

Altitude Training Course Outline



Welcome to Altitude Training

Session 1



Your Peace Index

Session 2



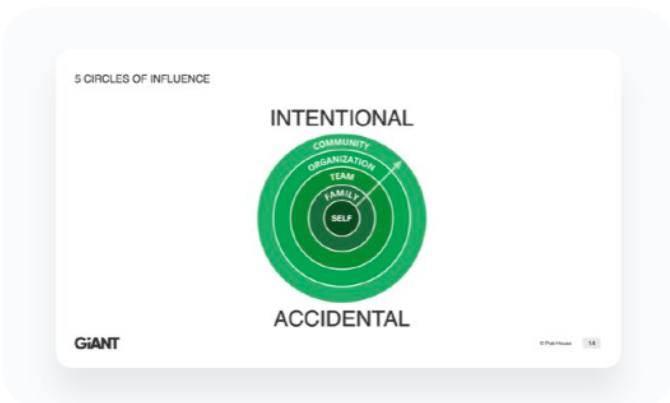
Your Support/Challenge: To Team & Family

Session 3



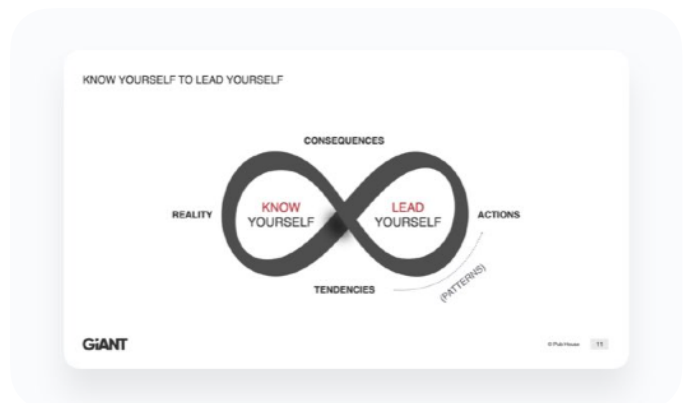
Your Support/Challenge: To Yourself

Session 4



5 Circles of Influence: Intentional vs. Accide...

Session 5



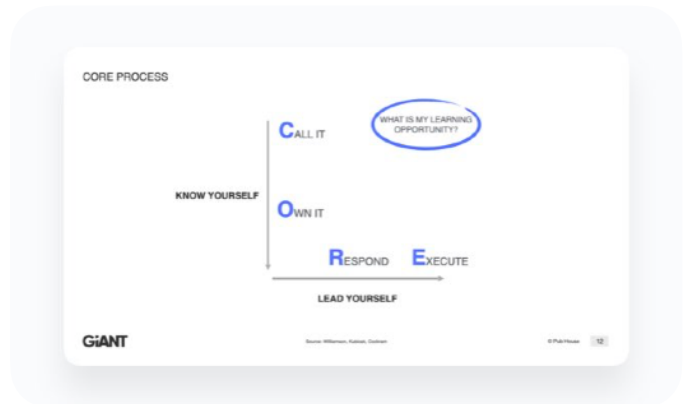
Know Yourself to Lead Yourself

Session 6

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Who Says You Can't?: Inhibition vs. Prohibition
Session 7



CORE Process: Key Tools for the Climb
Session 8



5 Voices: Discovering Your Leadership Voice
Session 9



5 Voices: Leadership Insights for Your Voice
Session 10



5 Voices: The Power of Your Voice
Session 11



5 Voices What Triggers Your Weapon System
Session 12

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5 Voices: Rules of Engagement

