



EMERGING LEADERS ACADEMY™

You're only ONE DECISION away.

Peak Performance Group

Leadership Development



GROUP KEY PLAYERS

"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



RICK KOLSTER, CBC

Founder & Head Coach

Coaching Experience: 25 years

Position: Founder & Head Coach

Coach Rick established the Peak Performance Group in 2003 to provide development programs that will help leaders and teams grow and work together more effectively and cohesively.

A 2023 inductee of the Trusted Advisors Network coaching Hall of Fame for his coaching excellence. He provides the vision and forward thinking and is our Head Coach.



LAUREN GAMMAGE

VP / Senior Facilitator

Leadership Experience: 9 years

Position: VP/Senior Facilitator

Lauren began her leadership journey when she was selected as a Hi-PO candidate with a multi-billion-dollar restaurant chain and named the youngest GM in company history. She has spent the past 9 years in leadership positions running multi-million dollar locations.

She is our future and an expert in facilitating individual and team growth.

The team brings leadership development, coaching, and practical business perspective together to help organizations build stronger leaders.

MARKETS & INDUSTRIES WE SERVE

BROAD INDUSTRY EXPERIENCE

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

INDUSTRY BREAKDOWN

Approximate share of engagements (largest to smallest): Construction, Healthcare, Government, Manufacturing, Commercial Real Estate, Banking, Other.

"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 do not 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.

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 been developed through tribal knowledge, or the best technical person becomes the next manager and is given trial and error leadership training. Implementing a specific, goal directed process of maturing Emerging Leaders™ has always been the most successful method of creating the future.

At Peak Performance Group we believe that people are your most valuable resource. Our focus is helping you clarify strategic direction, develop leaders, and better utilize assets by creating and facilitating the processes that help you support innovation and turn goals into reality.

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.

SERVE	EMPOWER
TRANSFORM	INNOVATE

INTEGRITY Discipline, trust, personal accountability	COMMUNICATION Collaboration, coordination, personal accountability
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"Strive not to be a success, but rather to be of value."
Albert Einstein

LEADERS ARE MADE

LEADERSHIP DEVELOPMENT PHILOSOPHY

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

Ronald Reagan

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.

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 moving on to the next thing. It cannot 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.

THE GOAL

Create a leadership development process that moves participants and the organization where they want to go, while making leadership part of the culture rather than a one time event.

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.



PHASE 1 Introduction to Servant Leadership <i>High Potential Candidates</i> 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.	PHASE 2 Emerging Leadership Year 1: Personal Effectiveness <i>High Potential Candidates</i> Personal Effectiveness through Values Based/Servant Leadership: A multi-month development process keying on developing personal effectiveness, priority management and personal goal setting.	PHASE 3 Emerging Leadership Year 2: Organizational Effectiveness <i>Graduates of Phase 2</i> 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.
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ALSO AVAILABLE

Graduate Development, Leadership Mastermind Group: an ongoing, monthly mastermind group for graduates. **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

EXPECTED BENEFITS

PHASES 1 & 2

PHASES 1 & 2

PERSONAL EFFECTIVENESS

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 execution of decisions
10. Focus on running a business, not just doing a job
11. Maximize return on intellectual capital
12. Strengthened focus on attracting, servicing and maintaining customers
13. Sustainable results

PHASE 3

ORGANIZATIONAL EFFECTIVENESS

1. A sense of community and 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 business and personal life
6. An accountability system to propel participants higher
7. Confidence
8. Focus
9. Momentum
10. A time for participants to work on their career and business instead of just in it

"Leadership is an ever evolving position."

Mike Krzyzewski

The program is designed to create practical leadership habits that can be reinforced over time, not simply learned in a single session.

LEADERSHIP ACADEMY RESULTS

MEASURE WHAT CHANGES

The Peak Performance Leadership Academy program is all about results. To know how participants are growing in their leadership roles, metrics are built into the program. Objective and subjective measurements are used to achieve and measure results.

OBJECTIVE RESULTS Pre and post exams are implemented and data is compiled and tracked.	SUBJECTIVE RESULTS Surveys are sent to both participants and their supervisors.	CAREER PATH Participant growth and career path are tracked.
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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."	PARTICIPANT "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 and I am better organized."
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CAREER PATH RESULTS

66% of all participants who enter the ELA are promoted within 12–18 months of entry into the program.	98% of all graduates of the 2-year program are promoted within the 2-year program period.
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<i>"The most valuable part of the Emerging Leaders Academy™ was the opportunity to develop as a leader while learning from a diverse group of professionals. The experience reinforced the importance of servant leadership, succession planning, and developing future leaders within my own team. It also helped me broaden my perspective beyond day-to-day operations and focus more intentionally on long-term organizational impact and leadership growth."</i> ELA™ PARTICIPANT, 2025

PEAK PERFORMANCE

GROUP SERVICES

LEADERSHIP ACADEMY Focus on high potential mid level managers; values based / servant leadership; custom built for your organization.	ONE ON ONE EXECUTIVE OR PERSONAL COACHING Level one on one; value and 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 and process review; SMARTWAY goal setting; SWOT analysis.	VIA STRATEGIC PARTNERSHIP National security training; World Customs Organization certified training; staffing; world class recruiting organization; augmented workforce.

A PRACTICAL PARTNER FOR LEADERS AND ORGANIZATIONS

Peak Performance Group combines leadership development, coaching, team development, sales development and strategic planning to help clients build capability and execute on goals.

OUR CLIENTS

A PARTIAL LIST

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

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

BUILD LEADERS. DESIGN STRATEGY. EXECUTE.

A practical, people centered approach to business performance.



READY TO DEVELOP YOUR NEXT GENERATION OF LEADERS?

EMERGING LEADERS ACADEMY™ is built around the idea that leadership development should be intentional, practical, and reinforced over time.

COACH RICK KOLSTER, CBC

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LAUREN GAMMAGE

VP / Senior Facilitator

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PEAK PERFORMANCE GROUP

EMERGING LEADERS ACADEMY™