



A GUIDE TO LIFT CONSULTING

Leaders get stuck. We help set them free.

We help leaders and their teams move past burnout, politics, and the pressure to play it safe, back to clarity, courage, and momentum, so they can create what comes next.

Under pressure, good people narrow

When uncertainty rises, leaders and teams pull inward. Strong leaders burn out and start wearing on the people around them. Teams get careful and stop having the real conversations. People protect themselves instead of creating, at the moment their organization needs them most. The market is starting to call the early version "quiet cracking." We have called it narrowing for years, and moving people out of it is the whole of our work.

Who we help

We work with senior leaders and their teams in organizations navigating complexity and change, the executives who care about their impact and are willing to do honest, reflective work. Our job is to reconnect people to their best selves, then help them do the courageous work of creating the future their organization says it wants.

Evidence based, tested in practice · **Trusted by** Fortune 1000 companies, leading universities, and government agencies ·

A track record of **measurable, bottom-line impact**

WHAT'S INSIDE THIS GUIDE

01 The problem we solve, and who we help

02 Three ways we help

03 Why our work changes behavior

04 Proof, and how to begin

Skim it in about five minutes. When something resonates, reach out. No pressure.

— HOW WE HELP

Three doors into the same work

Wherever the narrowing is showing up, the path out is similar: reconnect people to their best selves, then help them move forward. None of these are fixed packages. We start from your situation and design the right version with you.

01 Leadership Renewal

When your leaders are worn down, or unsettled, by the uncertainty.

A focused reset that restores capacity, clarity, and hope, and helps each leader leave with meaningful goals and real next steps.

Formats: half or full-day workshops, tech-free retreats, a series of gatherings, or one-on-one renewal coaching, in person or virtual.

02 Leadership Journeys

When you develop leaders but it doesn't stick.

Cohort experiences built on a cycle of learning, experimenting in real work, and reconvening to reflect, so ideas become lasting habits.

Formats: in person, virtual, or hybrid. Includes our Virtual Programs (Positive Leadership I and II, and Learning to Influence) and custom cohort journeys.

03 Culture Change and Advising

When what you say and what your leaders do don't match.

We surface the unspoken dynamics on your senior team, align behavior with the future you want, and find, free, and spread your positive deviants. Because leading outside the norms is lonely, we help them hold their ground, anchored by the people they protect, the values they hold, and a purpose worth the risk.

Formats: senior-team alignment, culture and strategy advising, executive and team coaching.

Individual coaching can strengthen the work across all three. Reach out for an initial conversation at no cost, so you and Shawn can decide together whether it is a good fit.

WHY OUR WORK CHANGES BEHAVIOR

We measure behavior, not attendance

Most leadership programs track completion and satisfaction. We care about what leaders are still doing differently six months later. That comes from three things we have watched produce real change across long executive cohorts: **Focused Learning, Deliberate Experimentation, and Disciplined Reflection.** Leaders don't just learn ideas. They run experiments in their real work and reflect their way into lasting change.



Grounded in Positive Organizational Scholarship and research associated with the University of Michigan Center for Positive Organizations.

PROOF

Change you can measure

The through-line is behavior that changes and stays changed. An overwhelmed university department rebuilt its hope and clarity in a single half-day. In longer executive cohorts, the same shift showed up on the bottom line.

50 to 80s

production ratio on a stuck line, about
\$288K saved that year

220 to 65

monthly turnover cut, just under
\$1.3M saved

Half a day

to rebuild hope and clarity for an
overwhelmed department

"Shawn and his colleagues helped us build an extraordinary culture during a major merger. His engaging approach opened our minds, strengthened engagement, and drove innovation. Many still say it was the best time of their careers."

HR SENIOR TEAM MEMBER, GLOBAL FINANCIAL SERVICES COMPANY

"We put 25 of our leaders through Shawn's Positive Leadership Program, and it became the foundation for how we think about leadership across our organization. It gave our team a shared language and a shared commitment. If you lead a team and want something that actually sticks, this is it."

CHRIS CURRY, CEO, PEAK+

WHO YOU WOULD WORK WITH

About Shawn Quinn

SQ

Shawn founded Lift Consulting after a personal turning point: someone he loved held up a mirror and told him he was living like a victim of his circumstances. He decided that day to help people stop reacting to their circumstances and start creating what comes next. For more than two decades he has worked with senior leaders and their teams, learning the craft from the people who built the field, including his father, Robert Quinn, Kim Cameron, Jeff DeGraff, and the University of Michigan Center for Positive Organizations. He has served as a faculty director for Positive Leadership at Michigan Executive Education and guided this work inside organizations like Prudential, O2, and a Fortune 500 automotive supplier. His purpose is simple: to inspire the kind of introspection that sets people free.

We don't do this alone

Lift is a small practice by design, with a wide, carefully chosen circle. When the work calls for more, Shawn brings in trusted partners who share the same beliefs and standards, including TheRightHandSide (UK), The Happiness Squad, EDC, and OptimizeU. You get the right people for your specific work, not whoever happens to be on one firm's bench.

Who this is for

- Senior leaders and executive teams navigating complexity and change.
 - HR, talent, and learning leaders who want development that actually changes behavior.
 - Leaders who care about their impact and are willing to do honest, reflective work.
-

Ready to see where your leaders are getting stuck?

Take the free 2-minute check, or start a conversation with Shawn.

leadingwithlift.com · squinn@leadingwithlift.com · +1 734-945-9142

Leaders get stuck. We help [set them free](#).

leadingwithlift.com

Grounded in Positive Organizational Scholarship and research associated with the University of Michigan Center for Positive Organizations. The Competing Values Framework was developed by Kim Cameron and Robert Quinn. Programs are offered independently by Lift Consulting.