

The Leadership Development Programs



KEY LEADER



ADVANCING LEADER



EMERGING LEADER

A glimpse of three programs that will transform your leadership bench and achieve disruptive growth

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Leadership Challenges

The Biggest Leadership Challenges Facing CEOs Today Are:

Talent Acquisition

Succession Planning

Engagement and Retention

Deteriorating Culture

Growth and Scaling Business

Economic Uncertainty

The need for organizational **readiness to execute** has never been greater!

Change How You Lead. The World Has Changed.



- A company's future depends on the future of its talent. And yet ... data shows companies are skimping on employee development — a decision that could prove costly. Deloitte research from 2024 indicates that 29% of Millennials and 29% of Gen Zers left their current role for a new job in pursuit of better learning and development opportunities.
- 58% of middle managers say they tend to manage in the same way as they are managed. “We are all stuck with how we were trained years ago by our managers.” According to Stanford research, executives should read up on the latest best practices and strategies to support specific generations, as each generation requires different things. Gen Z, in particular, values flexibility, relevance, and non-hierarchical leadership.
- The stakes, the tools, the playfield ... all of it has changed. Now, executives must adapt to the changed landscape and help middle managers find their footing so they can grow — and help the company grow, too.

Solutions to Consider

To address these challenges, CEOs need to turn their attention to **leadership**. Vistage embraces these challenges by focusing on **four talent imperatives**: talent acquisition, retention, engagement and performance via three Leadership Development Programs, which tailor a growth path for their leaders in every stage of their career.



C-level Executives

Improve the effectiveness of C-level executives to support strategy and drive results for CEO

Support the executives who help develop and execute strategy



Experienced & Advancing Managers

Develop strategic thinking and more effective execution skills to deliver results

Build leadership at all levels responsible for helping CEO deliver better results






Managers & Individual Contributors

Build foundational competencies for effective leadership

Build foundational knowledge to prepare the next generation of leaders

Programs At-A-Glance

			
1. Coaching/Mentorship <ul style="list-style-type: none"> • One-to-One Coaching (Chair) • Mentorship Guide (Internal) 	Optional -	- ✓	- ✓
2. Group Meetings <ul style="list-style-type: none"> • Speaker Workshop/Content • Inclusion Exercise • Check-ins (Individual Updates) • Host Presentation • Address Individual Opportunities <ul style="list-style-type: none"> • Personal Action Summary 	✓ ✓ ✓ ✓ Issue Processing ✓	✓ ✓ - - Adapted Issue Processing ✓	✓ Chair Workshop - - - ✓
3. Community <ul style="list-style-type: none"> • Events • Networks • MyVistage 	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓

Results

“

“My Vistage experience launched in 2020. I joined the Emerging Leaders program right before the pandemic hit, graduated to the Advancing Leader program, and recently joined the Key Executive group. Being a member of a peer group made up of different companies allows me to receive impartial feedback and gain outside perspectives beyond the walls of my own organization. It has been a needle mover for myself and the various business units I interact with.

Ana and Chris have been extremely impactful in my leadership journey. They are caring and do a great job of providing guidance and advice targeted to the individual. I look forward to continuing my professional journey with them”.

Matt Aldridge

Senior Vice President at Baker Roofing Company



Who We Are

65+

Years of Vistage helping companies' best and brightest

100,000+

Business owners, key executives and CEOs helped by Vistage

Vistage is the world's largest CEO coaching and peer advisory organization for small and midsize business leaders.

We offer the most effective approach to achieve more impactful results, grow your company faster and maximize your impact as a leader.

Vistage members are part of a group of professionals who are committed to helping each other make **better** decisions, get **better** results and become **better** leaders.

Our leadership programs are led by Vistage Chairs who bring years of executive leadership experience to their roles. For more than 65 years, Vistage Chairs have coached business owners, key executives, advancing leaders and more than 100,000 CEOs to help them make better decisions and achieve greater results for their businesses.

Your QCC/Vistage Partners



Vistage Chair Chris Quinn is a seasoned executive with a distinguished career leading large private and public companies, including Idexx Laboratories, Inc., Baxter/American Hospital Supply and Bayer's Middle East Asia and Latin America regions. As a Vistage Executive Chair, Chris is committed to executives and leaders of small and midsize companies to share expertise and think critically about how to drive better business decisions.



Vistage Chair Ana Quinn leverages her experience in executive coaching, business startups, change management, strategic development and organizational excellence. Ana has held senior positions in diverse sectors and organizations, including Baxter, P&G, Pfizer, Duke University, Lee Hecht Harrison and Burger King Corporation. Her focus and experience allow her to assess, organize and build institutional excellence while inspiring leaders to achieve their highest potential.

If you are ready to invest in your bench to develop strategic thinking and effective execution skills to deliver results, contact Chris or Ana at:

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For more information, visit us at:

<http://www.quinncc.com/>