



LONE ROCK EXECUTIVE LEADERSHIP SUMMIT



Scottsdale Executive Leadership Summit Overview

February 22-24, 2026 | Boulders Resort & Spa

An intimate, invitation-only gathering of senior learning, talent, and training executives. This think-tank style forum blends meaningful discussion, industry insights, and breathtaking surroundings of the awe-inspiring landscapes of the Sonoran Desert.



SUNDAY, FEBRUARY 22

- Flights to arrive in Phoenix
- Travel (Uber/shuttle) to The Boulders Resort
- Check-in at resort and personal time

MONDAY, FEBRUARY 23

8:00 – 9:00 a.m. – Check-in and Breakfast

9:00 – 9:30 a.m. – Welcome, Introductions, Agenda Overview

9:30 – 10:30 a.m. – Industry Overview & Leadership Breakouts

- State of the industry and current challenges
- Breakout exercise and discussions on leadership priorities and challenges.

10:30 – 10:45 a.m. – Break

10:45 a.m. – Noon – Panel Discussions

Noon – 1:00 p.m. – Lunch & Networking

1:00 – 2:30 p.m. – Group Discussion - The four critical areas where mid-level managers accelerate results.

2:30 – 2:45 p.m. – Break

2:45 – 4:00 p.m. – Group Discussion (continued)
-The four critical areas where organizations struggle and cause friction.

4:00 – 5:00 p.m. – Personal Time

5:00 – 8:00 p.m. – Group Dinner and Activities

- Charter shuttles provided.
- Scenic mountain experience.

TUESDAY, FEBRUARY 23

9:00 – 9:30 a.m. – Breakfast

9:30 – 10:45 a.m. –Group Debrief

- Recap of Day 1
- “Therefore, what?” — discussion on organizational priorities
- Next steps, take aways, and strategies

10:45 – 11:00 a.m. – Break

11:00 a.m. – Noon – Final Activity & Networking

Noon – 1:00 p.m. – Lunch provided & Additional networking opportunities

- Important: PLEASE DO NOT PLAN TO LEAVE BEFORE NOON.
- Uber/shuttles to airport.
- Guests are welcome to stay longer and enjoy the desert landscapes after lunch.

Meet the Summit Hosts



**Russ Hill**

Co-Founder

Russ discovered this breakthrough approach after experiencing his own leadership failure—being ranked the lowest-performing leader in his company. Rather than accept mediocrity, he immersed himself in intensive development at Gallup and Wharton, ultimately rising to oversee national media operations. This personal transformation revealed a critical insight: most leadership training focuses on soft skills instead of business outcomes, which is why 75% of organizations rate their programs as ineffective.

His methodology was tested and refined through nearly a decade of executive consulting across 14 countries, where he delivered culture transformation projects that moved the needle on actual business metrics. At Spectrum Association Management, he helped scale operations from a family startup to managing 900+ communities. At Bonneville International, he turned around underperforming media brands by focusing on the one thing that matters: changing how leaders think and act to accelerate results.

As Co-Founder of Lone Rock Leadership, Russ specializes in fixing what's broken about leadership development. His Lead In 30 methodology abandons traditional classroom lectures for practical, results-driven sessions that help leaders master creating clarity around what matters most, building genuine alignment, and generating movement by rewriting the mental scripts that derail performance.

Russ is coauthor of the new book *Deliver*. As well as *The Great Resignation*, *Remoteability*, and *Decide to Lead*, and hosts The Lead In 30 Podcast.

Russ Hill solves the \$400 billion leadership training problem by transforming underperforming leaders into executives who deliver measurable business results. As Co-Founder of Lone Rock Leadership and creator of the LeaderOS framework, he has helped Fortune 100 executives at Amazon, Walmart, General Motors, and Lockheed Martin become "3rd Leaders" who create Clarity, Alignment, and Movement—the only three competencies that actually drive organizational performance.

**Jared Jones**

Co-Founder

Jared Jones solves what most executives struggle with: transforming organizational culture from abstract "soft skills" into operational drivers of business results. As Co-Founder of Lone Rock Consulting, he has managed over \$25 million in leadership development services, helping Fortune 500 executives at Lockheed Martin, Cigna, and Johnson & Johnson build cultures that actually deliver measurable performance instead of just engagement surveys.

Jared's breakthrough in making culture operational was developed during his 17-year tenure at Partners In Leadership, where he discovered why most culture initiatives fail. While other consultants focus on awareness and behaviors, Jared developed systematic methodologies to define, measure, and transform the mindsets that drive business outcomes. His approach consistently delivered both immediate performance improvements and long-term organizational transformation because it attacks the root cause: leaders who don't know how to create Clarity, Alignment, and Movement.

His unique combination of organizational development expertise and technology solutions background—including work with Bose, Ocean Spray Cranberries, and Titleist—enables him to create scalable, measurable approaches to leadership effectiveness. Unlike traditional culture programs that rely on competency models, Jared focuses on what Harvard Business School research confirms matters: helping leaders rewrite the mental scripts that create silos, blame, and status quo thinking.

