



**THE
VANGUARD
NETWORK**

Building High-Performance Leadership

CEO & C-SUITE FORUMS



“Vanguard creates intimate top leadership conversations, about things that really matter.”

David Pyott

Chairman, London Business School

Board member, Philips

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NETWORK

OVERVIEW

Leadership Forums Takeaways

- **Advisory leaders and their teams face unprecedented challenges** today, from hybrid working to board pressures. The forums helps top leaders address these challenges with some of the best advisors available: their peers, executives from the firm, and Vanguard's team.
- **The Leadership Forums also provide top leaders with access** to other C-suite experts in our networks, and to others including our advisors. This is a priceless resource versus traditional paid consultancy.
- **The Forums** are grounded on leadership work by us with 1,000+ CEOs and C-suite executives. They're pressure-tested
- **Top leadership effectiveness** is the single most important driver of high performance (*Ram Charan, McKinsey, Bain*)
- **Great leadership is a scarce commodity.** The forum will give the firm a competitive edge in attracting and retaining talent at the top.

**Leveraging Vanguard's 10 years of experience
catalyzing high-performance at the top**

Leadership Forums: How They Work

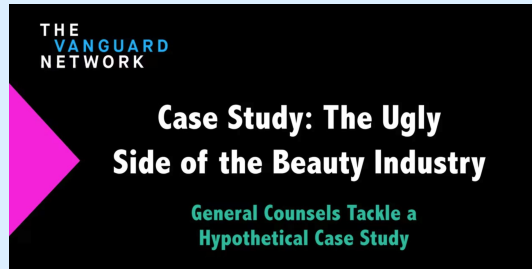
- **You** identify the individuals you want to align, develop, network
 - **Select Partners and their teams?**
 - **Partners across the firm?**
- **Vanguard** takes your brief to create a cadence of face-to-face and virtual sessions designed to build needed leadership capabilities, centered on EQ—and create valuable networks within the firm

Leadership Forums: How They Work

- **Vanguard** convenes and runs the program, moderates the sessions, creates and issues a “playbook” of key takeaways from each session and curates value-adding elements (e.g. leadership video and other content)
- **Session leaders** enhance peer-to-peer development at each session (see slide 7 below for examples of potential session leaders)
- **EQ development, sharing of best practices, and candid assessment** of shared challenges are foundational elements for all the sessions

Step Inside the Vanguard Experience

Short Video Highlights

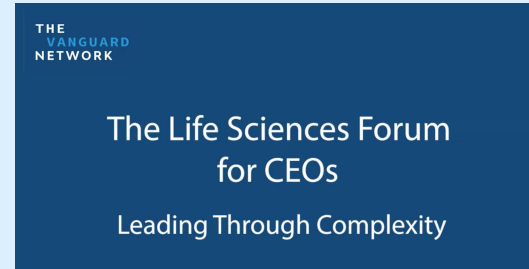


Case Study: The Ugly Side of the Beauty Industry

General Counsels Tackle a Hypothetical Case Study

Case Study
[Click to view](#)

The Ugly Side of the Beauty Industry



The Life Sciences Forum for CEOs

Leading Through Complexity

Insights from Participants
[Click to view](#)

Leading Through Complexity

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Session Topics

Session topics selected and sequenced to align with the firm's leadership priorities and goals

EXAMPLES

- Self awareness
- Working with the Board
- Building and leading a high-performance executive team
- Creating a compelling sense of purpose and a powerful culture
- Managing conflict
- Empathy and interpersonal relations
- Agenda setting and management
- Self management
- Strategic thinking and strategic planning
- Prioritization
- Agility
- Delegation
- Earning trust
- Vision and sense of purpose
- Diversity and inclusion
- Time management
- Teamwork and team leadership
- Cross functional working
- Goal setting and delivery
- Turning strategy into execution
- Continuous learning and growth
- Accountability and self-discipline
- Executional excellence

Session Leaders

Potential Leaders from Vanguard's Network

- **Carrie Cox**, Chair, Organon
- **David Pyott**, Chair, LBS; Philips Board
- **Mary Ann Hynes**, Senior Counsel, Dentons
- **Ram Charan**, Global Adviser to CEOs & Corporate Boards
- **Tom Sabatino**, 9x Fortune 500 GC
- **David Rock**, CEO NeuroLeadership Institute
- **Paul Hastings**, CEO, Nkarta
- **Jed Berger**, President, Kenneth Cole

