LONE ROCK EXECUTIVE LEADERSHIP SUMMIT

Sundance Executive Leadership Summit Overview

February 21-23, 2027 | Sundance Resort, Utah

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 in the Rocky Mountains.

A Summit Designed for Leaders Who Shape Leaders

Step away from the day-to-day and join an exclusive gathering of senior learning, talent, and leadership development executives. The Lone Rock Executive Leadership Summit brings together a small, curated group of top L&D leaders for a two-day, all-expenses-paid strategy experience designed to challenge assumptions, sharpen priorities, and redefine what leadership development can—and should—deliver.

The State of the Industry

A candid, data-backed look at the trends, challenges, and pressures facing leadership development today.

Leadership Priorities & Breakout Discussions

Small-group conversations exploring what's working (and what isn't) in developing leaders at scale.

Panel Sessions with Experienced Practitioners

Learn from leaders who are solving real performance and capability gaps inside complex organizations.

The Four Critical Areas Where Leaders Accelerate Results

Deep-dive conversations into the competencies that most influence results, accountability, and execution.

The Organizational Friction Points That Slow Teams Down

Explore the root causes of misalignment, decision bottlenecks, and underperformance.

Strategy Workshop: "Therefore, What?"

Translate insights into actionable priorities your organization can implement immediately.

Sample Agenda

MONDAY — DAY ONE

8 – 9 AM — BREAKFAST

- 9 – 9:30 AM
  Welcome & Introductions
  Get to know the Lone Rock team, other executives, and review the Summit Agenda.
- 9:30 – 10:30 AM
  Research Discussion
  Leadership Reality 2026 — New research reveals the realities reshaping organizations and the four competencies leaders must develop now.

10:30 – 10:45 AM — BREAK

- 10:45 – 11:10 AM
  Complexity Doesn't Scale
  Why tough moments need simplicity, not the complex systems we default to.
- 11:10 AM – 12 PM
  LeaderOS: Clarity
  Create Clarity by defining Team Key Results — making them Repeatable, Purposeful, and Measurable.

12 – 1 PM — LUNCH

- 1 – 1:45 PM
  Panel Discussion
  Best practices across the L&D/HR industry, hosted by Russ Hill.
- 1:45 – 2:30 PM
  PowerOS: Choosing to be Powerful
  Self-accountability is a choice every member of your organization should be empowered to make.

2:30 – 2:45 PM — BREAK

- 2:45 – 3:15 PM
  ChangeOS: Grief & Growth
  Human-centered change means teams must mourn what they've lost before appreciating what is next.
- 3:15 – 4 PM
  Group Discussion & Application
  Work in groups to discuss and frame best practices in leadership training.

EVENING — DINNER

No formal plans — connect, unwind, rest, and enjoy your evening.

TUESDAY — DAY TWO

8 – 9 AM — BREAKFAST

- 9 – 9:30 AM
  High-Leverage Activities
  Evaluate whether your teams are settling for Motion or willing to achieve Movement.
- 9:30 – 10:15 AM
  Executive Interview
  Learn from Kenvue's leadership team and the work they're doing to achieve results.
- 10:15 – 10:30 AM
  DecideOS: Accelerating Decisions
  The decision-making system that increases the efficiency of decisions across your organization.

10:30 – 10:45 AM — BREAK

- 10:45 – 11:15 AM
  Our Approach: 30 Days
  Why Lone Rock Leadership favors cohort-based spaced learning and integrated application.
- 11:15 AM – 12 PM
  Share Insights & Ask Questions
  Share major insights from the conference and ask questions of the full Lone Rock team.

12 PM — LUNCH & CLOSE

Hundreds of Leaders Have Benefited from Attending.

Including Leaders from These Organizations

Microsoft

sanofi

Steelcase

kenvue

GE HealthCare

What Past Attendees Are Saying About the Summit.

