



The Summit Leadership Excellence Program™

In today's competitive, constantly evolving marketplace, an organization's success is dependent on its ability to:

- ▲ Innovate with speed and flexibility
- ▲ Strike the critical balance between outstanding short-term results and long-term strategy
- ▲ Attract and retain the best technical talent
- ▲ Develop talent to secure the future of the organization

Successful companies need highly innovative organizations and real leaders in order to survive, and the companies who fail to invest in these areas will fall behind.

“90 percent of executives surveyed said that the long-term success of their organization's strategy depends on their ability to develop new ideas.”

- Accenture



HIGHLY INNOVATIVE ORGANIZATIONS...

NURTURE THE BEST TALENT

- Attract & Retain the best
- Fill the pipeline for future leaders
- Manage talent strategically

ENGAGE EMPLOYEES

- Have a Clear & Promising Vision & Strategy
- Ensure transparency and Alignment
- Energize employees around the Purpose

DRIVE INNOVATION & CREATIVITY

- Collaborate across teams & functions
- Embrace problems and learn from mistakes
- Never make excuses

THINK STRATEGICALLY

- Balance Short-term goals and long-term strategy
- Embrace Change & Challenge the Status Quo

REAL LEADERS...

ACTIVELY DEVELOP TALENT

- Spend >30% of their time developing their team
- Create impactful developmental plans
- Have exceptional coaching skills

CREATE WINNING TEAMS

- Connect company strategy to team goals
- Actively seek input & celebrate winning
- Celebrate breakthroughs and achievements

STRIVE FOR EXCELLENCE

- Model Excellence as a Leader and a Team
- Create a “Bad News Early” culture
- Enable and Empower the team to deliver

ACT STRATEGICALLY

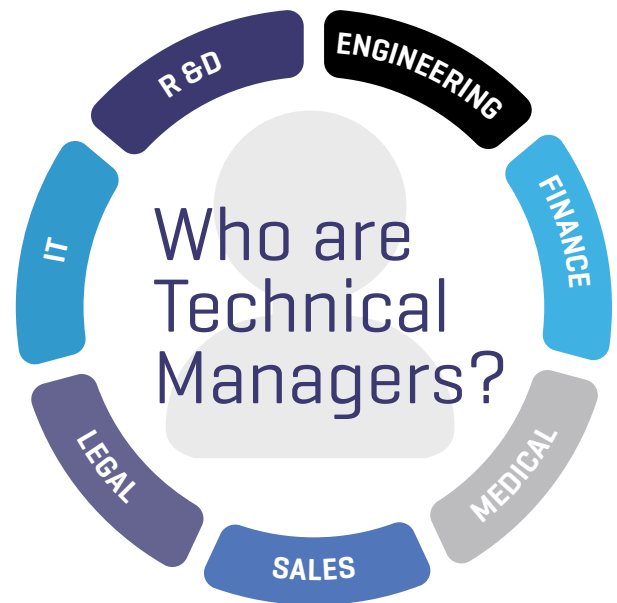
- Leverages strengths & improves weaknesses of team
- Looks for Opportunities and addresses Threats
- Encourages team to dream and think “what if”

“71% say their leaders are not equipped to take their organizations into the future.”
- Brandon Hall Group

Winning Organizations are composed of Real Leaders, from the C-suite to managers at all levels.

Most managers grew from individual technical roles based on their excellent business results – we call these technical managers. For technical managers to achieve the next level and transform into Real Leaders, **behavioral change** is key.

80% of leadership challenges are related to behaviors.



How do organizations transform technical managers into Real Leaders? The Summit Leadership Excellence Program™ by Performex®

Summit equips technical managers with:

▲ Self-Awareness

An understanding of the natural tendencies that drive behaviors when communicating with and managing others.

▲ Leadership Toolkit

Strategies for improving the skills and behaviors critical to driving innovation and engagement within their organizations.

▲ Path Forward

Video simulation and 12 months of executive coaching support on-the-job success and reinforce developmental plans.

