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#### Guest,

#### Welcome to:

#### Building a Healthy, "High Performance" Company

Presented by Lighthouse Consulting Services, LLC



eatured Guest: arry Comp

www.ltcperformance.com



Dana Borowka, MA CEO, Lighthouse

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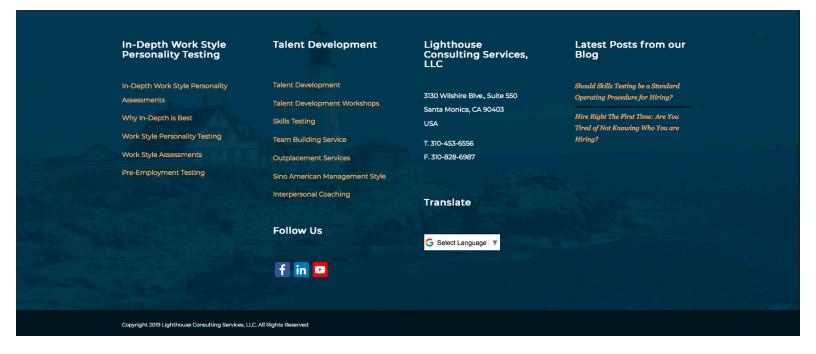














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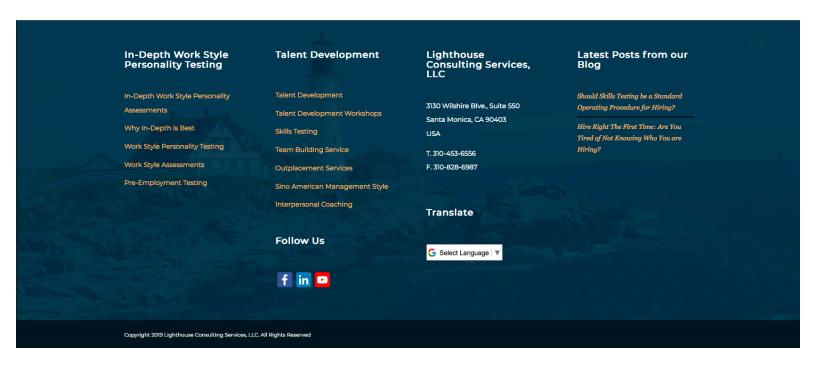
#### What is a Healthy, 'High Performance' Company?

- Typical CEO reaction
- Key Characteristics











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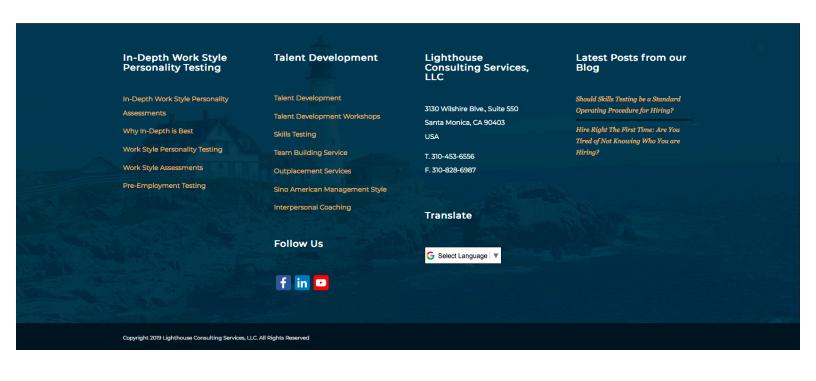
# **Begin the Journey**

- Paint the perfect picture
- Clarify your 'as is' state
- Take an initial snapshot (SWOT)

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# **Create Your Roadmap**

- Agree on your dominant value proposition
- Clarify your V/M/V
- Select/ align goals & drivers



