



PEAK PERFORMANCE LEADERSHIP SERVICES INC.

Leadership Program

Developing modern, courageous leaders who drive growth, culture, and performance.

PROGRAM OBJECTIVES

This leadership coaching program is designed to help executives and emerging leaders:

- Strengthen self-awareness and emotional intelligence
- Build a growth-minded, inclusive, high-performance culture
- Lead confidently through change, uncertainty, and organizational transformation
- Develop the skills, tools, and mindset required to elevate team performance
- Align personal leadership values with organizational mission and strategy
- Reinvent themselves as adaptable, future-ready leaders

THE THREE CORE ELEMENTS

1. Leadership Assessment & Insight Mapping

A comprehensive, diagnostic to understand each leader's current style, strengths, and development opportunities.

Includes:

- Online leadership style assessment
- Emotional Intelligence (EI) evaluation across key competencies
- SWOT analysis of leadership behaviours
- Values alignment review (personal + organizational)
- Cultural impact snapshot (how the leader influences team mindset and performance)

Outcome: A clear, evidence-based picture of where the leader is today — and what must evolve to reach the next level.

2. Customized Leadership Development Plan

A tailored coaching blueprint built around the leader's goals, organizational needs, and assessment insights.

Includes:

- Identification of priority development areas
- Selection of targeted leadership modules (from the Top 10 Leadership Skills Framework)
- Integration of organizational culture goals (growth mindset, DEI, psychological safety, change readiness)
- Personalized strategies for communication, influence, decision-making, and accountability

- A roadmap with milestones, behavioural shifts, and measurable outcomes

Outcome: A unique, actionable coaching plan that accelerates leadership growth and aligns with company strategy.

3. Monthly Coaching Structure & Development Modules

A structured, high-impact coaching cadence that blends independent learning with collaborative coaching.

Format:

- **Monthly 1:1 coaching sessions** (virtual or in-person)
- **Independent development work** between sessions
- **Application exercises** tied to real workplace scenarios
- **Progress tracking** against defined leadership outcomes

Development Modules May Include:

1. Building a growth-minded, change-ready culture
2. Leading with emotional intelligence
3. Implementing AI and modern leadership tools
4. Strategic decision-making under uncertainty
5. Communication, influence, and executive presence
6. Accountability, performance coaching, and team alignment
7. Inclusive leadership and psychological safety
8. Reinvention and adaptability as a leader

Outcome: Sustained behavioural change, stronger leadership capability, and measurable impact on team and organizational performance.

SUMMARY

This leadership coaching program equips leaders with the mindset, tools, and behaviours required to thrive in today's rapidly evolving business environment. Through assessment, personalized development planning, and structured coaching, leaders gain clarity, confidence, and the capability to elevate both their performance and their culture.

CLIENT TESTIMONIAL - Claudio, President – Litemode

"Rick's leadership coaching has been transformational for our team. His ability to assess, challenge, and elevate leaders is exceptional. The program helped us build a stronger culture, improve communication, and develop leaders who are more confident, self-aware, and aligned with our company's growth goals. Rick brings energy, insight, and real-world experience that makes an immediate impact."

Let's Build tomorrow's leaders, today!



Rick Denley, Leadership Coach