

# THE VANGUARD NETWORK

Building High-Performance Leadership

## NEXT GENERATION C-SUITE LEADERS





"Without a roadmap, it can be challenging to navigate new terrain. Similarly, many may find it difficult to chart their path to a senior leadership role.

Vanguard has done an excellent job developing a program that can support junior executives during their career journey—by providing a unique forum to discuss and learn from real-world issues, while also providing access to world-class coaching from blue-chip corporate leaders."

**Brandon Smith**

*General Counsel, CHS Inc.*

*Chair, The Vanguard Network Next Gen GC Program*

# Why Next Generation C-suite Leaders?

- **What got you here won't get you there:** Making the leap to the C-suite is challenging—even for your best and brightest.
- **Strong leadership is critical:** Excellent leadership capabilities are essential for young professionals transitioning to the C-suite.
- **Leaders are often “made”, not “born”:** C-level leadership capabilities may not occur spontaneously—but can be developed.
- **Vanguard's Next-Gen Leaders:** Our proven, next generation C-suite leadership program:
  - Accelerates leadership and high performance
  - Reduces hiring/promotion risk
  - Protects your investment in young high-potential professionals
  - Helps safeguard your leadership pipeline, now and in the future

# Why Vanguard?

The **Next-Generation C-suite Leaders** program is powered by the **Vanguard Network**.

Since 2014, Vanguard has been a unique leadership and networking enterprise for C-suite executives and future top leaders. The Network's trademarks are pragmatic, real-world leadership dialogue, vigorous engagement, and a policy of no podiums and no PowerPoint presentations.

- **Agile:** We understand that you have your own unique culture and objectives. We adapt.
- **Flexible:** Our leadership playbooks are customized for you.
- **Innovative:** We bring new thinking and new approaches to new situations.
- **Execution-oriented:** We focus on executing with excellence.

# Vanguard's Approach to Leadership Development

Vanguard's innovative approach to leadership development has been proven by years of experience working with thousands of C-level execs, college students, recent grads, and young professionals.

Our approach instills lasting changes in thinking and behavior:

- **No Powerpoint**, presentations or podiums
- **Highly interactive**, pragmatic and topical sessions
- **A "Learn & Do" approach** vs. by the book
- **A peer-to-peer** dynamic built on collaboration, teamwork and group problem-solving
- **Focused on leadership** capabilities vs. operational competence
- **Leverages experienced leaders** as mentors and coaches
- **Participants** "own" their own development

# Session Topics

**Vanguard works with you to select and order specific topics to align with your priorities. Examples include:**

- Building and leading a high performance team
- Strategic thinking and planning
- Creating a compelling sense of purpose and a powerful culture
- Empathy and interpersonal relations
- Agenda setting and management
- Accountability & self-discipline
- Delegation and earning trust
- Diversity and inclusion
- Time management & prioritization
- Goal setting and delivery
- Turning strategy into execution

# Program Overview

## A typical program includes:

- 6-8 monthly 90-minute sessions (incl. notes and reminders)
- Program is convened and moderated by Vanguard
- Each session addresses one or more key leadership issues
- Each session includes a session leader from inside or outside your organization who brings pragmatic leadership insights to the dialogue
- Actionable info and repeatability are emphasized
- Sessions include group dialogues, case studies and guided conversations
- Includes leadership content from Vanguard's extensive library
- Leadership is regularly updated on progress

**OR**

- 1-3 intensive half-days

**Frequency, duration, cadence and content can all be customized**

## Program Structure and Investment

- You select a cohort of **8-15 of high-potential team members**
- Each cohort participates in **12 monthly 90-minute virtual sessions**
- **Vanguard works with you** to customize the base program to your needs
- **Fee** based on intensity, duration, balance of face-to-face and virtual, number of participants, and other factors

*\*Travel and other expenses invoiced at cost (if applicable).*



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