

**Littleton Hockey Association**  
**Meet the BOD Candidates 2025**

**Name:** Eliz Giardino

**I currently have a player enrolled at LHA and/or 14ers for the 2025-2026 season:** YES

**Current Occupation:** Head of Corporate Strategy at Ulteig

**Board of Directors Position you are applying for:** Director of Membership

**Professional Skills/Expertise (relevant to the board position):** I bring over 20 years of executive leadership experience across media, infrastructure, and consulting—combined with nearly a decade of hands-on involvement in youth hockey as both a team manager, hockey parent and hockey coach spouse. My career has been built on transformation, communication, and people-first leadership—skills that align directly with the mission of this role.

**Hockey Community Roots & Cultural Leadership:** As a parent of twin boys—one a goalie, one a forward—and a current 14U AA team manager, I know firsthand how important culture, communication, and transparency are to families. I care deeply about the player and parent experience—team culture across both is a top priority for me. I focus on fostering trust, building strong relationships, and ensuring families feel informed, included, and supported at every step. What you see is what you get with me—I'm honest, direct, and deeply committed to helping every family feel like part of a connected, respectful, and values-driven community.

**Strategic Leadership & Transformation:** For 19 years, At NBCUniversal, I led global operations and client delivery for all brands of NBCUniversal Content, Universal Pictures and Dreamworks Animation, and played a key role in the industry's evolution from traditional cable to streaming. I helped launch major platforms like Peacock and SkyShowtime and oversaw implementation of high-profile joint ventures and partnerships. Today, I lead corporate strategy at Ulteig, an infrastructure consulting firm, where I drive long-term planning, organizational alignment, and strategic execution. **Clear, Consistent Communication:** I strongly believe that effective communication builds trust and drives results. Parents, coaches, and team managers should never be left guessing—I am committed to ensuring that everyone has access to timely, clear, and consistent information. Whether navigating changes, answering questions, or aligning goals, I bring transparency, structure, and responsiveness to every conversation.

**People-First Leadership with Adaptability:** I focus on listening first, then creating frameworks that allow us to stay grounded in our values while remaining agile. I use data to drive improvement and feedback to shape meaningful change. My leadership style is structured but flexible—centered on supporting people, building alignment, and continually improving how we work together. **Political Agility & Boardroom Experience:** With more than 20 years of experience working across diverse board environments, I bring the political savvy needed to navigate complex dynamics while keeping the needs of our families front and center. I'm known for

translating ideas into action, building consensus, and keeping momentum focused on what matters most.

**Describe any previous volunteer experience within the association or in other**

**organizations:** I have proudly served as team manager for multiple teams, including Littleton 13U AA and 14U AA, Colorado 38s 13U AA and 14U AA spring teams, and Dakota Ridge High School Hockey. In each of these roles, I've led communication, managed logistics and travel, supported coaches, and served as a trusted point of contact for players and families—always focused on building strong team culture and a positive experience for all involved. Outside of hockey, I've participated in and helped organize Wreaths Across America, honoring fallen veterans by placing wreaths on their graves during the holidays. I've also supported Baskets for Avivo, an organization that provides transitional support to individuals and families exiting homelessness or recovery by delivering baskets filled with home essentials and personal care items. I've also volunteered with Toys for Tots, helping to ensure that children in need receive holiday gifts that bring joy and dignity. As a Marine Corps infantry spouse of a post-9/11 veteran, my heart is especially drawn to supporting military families and initiatives that honor service, sacrifice, and community. My volunteer work reflects the values I live by—service, respect, compassion, and commitment to something greater than myself.

**Do you have previous experience serving on a board or in a leadership position? (If yes, please describe):** While I have not formally served as a member of a board of directors, I bring over 20 years of senior leadership experience at NBCUniversal and Ulteig. Throughout my career, I've consistently operated in boardroom environments—presenting strategic initiatives, influencing decisions, and guiding executive-level conversations. I have extensive experience leading and advising C-suite executives, regularly presenting opportunities, risks, and solutions to drive progress, transformation, and long-term growth. My role has often involved aligning cross-functional teams, navigating complex challenges, and building consensus among stakeholders with diverse viewpoints. I've worked with every type of personality—from highly analytical to visionary to skeptical—and have learned how to adjust my communication and leadership style to build trust, foster collaboration, and move initiatives forward effectively. My ability to engage at all levels of leadership while remaining focused on results makes me highly equipped to contribute meaningfully in a board setting.

