

Growing Your Next Generation of Leaders through a Customized Leadership Academy

At Peak Performance Solutions®, we offer leadership and sales training in addition to the standard business skills. Our newest offering is the ability to help corporations develop a leadership academy or leadership excellence program through a combination of our courses to develop a customized curriculum to meet their needs. The curriculum will be based on the training needed to grow your next generation of supervisor, and managers to the next level of leadership through our training, which may be combined with company training, to reach corporate goals.



Recommended training topics for leaders, managers and supervisors

Course Title	Key Concepts Presented	
Attributes of Successful Supervisors	<ul style="list-style-type: none"> The opportunities ahead The supervisor mindset Success and what it takes 	<ul style="list-style-type: none"> Difference between manager and leader Leadership attitude Top reasons for/against being a supervisor
The Work of Leaders	<ul style="list-style-type: none"> Leadership qualities and communication The 4 DiSC styles and you Knowing yourself and energizers/drainers Reading the style of the team member 	<ul style="list-style-type: none"> Strengths and challenges of each style DiSC and the environment you create Strategies for adapting your communication Role in vision, alignment, and execution
Coaching Skills	<ul style="list-style-type: none"> Building rapport and relationships Performance feedback and accountability Understanding the work styles of others 	<ul style="list-style-type: none"> Motivating team members Rewarding employees Developing and training
Presentation Skills	<ul style="list-style-type: none"> Creating your message to meet objectives Capturing attention Engaging the team members 	<ul style="list-style-type: none"> Body language and appearance Tips for conveying confidence Keeping meetings engaging
Problem Solving	<ul style="list-style-type: none"> Approaches to solving problems 7 Steps to problem solving The Z process 	<ul style="list-style-type: none"> Methods to generate multiple solutions The art of questioning Using team strengths to problem solve
Decision Making	<ul style="list-style-type: none"> The “Decision Diamond” Selective perception and filters Strategies for analyzing problems 	<ul style="list-style-type: none"> “Pulling the Plug” when it’s not working Selecting, selling and owning your decision Planning for execution and follow through
Delegation	<ul style="list-style-type: none"> Why delegate and when to do it DiSC approaches to delegation Decide what, who and how to delegate 	<ul style="list-style-type: none"> Trust in delegation Strategies for effective delegation Follow up for accountability
Managing and Selling Change	<ul style="list-style-type: none"> Defining change as growth Understanding resistance Avoiding the “we-they” syndrome 	<ul style="list-style-type: none"> Finding the positive and selling the good Common reactions to change Navigating successfully through change

Training is available in English and Spanish.

Moving individuals to ACTION...

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Supplemental or optional training topics:

Course Title	Key Concepts Presented	
Innovative Thinking	<ul style="list-style-type: none"> • Definition of innovation • Brain teasers to show how the mind works • Left versus right brain thinking activities 	<ul style="list-style-type: none"> • Blind spots and road blocks to creative thinking and innovation • Assumptions and assumption busters
Time Management	<ul style="list-style-type: none"> • Relationship of goals, planning, analyzing and prioritizing • Identifying time wasters • Strategies for improving time management • Recognizing when you are overcommitted 	<ul style="list-style-type: none"> • Assessing skills that could increase production time • Leveraging and learning from others • Time Management Matrix
Improving Listening Skills	<ul style="list-style-type: none"> • Importance of listening in communication • Listening filters • Avoiding miscommunication 	<ul style="list-style-type: none"> • Different listening approaches • Adapting your listening approach • Strategies and plans for improving skills
Productive Workplace Conflict	<ul style="list-style-type: none"> • Four approaches to conflict • What happens to DiSC styles when under pressure • Recognizing what others say or do when under pressure 	<ul style="list-style-type: none"> • Managing adversity • Avoiding the “blame game”, ‘we – they’ barriers, and working in silos • Solution strategies for successful resolution
Collaborative Skills and Leverage Strengths	<ul style="list-style-type: none"> • Know the strengths of yourself and team members • Uncover hidden talents • Learn how your approach to tasks impacts co-workers and teams 	<ul style="list-style-type: none"> • Leveraging team members strengths • Strategies for collaboration and opening dialogue • Using the Z process for projects and innovation
The Value of HR	<ul style="list-style-type: none"> • The purpose of Human Resources (HR) • Accepting diversity • Specific corporate policies 	<ul style="list-style-type: none"> • Federal laws • Behavioral interviewing • Recruiting, Hiring, and De-hiring

(NOTE: customized with company HR for this program)

Our leadership academy concept has been successfully implemented in the manufacturing, transportation, and oil industries starting in 2005 through today. Below are comments from participants in those workshops.

- *“Anyone who would like to improve their people skills would benefit from the class.”*
- *“Taught me ways and areas I can improve on to make me a better manager and leader. As a leader I must get in tune with my team, know and understand what each team member’s potential is.”*
- *“Good groundwork for understand that change will happen.”*
- *“I liked the vision, alignment, and execution section, It opened me up to become a better leader.”*
- *“It was very good and it helped me on setting my goals and helps me be a better leader.”*
- *“I feel that the course was done extremely well. Both instructors kept class involved, active and moving forward.”*
- *“I don’t think there was a section that was less valuable. They all helped in this training”*
- *“This class would be great in districts. Great information.”*



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