PEAK

PERFORMANCE GROUP

EMERGING LEADERS ACADEMY

You're only ONE DECISION away!!

"No company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it."

- Jack Welch, General Electric

PEAK PERFORMANCE GROUP

GROUP KEY PLAYERS

RICK KOLSTER, CBC

Coaching Experience: 13 years
Position: Founder & Head Coach

"Coach" Rick established Peak Performance Group to provide programs that will help leaders and sales people grow and thrive. He provides the leadership and forward thinking and is our Head Coach.

DR. MIKE BOLEN

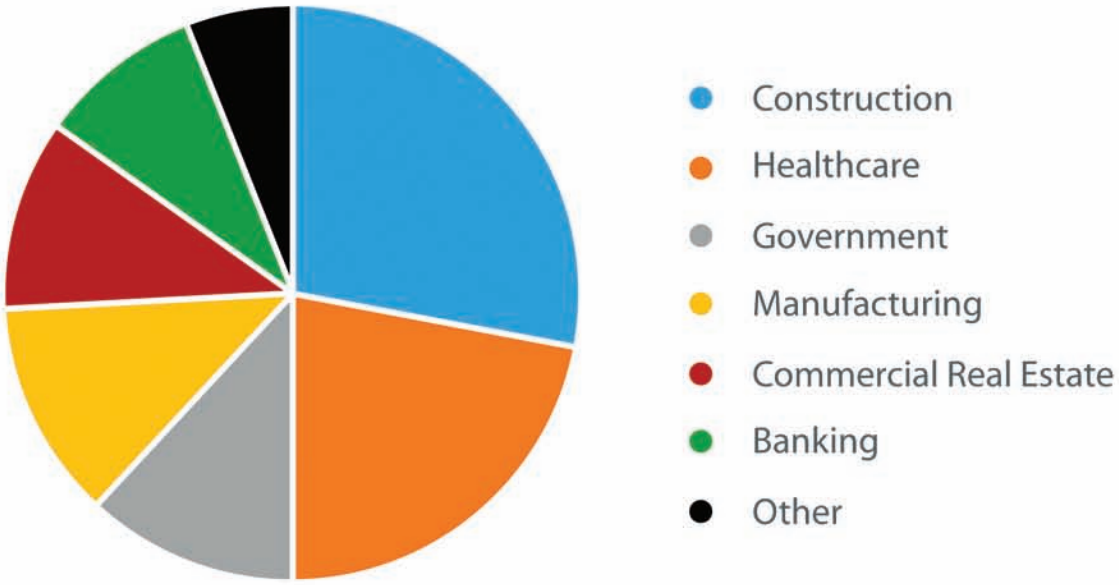
Leadership Experience: 35 years
Position: Exec. Director Coaching

Dr. Mike Bolen is a graduate of the US Naval Academy and former Marine officer. He is an expert in the areas of creating leaders and helping businesses increase revenue and improve performance. Mike has a BS, MBA and a PhD.

MARKETS & INDUSTRIES WE SERVE

- Construction
- Manufacturing
- Education/Schools Districts
- Electrical Contractors
- Law Firms
- Aerospace
- Publishing
- Concrete and Aggregate
- E-Commerce
- Training
- IoT
- Marketing
- Cyber Security
- Healthcare
- Hospitals
- Banking
- Insurance
- Electronics Manufacturing
- Fire and Police Services
- Real Estate Development
- Associations
- Electronics
- Leadership
- Recruiting
- SaaS
- International Sales
- Healthcare IT
- Municipal Government
- Commercial Real Estate
- Residential Real Estate
- Retail
- Financial Services
- Medical and Dental Practices
- Web Design and SEO
- Security
- Telematics
- Federal Contracting
- Trucking Logistics
- Sales Development

INDUSTRY BREAKDOWN



"The growth and development of people is the highest calling of leadership."

- Harvey S. Firestone

OUR MISSION
AT PEAK PERFORMANCE GROUP

TO IMPROVE YOUR BUSINESS' PERFORMANCE AND PROVIDE A SUCCESSFUL BUSINESS STRATEGY.