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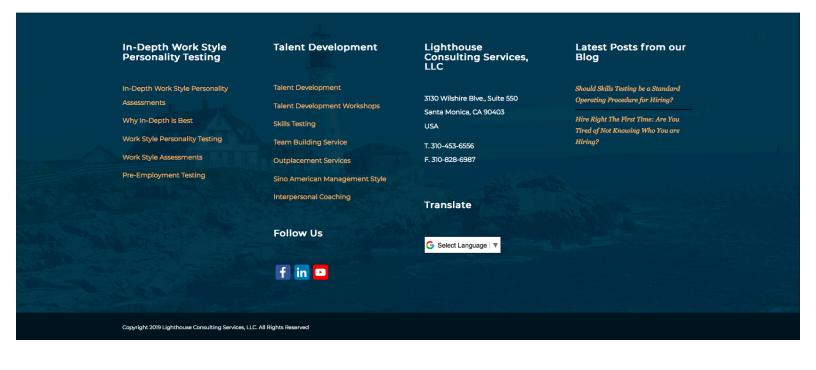
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# Move from an Activity to a Goals **Orientation**

- Align top-tier goals and ensure goal compatibility
- · Integrate drivers
- Train/ communicate effectively



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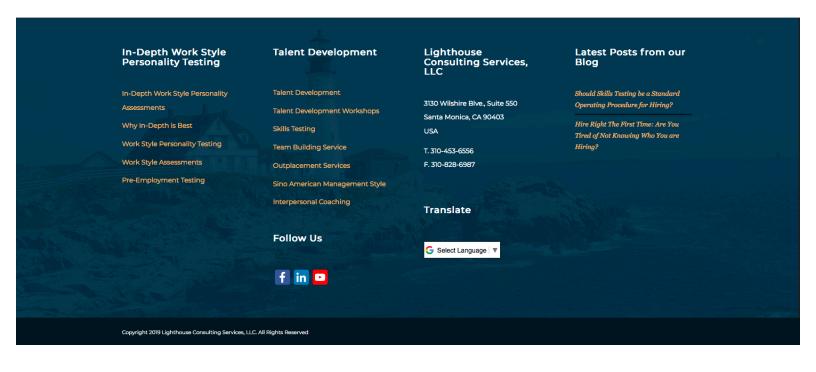
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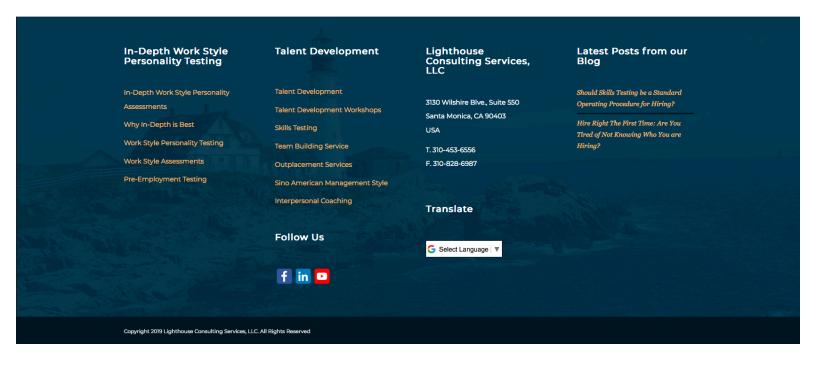
# **Attract Top Talent**