Summit enables leaders to:



Actively develop talent



Create winning teams



Strive for excellence



Act Strategically

“Leaders of innovation create environments that strike the right balance between the need for improvisation and the realities of performance.”

-HBR

Why do individuals from highly technical and professional backgrounds get excellent results with *The Summit Leadership Excellence Program™*?

The program is designed to play on their strengths:

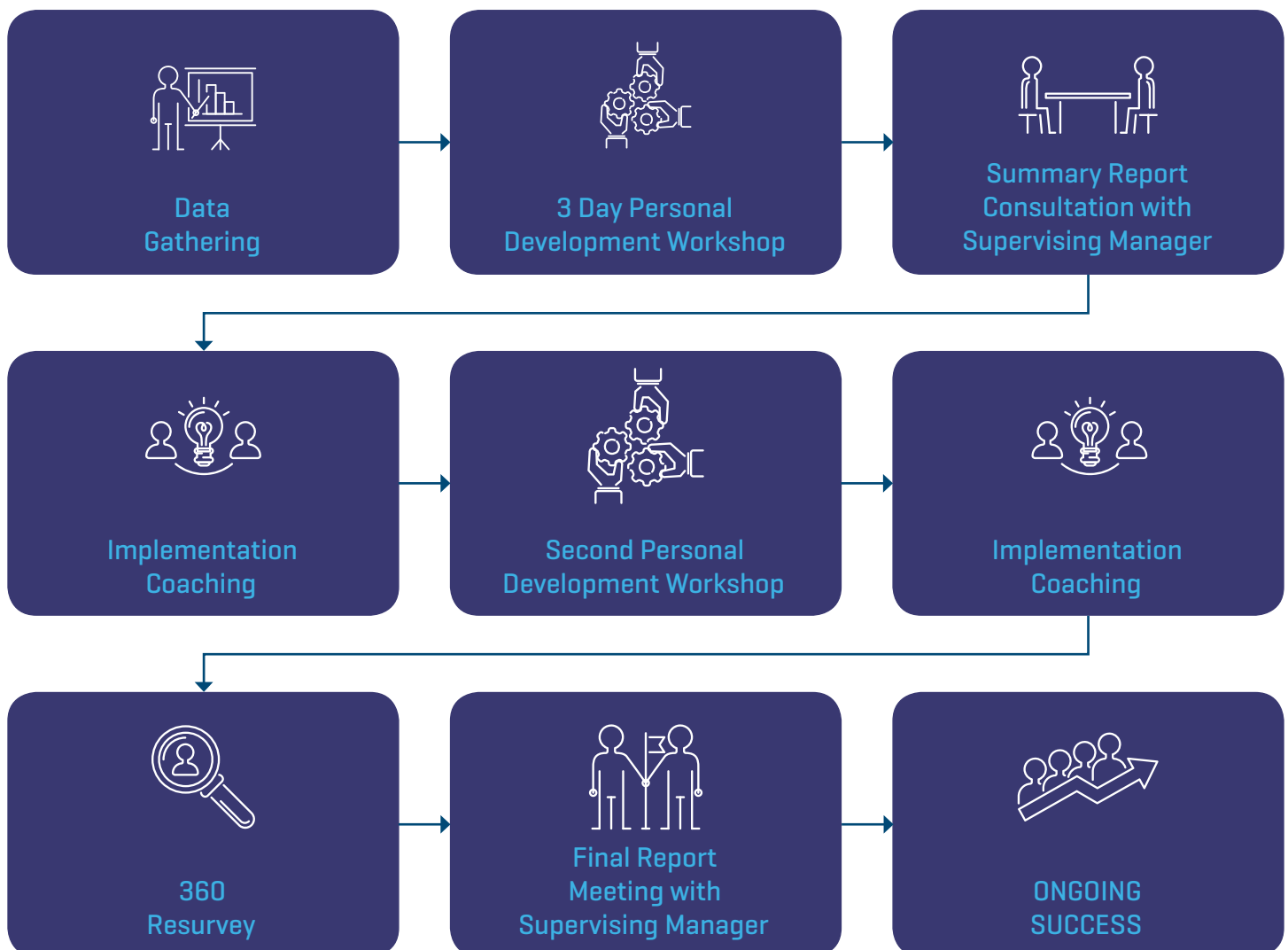
- ▲ Affinity for Science
- ▲ Problems Solving Skills
- ▲ Intellectual Acuity
- ▲ Expertise Using Processes to Build Advanced Managerial and Leadership Skills

94% of Performex program participants rate our programs as very relevant to their needs.

