







## Vistage Emerging Leader – Topics:

Emerging Leader members will receive training in 12 core leadership competencies over a two-year period. The topics will span Personal, Interpersonal, Team, and Organizational leadership.

	 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>

### Year 1

#### **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-Oriented | 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, rather than hinder, your 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.

## **Year 2**

## **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 an action plan to develop the emotional intelligence necessary to achieve maximum personal and 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.

Learn more at [vistage.com/membership/programs](https://vistage.com/membership/programs)