Session 13



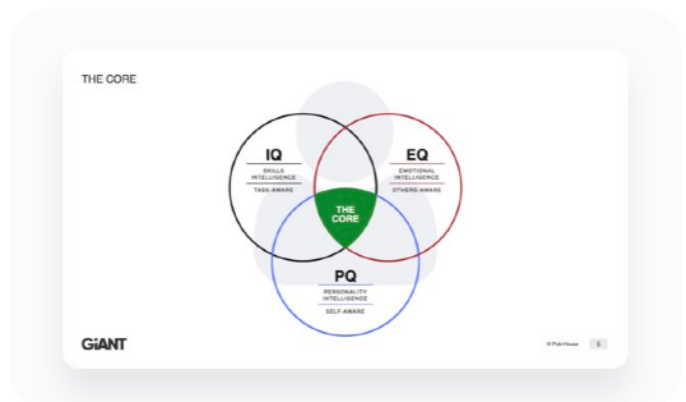
5 Voices: Liberation Statements

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CORE Process: Your 5 Voices Game Plan

Session 15



The Core of Your Leadership

Session 16



5 Gears: Over-Productive & Under-Present

Session 17



5 Gears: Tendencies & Challenges

Session 18

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5 GEARS

- 5 Focus Mode:** In-the-Zone, fully focused and immersed in a project
- 4 Task Mode:** Multi-tasking, and managing To-Do Lists
- 3 Social Mode:** Small-talk, chit-chat, and socializing
- 2 Connect Mode:** Going deeper and bonding with someone
- 1 Recharge Mode:** Rest, Recovery, and Personal recharge
- R Responsive Mode:** Backing up or apologizing when necessary

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5 Gears: Triggers & Learning to Shift
Session 19

CORE PROCESS

KNOW YOURSELF

CALL IT (WHAT IS MY LEARNING OPPORTUNITY?)

OWN IT

RESPOND EXECUTE

LEAD YOURSELF

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CORE Process: Your 5 Gears Action Plan
Session 20

LEADER MINDSET

LIBERATE

Fight for the highest possible good in the lives of those they lead.

- 1. What specific support and challenge do they need from me?
- 2. What is the tendency and pattern most undermining their influence?
- 3. How do I help them get to the next level?

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Liberating Others: How to Build Leaders Wor...
Session 21

CALLING UP, NOT OUT

CALLING UP

Others Experience: "For Me"

Others Experience: "Against Me" "For Themselves"

CALLING OUT

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The Liberator's Intent
Session 22

COMMUNICATION CODE

TRANSMITTING

RECEIVING

- CRITIQUE:** "Critique my work" Ask the difficult questions. Tell me why I won't work.
- COLLABORATE:** "Shape this with me" Build on it together. Help me get the best outcome.
- CLARIFY:** "Check that you understand" Have patience. Ask questions. Confirm what you've heard.
- CARE:** "Create a safe space" Don't try and show me. Be present and listen to me.
- CELEBRATE:** "Celebrate success with me" Enjoy the moment. Recognize what's best achieved.

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Communication Code: Your Tendencies
Session 23

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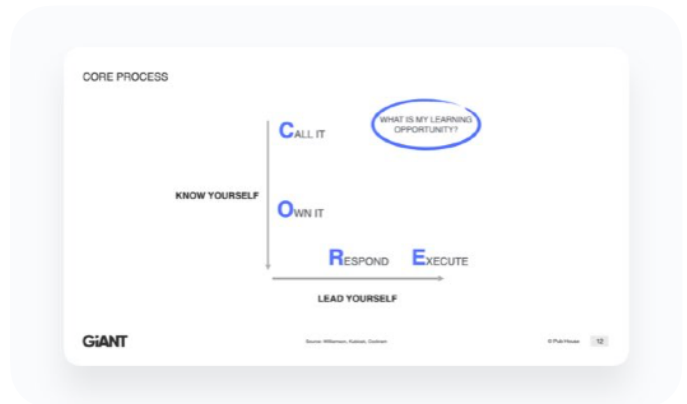
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Communication Code: Your Challenges
Session 24