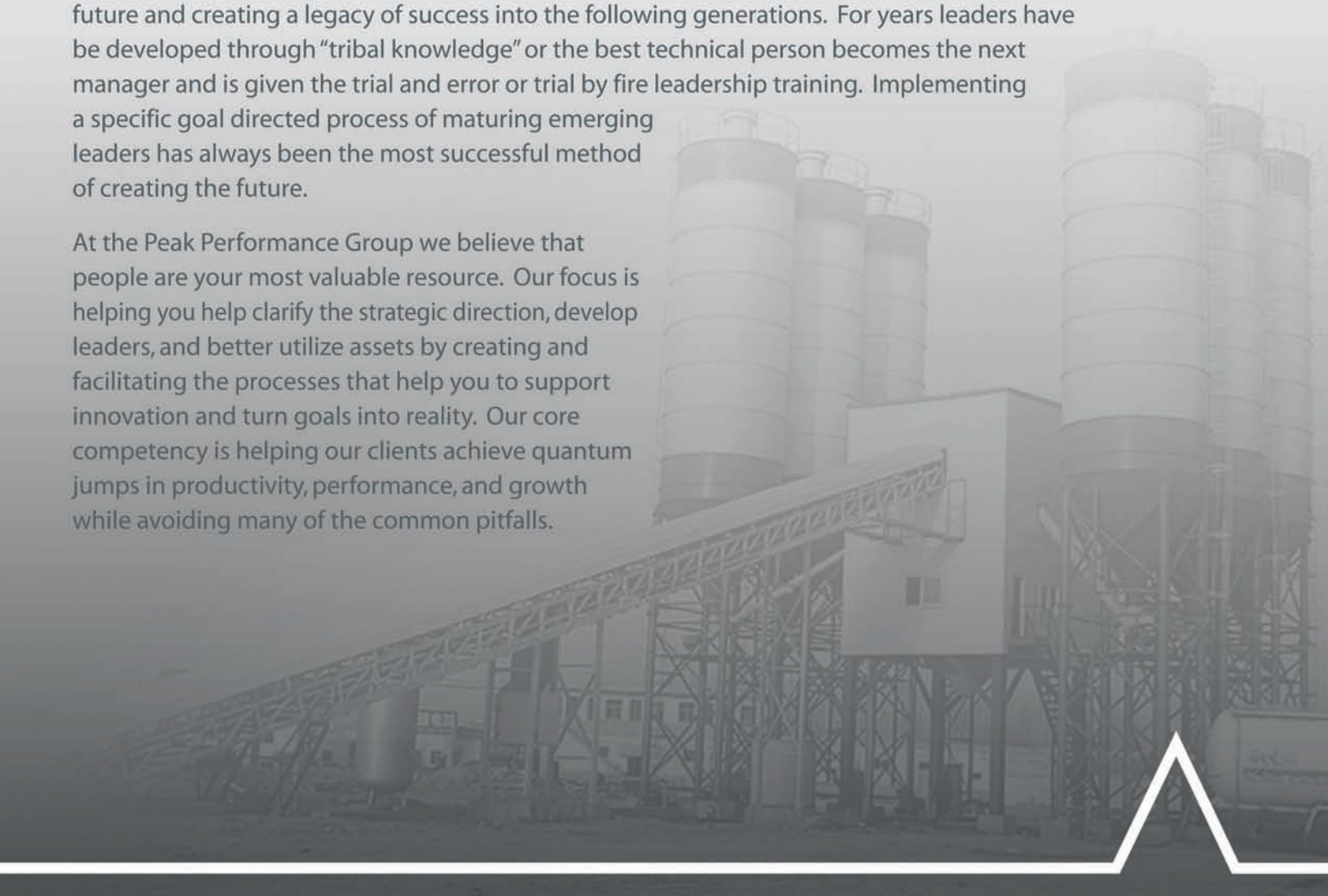
We strive to help business owners develop a solid foundation and business strategy so they can be successful. We will work to improve sales, productivity, organization, company culture, and employee relations.

WHY ARE WE HERE?

We are here because the past 15 years of economic uncertainty has caused massive turnover in many industries, yours included. Times have changed, business has changed. Today's employees don't stay at the same company as with past generations. Doing more with less is all too common. This turnover has created a lack of quality middle managers within your industry. You are not alone, according to a recent Harvard Business School Survey, only 32 percent of business leaders are confident their organization has the necessary leadership talent and skills to achieve their strategic goals.

