



Cynthia Lahti

Cynthia Lahti is on a mission to help leaders and their organizations thrive.

From Silicon Valley to Singapore, she has applied the principles of collaboration, engagement and insight to create learning environments that spark potential. As a skilled facilitator she shares a depth of knowledge and methodologies with clients for talent management initiatives, leadership development programs and on-boarding. As a certified coach she offers support for executive assessment, career transitions, and scalability. Additional projects span mergers and acquisitions, hi-potential programs and the development of organizational competencies.



Cynthia has held leadership roles in the hi-tech and broadcast industries including leadership development/OD consulting at Microsoft and engineering management at WCCO Television, a CBS affiliate. She has received awards for contribution and innovation in the field of hi-tech, media, and education.

Focus Areas	Experience
Coaching and Facilitation Experience	Cynthia has designed and delivered a range of programs that enhance High Potential Development and Leadership through experiential learning, assessment and executive coaching. She has facilitated engaging development experiences for executives, leaders, and line managers. As an executive coach, Cynthia has seen first-hand the impact and growth that comes from a targeted and personalized approach to development.
Coaching and Facilitating	Cynthia enjoys working at the intersection of strategy and organizational capability. Being a catalyst in the leadership journey of executives, leaders, hi-potentials and critical talent. Creating space for reflection and growth through deeper leadership conversations.
Facilitation and Certifications	Advanced Degrees in Organizational Communication, and Adult Learning & Professional Development Certified WIAL Action Learning Coach Hogan Leadership Series CCL: Benchmarks LDF: Leadership Development Framework PDI: Profiler & Talentview SYMLOG: for OD & team development Experience/It Simulations ICF-certified Executive Coach Effectiveness Institute: People & Behavioral Styles Myers-Briggs



Create the capability to change.

Sage Ways helps people and businesses create a dynamic capability to change, so they can adapt to today's ever-increasing demands and complexities with ease and creativity.

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