- A new paradigm
- Role clarification/upgrading
- Hire carefully











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#### **Grow or Die**

- A company of business people
- Ongoing development
- Performance Growth System



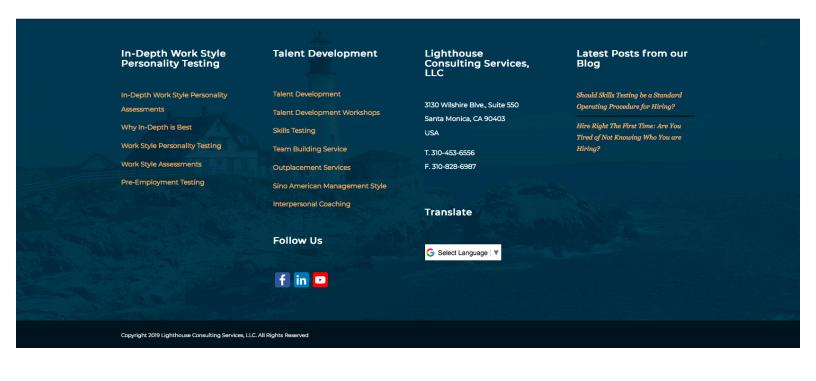


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# **Measuring Performance**

- Organizational
- Individual



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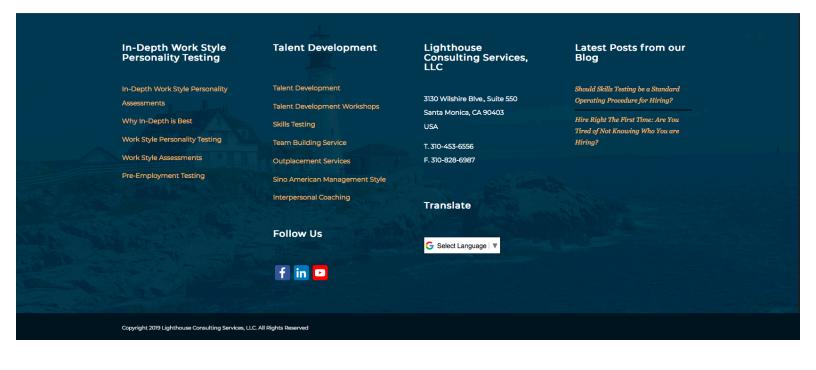
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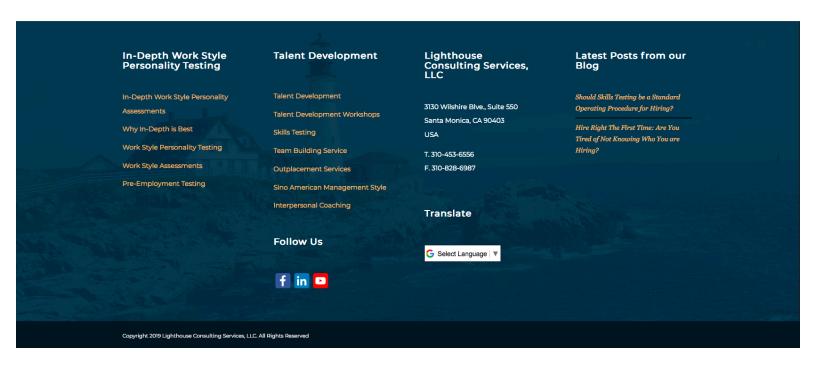
# **Retaining Top Performers**

- Total Rewards Model
- Differentiated rewards
- Leverage pay-for-performance

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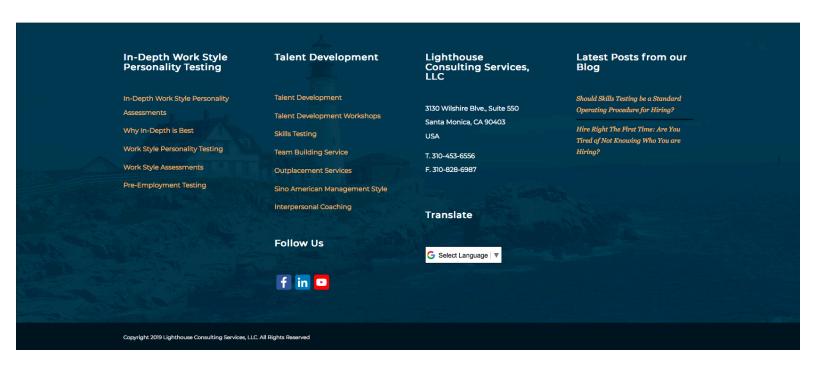
# **Manage Your Biggest Investment**

- It's just 2 things
- Design & Communication



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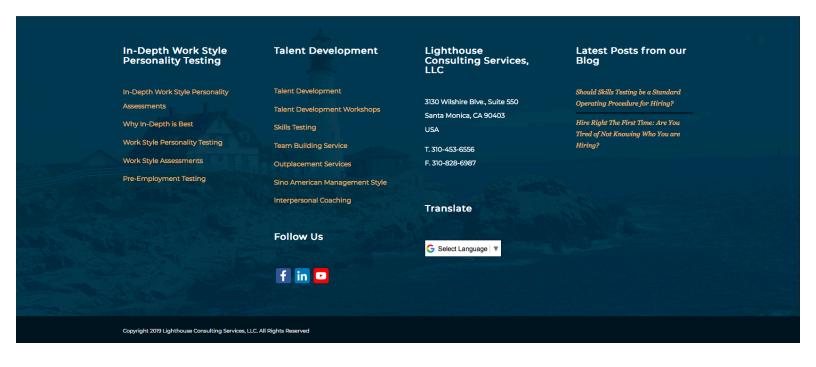
# **Disrupt or Be Disrupted**

