



SIGNATURE PROGRAMS AND KEYNOTES

Mission-Critical Leadership: How Smart Managers Lead Well in All Directions

Most leadership development focuses on a single direction within the organizational hierarchy: downstream to subordinates. While it is important to be a good boss, leadership is much more than that. The best leaders learn to lead well in all directions. They lead upward to superiors and across among peers throughout the organization. And it all starts with self-leadership. This often overlooked or misunderstood leadership principle is essential to build a thriving and productive organizational culture.

This topic is based on Jon's new book, ***Mission-Critical Leadership: How Smart Managers Lead Well in All Directions***, scheduled for publication in early 2021. It is available as a keynote and breakout presentation for conferences as well as in a stand-alone virtual or in-person training format. Its corporate training companion, **The Mission-Critical Leadership Experience**, is designed for half or full-day, highly interactive workshops. This event brings together leaders from across all levels and departments within an organization, engaging them with each other as they learn what it takes to lead well in all directions.

Leadership and the Knowing-Doing Gap: Break Through the Barriers to Become a Successful Leader

Search for the word leadership, and Google returns about 5 billion results. An Amazon search generates over 60,000 resources. With so much information on leadership, why do 9 of 10 Americans believe the U.S. has a shortage of good leaders? Why do 40% of workers say they have a bad boss? Why do one-third of workers say poor leadership is the most stressful part of their job? The knowing-doing gap is at the root of these leadership problems. Leaders know what it takes to be effective but don't put that knowledge into action. This session explores the reasons behind this gap and offers practical steps to break through to become a more successful leader.

Your Greatest Leadership Challenge: A Look in the Mirror at Self-Leadership

Leadership skills are becoming more crucial at every level of organizations in all industries. Most leadership development focuses on the leadership of others. The reality: all leadership starts with self-leadership. To lead others well, you must first lead yourself well. This session offers an inside-out approach to building the leadership capacity needed to lead your team or organization in today's rapidly changing marketplace. Learn how to show up as your "best self" and deliver your best value in every situation.

Develop Your Emotional Intelligence to Become a More Successful Leader

A substantial portion of the difference between star performers and average ones in leadership roles is attributable to emotional intelligence (EQ). It's surprising, then, that EQ is overlooked as an essential leadership competency. This presentation highlights the importance of EQ and provides leaders with actionable resources to leverage EQ to develop better working relationships, build healthy teams, and lead change.

SPECIALTY PROGRAMS FOR THE REMOTE WORK ENVIRONMENT

#WFH 2.0: Essential Tips to Master Your Virtual Leadership

When the COVID-19 crisis hit full force in March of 2020, it sparked a dramatic shift to work-from-home (#WFH) for much of the workforce. As the pandemic continues to carve an uncertain path, your "next normal" likely includes remote work at some level. Now that the novelty of remote work has worn off, your leaders face new challenges as they lead their teams in a virtual setting. Provide your leaders with guidance on how to overcome these hurdles and lead more effectively through this long-lasting season of remote work and transition to hybrid work arrangements.

Self-Leadership in a Season of Uninvited Disruption

The past year has been marked with uninvited disruptions and unprecedented challenges, and the realities of anxiety, stress, and fatigue make positive self-leadership more crucial than ever. Explore an inside-out approach to building the leadership capacity you need to lead through the uncertainty and challenges that lie ahead. After all, you must learn to lead yourself before you can successfully lead others.

LEADERSHIP DEVELOPMENT PROGRAMS

Leading Up: The Superpower Every Aspiring Leader Needs

Most leadership training focuses on leading downstream, with the goal of eventually advancing to an executive role. Few people get to be "top dog" in their organization. So, nearly every worker will spend their entire career leading up, even while serving in a leadership role. Learn the skills and tactics needed to develop an effective working relationship with your boss and other superiors. Gain the credibility and support necessary to get things done and advance professionally.

How to Transition to a Manager Role

Being promoted to a first-time management role is an exciting step for emerging leaders. Sadly, studies show that up to 60 percent of new-to-role managers underperform in their first two years. Counter that trend by learning the keys to transitioning into a first-time manager role. Understand the changes in mindset, relationships, and priorities that drive success for new managers. Acquire critical tips and

tools to thrive in your new role. Learn tips for coaching the first-time managers in your organization. This session can be adapted to focus on those who are transitioning from one management role to another.