Being intentional about creating leaders is more than just setting up a program; it is designing the future and creating a legacy of success into the following generations. For years leaders have be developed through "tribal knowledge" or the best technical person becomes the next manager and is given the trial and error or trial by fire leadership training. Implementing a specific goal directed process of maturing emerging leaders has always been the most successful method of creating the future.

At the Peak Performance Group we believe that people are your most valuable resource. Our focus is helping you help clarify the strategic direction, develop leaders, and better utilize assets by creating and facilitating the processes that help you to support innovation and turn goals into reality. Our core competency is helping our clients achieve quantum jumps in productivity, performance, and growth while avoiding many of the common pitfalls.



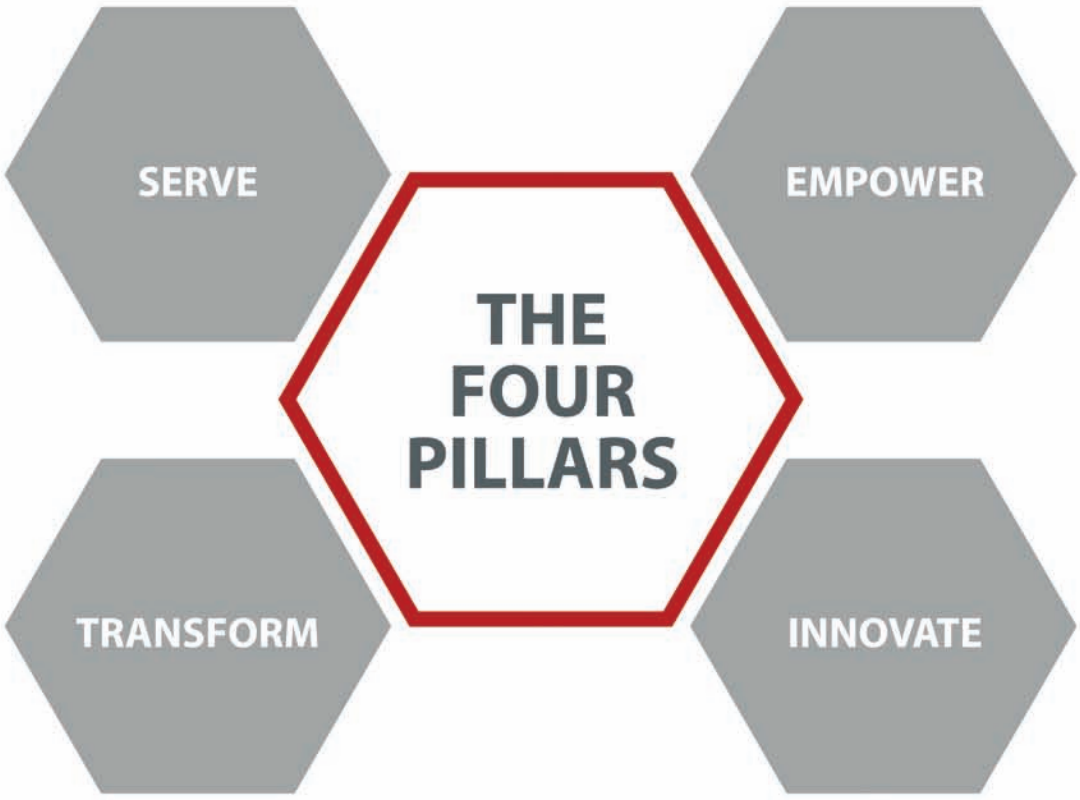
"Strive not to be a success, but rather to be of value."

- Albert Einstein

OUR APPROACH

- SERVANT LEADERSHIP -

Servant leadership is the discipline of inviting a cooperative response in others by placing the interests of the organization and others before your own.



SERVANT LEADERSHIP

INTEGRITY
DISCIPLINE
TRUST

COMMUNICATION
COLLABORATION
PERSONAL ACCOUNTABILITY

"The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things."

