

Vistage High-Performing Fundamentals

Vistage groups serve as models for the attributes and behaviors that make up high-performing teams. At the heart of any high-performing team are high-performing members. This is a group of diverse leaders who are committed to each other and the mission of the team. They constantly raise the bar for themselves and those around them.

A high-performing group lives in an environment of accountability based on trust, caring, and a commitment to excellence. The Vistage Fundamentals are built to provide a road map for High-Performing Behaviors so we can sharpen them for ourselves and observe them in others.

Now let's get to work.

1. High-Performing Groups are made up of High-Performing Members.

We commit to be focused on developing each other into high performers. Constantly ask yourself, "How can I improve?" "How can I raise the bar for others?" "How am I holding others back from fulfilling their potential?"

2. High-Performing Members do not accept mediocrity.

Mediocrity is defined as "the quality of something that is not very good: the quality or state of being mediocre. A person who does not have the special ability to do something well."

Jim Collins says, "*Good is the enemy of great.*" If we accept mediocrity in Vistage it will creep into our company and our life. This is the place to model excellence.

3. High-Performing Members embrace personal accountability.

Our members work to build an environment of accountability. We do what we say when we say it. You can't hold someone else accountable, it's like trying to eat their lunch for them. Instead, we live in an environment of accountability and model that in our groups so we can take it to our business and life.

4. High-Performing Members are present, focused, and intentional.

Presence is the fuel that strengthens relationships. We practice presence and intentionality in Vistage. Phones, watches, clocks, and other distractions keep us from building true relationships with those we lead. Those distractions are out of sight in group meetings, accountability teams, and 121s.

5. High-Performing Members respect and trust each other.

Respect and trust are experienced by remaining confidential, candid, and present. While trust is earned, respect is given. Without respect, there can be no trust. We work on deeply personal and impactful issues. Members work to build trust and demonstrate respect for each other.

6. High-performing members guard their time and use it wisely.

This begins with a commitment to attend meetings, be on time, and participate fully the entire day.

Time is something that we create, spend, and waste without even thinking about it. Our meeting days are full and 121s go by quickly. Use this time wisely by being prepared, present, and fully focused.

7. High-Performing Members embrace and provide feedback.

Vistage is a feedback-rich environment. The intersection of candid and caring feedback is called “Carefrontation”. This is what we provide in all interactions, we share because we care. We make mistakes together, learn from each other, and come away better because of it.

8. High-Performing Members invest in themselves and others.

Investing in ourselves makes us better leaders. Take time to work on the business, not in the business. We invest in others through training, development, candid feedback, and coaching.

Mahatma Gandhi said, *“A sign of a good leader is not how many followers you have but how many leaders you create.”*

9. High-Performing Members set and achieve goals.

We commit to keep our goals visible and encourage each other to be an achiever. Each year, our entire community goes through a period of reflection and goal-setting. We share our goals with others, make them visible, and model this for our teammates. This is not an exercise of setting goals, but achieving them.

10. High-Performing Members prepare significant issues.

Significant issues should be submitted before the group meeting. We track progress and the dollar value impact of issues. Our local San Antonio CEO groups process over \$1B of issue impact annually.

Vistage is about making better decisions and achieving better results. Issue processing is the cornerstone of our community. When we prepare for a meeting, the group gets stronger

11. High-Performing Members never miss a 121.

There is no more important meeting than a 121. This is both for you as a member and as a leader of your team. The purpose of a 121 is to see things differently, explore options, and make better decisions. Members should prepare for 121s by identifying issues, surfacing topics, and reviewing key indicators.

12. High-Performing Members are always striving to make the group stronger.

The members, not the chair own the group. The role of the chair is to facilitate, coach, identify speakers, and vet member candidates. As a member, your job is to make the group stronger.

It starts with you. Ask yourself, how can I improve? Where can I learn and grow? Who can I raise and help make them better? How can I contribute to the strength of the group?

Don't settle for good, when great is within reach.

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Commit to a high-performing 2025!

Read these 12 fundamentals
Identify areas for improvement
Maximize your Vistage ROI

This is your advisory board. Let's make it the best.

"Champions keep playing until they get it right."

Billie Jean King