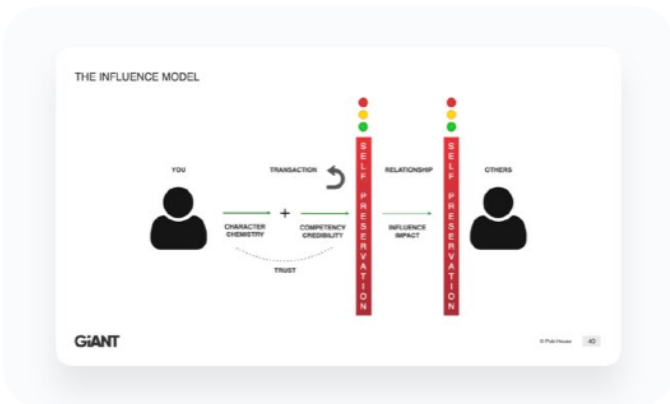
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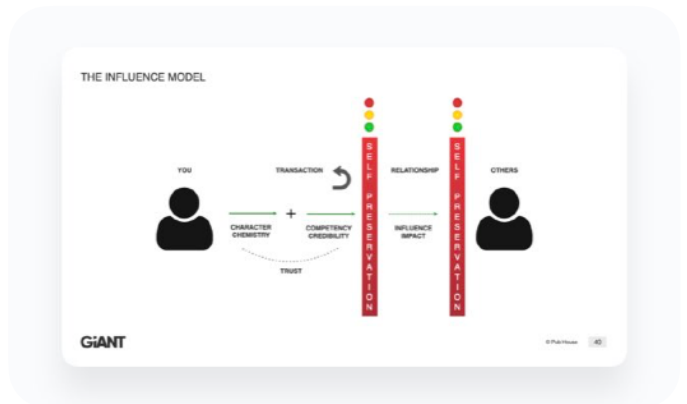
Communication Code: Active Listening
Session 25



CORE Process: Communication Code Action...
Session 26



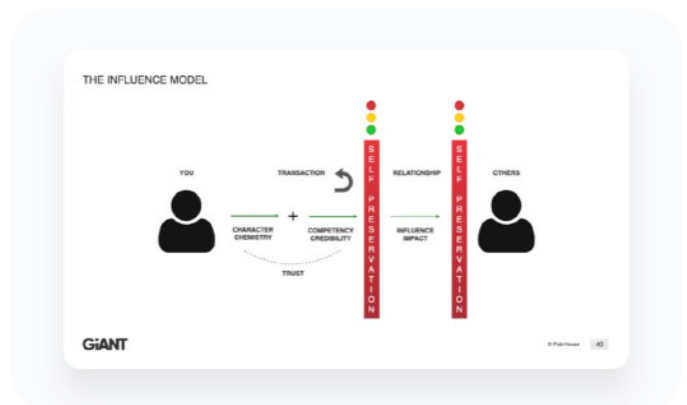
Maximizing Influence: Building Trust
Session 27



