

Mike Sharp



Vision Casting: Track Record

- Founder / Owner: Lighthouse Consulting (2016 – Present)
www.Lighthouseconsultingcorp.com
- Corporate Real Estate Executive: Bank of America (1995 – 2015)
- Founder: LIFT 4:10 (2016 – Present)
www.Lift410.org : 501(c)(3) Non-Profit
- Co-Founder: Stewards of the Game (2001 – Present)
www.Stewardsofthegame.org : 501(c)(3) Non-Profit

Purpose: *Why We Are Here*

To Help Clients Navigate the Future

Vision: *What We Aspire to Become*

A Valued Partner in Guiding Clients to a Future Filled with High Purpose & Marked by High Performance

Mission: *How We Intend to Fulfill Our Purpose and Achieve Our Vision*

Lead clients in charting a course to a purpose-filled future by:

- Clarifying purpose
- Developing & casting an exciting vision; instilling shared values across the organization
- Setting challenging goals and establishing metrics to track performance
- Building and sustaining high-performance teams; inspiring all teammates to deliver stellar results
- Driving operational excellence in people, process & technology

Core Values: *The Guiding Principles We Strive to Live & Work By*

- | | |
|--------------------------|---|
| • People are Paramount: | <i>Hire the best people. Coach, challenge, develop & reward them well as they are indeed our most precious & valuable asset</i> |
| • Customer Focus: | <i>Treat customers with care; without them...there is no business</i> |
| • Integrity: | <i>Do the right thing...<u>always</u></i> |
| • Fiscal Responsibility: | <i>Advise on fiscal matters as if the money is our own</i> |
| • Results: | <i>Drive extraordinary results...and then own them. Make no excuses</i> |

DNA: *The Character Traits We Expect in our Team & Strive to Model with our Clients*

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|-----------------------------|---------------------------------|--------------------------------|
| - Team Player | - Customer Focus | - Honesty / Candor |
| - Trust | - Initiative / Self-Starter | - Strategic / Diverse Thinking |
| - Strong Work Ethic | - Innovation | - Industry Expert |
| - Respect | - Courage / Constructive Debate | - Servant Leadership |
| - Bias for Action / Results | - Ownership Mentality | - Passion to Win |



our VISION

What WE Aspire to Become

The leading retail construction management team in the industry; DRIVEN to WIN for our CUSTOMERS & CLIENTS and recognized as the TEAM of CHOICE that top performers race to join.

Team RPM

Retail Program Management

our MISSION

How WE Intend to Achieve our Vision

Attract and develop the most talented, resourceful professionals in the industry; rallying around our passion and determination to achieve the TEAM's Vision. Meet every challenge with a no-excuses mentality in our constant pursuit of excellence in project cost, quality, speed and risk management.

our CULTURE

The Guiding Principles WE Will Live By in the Work Environment

CUSTOMER 1st:

The business needs of our customers & clients are paramount to what we do and why we are here. With a bias for simplification, we will execute projects in an efficient, straight-forward manner and earn our clients' respect for being easy to do business with.

WIN with Integrity:

Deliver exceptional results while developing a reputation for honesty and transparency; recognizing that HOW we do our job matters greatly.

One TEAM:

We are ONE team; unified in our mission. Committed to seamless collaboration, we put the goals of the team before the interests of the individual.

OWN the Results:

Teammates are encouraged and empowered to think and act like an owner. We will spend money wisely; holding each other accountable for both our actions and results.

GROW Talent:

PEOPLE are our greatest asset. We are devoted to the development & recognition of our fellow teammates; helping each other grow today and prepare for the opportunities of tomorrow.

Value IDEAS:

Good ideas will only make it to the surface when we create an environment built on trust. We will drive constant improvement by encouraging diversity of thought, fearless participation and constructive debate.

our DNA

The Character WE Look For & Expect in our Teammates

- ◉ Passion to Win
- ◉ Team Player
- ◉ Resourceful
- ◉ Solution-Driven
- ◉ Nimble / Adaptable
- ◉ Customer Focus
- ◉ High Integrity
- ◉ Process Savvy
- ◉ Effective Communicator
- ◉ Strong Work Ethic

DECLARATION OF WAR

For Immediate Release:

October 12, 2011

RPM and RDX Have Officially Declared a...
WAR ON COSTS

the MISSION

6% reduction in
Overall Retail Project
Costs by YE 2013*

* Includes one-time capital
project costs; excludes ongoing
operating costs

the ALLIED FORCES

Every Able-Minded Officer &
Foot Soldier in RPM & RDX

BAC • CnW • CBRE • JLL •
LH • ADC • Gensler • Little •
Nelson • TSG • Balfour • Chure •
Vannoy • Tandus • ProduktGlass •
Steelcase • iDX • BI • John
Ryan • Summer Systems • BAC
Security • BAC Technology

the ENEMY

COSTS

ENEMY TARGETS

- Subcontractor pricing
- GC Savings
- Alternative construction materials
- Alternative construction methods
- Design Changes
- Landlord Deliverables / Financial Accountability
- Security / Technology Upfit Requirements
- Speed: Time is Money
- Professional Fees
- FF&E



RULES OF ENGAGEMENT

- Aim for simplicity
- Prepare to advance fast on GREAT Ideas
- We will not accept defeat
- We will not make excuses
- We will leave no man, woman or great idea behind
- We will not sacrifice quality, safety or integrity; we will maintain our commitment to deliver "appropriate & adequate" retail space solutions to our customers

WHY FIGHT?

