

Leadership Services Provided

Corporate culture assessment

Strategic planning

Succession leadership planning

Business/leadership coaching

Focus groups

Employee surveys

Workshops

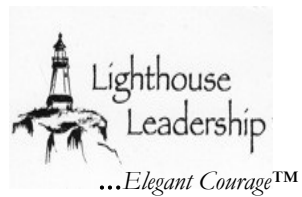
Leadership assessment

Conflict resolution

Team building activities

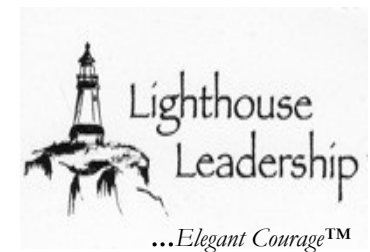
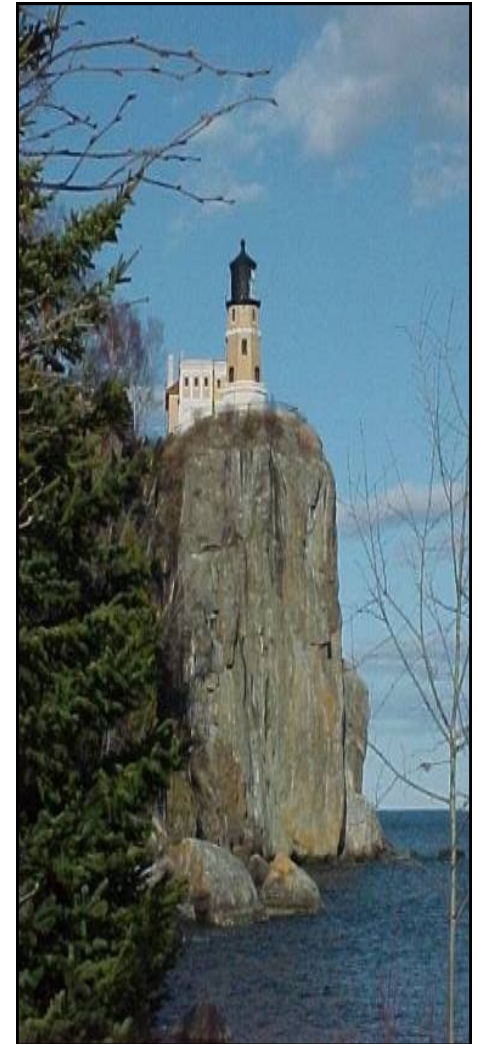
Creative staff kickoffs

Motivational presentations



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Lighthouse Leadership Uniqueness



Jodi Wiff and Mike Krutza, partners in Lighthouse Leadership

We do things differently. We identify disconnects which prevent you from meeting your vision and objectives. 100% of our clients, when asked, said our work uniquely combined an assessment of the hard facts (business results) and the soft side (disconnects within the culture) and would recommend our services to

a friend.

We work with all types of business, whose common characteristic is leaders who want to grow their business, their leadership skills and the skills of their employees.

Client Testimony:

"...Mike and Jodi siphoned the internal and external feedback into a few key recommendations. They quickly got to the heart of the issues involved in my style and approach to management. They are a highly complimentary team, each with insights, intuitions, and wisdom of their own. Their personal style is not a hint of routine or recipe. You feel like the lens is on without the filter from the get go. Raw intuition from their years of experience allows immediate penetration into your issues. Brought to bear in combination, make a powerful one two punch."

~ W. Hughes, WI DATCP

Let Lighthouse Leadership maximize your organization's opportunities

Engage the whole organization with probing questions so that "yes" men don't rule the day. Find truth and honesty with what is really going on.

Create clear measurable expectations from CEO to receptionist, so that everyone is on the same page.

Focus on the top three critical business results and three critical culture results for next year.

Encourage innovative strategies by all the employees.

Create unstoppable teams by creating unstoppable cultures.



Courage is not the absence of fear, but rather the judgement that something else is more important than fear. ~Ambrose Redmoon

Phase I Assessment

"Sorting Out the Noise"

- ◆ Face to face interviews with employees
- ◆ Web based personalized culture survey
- ◆ Analyze for patterns/blind spots/strengths/weaknesses
- ◆ Dig deep, listen and share honest feedback on what we see

Phase II Intended Outcome

"Painting the Picture"

- ◆ Clarity
- ◆ Measurements
- ◆ Accountabilities

Phase III Changing Behaviors

"Run with the Dogs"

- ◆ Message...same song...2nd verse
- ◆ Stop, look, listen
- ◆ Engagement
- ◆ Barriers and disconnects
- ◆ Team meetings
- ◆ Reinforcement and kickoffs

Phase IV Adjust and Adapt

"Catch the Next Wave"

- ◆ Adjust course with what isn't working for the team
- ◆ Strategic direction with staff engagement
- ◆ Continue adjustment and positioning toward the next strategic objective

Lighthouse Leadership

...Elegant Courage™

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