**What unique skills or perspectives will you bring to the board and to this specific position on the board?** I believe that in every role I take on, I have to provide real value—whether it's in the boardroom, with a team, or within our hockey community. I'm a parent of two hockey players myself, and I consider it both an honor and a serious responsibility to represent and support the families in our organization. I don't take that lightly. I bring over 20 years of leadership experience at NBCUniversal and now Ulteig, where I've led major strategic initiatives, built consensus, and helped organizations evolve through change. But at the core of everything I do is connection. I built my career by rolling up my sleeves, being on the ground, listening to staff, clients, and communities—and then turning what I heard into practical, meaningful action. While I have deep corporate experience, I know how to keep things grounded and people-focused. I'm not here to overcomplicate or formalize what should be a community-first environment. I believe in bringing just enough structure to help us operate more smoothly—without ever losing sight of what matters most: the people. I want members to know that while I take this role seriously, I'm also relatable, approachable, and real. Titles don't matter to me—trust and impact do. I'll always lead with honesty, clarity, and a deep commitment to making our hockey community stronger, more connected, and easier to navigate for every family involved.

**Why do you want to join the Board of Directors? (Please provide a brief statement):** I want to join the Board of Directors because I care deeply about the LHA and local hockey community—not just as a parent, but as someone who values strong communication, clear structure, and a culture where families feel supported and connected. I believe I can add value by bringing a thoughtful, balanced perspective that blends real-world leadership experience with a down-to-earth, approachable style. I'm passionate about being a voice for families, building trust, and helping ensure the Littleton Hawks continue to thrive on and off the ice.

**What are your goals and vision for the association?** My goal is to help the Littleton Hawks continue to grow as a premier hockey organization by expanding on what already sets us apart—our exceptional player development and strong team culture. These are our greatest differentiators, and we should double down on them while creating a consistent, supportive experience for players and families at every level. At the same time, I recognize that we shouldn't continue doing things simply because that's how they've always been done. Evolution is necessary—but it must be intentional. It's crucial that we do not try to become something we're not. Instead, we should make strategic decisions that build upon our strengths, reinforce our identity, and reflect the values of our hockey community.

I envision an organization that listens to its members and staff, adapts with purpose, and always puts player development, team culture, and the family experience at the center of everything we do.

**Are you available to attend monthly board meetings, weekly calls, and other necessary events? YES**

**Do you have any potential conflicts of interest that we should be aware of? NO**

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**Name:** Damian Krebsbach

**I currently have a player enrolled at LHA and/or 14ers for the 2025-2026 season: YES**

**Current Occupation:** Direction of Preconstruction

**Board of Directors Position you are applying for:** Director of Membership

**Professional Skills/Expertise (relevant to the board position):**

Conflict Management

Organizational Leadership

Transparent Communication

Leadership & Teamwork Through Shared Values and vision

10 Year Army Officer that understands how to hold accountability, trust, and communicate expectations. Lead through stability and consistency, not short term volatility

I currently lead preconstruction & sales at a local general contractor in Littleton.

**Describe any previous volunteer experience within the association or in other**

**organizations:** I've been a team manager at the 8U level at LHA and have fulfilled all of the duties of being a parent to include fundraising, penalty box, gamesheet, and navigation of the Dakine Scoring Systems that are 30 years old.

I, like the other candidates, am willing to offer my free time to make a lasting impact and create value for this organization for my family and families of other Hawks.

**Do you have previous experience serving on a board or in a leadership position? (If yes, please describe):** I served on the Board of Directors for the Chicago Engineer Foundation (Union League Club of Chicago) in 2017

I was the head of Veteran Admissions at Foster School of Business at University of Washington

Held several team level and organizational leadership roles during my time in the military, to include leading international stakeholders and partners overseas

**What unique skills or perspectives will you bring to the board and to this specific position on the board?** Direct, honest, and transparent communication up, down, and left and right.

