



MASTERCLASS IN LEADERSHIP EFFECTIVENESS

Contributing to a High Performance Organization

REGISTER
NOW

May 5th - 6th, 2025

Antigonish, Nova Scotia

Workshop Times:

May 5th: 8:30 am - 5:00 pm;

6:30 pm - 8:30 pm

May 6th: 8:30 am - 4:30 pm

Cost: \$995.00 + HST

meals and accomodations not included.

Space is Limited!

**For more detailed
information contact:**

Frank Gallant

President and CEO

frank@peak.ca

902.499.7585

Workshop Location:



Workshop Content

- **Master the fundamentals** of organizational effectiveness through strategic alignment of mission, structure, and systems with a customer-centric focus.
- **Gain personalized insights** into your leadership style through Human Synergistics' assessment tools, with practical applications for daily performance.
- **Create an evidence-based plan** to leverage your leadership strengths and address development areas.
- **Apply essential leadership and management skills** relevant to modern corporate, organizational, and NGO environments.
- **Build a comprehensive action plan** that aligns organizational goals with practical implementation strategies.
- **Harmonize your leadership approach** with team dynamics and overall organizational culture.
- **Design and execute change management** initiatives using proven organizational development principles.

What You Will Learn - Key Outcomes

Assess Organizational Effectiveness

Leverage the OEI (Organizational Effectiveness Inventory) framework to measure and enhance team performance, employee motivation, and workplace satisfaction. Understand how leadership practices and job design directly impact organizational culture and outcomes.

Understand Your Leadership Style and Impact

Through the use of a customized LSI Leadership effectiveness assessments, gain deep insights into your leadership style and thinking patterns. Develop targeted strategies to enhance your effectiveness and positive influence on team members.

Optimize Group Performance

Apply the Group Styles Inventory (GSI) to strengthen team dynamics and align individual contributions with organizational goals. Master the 70.15.15 rule for managing group interactions and improving daily operations.

Develop Strategic Leadership Skills

 Learn to:

- Shape organizational culture and drive performance
- Make decisions that generate team buy-in
- Solve problems systematically through root cause analysis
- Implement lasting systemic improvements

Master Advanced Communication

 Build expertise in:

- Leading productive meetings
- Creating psychological safety
- Delivering effective feedback
- Strengthening cross-organizational relationships

Navigate Complex Dynamics

 Develop skills for:

- Building and maintaining trust
- Converting conflict into constructive dialogue
- Achieving consensus through productive disagreement
- Creating sustainable solutions to organizational challenges

Research & Development by:
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*"With more than 40 years of career experience, I can confidently say that Frank's 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

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 Profiles **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. 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. Frank 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.

Craig Kennedy

Craig brings over 25 years of leadership experience across education, government, non-profit, and entrepreneurial sectors. With a strategic approach and a talent for fostering collaboration, Craig is known for creating inclusive and high-performing workplaces. As a coach and facilitator, he specializes in team dynamics, workflow management, and effective communication, offering tailored solutions that empower leaders and organizations to thrive. Craig resides in Nova Scotia's beautiful Annapolis Valley with his wife, where he enjoys the outdoors and contributes to community initiatives.

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

Sample testimonials

"I was introduced to the Human Synergistics approach in early 2016. While I found the methodology intriguing, it wasn't until I met Frank Gallant from Peak Experiences that I truly grasped its transformative potential. Frank's guidance allowed me to see the full picture of how this approach could change my life, both personally and professionally. Since then, the impact has been profound. I consider myself a better leader and, more importantly, a better human being. The insights and tools provided by Peak Experiences and Human Synergistics have been instrumental in my personal growth and development and have helped our organization achieve new heights."

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