

LEARN HOW TO LEAD WITH INTENTION

Speaker and Author **Mindy Hall**

Make a Deliberate Mark on Both Your Organization and the World Around You



Mindy is available for:

Keynotes

Panels

**Executive Book
Discussions**

What separates the top companies in any industry from their competitors? What makes some startups able to scale rapidly, while others struggle? How are remarkable organizations able to sustain their success over the long term? *It's people.*

And more specifically:

- The ability to attract and retain talented employees
- The ability to inspire those employees to achieve extraordinary results
- The ability to connect with customers and surpass their expectations
- The ability to create a culture that drives the organization's business goals

What lies at the core of whether an organization will thrive or not is the quality of the organization's leadership. The tone leaders set directly correlates to the business outcomes achieved. What they model is what the organization will become. Are your leaders choosing deliberately what they are modeling? Are they leading with intention?

This is the most overlooked skill for those at the top, according to leadership expert Mindy Hall, and often is the differentiator of great leadership and a source of long-term competitive advantage.

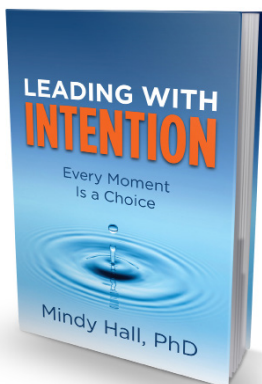
Operating with intention is a decision to live by design rather than by default. It is about seeing opportunities every day, in every interaction, to shape the tone and outcome of those interactions. It is recognizing that every action has an impact, and that every moment is a choice.

Drawing on her experience working with Fortune 100 clients, biotech start-ups, financial services firms, and non-profit organizations, Hall urges leaders to make this ability central to all decisions and actions. "Everything you do sends a message: what you say and how you say it, what you do and how you do it, even what you choose not to say or do," says Hall.

Her proven methods and real life examples combine to create a prescriptive plan that is not only easy to adopt, but essential.

*"Not surprisingly, Mindy Hall's **Leading with Intention** is well written and immediately practical in its applicability, making every moment of the day a leadership opportunity. Don't bother trying to highlight all the valuable points. You will find them in almost every paragraph."*

- **Christopher P. Molineaux**, President and CEO, Pennsylvania Bio



SPEAKING TOPICS

From Speaker and Author **Mindy Hall**

Mindy Hall has a wealth of experience in designing business models, shaping cultures, cultivating leaders, developing teams, and transforming HR. This is a list of recent speaking and writing topics – all topics can be customized for specific audiences.

Leading with Intention

Every interaction—whether you’re presenting to an entire organization or talking one-on-one with a colleague—is an opportunity to influence and inspire others to achieve extraordinary results. Your ability to do that depends on two factors:

- how aware you are of your impact
- the care and discipline with which you choose your actions, day by day, moment by moment

Drawn from her book *Leading with Intention: Every Moment is a Choice*, Mindy Hall provides real-life examples and practical tools for increasing your awareness and being more deliberate in your choices.

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 are not sure 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 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. Culture develops by design or default. What separates the leading companies from their competitors is the ability to create a culture where people are inspired to achieve extraordinary results. The good news is 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. This presentation explores these skills in more depth and provides ideas for strengthening them in the competency portfolio of executives at all levels.

SPEAKING TOPICS CONTINUED

From Speaker and Author **Mindy Hall**

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. Hall presents techniques, thinking, and practical tools that can have an extraordinary impact on your effectiveness as an HR leader.

Transforming HR Requires Transforming Yourself

There is a fundamental shift underway in both the skills and mindset needed to be highly effective as an HR practitioner. Beyond areas such as greater business knowledge, leading change, and deep organization development skills, HR practitioners will need to have better knowledge of how they, personally, impact the organization through their actions, their communications, and their methods. 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.

