

Team Building Workshop Options®

Peak Experiences, Atlantic Canada's preeminent teacher of team building, leadership skills, and organizational development services has been creating innovative learning programs since 1991.

"We have used Peak Experience for many years for organizational development, team and culture building. 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 facilitators are some of the best in the business.

Margo Beckworth-Burn,
Sr. Vice President
Wyndham Worldwide

"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 MacCaull, President,
A.A. Munro Brokerage Inc.

Peak Experiences is well known for its eclectic approach. Using up-to-date behavioural science methods, traditional adult education principles and experiential learning. We bring forward innovative training techniques, practical skills, and fresh ideas. Our principles of learning have helped individuals and organizations transform themselves to meet the challenges and opportunities of today's rapidly changing work environment.

Participants are encouraged to bring real-world issues and problems to the table, give and receive extensive feedback, understand the impact of their behavior on others, and in general, to be learners throughout each session. Peak Experiences has developed the following team development sequence to assist work groups in developing highly effective teams.

Tip of the Iceberg

An Introduction to Teamwork and the Power of Interdependence

The short, energizing events in our 'Tip of the Iceberg' team building workshops are excellent for groups to develop closer relationships, trust and to deepen their understanding of the power of teamwork. Participants will discover the answers to these three critical questions: *What teams are? Why they are powerful? and How do you make them work?*

Team Action

Creating a Team-based Organization

This workshop provides a deeper understanding to interpersonal relations and group dynamics. Participants will have opportunities to increase their understanding of themselves as individuals, to increase their understanding of their own and others' interpersonal styles, strengths and limitations, and to learn about the nature of groups as living systems. The workshop is designed to develop and practice innovative strategies for creating a team environment that encourages people to work more effectively together.

Beyond Excellence

Creating and Sustaining High Performance Teams

While basic training in team building abounds, few programs are available for experienced teams who want to learn advanced theories and techniques. In this intensive, experiential program, the emphasis is on team assessments, application skills and intervention with a particular focus on roles, vision, mission, problem-solving, decision-making, interpersonal relations, conflict, trust, resistance to change and transitions. These advanced team skills enhance the group's capacity to think and act in new synergistic ways, with full coordination and a sense of unity.



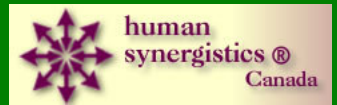
**Peak Experiences -
The Learning Company**

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For more detailed program information - please contact us at:

Telephone: 902.482.4506

Email: frank@peak.ca



Leadership Development Options®

Human Synergetics is a world renowned consulting firm that specializes in assessment instruments and simulations. These highly respected training tools have been used in the training initiatives of thousands of North America's most successful organizations. **Peak Experiences Associates** have worked in collaboration with Human Synergetics since 1997.

There are three main components that determine whether or not an individual will be a successful leader. First, they must have the skills or ability to do the job. Next, they have to have constructive thinking styles about their job and the people around them. Finally, good leaders use strategies that have a positive or prescriptive impact on those they are trying to lead. Human Synergetics has well researched assessment tools that measure all three of these components. Human Synergetics assessments enhance learning by adding relevance and feedback to the well established **Peak Experiences** training approach. We offer the following assessment tool training options;

“Peak Experiences’ LSI workshop provides individuals, teams, and organizations with a common language for change strategies. The LSI accurately describes and helps motivate people toward the behaviours that are required to be effective in today's ever changing work environment. If you don't know where to begin to transform your team into a high performing work group, the LSI is an excellent first step.”

Sarah MacDonald,
General Manager of Human Resources,
Nova Scotia Power Inc.

LSI Leadership Assessment Tool

The Life Styles Inventory (LSI) measures individual attitudes, values, beliefs and behaviours. The results are used to assist a leader to further understand strengths, weaknesses and their overall leadership effectiveness. Our research has shown direct correlation's between LSI results and outcomes such as job and leadership effectiveness, quality of relationships and personal health.

