

# Masterclass in Leadership and The Leadership of Teams

June 26<sup>th</sup> - 27<sup>th</sup>, 2025

Halifax, Nova Scotia

Frank Gallant, President and CEO



## Workshop Times:

June 26<sup>th</sup>: 8:30 am - 5:00 pm;

6:30 pm - 8:30 pm

June 27<sup>th</sup>: 8:30 am - 4:30 pm

*Cost: \$ 995.00 plus hst\**

*\* meals and accommodations not included.*

*Space is Limited!*

## Registration or for more detailed information contact:

frank@peak.ca  
902.499.7585

craig@peak.ca  
902.488.6342

## Workshop Content:

- Includes an in-depth analysis of the effectiveness of your leadership style utilizing Human Synergistic's world renowned assessment instruments and how they translate to everyday performance.
- Deepen your understanding of how to lead groups through team formation, maturity and key group processes like idea generation, decision making and problem solving.
- Learn and apply key group process skills critical in today's corporate and organizational climates.
- A comprehensive, interactive plan of action for setting team developmental goals and mapping out the most appropriate means for achieving them.
- Common-sense recommendations for building on strengths and improving identified weaknesses with your leadership style.
- Develop effective change management techniques to successfully guide your team through organizational transitions.
- Learn to identify and align your leadership style with your team and overall organizational culture.
- Create a comprehensive action plan to advance your personal leadership development and your team's growth objectives.

*Contact us for:*

*- A more detailed workshop agenda,*

*- Discussion of specific outcomes and focus areas.*

*"With more than 40 years of career experience, I can confidently say that Franks guidance using the Human Synergistics leadership development methodology is the most comprehensive, in-depth, and impactful professional development process I have ever experienced.*

*I highly recommend Peak Experiences's services to any business or organization seeking to achieve a higher level of excellence."*

**Réjean Boudreau,**  
VP Client Experience  
Assumption Life, Moncton, New Brunswick

# What You Will Learn - Key Outcomes

*LSI Leadership Assessment:* You will be provided with accurate information about the way you think, and how you can bring about positive change in your behaviour and increasing your overall leadership effectiveness.

*Group Styles Inventory:* Building on the LSI's common language, the GSI creates a bridge between individual, group, and organizational development. This assessment identifies specific group behaviours that need to be built, strengthened, or changed to enhance overall efficiency and productivity. Through this process, teams gain insights into their collective behavioural patterns and learn concrete strategies for improvement.

*Group Process Skills:* Learn evidence-based strategies for maximizing group effectiveness, teamwork and collaboration. Through applying the 70-15-15 principle (70% planning, 15% implementation, 15% review), participants discover practical techniques for enhancing team productivity, improving decision-making processes, and creating an environment where all members can contribute their best work. We explore specific tools and frameworks that help teams identify and capitalize on opportunities while avoiding common group process pitfalls.

*Using Influence:* Learn to develop leadership skills to positively impact team culture, productivity, and achievements.

*Effective Decision Making:* Learn how to utilize a more consensus-based approach to decision making approaches while ensuring timely, high-quality decisions that gain support from others.

*Effective Problem Solving:* Guide groups to address challenges methodically, uncover root causes, engage group members and implement lasting solutions.

*Enhancing Relationships Through Trust Building, Differing and Conflict Resolution:* How to foster trust, engage constructively in disagreements, and resolve conflicts to strengthen consensus and harness diverse perspectives.

*Communication:* How to hold effective meetings, creating opportunities for open and honest communication, create safe space, engage in constructive feedback, generate and share ideas, and increase your connections across an organization.

*Building and Sustaining Trust:* Understand how trust or distrust shapes relationships and influences team effectiveness.

Learn it Apply it



# Peak Experiences

Peak Experiences was formed in 1992 to help individuals by delivering powerful learning solutions for organizations, leaders and practitioners who have a clear stake in accelerating individual, team and organization effectiveness. With world class tools and a proven approach, Peak Experiences offers consulting services that help their clients organizations build genuine and sustainable improvement.

Peak Experiences associates use innovative methods to fulfill our mission, creating a renewed focus on serving our customers and igniting our core programs of significance. Peak's experiential approach to learning has helped our clients grow, gain new skills and, more importantly, provide them with the tools to apply these skills in their organizations. We continue to bring fresh ideas, practical skills and innovative training to your world, as we believe individual and collaborative effort can make a tremendous difference. No matter what role we find ourselves in, we share the challenge of transforming individuals and organizations into truly effective and sustainable entities.

## Facilitator Profile – Frank Gallant

As a leadership development and culture change specialist, Frank incorporates a unique blend of current behavioural science research, organizational psychology, group dynamics, experiential activities, and theoretical training methods to create the Peak Experience professional development approach.

Working as a collaborative partner with clients, Frank gains a keen insight into the important contribution each member can make to enhancing organizational dynamics. As an adult educator, Frank has a great deal of confidence in the Peak Experiences process used to assist individuals in becoming more self-actualized through a powerful growth and development strategy. Frank Gallant lives in Antigonish, Nova Scotia with his wife, Heather and their three children. They provide leadership and support to a variety of community and sustainable development initiatives in Antigonish and across the province.