To Survive. To Thrive. In this hostile economic environment, driving down costs is an essential weapon that Bank of America must unleash NOW on the enemy. Costs are the Enemy...and the Enemy Must Go Down!!!



SUPERBLOCK TEAM CHARTER

VISION

What we aspire to become

To be the most admired real estate development team in the history of Charlotte, setting higher standards in thought, collaboration & innovation

MISSION

How we achieve our vision

Our determination to excel, passion for developing people and strong bias for action drive us to achieve stellar results for our stakeholders... today and in the years to come

Our DNA

The attributes that define our character

- Team Player
- Passion to Win
- Integrity
- Candor
- Personal Accountability
- Solution-oriented Mindset
- Innovation
- Creativity
- Bias for Results
- Decisiveness
- Ownership Mentality
- Sustained Optimism
- Passion and Intensity

GUIDING PRINCIPLES

Key Principles that drive us to excel in our mission: WORK AS A TEAM

We will collaborate fully with our fellow teammates and stakeholders to achieve our vision and mission; placing the needs of the team and the project BEFORE our own individual interests

ACT WITH INTEGRITY

We are committed to do the right thing in the face of the pressures that may tempt us to bend the rules... or stretch the truth

DEVELOP SOLUTIONS...NOT EXCUSES

We will attack every challenge with tenacity and a solution-minded attitude; driving for results against all odds and absent of all excuses

LEAD WITH AN OPEN MIND

We express and consider varying options in a candid, constructive and respectful manner; all in the spirit of strengthening the team, developing our teammates and enhancing our collective ability to achieve stellar results

WIN...AND HAVE FUN ALONG THE WAY

We have the heart, desire & determination to constantly raise the bar, clear it...and then raise it again; combined with the passion and commitment to make the journey a fun and rewarding experience for all

Charlotte Chamber of Commerce Proclamation: 2009 SuperBlock Team – Most Admired



A RESOLUTION

In Recognition of the Most Admired Real Estate
Development Team in the History of Charlotte

WHEREAS, the Bank of America Corporate Workplace SuperBlock team (hereinafter The Dream Team) embarked on a project three years ago to design and build spectacular structures that would earn the admiration of peers and stakeholders throughout the community and beyond; and

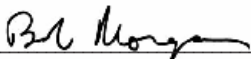
WHEREAS, The Dream Team established a charter at the outset of the project to ensure all contractors, architects, developers, engineers, consultants and bank teammates were operating on the same set of core values and guiding principles; and

WHEREAS, The Dream Team has met or exceeded its goals relative to budget, schedule, LEED certification, safety, minority spending and bank stakeholder satisfaction; and

WHEREAS, The Dream Team's project is nearing completion, with the 1 Bank of America Center approaching its topping out ceremony and with the Ritz-Carlton set to open this month;

NOW, THEREFORE, BE IT RESOLVED that the Charlotte Chamber of Commerce enthusiastically recognizes the work of the Bank of America Corporate Workplace SuperBlock team, The Dream Team, as the Most Admired Real Estate Development Team in the History of Charlotte.

Adopted this 16th day of September, 2009.


Bob Morgan, President



Workplace Solutions

OUR Spirit Commitment

VISION

To be the *most admired, most trusted* workplace *advisors* and *strategists* in the world.

MISSION

With a passion for achieving higher standards, we will develop innovative workplace solutions that award our clients a competitive advantage and enable Bank of America to delight our customers, associates and shareholders.



Standards of Excellence

Accuracy

We deliver sound, strategic workplace solutions supported by thorough analysis that is relevant and actionable to the line of business.

Efficiency

We make it easy to do business with Corporate Workplace, responding swiftly and seamlessly to client needs.

Courtesy

We are thoughtful and considerate as we interact with customers, clients, business partners and teammates.

Show

We continuously display high standards of professionalism; with keen sensitivity to the challenging performance goals and pressures facing our clients and the enterprise.

THE BANK OF AMERICA SPIRIT COMMITMENT

The Bank of America Spirit is the innate, heartfelt best in each of us, motivated by pride and enhanced by teamwork and diversity. As ambassadors, we are Bank of America's most important resource and help people realize their goals and dreams. When we unleash our spirit every day, we humanize banking, enhance our communities and create memorable experiences for each other, our customers and our clients. We have a genuine desire to fulfill even unexpressed wishes and needs and continually challenge ourselves to achieve a new, higher standard of excellence.

