



EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM

- PURPOSE:** Move your business in the direction you want it to go by professionally developing your senior leaders. Transform business growth strategically and operationally, strengthen efficiencies, build high-performing teams, promote employee engagement, improve employee satisfaction, increase employee retention and prepare leaders for promotion and/or succession.
- ATTENDEES:** Owners, Successors, Executives, Branch Managers identified for promotion.
- OVERVIEW:** The Executive Leadership Development Program (ELDP) is designed specifically for owners and senior leaders in the distribution channel working at the executive or senior management levels. The objective is to solidify the leader's skillset and develop advanced problem-solving and strategic execution skills. Leaders will be instructed in best business practices by industry experts in every aspect of the distribution value chain. **End state:** Leaders maximize and can adjust their leadership style to achieve outstanding results; will have completed multiple continuous improvement/problem-solving events within their business; have set and executed operational business objectives; have an excellent understanding of small team leadership principles and can train subordinate leaders and transform company culture; and have developed a strategic business plan, including operational goal trees for themselves and their business. **Win:** 10x ROI in the year following the ELDP.
- TIMELINE:** Cohort A – April 29 - May 1, 2025; June 3-5, 2025; Sept. 23-25, 2025; Nov. 4-6, 2025; and Dec. 9-11, 2025
- LOCATION:** Nelson Schmidt, Inc. Building, 600 East Wisconsin Ave., Milwaukee, WI 53202
- APPROACH:** The ELDP curriculum is a combination of in-person, peer group learning and leadership coaching. The program duration is roughly 9 months. The in-person training is five sessions with 24 hours of instruction in each session. Leadership coaching occurs monthly for the duration of the course. Through coaching and peer group learning, leaders will complete four different leadership assessments and then apply their understanding of those assessments to their selected business objectives. Leaders will develop and execute operational objectives based on continuous improvement and problem-solving methods. A strategic planning and goal tree will be completed and presented to their business at the conclusion of the course. Class size is very limited.
- COST:** \$12,485/student leader (Five installments of \$2,497/each)
Cohort members are responsible for transportation, lodging, meals and incidental expenses.
- REGISTER:** Registration via email: saucedoc@capstonemci.com
Registration via phone: Chris Saucedo, (214) 883-9514

ABOUT CAPSTONE MACHINERY CONSULTANTS INTERNATIONAL (CMCI)

Spanning the interval from where you are and where you want your business to go can be challenging in the hyper-competitive mobile machinery industry. CMCI helps you close these gaps. Since 2015, CMCI has expertly guided OEMs, dealers and distributors in creating high-performing teams, forging effective leaders and executing accelerated-growth business strategies and objectives. CMCI provides leadership coaching and consulting across multiple verticals to empower our clients in achieving transformative goals. The founder and principal of CMCI, Chris Saucedo, is a retired United States Marine Corps Engineer Equipment Officer. Chris spent 22 years in the USMC and has more than 35 years of leadership experience with mobile equipment OEMs, dealers and distributors in more than 100 countries. Capstone Machinery Consultants International, LCC is a 100% Veteran Owned Business registered in the State of Texas.