



PEAK EXPERIENCES THE LEARNING COMPANY INC.

Government Client Testimonials

"I have been working with Frank Gallant and Peak Experiences for over 15 years and am always impressed by his depth of knowledge and ability to engage all participants in his workshops. I highly recommend this opportunity to educators interested in exploring your own leadership skills and ways to build strong leadership teams."

Ann Sherman, Dean of Education
University of New Brunswick

"My experience with Frank Gallant and his the Peak Experiences LSI Leadership Development program has been positive for both me and my team. Frank's use of this powerful program has resulted in a positive personal and team growth experience. Personal and team introspection can be a minefield of emotions, but armed with Frank's great understanding of the assessment tools in combination with his unique personal style my team thrived and took its performance to a new level."

Phillip Townsend, Director,
Planning and Infrastructure, Halifax Regional Municipality

"Frank has been working with the leadership team and staff for the past one and a half years supporting an extensive leadership development and culture change process. He has been a very valuable asset for helping transform our organization."

Michelle Thompson, CEO,
R.K. MacDonald Nursing Home, Antigonish, Nova Scotia

"We engaged Peak Experiences for a multi-year comprehensive leadership development and culture change process that allowed us to put in place the early foundations that are required for managing change for higher service standards within the city. They have demonstrated professionalism, commitment, accountability and delivery of outstanding course tools, materials and processes. Peak Experiences has a broad range of experience across a number of industries which enables instant connection with our leaders. Most importantly they provide tailored and flexible training programs aligned to our business outcomes. The feedback from our business leaders and our employees has been extremely positive."

Mike Labrecque, Former DCOA,
Halifax Regional Municipality

"I worked with Frank in a few projects. He was always extremely professional, knowledgeable and committed to the groups. His greatest strength is his integrity! Frank promotes experiential learning, where participants are involved in their learning. Keep up the good work Frank!"

Don Arsenault, Professor
Université de Moncton

“Frank Gallant has had a noticeable and meaningful impact on the forward movement of our school district. He has an ability to learn quickly about the individual and group dynamics within a team and then leverage that knowledge to help build a quality, effective leadership unit that is motivated to improve. Frank spends time with the group, as a whole, and individually, one-on-one, and he challenges us to be honest about roadblocks. In turn, he arms us with some necessary tools that will help face challenges and stay focused on the achievement of our goals. We will continue to use Frank in the future, as our organization continues to improve.”

David McTimoney, Superintendent,
Anglophone School District West

“Frank Gallant worked with our Senior Administration team for two days focusing on LSI leadership development, efficient and effective teamwork. He challenged us at every level to work with our strengths through a combination of experiential and reflective activities. The two-day session energized our team, and I feel this was the “shot in the arm” that we needed to move forward as leaders in our district.”

Beth Stymiest, Superintendent,
Anglophone School District North

“In my career, I have never worked with someone who was so adept at providing focused, extremely helpful and needed feedback to a leadership team. Frank not only understands and teaches the dimensions of group and individual dynamics, he actively models these aspects in his facilitation with clients. If you need a highly skilled and courageously candid leadership coach, Frank is the man.”

Tayna Whitney, Director of Schools,
Anglophone School District West

“Our work with Frank Gallant at PEAK Experiences has had positive impact on our organizational effectiveness and has started us on a journey to meaningful culture change. Through our interactions with Frank we have been challenged and supported to become more open, motivated, caring and engaged in our professional as well as in our personal lives. By providing support and useful tools Frank has helped us become more constructive leaders, better communicators and increasingly valued leaders of the Pete’s team.”

Terry Robichaud and Olivia Hasler,
Pete’s Fine Foods ~ Everyday Extraordinary

“The two day Leadership Development workshop with Frank Gallant has given me a much deeper understanding of leadership styles in general, but more importantly a customized report of my own basic styles, strengths and opportunities to enhance my leadership practices in the future. The materials, activities and Frank’s personal insights are based on real-life experience and suggest concrete, actionable application of the leadership styles we discussed. I would highly recommend this workshop for leaders at any level of the organization.”

