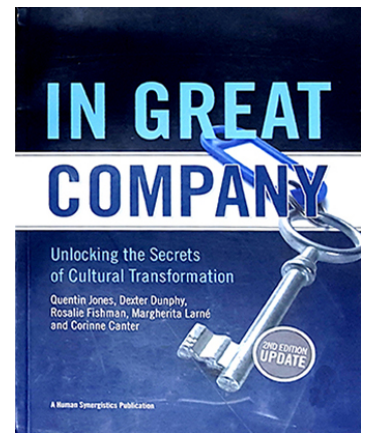


Masterclass in Leading Organizational Cultural Change and Innovation

April 29th - 30th, 2025

Halifax, Nova Scotia

Frank Gallant, President and CEO



Workshop Times:

April 29th: 8:30 am - 5:00 pm;

6:30 pm - 8:30 pm

April 30th: 8:30 am - 4:30 pm

Cost: \$ 1,295.00 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:

Research-based approaches to transform leadership teams and organizational culture, drawing from Human Synergistic's "In Great Company" cultural change case studies.

- Learn to navigate the "Stages of Organizational Consciousness" to drive sustainable cultural change and performance growth.
- Strengthen your openness to lead a mindset of innovation and proactively embracing change.
- Deepen your understanding of how to lead groups to leverage "the key levers for cultural change."
- Receive personalized leadership analysis using Human Synergistics' assessment tools to understand your leadership style and impact on team performance and culture.
- Develop strategies to align your leadership approach with team dynamics and organizational objectives.
- Create an actionable plan to leverage cultural strengths and address key improvement areas.
- Build effective cultural change teams and learn to maximize third-party consultation partnerships.
- Design and implement a comprehensive change management strategy tailored to your organization's unique needs.

Contact us for:

- A 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 and cultural change 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

Cultural Transformation Foundations:

Explore proven frameworks for understanding organizational culture and the critical link between constructive leadership and performance, based on organizations that have successfully changed their working cultures via the "In Great Company" research.

Unlock the Secrets of Cultural Transformation:

Leverage lessons from the industry and our consultation experience to create a more comprehensive and deliberate approach to strengthening the leadership of cultural change, organizational effectiveness and individual and team performance.

Constructive Culture Implementation:

Deepen your understanding and capacity to solve problems and achieve goals by tapping into Human Synergetics' 40-year database of successful culture transformations across diverse organizations, industries, and regions.

Scientific Assessment Tools:

Master the application of OCI (Organizational Culture Inventory) and OEI (Organizational Effectiveness Inventory) to measure and improve organizational effectiveness, drawing on 32 years of implementation experience.

Envision a Culture of Excellence:

Learn to apply Dr. Robert A. Cooke's methodology to identify and prioritize behaviours that drive service quality and performance, using a collaborative consensus-building approach.

LSI Leadership Style Development:

Gain deep insights into your leadership effectiveness through a customized LSI leadership assessment, identifying specific behaviours that impact your approach, the team's performance and developing targeted improvement strategies.

Group Dynamics Optimization:

Leverage the Human Synergetics framework and Group Styles Inventory (GSI) to enhance team effectiveness, using the 70.15.15 rule for group management and to improve daily operations.

Leadership Impact:

Develop practical skills in:

- Influential leadership techniques
- Engaging formal and informal leader to champion the change process
- Strategic consensus-based decision-making
- Systematic problem-solving and root cause analysis

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

Cultural Change 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

“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 our cultural change journey.”

Harley MacCaull, CEO,
A.A. Munro Insurance Inc.

“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

“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



Cultural Change 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

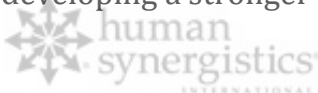
"Frank has a wonderful way of relating to training participants that warms them up, builds trust, and opens them to challenges. He is fast on his feet, very "frank" but very respectful and keeps hitting the nail on the head."

Jeff Moore,
Retired CEO, Just Us! Coffee Roasters Co-op

"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.

Research & Development by
Robert A. Cooke, Ph.D.
J. Clayton Lafferty, Ph.D.
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