



EMERGING LEADERS

2026

SHAPING THE NEXT GENERATION OF POWER PLAYERS





PURPOSE

The Chamber is committed to identifying and unleashing the next generation of Southern Arizona's power players and business executives for leadership succession – young leaders who are prepared for advanced leadership roles in their own companies and in the wider community, to move this region forward and drive economic growth and prosperity.

The Chamber's 2026 Emerging Leaders Program is designed for under 40, mid-career professionals who are on the rise; people who have already shown strong leadership in their jobs and ready to grow to the next level. Ideal for professionals just beginning to get involved in the community, who can commit to a 10-month engagement.

- ▶ Not a networking club: Selective and outcome based.
- ▶ Business First: Cohort leans towards private sector & focuses on Chamber priorities.

COST

- ▶ Competitive Application Process
- ▶ Tuition: \$3,000 per participant

TIME COMMITMENT

10-month program beginning March 2026.

Meets once per month, with mentoring sessions scheduled based on need. Each session will run for three hours between 2:00 and 5:00 p.m. on the third Wednesday of the month. Location TBA.

WHO SHOULD APPLY: PARTICIPANT PROFILE

- ▶ The right candidates are new in management or are rising executives, have the potential to advance in senior roles, have a solid base of experience and are looking to make a bigger impact in their community as well as their company.
- ▶ They care about the future of Tucson and Southern Arizona and want to be part of shaping it. They may be new to community involvement or looking for a way to turn their passion for leadership into something bigger.
- ▶ They're not just focused on climbing the career ladder, they want to lead with purpose, build lasting relationships and make a difference beyond the workplace.
- ▶ This program is primarily geared to private sector, up-and-coming leaders. While admission is guaranteed for Trustee and Platinum members of any industry, beyond this level of investment, the program will limit participants to private sector.

PROGRAM OBJECTIVES: ISSUES EXPOSURE & INPUT, MENTORING AND ADVANCED PROFESSIONAL SKILLS

Broader Perspective: Get exposure to regional issues, building systems thinking which is critical for future leadership roles.

Expanded Networks: Build connections that bring fresh ideas and opportunities back to your company.

Mentoring: Participants are assigned a senior level mentor from the Chamber leadership ranks, who will meet regularly with participants and guide them in reaching program and individual objectives.

Sharper Problem-Solving: Learn to think strategically and act decisively, making the participant more effective in high-stakes situations.

Confident Leadership: From team meetings to boardrooms, participants learn to speak with clarity, empathy and influence.

PROGRAM OUTLINE

Each month will highlight the programmatic elements specific to The Chamber and how the areas of economic development and business advocacy intertwine. The three-hour sessions will also include leadership skills development led by a leadership or business coach.

DATE	PROGRAM
March 18	<p>OVERVIEW, GOALS AND EXPECTATIONS – The initial meeting will provide an opportunity for Emerging Leaders to get to know one another. It will also outline the goals of the program and the accompanying expectations. Emerging leaders will also be matched up with their mentors.</p> <p>Leadership Skill Development - Ethics, Values & Civic Leadership</p>
April 15	<p>BUSINESS & ECONOMIC CLIMATE – As the first pillar in the Chamber's 2026 Competitiveness Agenda, Emerging Leaders will focus on the policies that create a strong business climate including speed to market, state and local policies and small business support.</p> <p>Leadership Skill Development - Leading Self: Executive Presence & Leadership Style</p>
May 20	<p>TARGETED INDUSTRIES – Emerging Leaders will learn why communities develop targeted industries, the skills development needed to support these industries and the policies that support the recruitment and retention of industries important to Southern Arizona.</p> <p>Leadership Skill Development - Strategic Thinking & Decision-Making</p>
June 17	<p>TALENT & EDUCATION – As talent drives all market decisions, Emerging Leaders will hear from educational leaders covering Preschool to Post-Secondary as to why developing and attracting talent helps drive a successful economy.</p> <p>Leadership Skill Development - Communication That Moves People</p>
July 15	<p>INFRASTRUCTURE – Businesses of all sizes list roads, energy, water and access to broadband as issues a community must address to be competitive. This session will highlight what our region does well as well as areas of improvement.</p> <p>Leadership Skill Development - Building & Leading High-Performing Teams</p>

August 19

INTERNATIONAL TRADE & COMMERCE – Emerging Leaders will better understand why bolstering the region's relationship with Mexico will grow existing companies and increase foreign direct investment.

Leadership Skill Development - Emotional Intelligence & Difficult Conversations

September 16

ENTREPRENEUR ECOSYSTEM – Businesses that are created in a community tend to stay and grow in that community. Emerging Leaders will further understand the programs and policies that work to grow a successful entrepreneurial environment.

Leadership Skill Development - Financial Acumen for Non-Financial Leaders

October 21

QUALITY OF PLACE – With issues like public safety, child care, housing and tourism, Emerging Leaders will learn the importance of building a community that addresses issues that are increasingly higher on the list of reasons companies and people will relocate to a new region.

Leadership Skill Development - Leading Change & Innovation

November 18

CEO SESSION – Emerging Leaders will engage directly with the region's top CEOs to hear first hand the issues and challenges they each face in a competitive business environment. This session is strategically placed so Emerging Leaders can incorporate themes and issues they have learned in conversation with these CEOs.

Leadership Skill Development - External Leadership: Stakeholders, Policy & Influence

December 16

CAPSTONE: From Emerging Leader to Community Leader – This session will include a formatted discussion incorporating all that has been learned and how that can translate into the transformation into a community leader. Emerging Leaders will be asked to present ways in which they will grow in their positions and careers. Following this session will be a reception at which the Emerging Leaders will be given their certificates of completion.

Leadership Skill Development - External Leadership: Stakeholders, Policy & Influence



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**THE
CHAMBER**
OF SOUTHERN ARIZONA

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