



**NEW
LEADERS
COLLEGE &
UNIVERSITY**

**THE
VANGUARD
NETWORK**

Building High-Performance Leadership



"The New Leaders Program will inspire you to build your unique leadership capabilities, engage in challenging conversations that will hone your edge, and become a leader of tomorrow."

Andres Feng

*Co-creator of New Leaders
Innovation Consultant, EuroMonitor
Double Masters in Business, Hult University*

New Leaders: Accelerating High Potential Talent

Today's high-potential students are intellectually strong - **but they often have development opportunities around the leadership capabilities required for long-term success.**

Vanguard's New Leaders program uniquely builds the real-world leadership capabilities that students need for the world of work, and for long-term personal growth.

New Leaders applies the same techniques used in the Vanguard Network with C-suite executives, adapted to this cohort of high potentials.

From emotional intelligence to team building, meeting management, leading through influence and more, **Vanguard** applies a proven playbook of dialogues with more senior leaders, group exercises, simulations and small team and case study work.

Participants develop by doing. No podiums, no presentations, no PowerPoint.

New Leaders alumni are now advancing their careers at these and other organizations



New Leaders Agenda

- **14-week curriculum**
- **12-20 participants**
- Seven bi-weekly, face-to-face 90-minute group sessions
- Alternating with six small-team, self-directed 60-minutes modules
- **Group sessions** moderated by Vanguard – each focuses on a key leadership capability
- **Guest session leader** for each session illustrates real-world applications
 - Each group session then breaks into 3-4 participant pods for simulation exercise
- Subsequent self-directed modules of 4 participants each explore an open-ended leadership challenge or dilemma flowing from the group session. Each module reports out what they learned to the entire group via chat.
- **The New Leader** process in itself develops key leadership capabilities including agenda setting, team leadership, and soft skills

Module Menu

New Leader modules can be selected and ordered to align with the identified needs and priorities of the participants:

- Self awareness
- Empathy and interpersonal relations
- Agenda setting and management
- Self management
- Strategic thinking
- 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
- Prioritization

Investment

- The investment for the program will be based on the scope and format that is customized for each academic institution, reflecting such factors as virtual or face-to-face format, intensity and duration
- The financial resources of the institution will be taken into consideration, as will the potential for the program to advance Diversity, Equity and Inclusion

For More

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