



STUDIES in SUCCESS

As a franchise partner of Leadership Management® Inc. (LMI), Foundations for Success can bring these same tools and processes to your organization!

Every day, Foundations for Success takes the LMI strategic development process described in this case study, and applies it for clients in a wide range of industries.

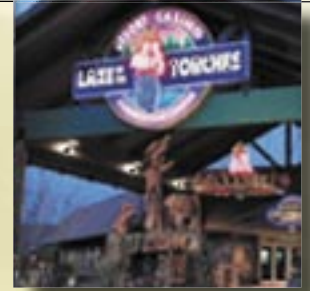
The process uniquely merges organizational strategic planning with organizational development – all in one consistent implementation model. It allows our clients to access one service for total planning and development resources.

Since 1966, LMI has helped hundreds of thousands of leaders in organizations worldwide focus on “What Matters Most” to meet the ever-changing challenges required to be competitive in a challenging global economy.

To learn more about working with Foundations for Success, and to access tools from LMI and our other partners, visit our Web site at [www.FOUNDATIONS4Success.com](http://wwwFOUNDATIONS4Success.com), or call 678-353-3344.

The Challenge

The Lac du Flambeau tribe of Chippewa Indians opened a reservation casino and resort to generate funds and improve their quality of life. However, many Native Americans on reservations are plagued by social ills such as alcoholism and illiteracy. Social problems contributed to poor productivity and negative attitudes at the resort and casino.



The LMI Solution



The resort's 32 management team members began the LMI program with Effective Personal Productivity, while an Organizational Needs Inventory was taken at all levels of the casino's organization. The ONI paved the way for such management offerings as Effective Supervisory Management and Effective Communication, while Effective Personal Productivity was given at the supervisory level at the Lake of the Torches Casino and Resort.

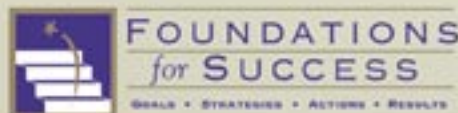
The Results

The Lake of the Torches now reports improved personal and fiscal success in running the casino and resort, which provides the main income for the Lac du Flambeau tribe. Much of the negative conditioning common in many Native American tribes has been replaced, with many individuals reporting new self-assurance and confidence. The resort is improving the everyday lives of the residents on this reservation.



About the featured Company

The Lac du Flambeau tribe operates the Lake of the Torches Casino and Resort on its 144-square-mile reservation in northern Wisconsin. The resort includes a 100-room hotel, restaurant, wild game and fishing on Pokegama Lake.



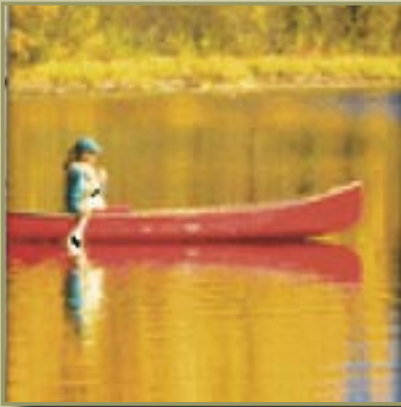
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Goals, Strategies, Actions...

RESULTS!

LAC DU FLAMBEAU FACES GREAT CHALLENGES



The Lac du Flambeau tribe in Minnesota faced many of the same challenges common to Native Americans on reservations across the United States. Decades of poverty and unemployment left the members unproductive, suffering from negative attitudes and despair. Social ills such as alcoholism and illiteracy left many frustrated, unfulfilled and without hope.

Then, in the mid-1990s, the tribe began a project that provided a glimmer of hope. The Lakes of the Torches Casino and Resort offered the promise of a better life. The resort drew gamblers, fishermen and resort goers. But the tribe was challenged to make the project successful.

“...LMI® provided our organization with the methods to establish a focused approach...”

ESTABLISHING A PATH OF SUCCESS



“The Strategic Development Process developed by LMI® provided our organization with the methods to establish a focused approach towards creating long-term vision for our property,” said Bill Guelcher, CEO of Lake of the Torches.

“Engaging in the process assisted the organization’s management in recognizing the goals and action plans involved in establishing a path of success to follow for the future. We have successfully applied this process to unify our two corporations and have attracted other world-class organizations interested in establishing business relationships with our organization.”



FOUNDATIONS
for SUCCESS

GOALS • STRATEGIES • ACTIONS • RESULTS