- Avoid commoditization
- Provide longer-term solutions

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# **Manage Change Effectively**

- Remember the law of physics
- Push through the resistance



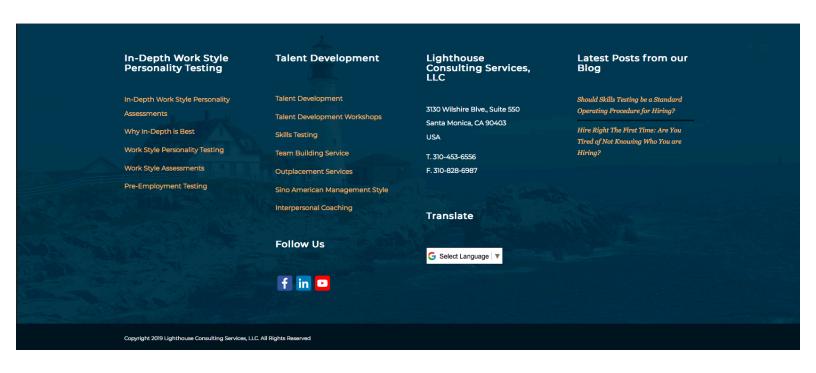














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#### **Execute**

- Beware of chasing 'shiny objects'
- Execute-Execute

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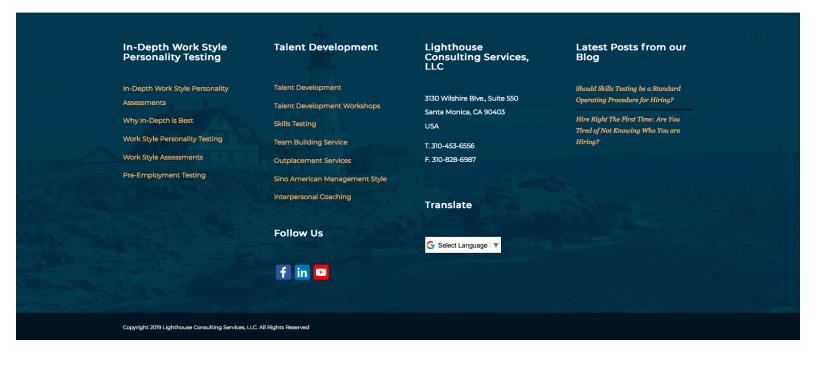
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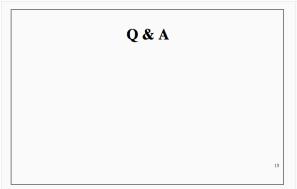
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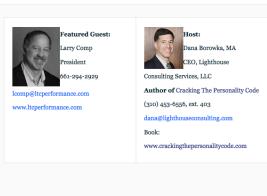




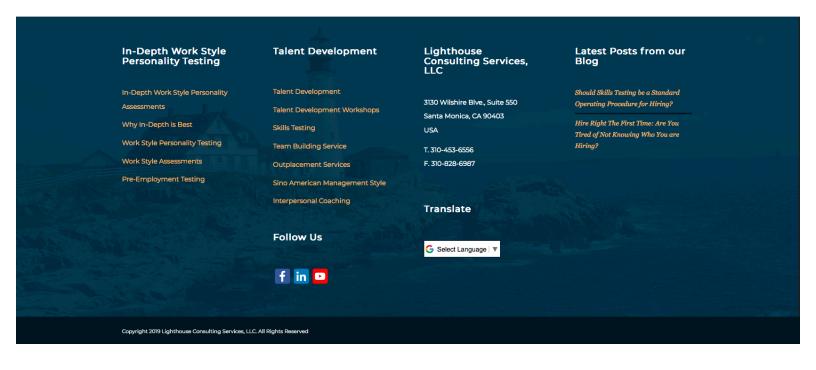


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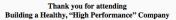








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