As Co-Founder of Lone Rock Leadership, Jared specializes in practical application of the three competencies that drive results: creating clarity around key outcomes, building genuine alignment through structured dialogue, and generating movement by addressing the biases that derail performance. His data-driven approach has earned multi-year client relationships because it delivers what traditional training cannot—leaders who drive results while building ownership. Jared is a national bestselling author and enjoys life in Seattle with his family.



David Nelson

Head of Product

David Nelson transforms managers of processes and rules into leaders who create genuine team ownership through research-driven leadership development. As Head of Product, David leads the research, development, and course design of Lead In 30, Adapt In 30, Power In 30, and Decide In 30, along with Lone Rock's signature 30-day cohort-based leadership journey. His expertise in instructional design ensures complex leadership concepts become accessible and actionable for busy executives.

His deep understanding of leadership development methodology came from his 14-year tenure at Crucial Learning, where he progressed from Manager of Client Success to the Senior Faculty. This comprehensive experience across training development, delivery, and client success gave him unique insights into what drives sustainable behavior change in leaders across industries and leadership levels.

David's expertise in scaling leadership transformation stems from his belief that a speaker's greatest responsibility is to inform, inspire, and energize audiences with actionable insights. Speaking annually to over 5,000 professionals at Fortune 500 organizations including Google, NASA, McDonald's, and Prudential, he has shared the stage with renowned experts including Dan Pink, Liz Wiseman, Greg McKeown, and Dan Medina. His ability to translate complex leadership concepts into practical strategies has made him a sought-after facilitator for diverse audiences.

**Kim Tolmie**

Head of Faculty

Kim Tolmie solves what Harvard Business School identified as the leadership development crisis: 75% of organizations rate their programs as ineffective because they focus on soft skills instead of business results. As Consulting Partner at Lone Rock Consulting, she has designed award-winning leadership experiences that improved senior leader effectiveness by 20 percentage points at The Coca-Cola Company, where she led programs for 2,000+ leaders and earned the Brandon Hall Gold Award for creating training that actually drives performance.

Kim's expertise in building leadership programs that deliver measurable business outcomes was proven when Coca-Cola's CEO made her programs mandatory—not because they felt good, but because they worked. Her innovative approach achieved what most training cannot: a 4.5 out of 5 ROI rating with 90% of participants finding sessions effective. Unlike traditional competency-based programs, her methodology focuses on the three critical skills that drive organizational performance: creating Clarity, building Alignment, and generating Movement.

Her comprehensive understanding of what actually changes leader behavior spans telecommunications, manufacturing, healthcare, transportation, and consumer goods industries. At Coca-Cola, she abandoned lengthy classroom sessions for practical, immediately applicable experiences that leaders could implement to drive real results. Her digital coaching programs for 1,000+ senior leaders achieved a Net Promoter Score of 50 by focusing on business outcomes rather than abstract leadership theories. Her "Straight TALK" courageous conversations program was implemented globally because it solved real communication problems that derail team performance.

As Consulting Partner, Kim facilitates Lead In 30 leadership cohorts, helping participants become "3rd Leaders" who create systematic approaches to business results. Her certified coaching through MindGym's Precision Coaching techniques and partnerships with Harvard Business Publishing, Duke OE, and MindGym ensure cutting-edge delivery that addresses what's broken about traditional training: lack of accountability, follow-up, and connection to business performance.

Kim holds an MBA from Boston University and dual degrees from UNC Chapel Hill. She resides in Atlanta with her family.



FAQs

Where is The Boulder Resort? 34631 N. Tom Darlington Dr. Carefree, AZ 85377

What is the Dress Code? Casual to Business Casual. Set in a desert resort, we want you to be comfortable—somewhere between Smart Casual and Business Casual. This time of year can be cool so bring layers and a jacket.

Are there any resort Amenities? Yoga, Spa, Pool / Sauna, Hiking Trails are things you could do while at The Boulders. It is a great place to enjoy the outdoors.

When should I arrive and depart? Please plan on arriving on Sunday, February 22 and departing on Tuesday, February 24 on flights after 3pm. Check-in is any time after 4pm. However, they are happy to hold onto your bags while you explore the resort, hike, etc. Please Uber to the resort, and we will shuttle you back to the airport.

Are meals included? Yes, we will provide food while you are at the Summit. Please feel free to eat dinner at the resort on Sunday and we will reimburse for that.

Is there any pre-work? No, plan on coming willing to lean in and participate in a great think-tank experience. Your voice and expertise add to the quality of these events. We are anxious to learn from one another!

Will slides and session materials be shared afterwards? Yes, we will provide the slides, overview collateral and other Lone Rock Participation Materials at the event.

Who should I contact for onsite help or travel questions? Jennifer Zarback, 951-795-9005, Jennifer.zarback@lonerock.io, or Brent Chappell, brent.chappell@lonerock.io, 801-319-0206 are happy to help with anything you need regarding the Summit.

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