Maximizing Influence: The 5 Voices Connect...
Session 28

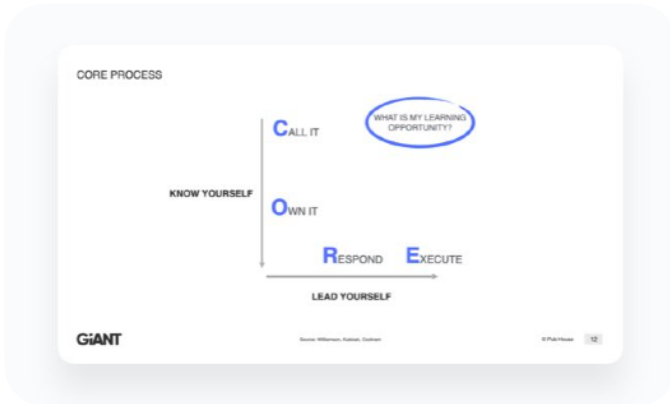


Maximizing Influence: Overcoming Self-Pres...
Session 29



Communication Code: Relationship Before O...
Session 30

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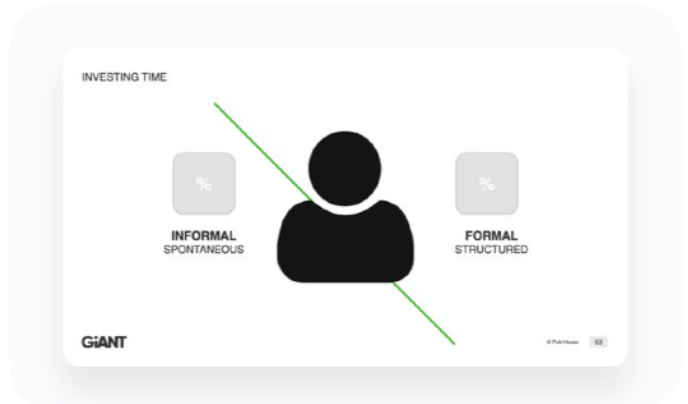
CORE Process: Maximizing Influence Action...
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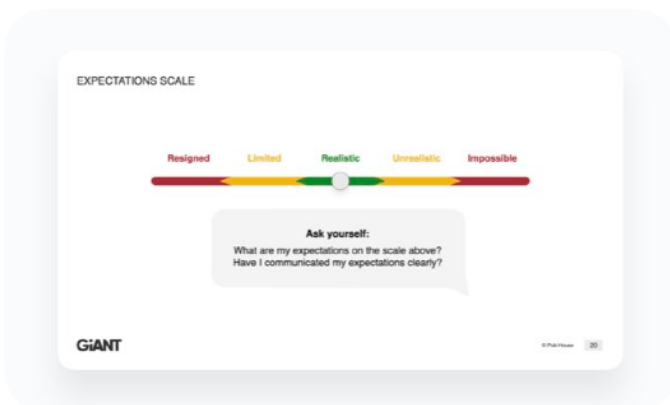
How to Develop Others Effectively
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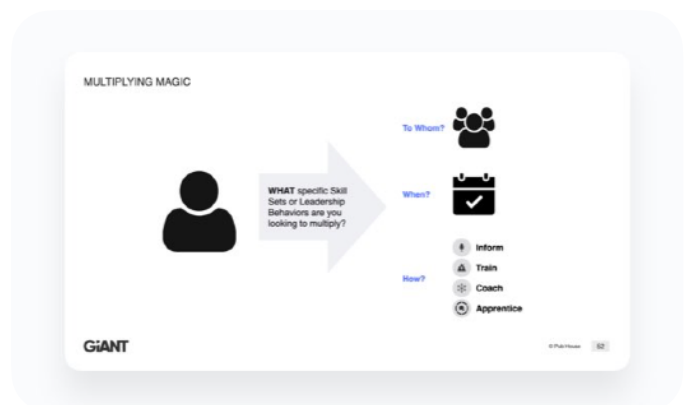
The Responsive Leader
Session 33



Investing Time Intentionally
Session 34



Setting Clear Expectations
Session 35



Multiplying Magic: Learning How to Transfer...
Session 36

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CLARITY TOOL

Are our plans...

- SIMPLE**
Are they easy to understand?
- SCALABLE**
Are they able to grow with us without breaking or changing?
- SUSTAINABLE**
Are they able to be maintained and upheld?

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Getting Clarity with Your Team

Session 37

CHANGE EQUATION

Change: $D \times V \times N > \text{Resistance}$

- D** Dissatisfaction with the Status Quo
- V** Vision of the Future
- N** Natural Next Step

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The Change Equation

Session 38

OVERCOMING RESISTANCE

Resistance = Barriers, Hurdles, Gaps

- Barriers** are things you can't change.
- Hurdles** are things you have to overcome.
- Gaps** are things you need to fill in before moving on.

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Overcoming Resistance

Session 39

GETTING LEADERS TO THE NEXT LEVEL

Level 1, Level 2, Level 3, Level 4, Level 5, Level 6

- What level are your leaders at?
- Do they know the expectations of their role?
- Are you committed to helping them get there?