Executive Transitions

Upon moving to a new leadership position, you have limited time to establish yourself and gain momentum. From the moment an executive steps through the door of his/her new office, the assessment begins. Therefore, a proactive approach for moving swiftly from on-boarding to making an impact is crucial. This session focuses on how to make a successful executive transition from the moment you accept the position to Day 100 on the job. It features practical strategies for:

- Connecting with the organization
- Shaping your platform/future direction
- Building your executive team
- Achieving organizational alignment
- Creating momentum in the organization

PAST SPEAKING CLIENTS

- US Special Operations Command
Commander's Innovation Conference
- Biotechnology Industry Organization
HR Conference
- National Security Technologies, LLC
- Human Resource Planning Society
Executive Forum
- Fielding Graduate University
- YMCA National Conference

MEET MINDY HALL

Speaker and Author



Blending a fresh perspective, twenty-five years of experience and a talent for inspiring audiences, Mindy Hall is the authority on leading by design rather than default.

Since founding Peak Development Consulting in 1996, Hall has worked with clients around the world to create sustainable organizational and leadership development solutions. As President and CEO of Peak Development, she 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 initiatives from within. Clients include leading pharmaceutical, biotechnology, technology, insurance, manufacturing, government, and nonprofit organizations, several of which are among the Fortune 50.

Prior to founding Peak Development, her corporate career spanned positions in the pharmaceutical and banking industries, including experience in global roles and as an expatriate in Paris.

She holds a Ph.D. in Human and Organizational Systems from Fielding Graduate University, and her doctoral dissertation, *Deep Learning: A Case Study Exploration* was published in 2011. She also holds Master's Degrees in both Organization Development and Human Resources Management.

Hall also hosts the podcast Peak Development Radio, featuring great conversations and practical advice for making your organization stronger. Past guests have included senior leaders from Fortune 50 companies, bestselling business authors, and prominent thought leaders. Episodes are available through peakdevelopment.com, iTunes, and Stitcher radio on-demand.

She is a contributing columnist for *Entrepreneur*, and writes the *Growing Your Organization* blog, for leaders who know that growth isn't solely about size; it encompasses culture, strategy, innovation, efficiency, leadership, teamwork, and more.

She counts herself fortunate to be doing work she loves with people she respects. Her philosophy can be summed up in eight simple words: "I want it to matter that we met."

FAST COMPANY

INVESTOR'S BUSINESS DAILY

Harvard
Business
Review

Psychology Today

Forbes

Entrepreneur

strategy+business

 Center for
Creative Leadership

800ceoread

[Selected Media Coverage of Mindy]

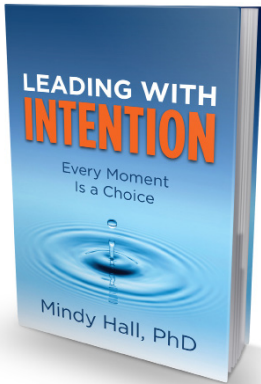
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www.leadingwithintentionbook.com

 PEAK
DEVELOPMENT

LEADING WITH INTENTION

What People Are Saying



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for both digital and
hardcovers are available.
If interested, please
contact Greg Gephart at
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or 215-862-1800.

"Being 'intentional' is a simple concept that when applied is so powerful. It allows you to shape how to engage and are viewed as a leader. This book is going to be a mus-read for my entire leadership team."

- **Michael Conway**, Executive Vice President of Global Channel Development, Starbucks

"The best leaders I have met never stop looking for ways to improve. Because Dr. Hall's stories and tools are deceptively simple to use but profoundly real in their impact, these leaders will want to keep this book close at hand."

- **Christi Shaw**, President, Novartis Pharmaceuticals Corporation

"*Leading with Intention* is not leadership theory; it is leadership practice. It offers tools that you can begin applying right away and that integrate into your existing efforts."

- **Nicholas J. Valeriani**, Chief Executive, West Health

"Presence may be the metacompetency of effective leadership. In *Leading with Intention*, Mindy Hall gives you the pragmatic tools to be present with yourself, your colleagues, and your life to manifest your deepest, most heartfelt intentions."

- **Kevin Cashman**, Senior Partner, CEO and Executive Development, Korn Ferry, and bestselling author of *Leadership from the Inside Out* and *The Pause Principle*

"Through the leadership looking glass, Dr. Hall takes us to a place of self-examination. We all likely have a collection of how-to business books proudly displayed on our shelves. This one remains on my desk."

- **Jeffrey Keisling**, Corporate Vice President and Chief Information Officer, Pfizer