There's something powerful about being in a room full of people who truly care about building better leaders, not just better operators.

What stood out to me were the practical conversations focused on results instead of soft skills. We explored how leaders create clarity, accelerate decisions, and generate real momentum. Beyond the content, the environment and quiet beauty of Sundance reminded me that leadership breakthroughs often happen when you have space to think.

Lone Rock Leadership didn't just host an event; they created an experience.

Regina Dunning
Vice President, Learning & Organizational Development
SThree

The Lone Rock Leadership Summit was beautifully orchestrated, featuring an impactful agenda and breathtaking scenery. My first visit to Sundance, Utah left a lasting impression, and I look forward to returning someday.

The summit brought together leaders from various industries, creating an impressive group that shared valuable industry and leadership insights through conversations and think tank sessions. It was a wonderful experience, providing an opportunity to share knowledge and continue learning.

Thank you to the Lone Rock team for including me in this remarkable event!

Kate Novello
Vice President, Learning & Development Leader
Marsh McLennan Agency

Directions To Sundance

1 Exit the airport and take I-80 East to I-215 South, then merge onto I-15 South towards Provo.

2 Take Exit #272 (800 North), turn left (east) onto 800 North, and continue to the mouth of Provo Canyon.

3 Follow the left lane onto Highway 189 North, drive about 7 miles to the turn-off for Scenic Route 92/Alpine Loop (left after the tunnel).

4 Continue for 2 miles up the canyon to the resort. The parking lot will be on your left.

Lodging

1. Front Desk
2. Pines
3. River Run
4. Mandan

Eating

5. The Lookout
6. Bearclaw Cabin
7. Owl Bar
8. Foundry Grill
9. Deli
10. Tree Room

Activites

11. Fly fishing
12. Sundance Zip Tour
13. Snowsports School
14. Fitness Center
15. Art Studio
16. Amphitheater
17. Yoga
18. Nordic Center
19. Stables
20. Spa
21. The Springs

Venues

5. The Lookout
6. Bearclaw Cabin
22. Mandan Summit
23. Rehearsal Hall
24. Redford Center
25. Screening Room
26. Elk Meadows

Shopping

27. Mountain Outfitters
29. General Store

Other

30. Safety/Lost & Found
31. Shuttle Stops
32. Jakes Lift
35. Ticket Office
36. Outlaw Express
37. The Pond

Under Construction

38. The Inn
39. Village Homes

40. Mountain Camp Day Lodge

Ticket Office
Rentals
Retail
Dining
Snowsports School
Lockers
Ski Patrol
Zip Tour

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 T*he 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

Director 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 Director of Faculty at Lone Rock Leadership, Kim leverages her experience designing award-winning leadership programs that improved senior leader effectiveness by 20 percentage points at The Coca-Cola Company. 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.

Kim's comprehensive understanding of what actually changes leader behavior spans telecommunications, manufacturing, healthcare, transportation, and consumer goods industries. At The Coca-Cola Company, she utilized 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 outcomes rather than abstract leadership theories. Her application of MindGym's facilitation techniques and partnerships with Harvard Business Publishing, Duke CE, DDI and BTS ensured cutting-edge delivery .

As Director of Faculty and Consulting Partner with Lone Rock Leadership, Kim oversees the growth and development of our facilitation team to address expanding needs. And, she consults with clients to apply Lone Rock Leadership principles to improve business performance.

Kim completed graduate studies at Boston University and dual degrees fromUNC Chapel Hill. She resides in Atlanta with her family.

FAQs

Where is Sundance Resort? 8841 Alpine Loop Scenic Byway, Sundance, Utah 84604

What is the Dress Code? Casual to Business Casual. Set in a mountain 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 Sundance. It is a great place to enjoy the outdoors.

When should I arrive and depart? Please plan on arriving on Sunday, February 21 and departing on Tuesday, February 23 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 plan to Uber to and from the resort.

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 Monday 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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