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Getting Others to the Next Level

Session 40

THE 100X LEADER ASSESSMENT

PERFORMANCE — 10 — 9 — 8 — 7 — 6 — 5 — 4 — 3 — 2 — 1 — 0

How well are you performing?

LEADING PERFORMERS — 10 — 9 — 8 — 7 — 6 — 5 — 4 — 3 — 2 — 1 — 0

How well are you leading performers?

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The 100X Leader Assessment

Session 41

CORE PROCESS

CALL IT, OWN IT, RESPOND, EXECUTE, LEAD YOURSELF

WHAT IS MY LEARNING OPPORTUNITY?

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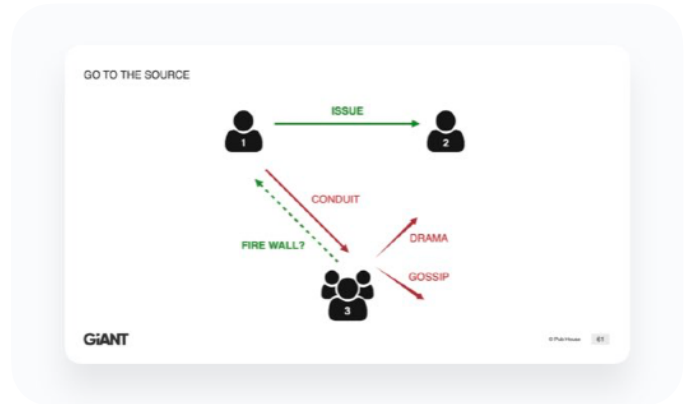
CORE Process: Intentional Transfer Plan

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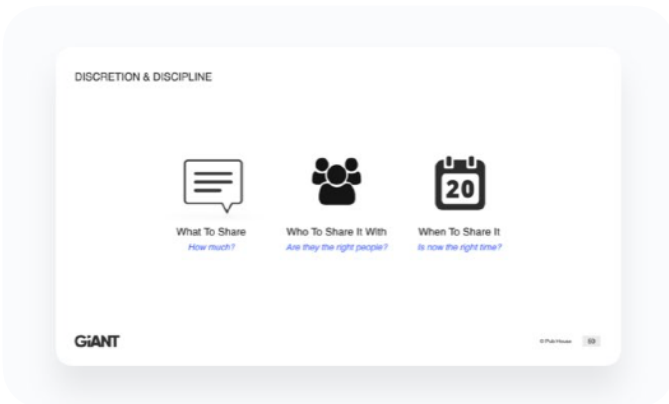
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Maximizing Performance: How to Lead Orga...
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How to Defeat Drama & Gossip: Go to the So...
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Using Discretion & Discipline
Session 45



Communicating Clearly with Provisional Plan...
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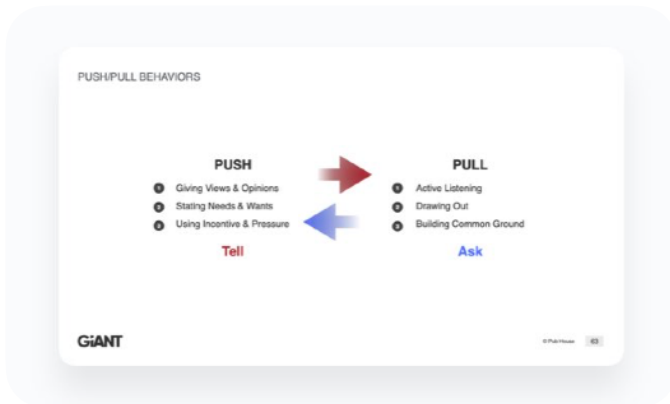


The Power of the Medium
Session 47



Effective Delegation
Session 48

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Push / Pull Leadership & Coaching Skills
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The Performance Diagnostic
Session 50



CORE Process: Altitude Training Takeaways
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