Guest,

Welcome to:

Building a Healthy, "High Performance" Company

Presented by
Lighthouse Consulting Services, LLC

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Should Skills Testing be a Standard Operating Procedure for Hiring?
How Right the First Time: Are You Tired of Not Knowing Who You Are Hiring?

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What is a Healthy, 'High Performance' Company?

- Typical CEO reaction
- Key Characteristics
Begin the Journey

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

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

**Featured Guest:**
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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
Attract Top Talent

- A new paradigm
- Role clarification/upgrading
- Hire carefully
Grow or Die

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

- Organizational
- Individual
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
Disrupt or Be Disrupted

- Avoid commoditization
- Provide longer-term solutions
Manage Change Effectively

- Remember the law of physics
- Push through the resistance
Execute

- Beware of chasing 'shiny objects'
- Execute-Execute-Execute
Thank you for attending
Building a Healthy, "High Performance" Company

Click Here to contact our Featured Guest.

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