

# THE VANGUARD NETWORK

Building High-Performance Leadership

# NEW LEADERS ENTERPRISE





"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 International  
Double Masters in Business, Hult University*

# The New Leaders: Accelerating High Potential Talent

**New hires and early career colleagues today often have deficits** in real-world work and leadership capabilities - from EQ to teamwork, to solitary work experiences.

**Vanguard's New Leaders** program uniquely helps to build the strengths that these high potentials need to succeed now, and for the long term. All based on our proven playbooks working with senior leaders, adapted to this cohort.

- **Designed to complement and integrate** with existing development programs in your organization

From self awareness, to team building, meeting management, leading through influence and more, **Vanguard's** curriculum incorporates dialogues with more senior executives, group exercises, simulations and small team and case study work.

**Diverse and 'first generation college'** colleagues gain special benefits of rapidly acculturating to new workplace environments.

**Participants develop by working and leading together.** No podiums, no presentations, no PowerPoint.

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



## The New Leaders: Two Options

**We offer two basic options:** A one-day more intensive program, and the standard 14-week program.

- **The 1-day program** easily integrates into existing internal leadership and development programs.
- **The standard 14-week program** is a cadence of bi-weekly 90 minute sessions that creates a continuous development experience. It fits comfortably into employee's existing schedules.

These programs can be customized; For example, the 1-day program be supplemented by additional modules, and the 14-week program can integrate in a 1-day intensive program into the schedule.

# New Leaders ONE DAY PROGRAM

- **9:00 a.m. - 5:00 p.m.**
- **12-20 participants**
- **5 x 90-minute modules**

Module 1: What is “High Performance Leadership”?

- Small groups work on defining this concept...
- Then apply it in a simulation: ‘What should Alessandra do?...’

Module 2: What are our individual leadership strengths? Areas for growth?

- Work together using assessment tools (Agile Brain; Gallup Strength Finder)
- Small groups explore a leadership dilemma case study and how they would apply their leadership strengths based on the assessment exercise

Modules 3 and 4: Customized focus

- Executives from within the organization or external lead two highly interactive modules on topics selected from the ‘Module Menu’ (page 7’)

Module 5: “Solve My Challenge” + Closing

- Small groups help each other solve their most important leadership challenge
- Closing exercise: 3 leadership learnings I will apply in the next 3 weeks

## New Leaders STANDARD PROGRAM

- **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 small-groups** 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

**2 minute video highlights: [click here to view.](#)**

## Module Menu

**New Leader modules can be selected and ordered to align with organizational culture and priorities:**

- 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



## Fee Structure

### ONE DAY PROGRAM (Face-to-Face)

\$10-13,000\* plus expenses

### STANDARD PROGRAM

\$36,000 for up to 15 participants for the 14-week, 7-session program\*

\$1,500 per additional participant, up to a maximum of 20

*\*Virtual Formats. An incremental fee will apply for potential face-to-face sessions, to be agreed. Travel and expenses invoiced at cost*

## For More:

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