Core Values

Doing the Right Thing

We make decisions based on what's best for the company overall and then execute those decisions with precision and good follow-through.

Trusting & Teamwork

Drawing upon the talent, resourcefulness, integrity and spirit of our teammates, our passion to secure a win for the team takes precedence over our desire for personal gain.

Inclusive Meritocracy

We value the diversity of our teammates and will go the extra mile to help one another develop into trusted business advisors & strategists.

Winning

We develop strategic workplace solutions that drive results for the company and create "win-win" opportunities for our customers, clients, shareholders and teammates.

Leadership

We lead line of business thinking on workplace strategy; inspiring and challenging clients and teammates to achieve competitive advantage, while remaining true to our Core Values.

TEAM CHARTER

Corporate Real Estate HQ TEAM (1995 – 1998)

Headquarters Real Estate Services Team

team charter

vision

"To be the Premier Corporate Headquarters Real Estate Services Team in the Country."

mission

To achieve our vision...

We attack every challenge with a "No-Excuses, Results-Oriented" commitment to total client satisfaction and sound fiscal management

team values

The following core values govern our team's drive to EXCEL in our mission:

- teamwork We work together as a "family"...driven by a greater concern for the team's success than the success of any individual player or company
- trust We earn the trust of our teammates by demonstrating an unwavering commitment to our vision and each other
- open dialogue We share ideas and information openly and effectively with a balance of diplomacy and candor through keen listening, questioning, and written communication
- fun-filled achievement We have fun pursuing our vision and winning as a team

individual character attributes

The following character attributes are the foundation upon which our team is built:

integrity
team player

customer-service passion
professional competence

innovation
empathy

ownership mentality
drive to excel

good judgment
self-motivation



*Ecclesiastes 4:10: "If either of them falls down, one can help the other up.
But pity anyone who falls and has no one to help them up."*

PURPOSE: *The Motivation - Why We Are Here*

Lift-up Student-Athletes Who Need a Helping Hand and Empower Them to Fulfill Their God-Given Potential

VISION: *The End Game – The Impact We Aspire to Make*

Transformational Mentoring: Help participants develop strong character, make wise life choices, strive for excellence in both the classroom and on the playing field....and most importantly, move forward in their faith journey with a heart for serving others

MISSION: *The Game Plan - How We Plan To Achieve Our Vision*

- **Sports Training:** Pair-up student-athletes 1:1 with trusted, experienced instructors and players who have a passion for pouring their wisdom and specialized expertise into young people who have a genuine desire to improve their game...and their lives
- **Faith & Character Development:** Teach, model and reinforce Christian principles such as encouragement, humility, servant-leadership, discipline and hard work
- **Life Coaching:** Build trusting relationships between mentees and mentors; opening the door for sharing life experiences, exploring talents, discussing life's challenges, setting goals and turning hopes and dreams into realities

Core Values: *The Fundamentals - The character traits we strive to model and inspire in others*

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|---------------------|------------------|----------------------|
| - Team Player | - Self-Control | - Honesty |
| - Wisdom | - Initiative | - Faithfulness |
| - Strong Work Ethic | - Kindness | - Humility |
| - Respect | - Perseverance | - Servant Leadership |
| - Patience | - Accountability | - Passion to Excel |

James 4:10: "Humble yourselves before the Lord, and He will lift you up."



VISION

"To teach young people valuable, Christ-centered life lessons through sports that will help them grow up to be honest, respectful, hardworking, compassionate role models in their communities; cultivating their love for the Lord through our passion for the game."

GAME PLAN

"To offer families an opportunity to participate in one of the premier youth sports programs in the country; a program whose trademark is teaching life lessons and age-appropriate fundamentals in a safe, encouraging and competitive atmosphere."

LINE-UP

Faith in Action: Be intentional in building & strengthening the faith and character of all our participants; encouraging players, parents, coaches & fans in their walk with the Lord...putting our faith into action on & off the playing field

Program Excellence: Consistently provide players across all ages, teams and sports with first-rate, fundamental instruction combined with good, healthy competition that will enable them to reach their full God-given potential in sports... and in life

Outreach: Be intentional about increasing our outreach to families in need; finding and welcoming these families into our programs and building long-lasting, meaningful relationships across stereotypical lines throughout the communities we serve....as well as making a difference across the globe by reinforcing the "truth" that life, and sports, is not all about us

PLAYBOOK

Life Lessons We Strive To Model and Teach

- | | | |
|----------------------|--------------------------|------------------------|
| - Solid FUNdamentals | - Self-Sacrifice | - Poise Under Pressure |
| - Good Sportsmanship | - Leadership | - Commitment |
| - Teamwork | - Competitive Spirit | - Preparation |
| - Perseverance | - Hard Work & Discipline | - Helping Others |
| - Patience | - Honesty & Integrity | - Trust |