annual Executive Summit and other local events.

DURATION

The Emerging Leaders Program lasts for two years.

Having to change how Vistage operates on the fly is very challenging. I like how the sessions adapted to the changing work climate.





Be Part of A Growing Movement

**Nominate a rising leader in your organization
who is ready to take the next step:**
<https://www.chris-quinn.com/>

Questions?

Contact Chris Quinn at chris.quinn@vistagechair.com