



# 3 Peaks Leadership

Are you looking for an outstanding leadership development programme, either for yourself, or for your organisation?

Does your organisation need leaders with moral courage and integrity who inspire trust and commitment in their followers?

Do you want a leadership development programme that focuses on delivering both immediate and long-term benefits?

3 Peaks Leadership is a new concept in leadership development, that has been designed to help you and your leaders and managers meet the complex challenges that face organisations today and in the future.

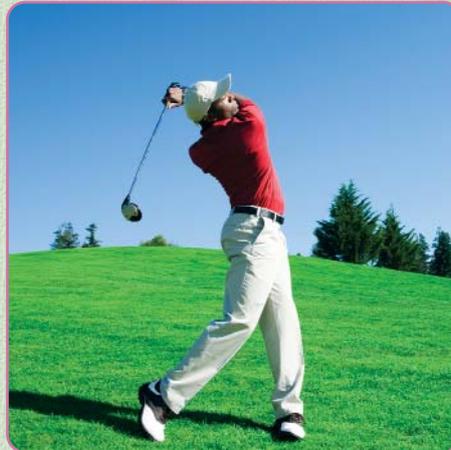
It uniquely integrates the 3 factors that are critical to being an exceptional leader:

## Cognitive Fitness



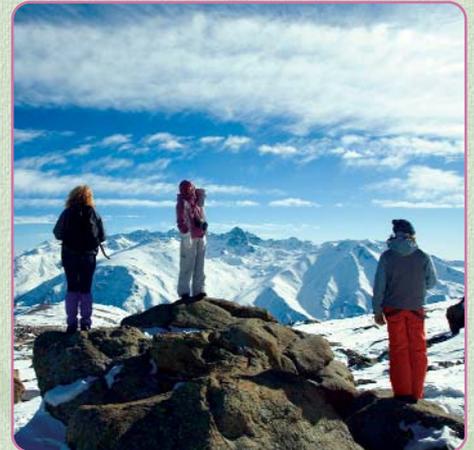
Mental resourcefulness and flexibility

## Operational Fitness



Consistent delivery of impressive results

## Physical Fitness



Effective management of stamina and energy

### Key features of the programme:

- **Modular residential format:** one day a month over a year, combining business psychology and coaching support with a focus on specific work-related projects
- **Underpinned by the concept of the Authentic Leader:** leaders who are self-aware, who are trusted, and whose integrity leads to committed engagement by their followers
- **Includes the 3 Peaks Leadership Challenge:** testing participants' mental, operational and physical fitness to become the best leaders they can be

[www.3peaksleadership.co.uk](http://www.3peaksleadership.co.uk)



# 3 Peaks Leadership

"3 out of 5 UK leaders are not satisfied with what their organisations offer for leadership development."

CIPD's Global Leadership Forecast 2008-9, p.2, June 2008

This doesn't surprise us; it is why we have developed the 3 Peaks Leadership concept. We believe that leadership programmes should enrich all areas of a leader's life and they should be underpinned by the principles of Authentic Leadership. Authentic Leaders are not only self-aware but are they characterised by their integrity.

**Organisations led by authentic leaders consistently out-perform the competition.**

## Programme Outcomes

3 Peaks Leadership will develop leaders who:

- Can maintain clarity of thought and juggle complex projects in moments of crisis
- Will mobilise their own energy and resources and those of others to consistently deliver under pressure
- Are recognised and valued both as talented individuals and as leaders within their organisations
- Have the courage to take decisions and defend them if necessary

## Programme Benefits

By the end of the programme 3 Peaks Leaders will:

- Become highly effective problem solvers, learning how to use a multi-perspective approach to embrace all points of view, and how to generate and prioritise the available options
- Be able to keep their organisation ahead of the competition, by developing their skills of creativity and innovation to develop leading edge products and services
- Have increased their own passion and commitment to becoming the best that they can be, by integrating their own moral compass with the values of their organisation

## What are the 3 Peaks of Leadership?



### Cognitive Fitness

- Thinking in the right ways at the right time
- Applying flexible thinking strategies that engage hearts and minds
- Being mentally resourceful and resilient



### Operational Fitness

- Performing consistently under pressure
- Motivating and influencing to get the best from yourself, your teams and your colleagues
- Delivering tangible and measurable results



### Physical Fitness

- Managing your body's energy and stamina
- Using your physical presence to deliver your leadership role effectively
- Being an inspirational role model within your organisation



**Achieve extraordinary results - just by being yourself**

### Course Outline

3 Peaks Leadership is a year long modular programme beginning in September 2009 on the 2nd Sunday afternoon of each month, finishing on the Monday evening. Integrating physical, mental and business-focused tasks, the 3 Peaks Leadership development programme challenges you to become the best leader that you can be **at work, at home and in your community.**

### Pre and Post-course work

Participants will be asked to complete a number of work and personality based questionnaires before the start of the course which will help tailor the programme to their needs. Participants will also identify four projects within their organisation that will form the basis of the work-related assignments.

