



HaltingWinter
Municipal Solutions

Municipal Leadership & Strategy Retreats

Align Your Leadership. Clarify Your Direction.
Strengthen Your City.



Introduction



20+

Years of experience

1,000+

Retreats, Events, Conferences
hosted and facilitated



Seth Winterhalter
HaltingWinter President

This Isn't Just Another Retreat. It's a Reset.

Municipal leadership is demanding. You're navigating public pressure, political complexity, and staffing challenges – all while trying to keep your team aligned and your priorities moving forward.

Most retreats leave you with good feelings but no real change.

At HaltingWinter, we design retreats that create breakthroughs – not burnout. Whether you're bringing together your executive team, department heads, or city council, we craft high-impact experiences that:

- Clarify your most urgent strategic goals
- Strengthen communication across leadership and staff
- Rebuild trust and team momentum
- Produce real, actionable next steps

It's more than a getaway – it's the launchpad for your next season of progress.

Retreat Types



➤ Strategic Retreats

For when you need to get clear and get aligned.

- **Vision & Strategy Retreat:** Align your team around what matters most – and how to communicate it internally and externally.
- **Council-Staff Alignment Retreat:** Bridge the leadership gap between elected officials and city staff with clarity and shared purpose.
- **Priority Planning Intensive:** Define the goals, timelines, and ownership needed to move your city forward with confidence.

➤ Leadership Retreats

Strengthen trust, communication, and collaboration across your team.

- **Strengths & Dynamics Lab:** Discover how your team works best together – and where to fill the gaps.
- **Executive Communication Session:** Improve how your leaders speak, listen, and collaborate across departments.
- **Culture Reset Experience:** Reignite morale, restore trust, and cultivate a leadership culture that lasts.

Why Most Retreats Fail – and How We're Different



Too often, leadership retreats feel more like a getaway than a turning point.

You've probably done this before:

- Great conversations, no follow-through
- Energy in the room, but no clear next steps
- Everyone agrees... and then forgets

We're here to change that.

At HaltingWinter, we build retreats that are equal parts vision and execution.

- ✓ We clarify your top priorities
- ✓ We facilitate honest, productive conversations
- ✓ We help you walk out with a simple, actionable strategy
- ✓ And we give you tools to keep momentum going

We don't just create meaningful moments – we create measurable movement.

How It Works



Our 4-step process ensures your retreat isn't just customized – it's transformative.



Discovery & Strategy

We start with a deep-dive consult to understand your team's dynamics, challenges, and desired outcomes.

Proposal & Planning



You receive a tailored retreat design – and we work with you to fine-tune it to perfection.



Design & Development

We handle venue strategy, content creation, and logistics so you can focus on leading.

Retreat Experience



We facilitate the retreat with intention, energy, and adaptability – creating a day your team will never forget.

OUTCOMES & RESULTS



What You'll Walk Away With

Too many retreats spark energy – but fail to deliver clarity, strategy, or follow-through.

We guarantee you'll leave with:

✓ **Strategic Clarity**

Your top goals, clearly defined – and communicated across the organization.

✓ **Unified Team Alignment**

A leadership group that's pulling in the same direction, not working in silos.

✓ **Actionable Implementation Plan**

Clear steps, timelines, and team ownership – not just another report on a shelf.

✓ **Sustainable Momentum**

Renewed energy and practical tools that last long after the retreat ends.

Let's Build the Retreat Your City Actually Needs.



If your leadership team is spinning its wheels, if communication is breaking down, if you're ready for clarity, connection, and culture change – let's talk.

Book your Strategy Call today!

www.HaltingWinter.com/StrategyCall

Together, we'll build a retreat that drives change – not just conversation.

What Leaders Are Saying

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“Seth delivered a great workshop that gave our leadership team much-needed tools to confront the uncomfortable. We walked away reenergized and ready to put our new skills to work.”

– Justin Hopkins, GM, Stockton East Water District

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“Seth took the time to understand our team's journey and intentionally crafted an event filled with wisdom that has fueled and guided us. His insight, style, and impact were amazing.”

– Pat McLaughlin, Director, King County Solid Waste Division

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Contact Us



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