Craig Caldwell, Director of Schools,
Anglophone School District North

"My interest in Frank's approach and his Peak Experience LSI workshops stem from a successful personal experience several years ago. The LSI evaluation (plus his coaching) helped guide me to greater self-awareness through understanding that personal strengths and vulnerabilities, when understood, empower our work as individuals and team members. In this work unit our management team unanimously felt that at the cornerstone of our success we would find our people and among them ourselves. At the core of what we feel Frank is doing has been developing self-awareness and empathy in our management team. In this he has helped us increase our personal responsibility leading to our opening opportunities for building person to person successes and stronger work teams. Personally, I am convinced getting to be more familiar with myself has developed a better understanding of the value I have provided during my employment with the city." Our management team is also now committed and I recognize their interpersonal development since beginning our work with Frank; it is all very welcome progress."

Jim Donovan, Manager, Building and Compliance | Planning and Development
Halifax Regional Municipality

"Our management team has been working with Frank Gallant through his LSI Leadership program to build on our individual leadership skills and improve our performance through team development work. Frank created a safe, non-judgemental setting which provided for positive growth individually and collectively. Through our experience in this program our team has greater focus, stronger relationships and are performing at a higher level."

Tanya Phillips, Manager, By-law Standards Planning & Development | Municipal Compliance
Halifax Regional Municipality

"In February, 2016 I was invited to the Principal's Leadership Workshop where we spent time discussing our LSI (Life Styles Inventory) and I had the opportunity to meet Frank Gallant. I was skeptical of the results as I thought I knew who I was as a leader, and how to lead. I believe Frank knew me better than I knew myself! I quickly realized that I required some adjustment in my leadership style. He guided me through this journey by highlighting different strategies and approaches I could use to help apply this change. I approached the 2016-2017 school year with a new found vigour that had been missing for some time. I was healthy, confident and knew that if I applied some of the techniques that Frank had provided me with, I would have a successful year. The journey that I am on continues to this day. I would not have been able to do this or attempt this change if I had not met Frank or participated in his Leadership workshop. I speak from the heart in saying, "Frank gave me the confidence to be a better and effective leader that in turn made me a better person."

Michael O'Toole, Principal, Sugarloaf Senior High School,
Anglophone School District North

"I have found our sessions and reading material very informative and enlightening. In my 35 year career I have had many manager training & information sessions but this one actually gets the person to reflect on themselves more so than the others."

Kevin Hindle, HRM Buy-Laws and Compliance
Halifax Regional Municipality

"I can't say how much I valued the LSI and workshop on Thursday. It has helped me gain some clarity and feeling better. I'm looking forward to working on my Action Plan moving forward. Alan, Samia and I have already been discussion some really great initiatives. What an amazing self-reflecting light bulb. Thanks again and I look forward to growing and attending future workshops."

Manon Ouellette, Coach New Brunswick / Executive Director /
Directrice Générale Sport New Brunswick

"Frank's seminar on Trust was a true eye opener. His insights into the importance of self trust enabling the development of trust from others will lead you to important awareness of your strengths and areas for growth and development. If you are committed to evolving with your workforce and being a high achievement empowering leader in our very challenging multi-generational workplace, I strongly recommend this program to you."

Gord Helm, Manager,
Halifax Regional Municipality Solid Waste

"Frank combines his experience, knowledge and training tools to deliver a tailored approach suitable for a new team and for the team looking to be re-energized, refocused and renewed. His program provided lasting insights and lasting results means investing in Peak Experiences will return major dividends for the City! We needed focus and energy and Frank delivered!"

Roy Main, CAO
City of Charlottetown

"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 was engaged by our organization to offer a customized and highly interaction LSI Leadership and MEPS Management training workshops to all managers within our district. Frank Gallant offered an exceptional set of programs and our managers are reaping the benefits of both programs."