LSI Leadership Stylus and 360 Stylus

The STYLUS Inventory measures the same thinking styles as the Life Styles Inventory. However, the STYLUS scores are normed against other managers. The great value of STYLUS is that it produces a comprehensive, computer generated report that gives participant specific feedback and growth suggestions. Used by thousands of managers, STYLUS is one of the most sophisticated and beneficial reports in the market. STYLUS is available as a self assessment tool and as an assessment by others (360 feedback).

“Peak Experiences was engaged by our organization to offer a customized and highly interaction LSI and MEPS training workshops to all managers within our district.

Kevin MacDonald, CEO
Guysborough Antigonish Strait
Health Authority

LSI Leadership Impact 360

Leadership Impact is a new instrument that measures five key leadership areas drawn from a Self assessment and Others assessments. First, the manager measures how (s)he would ideally like to impact others. Then others assess how the manager *actually* impacts them. Both the manager and the others score the strategies that the manager uses to impact others. Finally the others assess the manager's effectiveness. A very powerful assessment option.

The Management Effectiveness Profile System (MEPS) is a Self and 360 competency measurement tool. Managers and five significant others answer questions about the manager's competencies evaluating fourteen managerial skills including Participation, Delegating, Planning, Goal Setting and others.



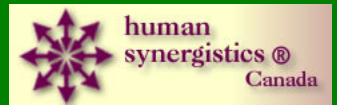
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Organizational Development Options®

"We were impressed with your team approach to delivering our workshop - something in a lesson in itself.

Your research and design of a program tailored to the needs of our complex organization was professional, thorough, and quickly inspired us to trust and respect you. You have helped us along on our journey and I wish to express my appreciation.

I look forward to our next encounter."

Brendan P. McDonald,
Past Regional Director General,
PWGSC - Atlantic Region

"Peak Experiences have turned our working group into a cohesive team! Thanks to their team building and organizational development workshops, our productivity and communication have increased substantially. I highly recommend their expertise!"

Barry Saunders, General Manager,
Global Television Atlantic



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Organizations have undergone vast changes in the past few years. From downsizing, to the introduction of new systems, to wholesale restructuring, the only constant has been change. However, many change initiatives have fallen short of their expectations. People are still waiting for promised improvements.

When organizations don't achieve the results expected, it is often not the fault of the new system or change. Initiatives that fail, despite looking great "on paper" are often the victim of the *current organizational culture*. Organizational culture is the shared attitudes, values and beliefs that indicate to members how to 'fit in' to the organization. The members of an organization whose culture is defensive or counterproductive will reject new ideas and initiatives and adopt more self-serving strategies.

Peak Experiences utilizes one of Human Synergetics most powerful instruments that can be used to help leading organizations become more effective. It is the Organizational Culture Inventory.

The Organizational Culture Inventory (OCI) measures twelve styles that individuals believe that it takes to 'fit in' to the organization. These commonly held beliefs affect such outcomes as turnover, employee satisfaction and the organization's ability to provide quality customer service. There are two measurement tools - the OCI Current that measures the actual or current culture and the OCI Ideal that measures what people think would be the ideal culture. The OCI inventory is available in three forms: the self-scoring booklets (typically for smaller groups in workshop), the Scantron form (done as pre-work to a program or change initiative), and the OCI On-line, a web-based assessment well suited to larger projects.

The OCI also measures key cultural outcomes - role clarity, service quality, commitment and satisfaction - and identifies statistical relationships between the various elements of culture and these outcomes. The OCI provides a separate, comprehensive report for an organization and its departments. The report, group by group, identify the specific expectations which staff perceive to be producing individual motivation and group output levels.

Effective, long-term change in the way people think and behave in an organization is possible. This is because the OCI addresses the *real cause* of problems rather than the actual outcomes with real measurable results which reveal what organizations are really asking of their employees and how it affects their performance, motivation and job satisfaction. This provides a firm basis for planning and agreement on the specific training and organizational development requirements to support their staff in implementing a shared vision of cultural change in their organizations.

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