



Guest,

Welcome to:

Building a Healthy, "High Performance" Company

Presented by
Lighthouse Consulting Services, LLC



Featured Guest:

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Host:

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Book:

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Hire Right The First Time: Are You Tired of Not Knowing Who You are Hiring?



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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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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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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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-Execute

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Q & A

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