



THE GLOBAL HOME OF SITUATIONAL LEADERSHIP®

Vice President of Sales

The Vice President of Sales position requires an experienced leader with demonstrated success in building high-performing sales teams that deliver results in a way that drives outstanding customer loyalty and goal attainment.

This position will work closely with the Marketing, Business Development and Commercial Operations teams to ensure that The Center for Leadership Studies (CLS) consistently meets or exceeds its annual sales goal and business unit-specific objectives. The primary responsibility for the role will be to meet these expectations through the selection, training, development, coaching, management and leadership of a team of Senior Account Executives. CLS is currently experiencing substantial growth and, therefore, will require a sales leader that is receptive to change and uncertainty and has the ability to support and lead individuals through such changes.

Lastly, this position is a member of the Strategy team and reports directly to the Chief Executive Officer.

Key Responsibilities:

- Manage a Sales Team that promotes strong, long-lasting customer partnerships by understanding their needs, delivering value and exceeding their expectations
- Manage the day-to-day performance of Sales Team members
- Achieve CLS' sales goals by guiding the activities of the Sales Team and coordinating cross-functionally with Marketing and Business Development
- Develop strategic sales plans based on company goals that will promote sales growth and customer satisfaction for the organization
- Recommend sales strategies and models for improvement based on market research and competitor analysis
- Develop annual sales plan in support of organization strategy and objectives



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- Prepare accurate sales forecasts; monitor and adjust the Sales Team's activities accordingly
- Track KPIs and report regularly to CLS leadership
- Create individual development plans with each member of the Sales Team to drive skill building and competency development
- Select, hire and train new Sales staff as the business demands grow
- Schedule and lead regular Sales Team meetings and one-on-one coaching sessions with Senior Account Executives
- Ensure adherence to the sales processes and the correct usage of the CRM
- Maintain an awareness of competitor offerings, positioning and competitive advantages
- Collaborate with the Vice President of Marketing to understand and maximize the return on marketing and lead generation efforts through the implementation of efficient, effective lead management and sales processes
- Manage multiple channel selling strategies

Requirements

- Located within the Raleigh-Durham area (or willing to relocate)
- Bachelor's degree is required
- 5+ years of experience successfully serving as a Sales Manager or Sales Director within the training industry
- Outstanding mentoring, coaching and people management skills
- Strong analytical, organizational and problem-solving skills
- Experience working globally and penetrating international markets
- Ability to thrive in a very dynamic, fast-paced environment
- Excellent interpersonal skills, demonstrated by the ability to build and maintain relationships
- The ability to work under pressure and willingness to accept responsibility for the team's performance



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- The ability to create and maintain an inclusive and collaborative work environment
- Familiarity with CRM (Salesforce.com preferred), data analysis and sales reporting
- Familiarity with the Situational Leadership® Model (preferred)

Please direct inquiries to jobs@situational.com.

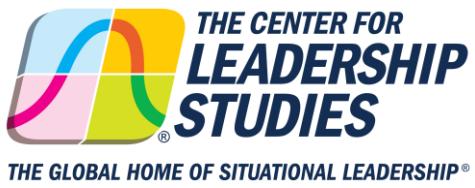
We offer a competitive and attractive compensation package, including:

- Performance culture
- Comprehensive medical/benefit coverage

Company Overview

For more than 50 years, The Center for Leadership Studies (CLS), founded by Dr. Paul Hersey, has been the global home of the original Situational Leadership® Model. With over 14 million leaders trained, Situational Leadership® is the most successful and widely adopted leadership model available. Deployed in more than 70% of Fortune 500 companies, Situational Leadership® transcends cultural and generational differences and equips leaders around the globe with the skills necessary to address a specific challenge, drive behavior change and increase productivity. CLS' diverse product portfolio includes a comprehensive off-the-shelf leadership curriculum founded on our proven, research-based competency model. In addition, CLS has more than 25 years of experience designing and developing award-winning custom training solutions.

CLS services customers both domestically and internationally through an extensive network comprised of over 200 learning professionals in more than 35 countries. Our global affiliates and facilitators understand the nuances present in each culture, allowing for the delivery of innovative, high-quality training programs in localized languages.



Our Values

At The Center for Leadership Studies we view each customer opportunity as a long-term partnership. In such relationships, we believe that the values of the people that you choose to do business with can have an equal impact on the success of your learning endeavors as can the technical skill sets. Put a different way, we feel it's important for you to know who we are and what we stand for. Below are the values we strive to live by each day. They represent the expectations that we have for each and every CLS team member:

Be Responsive: Service is Inside and Out

Do what you say you are going to do when you say you are going to do it. Don't over promise and never under deliver.

Embrace Teamwork: Invest in Others

Strive to continually develop and nurture your base of personal power.

Own Your Actions: Take Personal Responsibility

Follow through on your commitments with relentless attention to detail, completion and results.

Maintain Your Integrity: Do the Right Thing

Communicate openly and honestly: Develop a reputation grounded in personal and professional credibility.

Have Fun: Take a Minute to Smile

Enjoy the journey (celebrate victories; keep setbacks in their proper perspective). Embrace the fact that work and fun are NOT mutually exclusive terms.