
Experience Lead Star

leadstar[★]



For 20 years we have been supporting leading companies and nonprofits in achieving better results through *people development*.

OUR CLIENTS





Today's workplace is full of *challenges*.

The pace of change is faster. Economic pressures are constant. Retention of top talent is critical. Doing more with less is the norm.

Team members must adapt quickly.
We need workplaces where all can thrive.
Well-being while navigating complexity is essential.

Lead Star delivers effective development experiences that allow organizations to elevate performance. We support you in intentionally shaping cultures where people flourish.

what★ we do

Lead Star provides leadership *coaching, training, consulting, and content solutions.*

From engaging workshops to full leadership development program designs and deployment, we are trusted partners to clients seeking to develop timeless leadership and people skills in all levels of employees.

We routinely work with frontline team members, mid-level management, and C-suite executives, tailoring highly relevant learning experiences to support company goals and objectives.





OUR SERVICES

We leverage our core services to identify the solutions that best meet your needs.

Leadership Coaching

We've created a model that makes 1:1 leadership coaching affordable for everyone on your team. This allows you to offer personalized learning experiences for all levels of employees, ensuring your people have the support they need to achieve results.

Leadership Training

From ½ day learning seminars for 10 team members to year-long programs delivered to 5,000+ employees, there's no leadership training need we can't meet. From concept, to design, to delivery, and even train-the-trainer initiatives so your in-house team can sustain the learning, we provide full-service solutions. Leverage our know-how and experience to develop your leaders in meaningful ways that elevate results and culture.

Consulting Services

From improving your onboarding experience to enhancing your performance management process to redefining company strategy, our consulting team brings decades of experience working with the world's best brands on real-world people and market challenges.

Content Solutions

We support leaders in scaling their ability to deliver highly relevant communications. Our talented video production team develops sharable content that clarifies strategy, cultural expectations, and information sharing while authentically capturing and amplifying team members' voices. We can also embed video content featuring your leaders in our training designs. We support clients with high-quality, well-messaged internal communications that contribute to effective people practices and healthy, informed cultures. [View the gallery](#) to see how we bring client stories to life.

The through line in our work is *people*.

We provide services that develop leaders at all levels and improve people practices and processes in your organization.



OUR SOLUTIONS

- Leadership development experiences
- Executive to frontline team member coaching
- Safety training
- Employee engagement surveys
- Offsite and retreat facilitation
- Leadership communications
- High potential programming
- Curriculum design
- Internal communication support
- Leadership development program design
- Career development pathways
- Performance management enhancements
- Women's leadership development events and programming
- Annual reporting, cultural insights, and environmental scans
- Company-wide training
- Team building, development, and performance improvement support
- DEI and affinity network programming
- Content refreshes/uplifts
- Strategy development, drafting, and implementation support
- Key leader advisement
- Spot and cohort coaching
- Train-the-trainer, team upskilling
- Best practices exchange and sharing

We are all about *our clients.*

OUR PROCESS

Every project we complete begins with deep listening. We are here to make life on the job better for you and your employees. The more we understand your company, market position, and desired results, the better we can support you in developing leaders. Leaders who are ready to leverage leadership fundamentals to navigate complexity and influence outcomes for success.

Once we understand your intent, culture, and market, **we create quality learning experiences.** With vast archives of proven content and a dedicated team of accomplished real-world leaders, we create and deliver leadership development programming that meets your needs, fits your budget, and achieves measurable results.

We also offer **best-in-class project management, design solutions, and data reporting** that enhance the quality of the solutions we provide and ensure worry-free learning for your team. We'll always be on time, responsive, and on top of the details.





our★ projects

We build high-trust partnerships.

Clients typically begin their engagement with us based on a timely need. Here are examples of client needs we've supported:

"We need a leadership workshop for our directors."

"Can you provide a coaching program for our high potentials?"

"We need company-wide training for our frontline supervisors."

"Our strategy needs updating, can you help us?"

