



PEAK DEVELOPMENT

**Mindy Hall, Ph.D.**  
**President & CEO**  
**Peak Development Consulting, LLC**

Since founding Peak Development Consulting in 1996, Mindy Hall has worked with clients around the world to create sustainable organizational and leadership development solutions. As President and CEO of Peak Development, Mindy works with executives to strengthen both their leadership and their organizations' performance. Her focus is on transferring knowledge: helping leaders create solutions for today's challenges, while also growing their capacity to lead future endeavors from within.

Mindy has over 20 years of experience in organization and leadership development and holds Masters Degrees in both Organization Development and Human Resources Management, and a Ph.D. in Human and Organizational Systems. She is an accomplished speaker and the author of several white papers and articles. She is at work on her first book, currently titled *Thriving: Unlocking Capacity in Yourself and Your Organization*.

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**Past speaking engagements include:**

- Human Resource Planning Society (HRPS) Workshop "Building and Managing Executive Talent" – Scottsdale, AZ
- YMCA National Conference – Vancouver, British Columbia, Canada
- Fielding Graduate University – Santa Barbara, CA
- Chesapeake Human Resource Association – Baltimore, MD
- Philadelphia SHRM Senior Practitioner Forum – Philadelphia, PA
- Biotechnology Industry Organization (BIO) National HR Conference – San Francisco, CA
- Delaware Valley HR Partnership Summit - Philadelphia, PA

**For more information or to schedule an engagement, please contact:**

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## Speaking Topics

Dr. Mindy Hall has a wealth of experience in shaping cultures, cultivating leaders, developing teams, and building HR capacity. The list below includes some of her most recent speaking and writing topics. All topics can be tailored to your specific audience, and suggested topics that better suit your needs are always welcome.

➤ **Developing Executive Teams**

Teams at the executive level face a unique set of challenges: significant demands on executives' time, the pressures of managing a high-performing organization, and dimensions of power and ego. It is therefore no surprise that many CEOs and team members are left feeling that their team could be performing at a higher level, but have little idea of how to get there. This presentation encompasses the results of Peak Development's independent research study, in which nearly 100 senior executives from around the globe shared real-world experiences and practical advice on developing top teams. Through their responses and Dr. Hall's experience, participants will better understand the roles of presidents/CEOs, team members, and facilitators in shaping executive teams; barriers and accelerators for executive team development; and effective methods of developing executive teams.

➤ **Shaping Organizational Culture**

Every organization has a culture: regardless of size, age, or industry. What separates many leading companies from their competitors is the ability to intentionally shape culture to bolster their business goals; the ability to engage the hearts and minds of their employees; and the ability to create an environment where people are inspired to achieve extraordinary results. Through the results of Peak Development's study on Shaping Organizational Culture, participants will see that culture initiatives need not be models of complexity, nor the exclusive realm of "culture experts." By understanding the key levers which influence culture, individuals throughout an organization can begin to take actions that influence the culture and shape what the organization will become.

➤ **Beyond Functional Expertise: A Business Imperative for Today's Leaders**

Creating the environment where talented, engaged employees have passion, drive, and the ability to proactively shape a company's success goes far beyond functional expertise. To excel in a leadership role and display real value to an organization, executives must become adept at mobilizing human energy, shaping culture, and leading change. Bolstered by current research, this presentation explores these skills in more depth and provides ideas for strengthening them in the competency portfolio of executives at all levels.

➤ **The Age of the HR/OD Practitioner: You Are Your Own Best Tool**

As an HR/OD practitioner, your currency is in your interactions: your ability to interact with everyone from top management to frontline workers, and to leverage those relationships to achieve business objectives. Developing your capacity, therefore, begins the moment you realize that you are your own best tool. Dr. Hall presents some techniques, thinking, and research that, though seemingly straightforward, can have an extraordinary impact on your work.



## Speaking Topics (continued)

➤ **Mission-Driven HR: The Future of HR and How to Prepare for It**

In the coming years, HR practitioners should expect a fundamental shift in both the skills and mindset needed to function effectively. It will require practitioners to possess a deeper knowledge of the businesses in which they operate and of strategic HR skills such as change leadership and organization development. Beyond that, and perhaps most importantly, it will require HR practitioners to have a deeper knowledge of how they, personally, impact the organization through their actions, their communications, and the policies they put in place. In short, the work of HR in the future will be less about *what to do* and more about *how to be* as an HR leader. An interesting conversation about the state of the function and how we shape its next evolution.

➤ **Developing and Retaining Your Talent**

Upon moving to a new leadership position, you have:

- 15 days to make an impression
- 30 days to learn the organization
- 45 days to shape your platform/future direction
- 60 days to gain momentum
- 75 days to make key structural/people changes
- 90 days to establish organizational traction

Executives are quick to agree that expectations grow greater as time grows shorter in measuring a leader's organizational impact. From the moment an executive steps through the door of his/her new office, the assessment begins. It is due to this fact that a proactive approach in accelerating the abilities of executives from on-boarding to making an impact is so crucial

This session is conducted in a case-study format, highlighting the framework and implementation of such a process with particular attention paid to:

- Designing to the context of a company (one size does not fit all)
- Developing integrated, yet customized paths
- Managing the communication/positioning aspects proactively
- Measuring effectiveness
- Learning from the experience of organizations who have done this well

➤ **Executive Coaching: Designing *Your* Strategy**

As an HR professional, you are often called upon to connect people with skilled coaches, and sometimes to serve as a coach yourself. Learn from an insider in the coaching world, who provides practical insights on creating your organization's coaching strategy, philosophy, and consortium of qualified internal and external coaches.