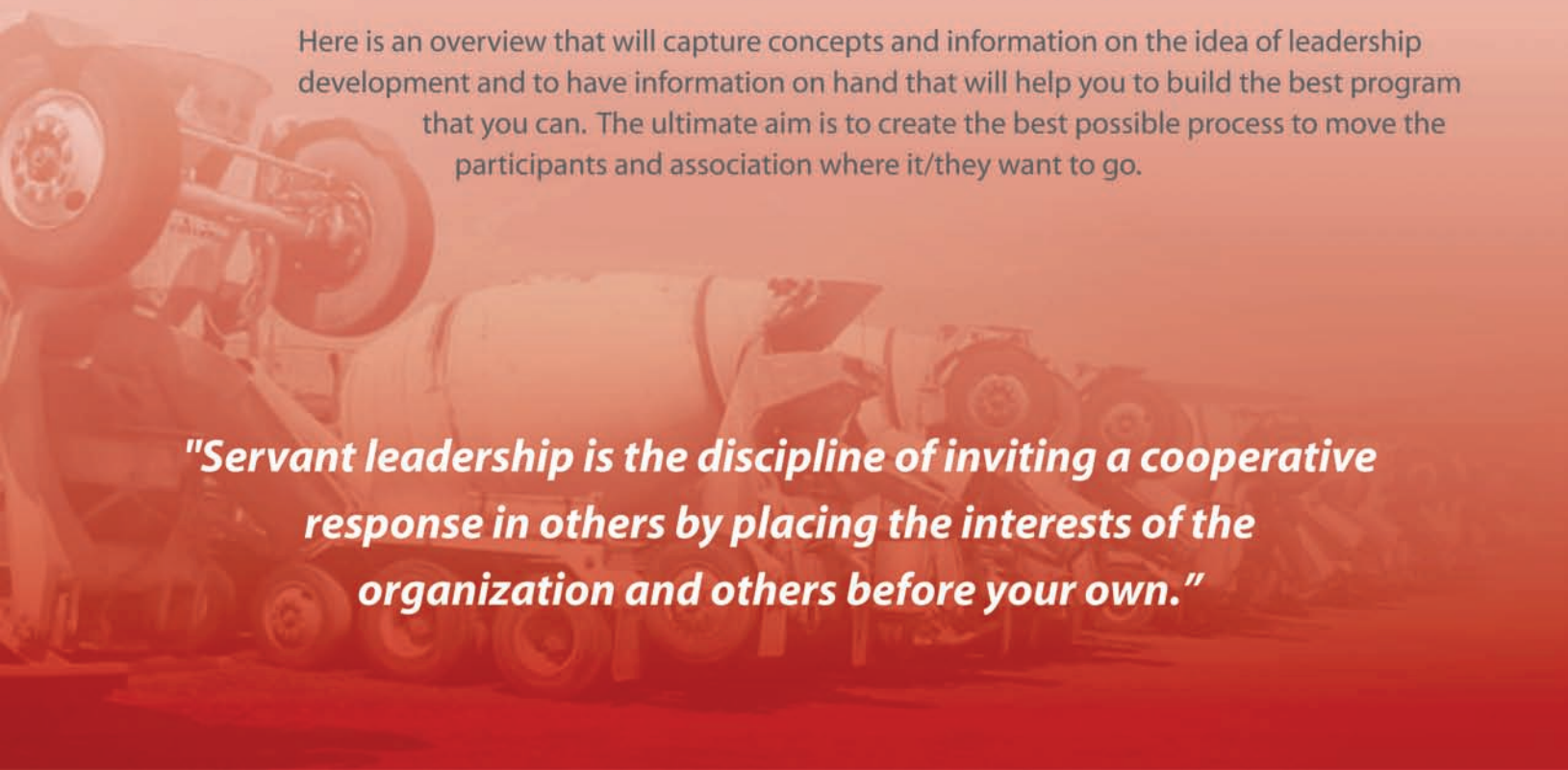
- Ronald Reagan

LEADERS

Leaders are made rather than born. Leaders are developed through a conscious process of focus on a leader's ability to get the right things done and helping those responsible to get them done. Leadership is not a simple concept, as there are many views of what it embodies. Instituting a leadership mindset must transcend a simple training program and must be part of an overall organizational movement. Instilling it from top to bottom is culture change. It is more complicated within a fairly mature industry as many behaviors and attitudes are entrenched.

