



## Vistage for Your Advancing Leaders

As a CEO, you depend on your experienced managers and team leads to execute your vision and deliver results. They're the operational backbone, so making sure they have the right training and development for their level of leadership is essential. The **Vistage Advancing Leader Program** is designed to make them more effective leaders. It raises their level of strategic thinking, communication and collaboration to help them deliver better results.

Your managers gain the skills to execute important initiatives that support the organization's strategy. Through the combination of expert speakers, application-based learning, peer feedback and customized evaluations, members learn to clearly define opportunities, gain internal alignment and lead implementation for greater organizational impact.

| Leadership Role                           | Vistage Program         | Outcomes  |
|---|-------------------------|---|
| CEOs, Presidents and Founders             | Chief Executive         | Make great decisions to benefit company, family and community                         |
| C-level Executives                        | Key Executive           | Improve effectiveness of key executives to support strategy and drive results for CEO |
| <b>Experienced and Advancing Managers</b> | <b>Advancing Leader</b> | <b>Develop strategic thinking and effective execution skills to deliver results</b>   |
| Managers and Individual Contributors      | Emerging Leader         | Building foundational competencies for effective leadership                           |

### Benefits to your organization

**Bench strength:** Prepares employees for key leadership positions within your organization.

**Improved execution:** Develops effective leaders who demonstrate cross-functional collaboration to drive results.

**Effective leadership:** Equips senior managers at multiple levels with the tools and confidence to initiate and execute change.

### Benefits to advancing leaders

**Broaden cross-functional expertise:** Develops effective thinking, communication and collaboration to manage strategic initiatives and deliver results.

**Relationship building:** Cultivates professional relationships with colleagues across departments and levels.

**Recognition and career advancement:** Enhances development and greater visibility with strong potential to advance within the organization.

# Advancing Leader develops managers into effective leaders through the Effective Leadership Methodology

- **Effective Thinking:** Involves thinking strategically beyond one's own subject matter expertise, understanding relevant facts and evaluating options.
- **Effective Communication:** Involves fostering understanding, support and motivation with stakeholders.
- **Effective Collaboration:** Involves seeking perspectives, achieving buy-in, adoption and participation.

## How it works

The Advancing Leader Program helps experienced and advancing managers turbocharge their professional growth through:

- **Expert speaker workshops:** Each meeting features a workshop facilitated by a Vistage speaker that focuses on business-related topics and promotes effective leadership.
- **Effective leadership:** Members learn to think, communicate and collaborate effectively in order to propel professional growth.
- **Issue Processing focused on execution:** Using a structured framework to approach existing initiatives, challenges or opportunities, members gain clarity, peer feedback and next steps to deliver better results.
- **Cross-functional collaboration:** Members build and strengthen cross-departmental relationships with peers and colleagues for improved results.

### Advancing Leader Program

#### Dynamic Group Meetings

6 full-day meetings per year (every other month) facilitated by a Vistage Chair

#### Cross-functional collaboration

Members proactively build and strengthen cross-departmental relationships in their organization for improved alignment and execution.

#### Expert Speakers

6 expert Vistage speaker workshops on business-related topics per year

#### Online Community

24/7 access to 45,000+ members across 35+ countries



Learn more at [vistagemichigan.com/advancingleader](https://vistagemichigan.com/advancingleader)

**Better leaders. Better decisions. Better results.**

**VISTAGE** MICHIGAN