- **Lisa Shalett**, Co-Founder, Extraordinary Women on Boards
- **Tom Rath**, Creator of Strengthsfinder 2.0; best selling leadership author
- **Matthew Harrington**, CEO, Edelman Worldwide
- **Marc Lefar**, Former CEO, Vonage
- **Jeremy Heimans**, CEO, Purpose; author of *New Power*
- **Karen Reivich**, Principal, University of Pennsylvania Resilience Training Program; Architect of US Army Psychological Fitness Training

Sample Curriculum

**Repeat interactions over a period of time have especially high-value impact.
Frequency and format are completely flexible.**

Month 1: ½ day face-to-face module; 5 sessions followed by reception & dinner

Month 2: 90-minute virtual module

Month 3: 90-minute virtual module

Month 4: 90-minute virtual module

Month 5: 90-minute virtual module

Month 6: ½ day face-to-face module; 5 sessions followed by reception & dinner

** Each module is followed by a "Playbook" summary of the discussion*

** Each module is followed by an installment of relevant leadership content/video/podcast*

** Relevant Senior Partners at the firm may elect to serve as informal sounding boards/coaches for participants*

** Vanguard can create a network of Board and C-suite leaders as informal advisors to the participants*

Sample ½ day, face-to-face module

12–1 pm	Buffet lunch and networking
1–1:30 pm	Introductions and review of sessions
1:30–2:30 pm	Session 1: Fireside chat and interactive group dialogue
2:30–2:50 pm	Break
2:50–3:30 pm	Session 2: Small group leadership challenge case study
3:30–4:30 pm	Session 3: Three participants discuss a leadership issue and how they resolved it; group Q&A
4:30–4:50 pm	Break
4:50–5:15 pm	Session 4: “Help me solve my problem.” Small groups take turns giving and getting advice from each other on an immediate leadership problem they are facing
5:15–5:50 pm	Session 5: “Looking Around the Corners”: moderated dialogue around the most important leadership capability to develop for success over the next five years.
5:50–6 pm	Close
6–7 pm	Networking reception

Sample 90-min virtual module

Session Leader	David Pyott; Chair, London Business School, Philips Board
Moderator	Ken Banta; CEO, The Vanguard Network
2–2:10 pm	Introductions, overview
2:10–2:40 pm	Conversation How can self-awareness make us more effective with clients? Our successes? Our mistakes? What we have learned?
2:40–3:20 pm	Simulation: Aligning a divided board on a critical decision <ul style="list-style-type: none">• Small groups of ~4 participants each decide on a course of action• Session leader gives comment and feedback• Group discussion: What are the takeaways?
3:20–3:30 pm	Discussion <ul style="list-style-type: none">• Key takeaways and action steps• Proposals for topic for next module• Closing comments by session leader

Investment

- Economics based on
 - Number of participants in each forum series
 - Format (virtual, face-to-face, hybrid)
 - Monthly frequency of sessions
 - Duration of the program
 - Scope of Vanguard's organizational role (e.g. does Vanguard manage invitations, calendars, or the firm?)
 - Potential Vanguard Network session leader fees

**Expenses such as travel to be charged additionally*

The Vanguard Network (TVN)

Who We Are

KNOWLEDGE

- Special expertise in leadership, team alignment, culture and EQ-focused change
- In-house top management roles leading 10+ complex global integrations and cultural change initiatives
- Advising on dozens more



EXPERIENCE

- Lean, highly experienced team focused on supporting top leaders and enterprises
- Catalyzing leadership and transformation to drive long-term high performance
- A 10-year track record of success



REACH

- U.S. based global team
- A unique network of ~600 Board members, CEOs, and C-suite executives across sectors and roles



The Vanguard Network

Who We Are

50 Years

Cumulative expertise implementing global change, including more than 15 mergers and reinventions

5

Core capabilities: change management, learning and development, leadership advisory, strategy and execution

400+

Country leaders and teams aligned and developed in matrix organizations

85%

Diverse: LGBTQ+ owned, black/latino/women professionals, 10 national heritages, 8 languages

35 Years

Top management experience in Global enterprises driving transformational change

20

On-staff professionals

600+

Board, CEO and C-suite members of The Vanguard Network for advice and counsel

www.thevanguardnetwork.com

THE VANGUARD NETWORK

What We Do

We work with leaders and their organizations to set roadmaps to enhance –or transform–how people lead and how the organization works to deliver high performance.

Then we roll up our sleeves and help make the right change happen.

THE VANGUARD NETWORK

How We Do It

We build ways of working, capabilities and behaviors through curriculums centered on peer-to-peer interactions and collaboration, case studies and simulations.

We generate deep learning via engagement with senior executives from within and outside the organization.

All based on decades of success accelerating high performance leadership.

For More

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