



HaltingWinter
Municipal Solutions

Leadership & Culture Transformation Program

Helping municipal organizations become the best places to work through aligned leadership, empowered teams, and thriving culture.



The Opportunity



Your People Deserve More Than a Training. They Deserve a Transformation.

Cities are under more pressure than ever – to do more with less, attract and retain top talent, and create a culture where employees actually want to stay and grow.

The challenge?

You can't solve cultural drift with a 90-minute training.
And you can't build unified leadership with one offsite.

That's why we created the Leadership & Culture Transformation Program – a comprehensive, year-long partnership to help your city align its leadership, reignite its purpose, and build a workplace people are proud to be part of – and leaders are proud to shape.

Who This Is For



This Program Is Built for Public Sector Teams That Are:

- ✓ Experiencing low morale, employee burnout, or culture fatigue
- ✓ Struggling with communication breakdowns and silos
- ✓ Leading through turnover, restructuring, or political pressure
- ✓ Ready to reset and build a new leadership foundation
- ✓ Committed to creating a workplace culture that attracts and retains great people

If you're tired of quick fixes and ready for lasting change – we're ready to partner with you.

The HaltingWinter Approach



We Don't Just Teach Leadership. We Transform It.

Most leadership programs focus on skills.

We focus on people – because that's where real change begins.

We understand how people think, lead, and communicate – and we help your leaders use that insight to create a culture that **empowers individuals and ignites purpose.**

Our approach is personal, practical, and powerful:

- We uncover the unique strengths and communication styles of your leaders
- We align teams around shared values, priorities, and personality dynamics
- We build a culture where employees feel seen, supported, and motivated to contribute

This isn't a program that sits in a binder.

It's a partnership that reinvigorates your people.

The Core Outcomes



What You'll Walk Away With

- ✓ A unified leadership team that leads with **clarity and trust**
- ✓ A clear set of **values and behaviors** that drive performance
- ✓ Communication strategies rooted in personality and purpose
- ✓ Empowered employees who feel connected to their work
- ✓ A culture where collaboration, accountability, and engagement thrive
- ✓ A renewed sense of **purpose** throughout your organization

"Seth took the time in advance to understand our team's journey and intentionally crafted a program filled with wisdom that has fueled and guided our journey."

Pat McLaughlin, Director, King County Solid Waste Division

Program Structure



How It Works

We guide your team through a strategic journey over the course of 12 months:



Phase 1: Foundation

Executive alignment, goal setting, and culture audit

Phase 2: Leadership Development



Workshops, coaching, and team assessments using the ABCs of Impactful Leadership



Phase 3: Culture Activation

Departmental alignment, communication systems, and team tools

Phase 4: Organization- Wide Integration



Staff development sessions, pulse checks, MLDC access, and long-term planning

What's Included



- ✓ Executive coaching & team strategy sessions
- ✓ Customized leadership development curriculum
- ✓ Departmental workshops and facilitation
- ✓ Communication tools & assessments (DISC, values, etc.)
- ✓ MLDC access for continued growth and connection
- ✓ All materials, resources, and digital follow-up tools
- ✓ Optional podcast episodes to highlight your team's transformation

"Through Seth's coaching and workshops, the leadership team and I were able to glean some great information and you equipped us with some much-needed tools to confront the uncomfortable. We are reenergized and ready to put our new skills to work!"

Justin Hopkins, General Manager, Stockton East Water District

Next Steps



Let's Build the City You Want to Work For.

This isn't a one-time training.

It's a transformational journey for teams that are ready to lead with purpose, build thriving culture, and serve their communities with excellence.

Schedule your Strategy Call today!

Let's explore whether this is the right next step for your organization – and what's possible when leadership and culture align.



www.HaltingWinter.com/strategycall



HaltingWinter

Leadership Development & Culture Creation



Contact Us



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