To drive change it takes a well-orchestrated process rather than an event or a series of events. It is more than doing a quick hit workshop and then move on to the next thing. It can't be the "management flavor of the month". To change behaviors, you have to change beliefs. That takes time, effort and the intent to do so.

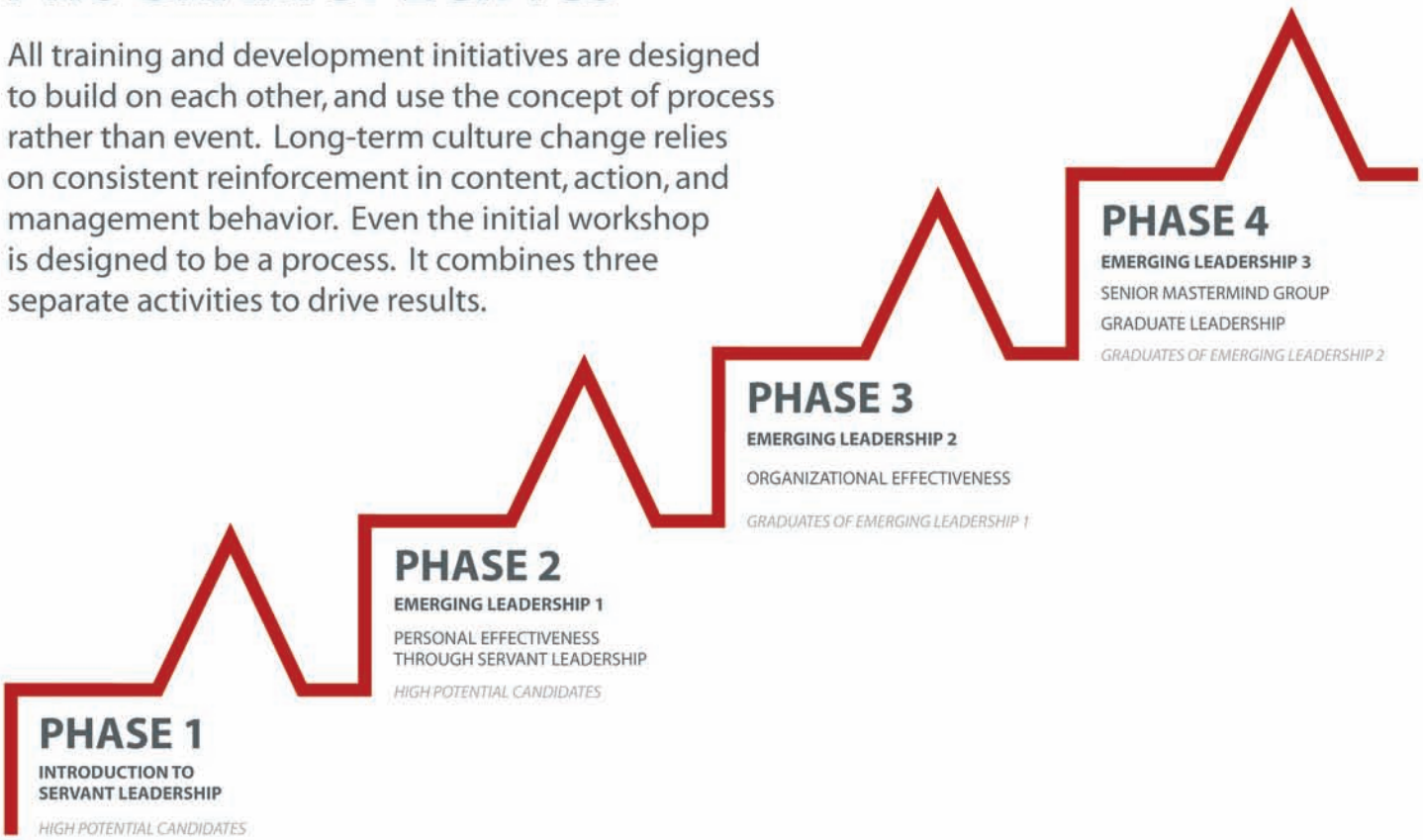
Here is an overview that will capture concepts and information on the idea of leadership development and to have information on hand that will help you to build the best program that you can. The ultimate aim is to create the best possible process to move the participants and association where it/they want to go.