#### Quarter ONE

- |                           |   |
|---------------------------|---|
| 1. What is Leadership?    | Leadership and Style                                  |
| 2. 360° Feedback          | Models and styles of leadership                       |
| 3. Coaching and Mentoring | Understanding your own leadership and thinking styles |
|                           | Coaching yourself and coaching others                 |

#### Quarter TWO

- |                            |   |
|----------------------------|---|
| 4. Team Models             | Leadership and the Team                                     |
| 5. High Performance Models | Influencing, motivating and managing the energy of the team |
| 6. Why Teams Fail          | The value of trust and integrity                            |
|                            | Overcoming dysfunction in teams                             |

#### Quarter THREE

- |                          |  |
|--------------------------|--|
| 7. Business Ethics       | Leading Upwards and Across                                 |
| 8. Politics and Lobbying | Becoming an Authentic Leader; developing trust and respect |
| 9. Strategic Thinking    | The Leadership 'game'                                      |
|                          | Vision and strategy  |

(May 2010)

#### The 3 Peaks Leadership Challenge

#### Quarter FOUR

- |                     |   |
|---------------------|---|
| 10. Managing Change | Leading into the Future                     |
| 11. Your Future     | The psychology of success                   |
| 12. 360° Feedback   | Leadership and Followership                 |
|                     | Progress and priorities, evaluation and ROI |

### Investment

The investment cost for the 2009 3 Peaks Leadership Development Programme is £7,500 + VAT. This includes:

- Overnight accommodation and meals at **Latimer Place**, Chesham in Buckinghamshire
- Programme related coaching support and training materials
- Participation on the **3 Peaks Leadership Challenge** in May 2010
- Supported by an on-line learning platform

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## Ensuring Business Success

### Our Unique Perspective

As business psychologists, at The Cognitive Fitness Consultancy we help people and organisations to think more effectively and so deliver business success. Our unique knowledge of how thinking affects and drives behaviour means that we:

- Understand the psychology of leadership, followership and teamwork
- Know how to develop the thinking skills and abilities of leaders and potential leaders
- Will assist you in ensuring organisational success by developing the 3 Peaks of Leadership within your current and potential leaders

### Are you and your Organisation

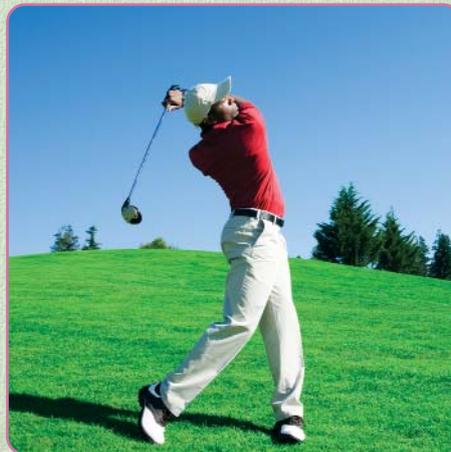
- Committed to the development of your key leadership talent and your leadership pipeline?
- Fully aware of the ethical challenges facing you over the next few years and their likely impact on your business?
- Looking for a leadership development programme that challenges and satisfies you?

#### Cognitive Fitness



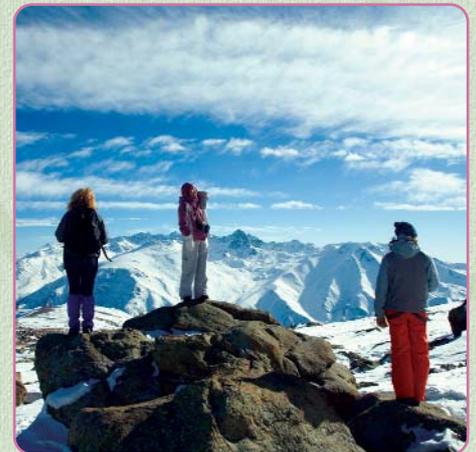
Mental resourcefulness  
and flexibility

#### Operational Fitness



Consistent delivery of  
impressive results

#### Physical Fitness



Effective management  
of stamina and energy

We invite you to take up the 3 Peaks Leadership Development challenge

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