



**Mountain Lakes** is a dynamic professional leadership firm that helps to build the capabilities of executives and their organizations. Through our leadership courses, executive coaching and work with teams, we help leverage the capacities of energetic and talented people who have a desire to do the best they can for their companies and for those they lead. We help those people who want to make a difference, those people who others follow, to reach their fullest potential.

**Mountain Lakes** guides organizations toward making smart decisions and implement those decisions better than their competitors. We help create corporate cultures in which Trust, Creativity, Entrepreneurial Thinking, Continuous Learning and Courage thrive. We help build organizations where doing what is right for the business wins.

**Mountain Lakes** helps get the best ideas out of an organization. We challenge businesses to sharpen and shape the contributions of their team of professionals and guide them toward building superior strategies. Success in business is all about people. We challenge people to be their best. We help Business Executives to learn and to grow – to achieve their best – and to get the best out of their team.

## What we offer

Through our Executive Coaches, top-tier Consultants and our network of Expert Advisors, and Leadership Trainers, **Mountain Lakes** offers a broad range of services:

*"Mountain Lakes is a terrific firm. I recommend more top executives invest in themselves and their teams. Mountain Lakes can help."*

*-- Jack Griffin, President, Meredith National Media Group*

### Executive Skill Development Courses:

- **Leadership Skills** (Interpersonal Skills and Leadership, Transformational and Inspirational Leadership)
- **Communication Skills** – public speaking to dramatically improve presentations & make meetings more efficient and effective
- **Coaching** – to learn and develop the skills and culture of Coaching
- **Evaluating and Managing the Performance** of Employees
- **Managing Change**
- **Managing Conflict** – turning conflicts into opportunities
- **Strategic Planning** – to learn how to build a strategy
- **Selling and Stakeholder Management**

We offer standard courses ranging from half-day to ten day versions as well as customized programs to meet an organization's particular needs

**Mountain Lakes** courses incorporate the latest in training technologies, including use of video cameras, 360 degree feedback reports and quantitative dial testing.

### Team Building

We help teams gain clarity, consensus and commitment around their most important objectives. We assess the capabilities of a team, help establish productive norms and communication habits, engage in activities which build meaningful and sustainable relationships and help work through the conflicts that inevitably arise in the course of teamwork.

### Culture Change

Through a blend of consulting, team building, coaching and training, we help organizations figure out and implement the cultural norms, values, attitudes and behaviors that best fit the needs of a given business.

*"I have found Mountain Lakes work exemplary. It's been a pleasure working with Jim, Bill and their whole team. We utilize their executive coaches and courses in Europe, Asia and the Americas."*

*-- Dr. Achim Wolter, Program Director,  
Siemens Leadership Excellence*

### Executive Coaching

We provide individualized one-on-one Coaching. We help our clients reach beyond what they had previously thought possible-- to achieve what they want– for their organizations, for the people they lead, and for themselves.

### Advisory Services

We provide consultative advice to clients around strategy, organizational development and design.

## ABOUT US



**Jim Mustacchia** is Co-founder and CEO of Mountain Lakes International. He has more than 18 years of executive level and strategic consulting experience globally with firms ranging from start-ups to \$100 billion global corporations. Jim's commitment to developing in others, and into the culture of organizations, such leadership qualities as caring, courage and discernment and his unique skill in exploratory coaching consistently receives high praise from executives around the world. In the high-trust

environment he creates, executive leaders can more effectively discover pathways to break-through problem solving leading to break-through results. He holds an MBA from Harvard Business School.



**Bill Hoogterp** is Co-Founder of Mountain Lakes. Known as a top Speaking Coach to executives around the world, he is also a coach and advisor to senior business leaders and government officials in the United States for more than 15 years. He has international experience providing leadership training and executive coaching primarily in Europe, Asia and North America. He is a co-founder of CMI Marketing with websites, including CafeMom.com, which

reach more than a hundred million page views a month. Philanthropically, he has co-founded a half-dozen national volunteer organizations including the award winning LEAGUE with Learning to Give involving hundreds of thousands of students and teachers.

**Mountain Lakes Professionals** come from a variety of backgrounds. Some have deep business backgrounds – as Executives, Content Experts, Consultants or Entrepreneurs. Others have walked a different path to business – as Psychologists, Philanthropists, Engineers, and Scientists.



## ABOUT MOUNTAIN LAKES

Mountains and lakes are our favorite places to be in the World. Mountains, for us, symbolize the inspiring heights to which individuals and organizations can aspire: Lakes, the sustenance, beauty and satisfaction which reflects there from.

We travel the world to work with our clients. And our clients travel from all over the world to work with us. Chances are, if they do, they're traveling to someplace in the U.S. or Europe where there is a beautiful mountain or lake.

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