"Servant leadership is the discipline of inviting a cooperative response in others by placing the interests of the organization and others before your own."

EMERGING LEADERS ACADEMY PROGRAM SPECIFICS

All training and development initiatives are designed to build on each other, and use the concept of process rather than event. Long-term culture change relies on consistent reinforcement in content, action, and management behavior. Even the initial workshop is designed to be a process. It combines three separate activities to drive results.



THE TRAINING AND DEVELOPMENT WORK IS BROKEN INTO SEPARATE UNITS

- **Phase 1 Initial Implementation Workshop, Thinking Your Way Into A New Way of Acting:**
  A three part process designed for introducing the participants into thinking of servant leadership and how to behave in a way consistent with the concept.
- **Leadership Phase 2, Personal Effectiveness through Values Based/Servant Leadership:**
  A multi-month development process keying on developing personal effectiveness, priority management and personal goal setting.
- **Leadership Phase 2a, Organizational Effectiveness through Values Based/Servant Leadership:**
  A multi-month process working on organizational initiatives such as strategic planning, departmental and organizational communication and goal setting.
- **Phase 3 Graduate Development, Leadership Mastermind Group:**
  An ongoing, monthly mastermind group for graduates of the two multi-week management development processes.

- ***OPTIONAL - Individual Coaching:***
  One on one executive coaching for senior level executives and high potential candidates.

"The inventory, the value of your company, walks out the door every evening."

- Bill Gates

"Leadership is an ever-evolving position."

- Mike Krzyzewski

EXPECTED BENEFITS OF PHASES 1 & 2

1. Clear and focused personal direction
2. Improved decision making
3. Personal and professional balance
4. Focus on results
5. Increased visibility around corporate values
6. Alignment of behaviors around corporate values
7. Enhanced servant leadership abilities
8. Develop strategic thought
9. Improved decision making
10. Improved execution of decisions
11. Focus on running a business, not just doing a job
12. Maximize return on intellectual capital
13. Strengthened focus on attracting, servicing and maintaining customers
14. Sustainable results

EXPECTED BENEFITS OF THE PHASE 3 MASTERMIND GROUP

1. A sense of community - a sense of shared endeavor between members
2. The experience of others shared with the group
3. The perspective of others - seeing beyond what participants can see in themselves
4. An instant and valuable support network
5. Real progress - in participant's business and personal life
6. An accountability system to propel participants higher than they might be able to go on their own
7. Confidence
8. Focus
9. Momentum
10. A time for participants to work "on" their career and business instead of just in it