More than 85% agree participation in Summit was the pivotal development experience in their career.

40 years of transforming technical managers into real leaders.

The Summit Approach: 12 Months to Peak Performance



The Summit Leadership Excellence Program™

Transforming technical managers into **real leaders**.

Why invest in leadership development for your technical managers?

- ▲ Equip your managers for the future and retain top technical professionals
- ▲ Demonstrate an appreciation and commitment to the future of your top managers

Why invest in The *Summit Leadership Excellence Program* for your technical managers?

- ▲ **Supervising manager involvement** ensures development is aligned with organizational strategy and needs
- ▲ **Real business solution.** Coaching process includes support for solving a real business problem identified by the client
- ▲ **100% Client Satisfaction Guarantee**
We are passionate about developing Real Leaders, and we stand behind our programs, coaches and methodologies. If, after completion of the 12-month Summit Program, you are not satisfied, we are proud to offer a full refund on program registration.

Are you seeking development for multiple technical managers?

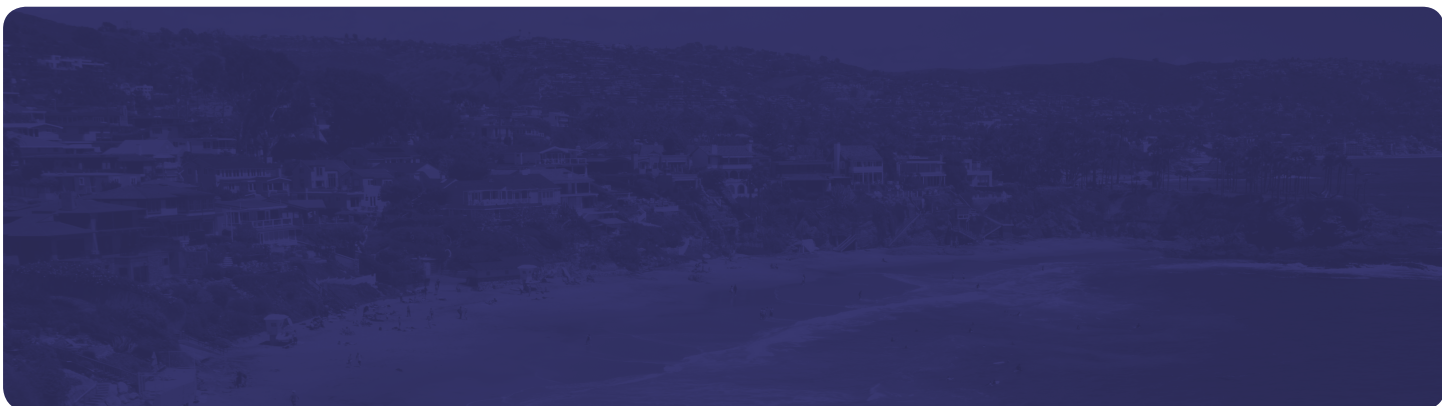
Participation Partnership Offering

We are proud to offer core partnership solutions, with discounted pricing for client organizations registering multiple participants in our open-enrollment sessions.

On-site Program Delivery

Summit's leading content customized and delivered on-site to best meet the unique challenges of your organization or function.

“Amazing results. I’ve been looking for this type of program for a decade!”
-Performex Client HR Manager



Programs are offered quarterly in Atlanta, GA and Orange County, CA.
Visit www.Performex.com/Summit to view upcoming program dates.



CONTACT US
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www.performex.com