I understand politics, relationships, and how to navigate those without compromising integrity, authenticity, and the vision and values of LHA.

While I want my children to chase their dreams with fervor, I also understand I am statistically not raising a D1 athlete or future NHL star; I will not use this position or my relationships within the organization to further the interests of myself or my children especially at the cost of others

I am humble, hungry, and people smart. I plan on staying at LHA until my youngest child completes her time in this organization, and then staying until the current members no longer value my participation.

I understand that the eye of the needle to thread between premier competition + general hockey development for a club like LHA is small and changes from year to year. I believe there is a way to do both while maintaining the focus on hockey being fun, the enjoyment of the experience of the child, and also maintaining brand recognition across the country.

I also believe that having played competitive hockey at juniors or above does not automatically mean that you a) know how to lead an organization or b) know how to develop kids into strong members of future communities.

I enjoy open and healthy confrontation; I don't operate with cloaks and daggers behind the scenes.

**Why do you want to join the Board of Directors? (Please provide a brief statement):** I

believe that if you want to have a good experience, you cannot sit on the sideline and hope. You have to be a good member and practice what you preach. I want to be the voice for the average LHA parent and make sure they're heard. They are members and customers too. I want to

support our E.D. and staff to ensure they can do what they need to build a successful program operationally, financially, and support wise from our community.

**What are your goals and vision for the association?** Keep LHA on the map nationally as a place of premier hockey development, both for elite players who've had the privilege of NHL fathers or D1 parents who've had their kids skating since they could walk AS WELL AS the kid who went to his first NHL game and wants to learn to play. There is a way to do both where each kid gets dignity and respect, the process is transparent, and we create future LHA members for life.

**Are you available to attend monthly board meetings, weekly calls, and other necessary events?** YES

**Do you have any potential conflicts of interest that we should be aware of?** NO

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## **VICE PRESIDENT**

**Name:** Michael Lyons

**I currently have a player enrolled at LHA and/or 14ers for the 2025-2026 season.** YES

**Current Occupation:** Self Employed

**Board of Directors Position you are applying for:** Vice President

**Professional Skills/Expertise (relevant to the board position):** I have been the President of 2 wildly successful business since 2004. I also played hockey at the University of MN. Happy to give more details if needed.

**Describe any previous volunteer experience within the association or in other organizations:** I have been volunteer coaching at LHA for my 3 kids teams since we moved CO in 2013. In addition, I coached various teams in MN prior to moving to CO, including a high-school Varsity team in an assistant capacity. As for volunteering in general, I won the Donald M. Clark award for community service in 2000. This is given to 1 player per year at the U of M.

**Do you have previous experience serving on a board or in a leadership position? (If yes, please describe):** I was the President of Gemini Medical in MN from 2004 thru 2022. From 2013 thru present, I have been the President of Gemini Mountain Medical.

**What unique skills or perspectives will you bring to the board and to this specific position on the board?** Having good people around me and taking feedback from anyone involved on my teams has been pivotal in my personal and professional successes. I am very analytical on just about anything I encounter and I am results driven. I also know there needs to be give and take. I believe I would offer a fresh perspective and would apply my critical and independent thought processes on major decisions for LHA to make improvements to the program and its membership.

**Why do you want to join the Board of Directors? (Please provide a brief statement):** I'm applying for a board member position because I want to be a positive influence on the youth hockey program that has played such an important role in my family's life. As both a parent and coach, I've had the privilege of watching all three of my kids grow through this program, not just as hockey players, but as individuals. I'm passionate about giving back to the organization that has given us so much. I want to help ensure that future players and families continue to experience a program that promotes development, sportsmanship, and a strong sense of community both on and off the ice.

**What are your goals and vision for the association?** When I look at LHA, I think it is a very well run and solid program. I don't believe we need to rebuild an engine, but maybe there could be a few spark plugs changed out. I am also a big believer that this program has been very successful prior to me becoming a member and I would like to have an influence to ensure stays that way well after I am no longer a member.

**Are you available to attend monthly board meetings, weekly calls, and other necessary events?** YES.

**Do you have any potential conflicts of interest that we should be aware of?** No different than any other board member as I have a child in the program. I am also an assistant coach for the 14U AA team.