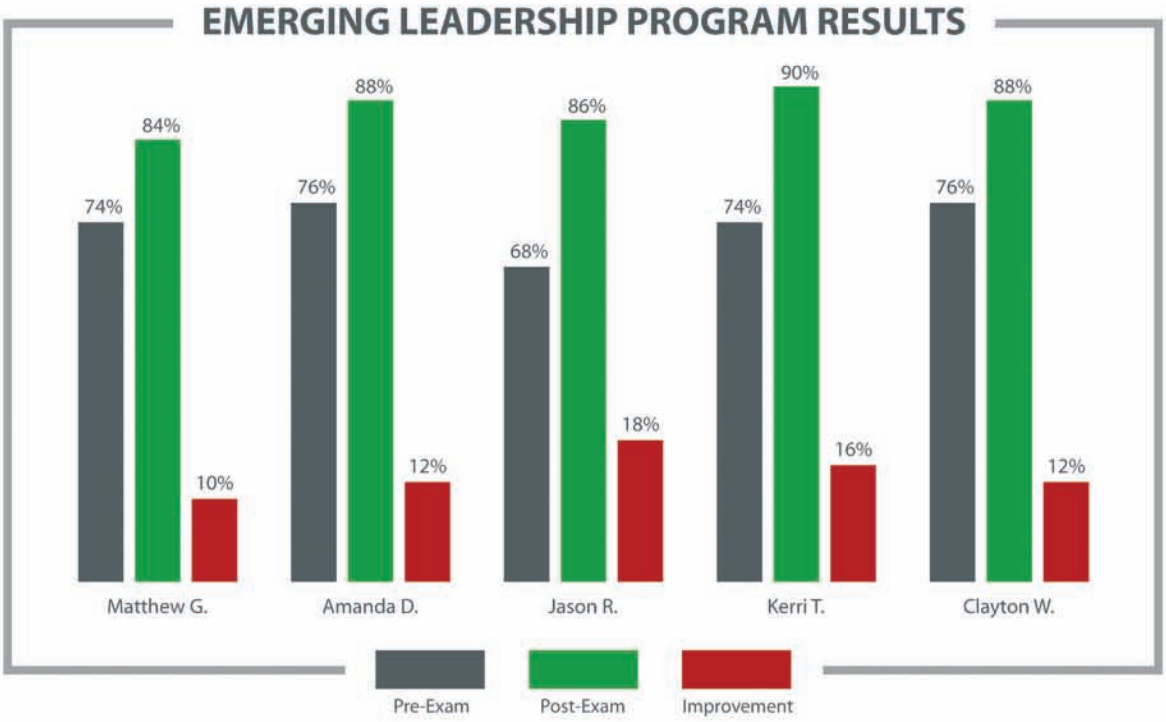
LEADERSHIP ACADEMY RESULTS

The Peak Performance Leadership Academy program is all about results.
To know how the participants are growing in their leadership roles there are metrix built into the program.
To achieve and measure results there is are both objective and subjective measurements utilized.

OBJECTIVE RESULTS: Pre-Post exams are implemented and data is compiled and tracked *(see sample below)*

SUBJECTIVE: Surveys are sent to both participants and their supervisors. (see quotes below)

TRACK: participants growth and career path



SURVEY INPUT

- **SUPERVISOR**
  "The two managers that we have in this program have utilized their training at our business. It has helped them with better understanding others, how to achieve better results, and provided a direction and path for their own future."

- **Participants**
  "I am more confident and not afraid to speak up if I have an opinion or idea on a project our department is working on. My project management skills are improving; I am better organized and set goals throughout the project.

CAREER PATH RESULTS

58% of participants have be promoted or received pay or responsibility increases after 1 year following completion of the program. *(91 of 157 participants promoted)*

PEAK PERFORMANCE

GROUP SERVICES

- **LEADERSHIP ACADEMY**
  Focus on High Potential Mid-Level Managers
  Values Based/Servant Leadership
  Custom build for your organization
- **ONE ON ONE EXECUTIVE OR PERSONAL COACHING**
  C Level one on one
  Value & Mission analysis
  SMARTWAY Goals
- **TEAM BUILDING**
  Hands on Interactive skills
  Teamwork
  Communications between reps
  Conflict resolution
- **SALES DEVELOPMENT**
  SMARTWAY Goal Setting
  Sales Processes
  Time Management
  Disc Assessment
- **STRATEGIC PLANNING**
  Internal Audit of Organization
  People & Process review
  SMARTWAY Goal Setting
  SLOT Analysis
- **VIA STRATEGIC PARTNERSHIP**
  National Security Training
  - (SDVOSB)
  - World Customs Organizations certified Training

  Staffing
  - World class recruiting organization

  Augmented Workforce
  - Near-shore Hardware and Software Engineers
  - Shared CTO's & CFO's

Below is just a partial list of clients that the Peak Performance Group has work with and helped to build leaders, design strategic plans and execute on their goals.

OUR CLIENTS

Tenet Health
NextGen Healthcare Systems
Lightbeam Healthcare
Baylor Scott & White System
Vivify Health Systems
Jacobs/Carter Burgess
Reliant Rehab
QSI
TACA
Lehigh Hanson
Lucia Stone
CCIM Institute
Weitz Company
Martin Marietta
K Hovanian Homes
Cousins Properties
Army/Air Force Exchange Services
City of Southlake
DFW Airport
City of Keller
KISD
CISD
Seguin Police Dept.
City of Hurst TX

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