

Build on your skills and help your company grow

TEC Canada's TEC Inside for Emerging Leaders program helps groom your rising stars as the next generation of senior leadership. Guided by an accomplished TEC Canada Chair, participants will develop core skills and the confidence to impactfully lead within your organization.

Unlike leadership programs that squeeze a wide-range of material into a few days and leave participants without follow up, the TEC Inside for Emerging Leaders program cultivates mastery by focusing on one topic at a time. The Emerging Leaders program combines key learnings from expert speakers, enhanced by workshops led by TEC Chairs, and the insights of peers across multiple industries. Participants are groomed to advance their careers within your company, rather than seek outside opportunities. The net result is a professional, empowered leader who is prepared to grow with your business.

Responsibilities	TEC Canada Group
CEO, President, Owner	Chief Executive
Executive Leadership Team	Key Executive
CEO, President, Owner	TEC Small Business
Sr. Management Team	TEC Inside
Directors, Managers & Individual Contributors	TEC Inside for Emerging Leaders

Benefits to participants

- » **Grow your community:** Valuable opportunities to expand their sphere of influence and gain professional contacts of value.
- » **Cultivate core leadership competencies:** Training in core leadership competencies with an emphasis on four key areas: personal, inter-personal, team and organizational leadership.
- » **Career advancement:** The confidence and proficiency to take on a greater leadership role.

Benefits to your organization

- » **Improved execution:** Elevate the competency of all levels of leadership to develop an organization that is effective, adaptable and empowered.
- » **Employee retention:** Incentivize top talent to seek advancement in-house through a culture of leadership development.
- » **Bench strength:** Fill mission-critical leadership roles with trusted, empowered employees.
- » **Enhanced culture:** Professional leaders model your company values, are ambassadors of the brand, and lift those in their sphere.

How it works

- » **Commitment:** two-years of 12 full-day meetings held every other month.
- » **Curriculum:** Structured program focused on the 12 core leadership competencies, with each meeting focusing on one core attribute to encourage mastery.
- » **Structure:** Each meeting features an expert TEC Canada speaker who leads an interactive workshop that covers one of the competencies, followed by a seasoned TEC Canada Chair who teaches the mastery of it.
- » **Reinforcement:** Participants collaborate with peers from inside and outside their companies to cultivate their leadership skills and effectiveness.

Strengthened through mentorship

- » The TEC Canada Chair and peers within the group provide a sounding board for challenges and opportunities that may arise in discussing the key concepts of the program.

The core leadership competencies

- » Through their work with TEC Canada and applying new skills on-the job, participants become well-rounded business leaders equipped to execute on high-level initiatives and lead teams effectively.

Emerging Leaders at a glance	
Dynamic group meetings	Six all-day meetings per year, held every other month
Expert speakers	An expert TEC Canada speaker presents on a leadership competency at every meeting
Online community	24/7 access to 24,000+ TEC/Vistage members across 20+ countries
Duration	Graduates from Years 1 & 2 will be 'Emerging Leaders' After completing Years 3 & 4, graduates will be 'Emerging Executives'

	 Leadership	 Corporate Development	 Finance	 Mentoring & Coaching	 Business Operations	 Marketing & Sales
Year 1	» Communication & Alignment	» Self Awareness	» Business Finance	» Team Management » Performance Management	» Productivity & Execution	
Year 2	» Executive Presence	» Emotional Intelligence » Personal Accountability		» Change Management	» Business Strategy	» Customer Focus
Year 3	» Leading Yourself First	» Attract Recruit and Retain A Players	» Understanding the Tools	» Having Difficult Conversations	» CEO Toolkit (or similar strategic discussion) » Aligning Goals with Strategy	» Building a Sales Focused organization
Year 4 <i>A la carte</i>	» Navigating Power Relationships » Art of delegation » Managing Expectations	» Building an Engaging Culture » Employee Mental Health » Corporate Learning	» Business Valuation » Ratios & Analysis	» Productive Workplace Conflict » Powerful 121s » Asking Powerful Questions	» CRMs and their Importance » Designing strong processes » Applying Strategic Influence	» Measurement and Reporting » Product Development » Digital Media Strategy for Leaders

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