



executive coaching & consulting

[HOME](#)

[ABOUT LMH](#)

[CUSTOMIZED SERVICES](#)

[RESOURCES](#)

[CONTACT](#)

[Our Commitment](#)

[Meet Lynne](#)

[Strategic Partners](#)

[Buzz About Lynne](#)

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[CLIENT LOG-IN](#)

Why Leadership Development Initiatives Succeed

LMH Services finds that three major factors influence the success of leadership development initiatives: alignment, integration and resources.

Alignment

Leadership happens in the **context** of your organizational culture and the larger marketplace...

Integration

Leadership development programs, such as 360-degree assessments and executive coaching, can be perceived as the latest "flavor du jour" if they are not properly integrated with your organization's strategic initiatives...

Resources

Leadership development remains a nice idea unless it has teeth - appropriated resources of time, support and money...

LMH Services works with you to assure the alignment, integration and resource capabilities necessary to provide a seamless approach to your leadership development initiative.

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Our Commitment to You

During my 25 years in the workplace, I have worked in settings that are dynamic, inspiring and thriving as well as a few that were constraining, conflictual or deadening. Curious as to "what makes the difference," I found that the quality of leadership, while not the only factor, had a profound impact on every aspect of the workplace. As a result, I founded LMH Services to partner with organizations to create vibrant, engaged workplaces through developing their leaders and leadership teams.

Commitment to your organization. **LMH Services:**

- *Is committed to your long-term success*
- *Takes an "insider-outsider" approach to understanding your business - in other words, knowing your organization in depth while maintaining an outsider's objectivity*
- *Works with other **experts**, when appropriate, to ensure that all of your organizational and leadership development needs are met*
- *Seeks ongoing input and feedback during our partnership*
- *Promotes a culture of **continuous learning**, within both LMH Services and the organizations with whom we work*
- *Works with a select number of organizational clients in order to provide "high-touch," high-value tailored services*

Commitment to you, the leader. **LMH Services:**

- *Is committed to achieving your **full leadership potential** to ensure your organization's success*
- *Considers a trusting, confidential relationship to be the cornerstone of effective coaching*
- *Takes a "whole person" approach, recognizing leadership is just one of your life roles*
- *Strives to know your work setting well while maintaining an outsider's objectivity*
- *Respects the wisdom and experience you bring to the table, while encouraging you to stretch beyond known comfort zones*
- *Considers coaching to be a partnership, and encourages ongoing feedback to fine tune the course of your coaching*

Contact us to discuss leadership development initiatives for your organization.