

A 6-module accelerator for high-potential in-house counsel

CUSTOM-BUILT CURRICULUM

This is no conventional training program. Rooted in the proven Vanguard Network model, each session is an immersive experience—combining candid fireside chats, rich dialogue between leaders and participants, and hands-on small group work using real-world simulations.

Program content is shaped by the sponsoring GCs, who identify the leadership qualities most essential for success. The goal: to accelerate the development of these capabilities so participants emerge as standout GC candidates earlier in their careers—and are poised to thrive in the role for years to come.

Monthly Assignments

Each month participants will be assigned modest projects that build on the previous module and prepare for the next. Examples include watching exclusive videos; reading curated materials; and mentor check-ins.

Virtual Peer Meetings

Each monthly assignment will also be the focus of a virtual, 60-minute peer group discussion. These conversations help internalize the leadership concepts and also enhance networking among participants.

GC Coaching Sessions

The program features two to three coaching conversations with a GC from a different organization. A flexible agenda allows participants to bring their own unique challenges and perspectives to the table.

Development Roadmap

By the final module, participants will have created a written action plan to help them develop as leaders. Featuring key insights from modules and feedback from managers and peers, this document is a road map to becoming a successful GC.

2025 PROGRAM DATES

We are now accepting nominations for the program commencing June, 2025, which will run as follows:

Module 1: 6/2/25, 12-7 pm ET, Foley & Lardner (DC) **Module 4:** 9/11/25, 2-5 pm ET, Virtual

Module 2: 6/12/25, 2-5 pm ET, Virtual **Module 5:** 10/9/25, 2-5 pm ET, Virtual

Module 3: 7/10/25, 2-5 pm ET, Virtual **Module 6:** 11/3/25, 12-7 pm ET, Foley & Lardner (DC)

ELIGIBILITY REQUIREMENTS, TIME COMMITMENT & FEES

All participants must...

- Be nominated by their GC and recognized as a leader in their legal department
- Report directly to their organization's most senior legal officer (with a title such as deputy or associate GC or managing attorney/counsel) or be GC of a division or region
- Be able to dedicate 6-7 hours per month. This includes attending 3-4 hours of scheduled virtual sessions and completing 2-3 hours of assignments, mentor follow ups, and peer check-ins between modules

Investment: \$11,000 for Vanguard Members; \$13,000 for non-members; one year membership included for participants and nominating GCs – see website for details

Next Generation GC Program

Module 1	Module 2	Module 3
<p>Kick-off - The Evolving Role of the GC <i>(Jun 2, 12 to 7 pm ET, Washington, DC)</i></p> <ul style="list-style-type: none">• What the expectations of the role from a sitting GC?• Journeys to the top job – what have been the biggest challenges & lessons learned in becoming a GC? What do you wish you had known before?• How has the GC job changed over time and continuing to evolve? What will GC of the future need to be successful? (agility & adaptability, ESG, etc.)	<p>Personal Development Planning <i>(Jun 12, 2 to 5 pm ET, Virtual)</i></p> <ul style="list-style-type: none">• Exec search partner POV: How the GC job is evolving, what will be required of GC of the future, & the “what” and “how” of preparing for a GC job• Cultivating self-awareness (self-assessment vs. key capabilities/experiences of the job now & in the future)• Building a development plan – 2 to 3 areas to develop	<p>Working With the CEO <i>(Jul 10, 2 to 5 pm ET, Virtual)</i></p> <ul style="list-style-type: none">• What do you need to demonstrate to be considered for the GC role?• How to get visibility with the CEO/LT before becoming GC?• CEO expectations of a GC + how to create value for the CEO• Building trust & credibility with CEO
Module 4	Module 5	Module 6
<p>Building Legal Dept. Culture <i>(Sep 11, 2 to 5 pm ET, Virtual)</i></p> <ul style="list-style-type: none">• Team expectations of a GC / Creating a culture of high performance• Making your team strategic business partners vs. order takers or department of “no”• Developing your people – growing talent	<p>Joining the Top Leadership Team <i>(Oct 9, 2 to 5 pm ET, Virtual)</i></p> <ul style="list-style-type: none">• What do you need to demonstrate to be considered for the GC role?• Peer expectations of a GC + how to create value for your peers• Working with peers and gaining support outside the law department• Thinking and contributing like a business leader (not just legal SME)• Building trust & credibility with peers	<p>Closing - Working With the Board <i>(Nov 3, 12 to 7 pm, Washington, DC)</i></p> <ul style="list-style-type: none">• What do you need to demonstrate to be considered for the GC role?• Board expectations of a GC + how to create value for the Board• How to get visibility with the Board before becoming GC?• How to navigate potential conflicting duties? (shareholders, Board, CEO, leadership team, company)

For more information, contact Tony@vanguardgroup.nyc or visit <https://www.thevanguardnetwork.com/next-gen-gc>