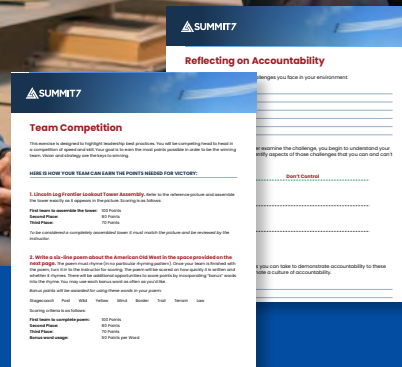
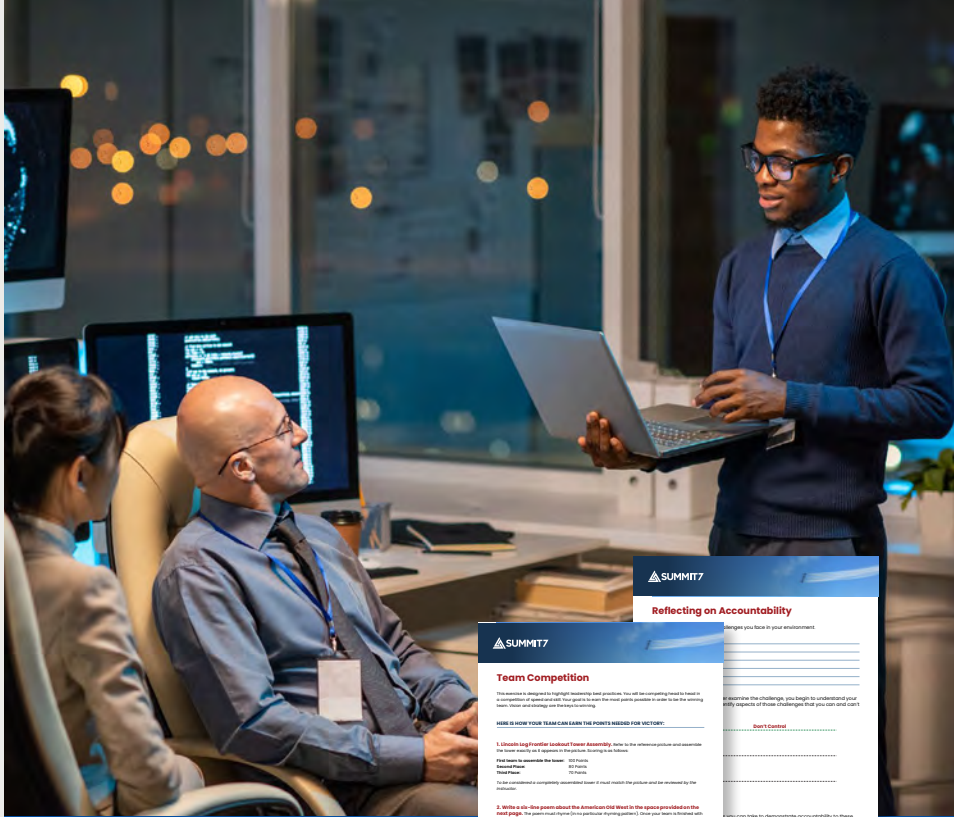
"Can you augment our in-house team for a global delivery of our core values training?"

"Our executive team isn't working together well, what do you recommend?"

"We feel behind on succession planning, can you assist?"

That initial project allows clients *to know, trust, and like us.*

When faced with a people, culture, or development need, many of our client's HR and senior leaders immediately think, **'Call Lead Star.'** This recognition and confidence underscore our commitment to delivering effective, impactful solutions.



Summit 7

Summit 7 is scaling rapidly to meet the increasing demand for cybersecurity solutions for businesses serving the Department of Defense.

We provided a **leadership development program** for their 20 senior leaders, to support strengthening team dynamics and developing leadership skills. Our solution included 1:1 coaching programs combined with three leadership workshops for a shared learning experience. We also provided company-wide administration of the DiSC assessment to support leadership learning at all levels. Services were delivered over one year so they seamlessly integrated into a brisk operational tempo.

Turning Stone

Turning Stone is the enterprise that manages the hospitality and resort businesses of the Oneida Indian Nation.

Turning Stone's VP of People Development and Engagement needed support to **design and deploy training on new guest service standards** to all employees. We developed a workshop experience that infused leadership development principles into the company-wide learning initiative, successfully training 3,000 employees in six weeks.





American Kidney Fund

American Kidney Fund serves the 37 million Americans living with kidney disease, supporting them with access to healthcare, advocacy, and research.

AKF's COO wanted to create a development experience for the executive team. We designed a day-long offsite after informal engagement with key AKF leaders and leveraging our proven ability to support executive teams. We delivered a **highly relevant development experience** centered on the team's real-world challenges and strengths that participants described as "the best learning our team has ever experienced."

Patterson-UTI

Patterson-UTI is a leader in delivering the services needed to bring energy to the world.

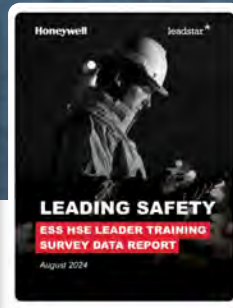
Lead Star has delivered a range of solutions for Patterson, including **leadership coaching, training for supervisors, and content design support** for the company's in-house learning and development team. With growth fueled by acquisition, Patterson's VP of Sustainability, Diversity & Culture wanted to help employees better understand the capabilities of the expanding enterprise. We produced a documentary to showcase the company's people and market solutions.



[VIEW DOCUMENTARY](#)



PATTERSON-UTI



Honeywell

Honeywell brings innovative technology, manufacturing, and digital solutions to diverse industries.

When their VP of HSE and Resiliency wanted to creatively enhance the company's strong commitment to safety, we designed and delivered a **highly interactive safety leadership workshop** for key U.S. and European locations. Not only was the workshop highly rated, but we also measured the implementation of the safety leadership best practices and found they were consistently being utilized by a majority of participants, months after the learning experience. And, most importantly, the total recordable injury rate was reduced year over year.

GP&C

GP&C provides engineering services, and composite and manufacturing solutions to elevate performance for their customers, allowing them to bring new or more sustainable products to market.

Their CEO was seeking a partner to develop a new strategy to revitalize the 50-year-old company and ensure its next era of success. We designed and delivered a dynamic process to support company leaders in creating, drafting, and implementing a new strategy. Once the strategy was developed, we provided **leadership coaching and strategy implementation support** to ensure the team stayed aligned and focused on results. We also created videos to highlight the company's value proposition and core values. Two years later the company has diversified revenue streams, expanded free cash flow, and grown EBITDA by 17%.



[VIEW VALUE PROPOSITION VIDEO](#)





Engage with us.

We would love to explore how we can best support your needs. **Reach out to us** anytime. We'll always be clear about how we can help, what it will cost, and when we can assist.

Put our **proven team** to work for you.

We are here to leverage our experience to help you achieve better results through the people that power your organization.



TO LEARN MORE
Email info@leadstar.us
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