

Vistage for emerging leaders

The **Vistage Emerging Leader Program** prepares your rising stars to become 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 encourage mastery. Participants will be challenged to advance their careers within your company, rather than seek outside opportunities. Develop a proven team of senior leaders equipped to take your company 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	Managers & Individual Contributors	Emerging Leader



Carol Steinberg, a former corporate executive who has participated in a variety of leadership development programs throughout her career, is launching her **4th Vistage Emerging Leader** program in the Philly suburbs (Plymouth Mtg or King of Prussia). Carol currently chairs **6 Vistage Groups**: 2 CE, 1 Key and 3 Emerging Leader.

Membership is now open for the 4th Emerging Leader Group in the Philadelphia area.

Act now and reserve your spot as this group, with maximum of 30 members, will sell out quickly!

Call or Email Carol to save your spot: 484-614-7533 or carol.steinberg@vistagechair.com

Benefits to emerging leaders

- **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 and gain professional contacts.

Benefits to your organization

- **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.

The Vistage peer group experience

- Facilitated by a Vistage Chair, group meetings are held every other month, with each meeting focusing on a single leadership competency to encourage mastery.
- Top-performing managers and individual contributors collaborate with peers from inside and outside their companies toward the common goal of preparing for greater leadership roles.
- Expert Vistage speakers lead interactive workshops on the 12 core leadership competencies.

Reinforced through mentorship

- The Vistage Mentorship Framework empowers in-house senior managers to guide participants in on-the-job application of leadership competencies.
- Participant's Vistage Chair and peers serve as a sounding board for new work challenges and opportunities.

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.

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 22,000+ Vistage members across 20 countries
Duration	2-year program
Cost	\$5,100 per year



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



“Simply adding a star performer to a team boosts the effectiveness of other team members by 5-15%. No wonder, then, that study after study shows stronger financial performance in companies that make proportionally greater investments in identifying and developing top talent.”

- Harvard Business Review

VISTAGE



Vistage Emerging Leader Topics

Self-Awareness

Leadership Assessment | Leadership Style | Personal Growth | Stress Management

Identify your strong suits and blind spots in order to develop a management style that maximizes your impact and reflects your unique personality. See yourself and others in a new way that will accelerate your effectiveness in communication and bring out your highest potential.

Execution

Focus | Results-Orientation | Time Management | Productivity

Develop excellence in execution by learning how to effectively link people, strategy and operating plans together while navigating through the complexity that can derail your plans. Cultivate habits that support concentration and productivity.

Communication

Meaningful Conversations | Presentation Skills | Motivating Others

Enhance your influence by projecting confidence and articulating a clear leadership point of view for maximum impact. Confidently motivate others to accomplish your company's goals.

Performance Management

Performance Reviews | Mentoring | Goal Setting | Conflict Resolution

Learn to recognize the potential in others, match talent to task, define and align performance goals, and handle difficult management situations with greater certainty.

Team Management

Building Effective Teams | Delegation | Empowerment | Meeting Facilitation

Gain a broader understanding of team dynamics, managerial best practices and the role of the manager. Learn the principles that will motivate employees, strengthen trust, and build a cohesive and constructive team.

Business Finance

Financial Objectives | Key Metrics & Ratios | Financial Drivers | Key Performance Indicators

Understand the key metrics and financial drivers for your business. Learn new ways to think about strategy and how to communicate financial objectives more clearly with financial professionals. Learn how to track leading and lagging indicators as KPIs.



Vistage Emerging Leader Topics

Executive Presence

Credibility | Authenticity | Clarity | Professional Influence

Learn to align your body language and word choice to articulate the greatest clarity of message and degree of influence. Identify your natural tendencies that distract from your message and obtain greater vocal variation, power and authenticity to enhance your leadership standing.

Personal Accountability

Resilience | Courage | Ownership Mentality | Efficacy

Identify victim thinking and adopt strategies for developing a personal accountability formula for success. Learn to communicate more effectively with internal and external clients in order to demonstrate professionalism, reliability, courage, and dedication to your work and to the people around you.

Emotional Intelligence

EQ vs. IQ | Empathy | Listening Skills | Adaptability

Finding success in leadership requires emotional intelligence, and the higher you go in an organization, the more it matters. Learn techniques, strategies and action plan to develop emotional intelligence necessary to achieve maximum personal & business results.

Change Management

Leading through Change | Continuous Improvement

Learn the stages of concern that individuals experience when dealing with change and the reason why people resist change. Gain the tools needed to help make change comfortable or even exciting for your team.

Business Strategy

Vision | Design Thinking | Innovation | Strategic Planning

Learn to identify company strengths and weaknesses, evaluate competitive threats and opportunities, and develop sustainable competitive advantages. Understand the importance of strategic positioning and building a learning culture within your organization.

Customer Focus

Customer-centric Approach | Sales Management | Brand Ambassadorship | Customer Service

Identify steps to improve customer satisfaction by seeing your business through the eyes of your customers. Learn how to increase brand loyalty by embracing a customer-centric approach in the design of your business processes.

VISTAGE EMERGING LEADER PROGRAM

Philadelphia Area Group #7370 **JUST ANNOUNCED**

4th EL group led by Carol Steinberg!



Targeted for high potential Managers & Individual Contributors

- Training in 12 core leadership competencies within four key areas: personal, interpersonal, team & organizational
- Career advancement for high potentials within your organization
- Your organization builds bench strength, creates employee retention and benefits from improved execution as participants bring key learnings to the workplace

Dynamic group meetings

- Spanning a 2 yr period, the group meets every other month for a full day meeting
- Meetings will be held on the 3rd Monday of the month, every other month at a meeting facility in Plymouth Meeting or King of Prussia.
- In Emerging Leader program, we encourage sending multiple members from your company! This program is open to the public, Vistage affiliation is not required.
- This new group will fill quickly - there is a maximum of 30 participants per group.

Expert speakers & award winning Vistage Chair

- An expert Vistage speaker presents on a leadership competency at every meeting
- An experienced Vistage chair facilitates each meeting and guides members through exercises and discussions reinforcing session topic and speaker delivery
- [Carol Steinberg](#) a former “emerging leader” who rose from individual contributor to COO of a \$650M public company, currently chairs 6 Vistage Groups (2 CE, 1 Key and 3 Emerging Leader) in the greater Philly area and Chairs the only EL programs in the area.
- Carol is a 2019 STAR award winner (top 20 performing Vistage Chairs), Master Chair and 2018 & 2019 winner of the Vistage Chair Excellence award

Online community

- 24/7 access to 23,000+ Vistage members across 20 countries
- Full access to all Vistage member benefits including an exclusive online portal with access to Vistage research, insights, networks, webinars and videos

Duration & Cost

- 2-year program: 1st year payable upon registration, prior to start of program
- \$5,100 per year - payable at start of each year

Session Dates:

<u>YR 1:</u> Self-Awareness	Aug 17, 2020	<u>YR2:</u> Executive Presence	Aug 16, 2021
Execution	Oct 19, 2020	Personal Accountability	Oct 18, 2021
Communication	Dec 21, 2020	Emotional Intelligence	Dec 20, 2021
Performance Mgmt	Feb 15, 2021	Change Management	Feb 21, 2022
Team Management	Apr 19, 2021	Business Strategy	Apr 18, 2022
Business Finance	Jun 21, 2021	Customer Focus	Jun 20, 2022