Kevin MacDonald, CEO
Guysborough Antigonish Strait Health Authority

"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.

"Eight years ago the Halifax Regional Police began an intensive police recruit training program to meet a significant number of anticipated vacancies. We were looking for a program that would kick start each of our classes creating an environment for the students centered on team work, trust and the ability to lead. This was a tall order to fill requiring a person who understood our needs, our goals and performance expectations for these young police officers. Frank Gallant and his team at Peak Experiences met and exceeded our expectations creating a custom program to meet our requirements and delivered in a manner that was interesting, challenging and a great deal of fun. The cadets thoroughly enjoy the experience as do the training staff! We look forward each year to working with Peak Experiences as it has become a staple in our cadet training program."

Sgt. Lindsay Hernden, Halifax Regional Police
Training Division - Police Science Program

"What gets measured gets improved. Peak Experiences gave us the tools to expand our measurement of performance indicators from the hard (concrete) to the soft (human). Utilizing Human Synergistic tools (LSI, MEPS, Leadership Impact & OCI Culture Assessment) Peak Experiences provided our unit with the exciting yet difficult challenge of measuring what each of us brings to the table, how the interaction of individual behaviours creates our culture, and a suggested journey towards achievement of the self-defined ideal culture. A remarkable developmental process"

Terry Penny, Manager
Children's and Women's Health Unit, GASHA

"Leadership development is a journey that begins with ownership, commitment, insight and understanding of self. I have enhanced my capacity in all these areas through your process."

Martha MacLean, Human Resources
Cape Breton District Health Authority

"Peak Experiences workshop was engaging and liberating. My key learning was the insight on how to balance social-emotional and process needs on teams and how to 'storm' effectively as a group."

Margot Simonot, Principal,
Yukon School Board

"I felt the time was very well spent for personal and team development. I thoroughly enjoyed the experience as the scope of what was covered was excellent. You surely earned my trust."

Jane Cameron, Manager
Pictou County Health Authority

"In my role as Senior Administration at St.F.X. University I feel confident in giving Frank Gallant my highest recommendation. Frank was the catalyst that brought together a highly diverse and demanding team in leading us through a process to develop a Strategic Plan for our division. I especially appreciate the professionalism combined with sensitivity and practicality."

Jana Luker, VP Student Services
St.F.X. University

"I am amazed at how skilled you were at working with our group. In less than a week I hear staff members, including myself using the language you taught us to deal with each other. The LSI Leadership assessment is perhaps one of the most useful tools I've come across in a long time."

Linda Murray, Teacher
Pictou Elementary

"I really do appreciate the analysis and the information. It gives me a little boost as I am finding myself tired. It also gives me a focus on where to make adjustments and improvements. I appreciate your candor and your insights throughout this process. I have enjoyed the journey."

Rick Demmings, Director of School,
Anglophone School District West

"I really appreciated the opportunity to take part your sessions this week. I have a great appreciation for you and the work you do. I also am looking forward to using this tool to help improve my leadership ability. I hope that this weekend will allow me to catch up and read all the reports and develop a plan. I will be looking for additional help from you and I guess I'm wondering what that would look like as far as time and money go. I am able to travel so I can come to you if necessary. I am looking forward to putting this together over the next number of months. Thanks again."

Steven Myers, Leader
PC Party PEI

"Frank it was a pleasure meeting you, you make a fellow feel like we new each other our entire life which means a lot, that's the first workshop I ever attended that could of lasted a full week. I would recommend you to anyone."

Colin LaVie, Fire Chief,
Souris Fire Department, PEI

"Thanks very much Frank. It was truly an enlightening and extremely interesting day and the manner in which you teach is captivating to say the least... I look forward to our next session and more so attempting to apply some of those adjustments that you speak of so that I can improve upon my leadership style and offer more to the team."

Gary Hersey, Supervisor
HRM Halifax Transit