

## About Performex™

### Discover How To Turn Technical Experts into Expert Executive Leaders

Performex is the 35-year old leadership development firm specialized in transforming engineers, scientists, and specialists into highly skilled team-leading executives within companies that are driven by their technology experts. Our clients include leading pharmaceutical, healthcare, medical device, utility, consumer products, and technology companies, where our programs are an integral part of their leadership development strategy.



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# The Path to Peak Performance

**The Specialist in Management  
and Leadership Excellence**



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## Summit Embedded Coaching

Our Summit Excellence Program™ has embedded coaching to support the participants and the coaches as they address each participant's two improvement areas identified in the Summit 360° assessment process. It ensures the plans are followed and executed. Our coaches and participants are supported by a coaching portal that gives them access to our proprietary content as well as today's other top thought leaders.



## Ascender Extended Coaching

Our Ascender Extended Coaching supports the participants who would benefit from a deeper exploration of program topics. Our coaching portal located through the Performex™ website includes extended coaching materials organized by competency and key skill area. Additional self-assessments are provided to help the coach gain more clarity on the specific improvements to be made.

## Apex Executive Coaching

Apex Executive Coaching is offered to drive the results of managers and leaders for selected topics such as: communication skills, conflict resolution, delegation, influencing skills, meeting management, presentation skills, progressive discipline, senior leadership skills, teambuilding, and time management.



## Summit Excellence Program

Our twelve-month long Summit Excellence Program™ gets results because it blends today's best instruction on leadership and managerial skills with the latest executive learning technology and battle-tested coaching and reinforcement techniques. We interact with the participant 14 times over the 12-month program to ensure the superior leadership skills are not only learned but put into action. Designed with the latest Learning 3.0 approaches, Summit provides a powerful boost to your management succession and transition efforts and ensures that your company's participants are deeply engaged in the executive learning process. Summit content is iPad-enabled, social-media enhanced and filled with in-the-moment videos to reinforce key concepts, bringing our curriculum to life so that it creates a road map to better business results.



## Pinnacle Excellence Program

Lock-in better business results and employee retention through the Pinnacle Excellence Program™, a 12-month program providing your high potential with the skills needed to be a transformational leader. The Pinnacle program shortens the readiness time for key employees to yield excellent results with managing new functions, difficult major projects and struggling business units.



## Summit vs. Pinnacle

Item	Participant's Profile	Summit™	Pinnacle™
1	Project manager?	Yes	No
2	Managerial experience?	First – Second	Third or more
3	Position title?	Manager/ Director	Sr. Director or above
4	Total headcount in organization that reports to participant?	20 or less	21 or more
5	Current assignment “transformational”?	No	Yes
6	MBA?	No	Yes
7	In current assignment less than 6 months?	Yes	No
8	Transitioning from individual contributor role to manager?	Yes	No
9	Current job responsibility includes strategy development?	No	Yes
10	Manage professionals?	No	Yes
11	Years of experience as a manager/supervisor?	7 or less	More than 7