How to Build a High-Performance Team

High-performance teams move organizations further and faster to accomplish their top goals and priorities. Most leaders don't have the training, experience, or skills to develop a high-performance team. This session equips participants to work on their teams to maximize performance and foster talent retention. Your leaders will leave with practical tools and action steps to transform your team for high performance.

3 Keys to Attract and Retain Top Talent

What is the biggest challenge facing most industries today? The ability to attract and retain top talent. This challenge will continue to intensify with changing demographics, emerging technologies, and other disruptive factors. What are the keys to successful talent management? Recent research reveals three key drivers to attract and retain the best people. Become a talent magnet by designing and implementing a talent management strategy based on these elements. Learn to use storytelling to promote your talent value proposition.

The Leader as Coach: Learn (and Practice) Essential Coaching Skills

Coaching has become a crucial tool for professional development. Early career workers increasingly seek it from their leaders and view it as a workplace benefit. Yet, many leaders misunderstand even the basics of coaching and lack essential coaching skills. Discover the essence of coaching, why it is uniquely effective for developing your team, and how to develop valuable coaching skills. This session can be expanded to incorporate a live coaching demonstration and peer coaching practice.

Multiply Your Value with Strategic Thinking Skills

You must develop strategic thinking skills to effectively navigate change and deliver exceptional value to your organization, clients, and customers. Learn the essence of strategic thinking, how it differs from strategic planning and how to integrate it with traditional planning activities. Explore questions that inspire strategic thinking and practices to proactively build it into your routines as an executive leader.

How Asking One Question Can Help You Spark Innovation and Growth

Leaders in all industries serve a marketplace that is increasingly volatile, uncertain, complex, and ambiguous. The emergence of artificial intelligence and other new technologies are disruptive threats and, at the same time, offer vast opportunities to leaders who are prepared to leverage these developments. To do so requires that leaders become more entrepreneurial and innovative than in the past. This session highlights a single question to help you spark innovation and growth for your organization and its customers.

The Ticking Time Bomb: Don't Get Caught Without a Succession Plan

Successful leadership transitions are critical to the sustainability and vitality of all organizations, regardless of size or industry. However, most lack a formal succession plan. That leaves many organizations sitting on a ticking time bomb that could derail their future, if not threaten their existence. Although succession planning involves many participants, few know where to begin. This session will jump-start the discussion by identifying common barriers to the planning process and addressing the human element that makes it so difficult. Learn the keys to effective succession planning and actionable steps to develop your next wave of leadership.

SPECIALTY PROGRAMS FOR CPA FIRMS AND ASSOCIATIONS

Design Your Own Partner Development Program

For decades, firms have kept the path to becoming a partner shrouded in secrecy or ambiguity. It's time to pull back the curtain on a more effective and transparent process. Otherwise, you risk losing your best talent and future leaders, whether they're seeking partnership or another leadership role. Learn how to design a development program that prepares your firm's prospective partners and other leaders. This session is also suitable for staff who desire to advance to partnership or another leadership role in their firm.

CFO, Controller, or Both: How to Wear Multiple Hats and Deliver Exceptional Value

Many small organizations do not have the resources to employ both a Chief Financial Officer and Controller, requiring one person to wear both hats. Beyond that, business leaders often use these titles interchangeably or don't understand the different focus and skill set they need. This session explores the unique challenges of each role and how the person who fills both can successfully navigate those challenges and provide exceptional value to their firm.

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Summary Bio: Jon Lokhorst, CPA, ACC

Jon Lokhorst, CPA, ACC, is an executive leadership coach and consultant. He works with organizations to develop leaders everyone wants to follow, build teams no one wants to leave, and deliver exceptional results. Before launching Lokhorst Consulting LLC, Jon enjoyed a 30-plus year career as a CPA, CFO, and organizational leader. He has a Master's in Organizational Leadership and is recognized by the International Coach Federation as an Associate Certified Coach. He also serves as adjunct faculty in the School of Business and Nonprofit Management at North Park University. A member of the National Speakers Association, Jon is an award-winning speaker for conferences and corporate training events.