His area of specialty is in assisting individuals and groups to maximize their interpersonal and organizational effectiveness through customized team building, leadership development workshops, strategic planning and sustainable organizational development (culture change) processes. As a trusted advisor with over 22 years of experience in teaching and consulting, Frank administers highly effective and trusted coaching services and training workshops that meet the developmental needs of leaders and their organizations.

## Learn it. Apply it.

When you experience a Peak Experiences learning program, you are able to immediately apply what you learn. We provide fresh ideas, innovative training and practical skills. Our services are delivered in a helpful, ethical, innovative and environmentally responsible manner. Our core purpose is to support people in achieving enhanced personal and organizational effectiveness as they strive to fulfill their respective organizational goals.

Our commitment embraces both intention and action. Our organizational core values govern everything we do. When you choose to work with Peak Experiences you are assured of:

- Trust and Integrity
- Memorable Experiences
- Environmental Sustainability
- Service Excellence
- Growth and Development
- Measurable Results

# Sample Testimonials

*"The credit for this national award goes to our employees who stand out for their initiatives, teamwork and collaboration. I am convinced that the achievements and results we have seen over the past two years are directly related to the transformation of our internal culture. Assumption Life is proud to offer its people a positive environment where everyone can reach their full potential. Frank Gallant and Peak Experiences has been a critical partner for our cultural transformation"*

**Sébastien Dupuis**

CEO & President, Assumption Life

"Frank Gallant's facilitation and guidance were highly effective and impactful. His ability to provide actionable insights, additional resource materials, and personalized recommendations made the experience deeply valuable. The blend of concrete action items, opportunities for reflection, and tools for continued self-development ensures that participants can achieve meaningful and lasting growth. Anyone seeking to enhance their leadership skills or engage in thoughtful, practical self-improvement would greatly benefit from his experience."

**Nicole Mann**

Executive Director, Naomi Society – THANS (Transition Houses of Nova Scotia)

"Mr. Gallant uses the line "How you think, determines how you behave..... and how you behave defines your culture". Mr. Gallant clearly defines the building blocks of constructive leaders through an unbiased assessment process, clearly lays out the expectations of being achievement based, self-actualized, humanistic - encouraging and affiliative. He listens to your experiences, provides an understanding of how or when you may be struggling, gives you the tools for change and then sets the expectation for you to do the work to be that constructive leader. In my opinion, Mr. Gallant is the epitome of a constructive leader!"

**Terry MacIntyre**

CEO, RK MacDonald Nursing Home

"Frank has a wonderful way of relating to training participants that warms them up, builds trust, and opens them to challenges. He is fast on his feet, very "frank" but very respectful and keeps hitting the nail on the head."



**Jeff Moore,**

Retired CEO, Just Us! Coffee Roasters Co-op

"We have used Peak Experience for many years for organizational development, team building and culture change. The tools and content of the workshops are exceptional. Peak Experiences has helped my organization develop and achieve and as well kept the journey interesting and fun. Frank Gallant and his team of associates are some of the best in the business."

**Margo Beckworth-Burn,**

Sr. Vice President, Wyndham Worldwide

Robert A. Cooke, Ph.D.  
J. Clayton Lafferty, Ph.D.  
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# Sample Testimonials

“It worked exactly as we hoped it would. Highly professional, proficient, excellent communications, and maintains commitments with precision. I was impressed by the ability to draw out difficult people with honest discussion and understanding of individual’s needs. Frank was quick to adjust focus to capture an opportunity when presented by the staff. Follow-up was effective in helping leaders to complete individual objectives and action items.”

**Gary Doucette**

Director of Acadia Technology Services Acadia University

“It has been pleasure working with you over the past year and a half on the leadership development and culture change process for Halifax Regional Municipality. I look forward to many more files and topics to collaborate on. Your job is very complex but you do it with pride and and confidence.”

**Tatjana Zatezalo,**  
HRM Human Resources

“The process of people coming together to actualize the vision of an organization is a vital and rewarding life experience. Peak Experiences have demonstrated a strong grasp and effective use of team building skills that is proving to be a powerful force assisting A.A. Munro Insurance on this journey.”

**Harley MacCaul, CEO,**  
A.A. Munro Brokerage Inc.

“It has been a pleasure working with you and your colleagues. A.A Munro Insurance is a more constructive culture because of our involvement with your company. Your are always prepared, professional and effective. Thank you.”

**Wayne Ezekiel,**  
Past President, AA Munro Insurance

“The team building and LSI leadership development work we recently completed with you was outstanding. Your help and direction was greatly appreciated and we are very encouraged about our progress in developing a stronger team with more effective communication. We look forward to sharing our successes.”

**Suzanne Clark, Vice President**  
Starwood Vacations, Orlando, Florida

“Peak Experiences was a huge ‘find’ for us at a time when we were struggling as a team. Frank Gallant was our ‘Malcolm Gladwell Tipping Point’ for greater cultural development and leadership achievement within our department.”

**Sue Hendricken,**  
Director, Parks and Recreation, City of Charlottetown, P.E.I.