



PINNACLE

LEADERSHIP





If you're reading this you were either referred by a client or we invited you. Either way, you're curious about what we do. Here it is.

**We develop resilient leaders
and cohesive teams.**





Pinnacle events forge the development of leaders unlike anything they can experience in the classroom or by reading a book.

Here's how we do it.

Experiential Training

Pinnacle conducts experiential training events based on proven leadership development methods from **the U.S. Army's Adaptive Leader Program, Officer Candidate** and **Special Forces** training.

Pinnacle engagements provide a highly focused, hands-on experience that emphasizes learning through team-based problem solving, decision-making, and effective communication.

Resilience

Resilience is the ability to rapidly respond to unforeseen change, even chaotic disruption. It is the ability to bounce back — and, in fact, to bounce forward — with speed, determination, and precision.





Forging Resilient Leaders

The core design is based on the eight principles of adaptive performance (Pulakos et al., 2000) such as solving problems creatively, dealing with changing or ambiguous situations, interpersonal adaptability, and cultural adaptability.

Participants complete one or more practical exercises that are designed to tap a subset of the adaptive performance dimensions. Some of the exercises create realistic, simulated leadership scenarios, while others consist of more general team cohesion and problem-solving activities.

Eight Dimensions of Adaptive Performance

1. Handling Emergencies or Crisis
2. Handling Work Stress
3. Solving Problems Creatively
4. Dealing With Uncertainty
5. Learning Tasks, Technologies, and Procedures
6. Interpersonal Adaptability
7. Cultural Adaptability
8. Physical Adaptability







Pinnacle uses a hands-on, outcomes-based approach to training, focusing on the results clients intend to achieve.

Primary Goals

The primary goals of Pinnacle training are to enhance resiliency and adaptability in leaders, while increasing the effectiveness and cohesiveness of teams.

Outcomes-based

At Pinnacle, Outcomes Based Training & Education (OBT&E) focuses on teaching the “Why” behind any problem. Its primary purpose is to teach “How” to think.

Client-specific

Our work is tailored to client requirements and varies in scope, from a single team building offsite to a monthly or quarterly leadership development program.





Adapt and Overcome

Formed into small teams, participants will overcome challenges, surmount mental and physical barriers, establish plans of action, and execute their plans to solve problems. The Pinnacle process promotes accountability and fosters an understanding not only of what needs to be done but why certain actions are required.

After Action Review (AAR)

After each event, the participants execute an after action review (AAR) to discuss what went right, wrong, and what needs to be improved. Through this feedback process, coaching, and reflection, participants apply lessons learned to leadership challenges.





Our mission is to train and develop resilient leaders and cohesive teams prepared to succeed in complex environments, ambiguous situations, and periods of uncertainty.

Our Team

Our team consists of former military leaders, entrepreneurs, business executives, and leadership development experts.

Our Services

Our services combine proven experiential exercises, team building experiences, concrete takeaways, and unparalleled leadership development.



The Pinnacle Leadership Course (PLC)

The PLC is mobile (can be set up at your location) and flexible enough to be conducted indoors or outdoors.

- **Half Day** – 2-4 Hour Experiences
- **Full Day** – 5-8 Hour Experiences
- **Retreats** – Overnight Experiences







Frequently Asked Questions

How physically strenuous is the training?

All Pinnacle training events are tailored to the physical abilities, limitations and desired outcomes of the client. We modify the training to meet the needs of elementary students, business executives, and elite athletes alike.

What are the risks of injury during training?

Although no training is risk free, Pinnacle training events are designed to be low risk. Weather conditions as well as prior injuries or health conditions are monitored closely to mitigate risk.

What happens in the event of inclement weather?

A primary and alternate training date will be scheduled for all outdoor training events. Weather assessments will be made 72, 48 and 24 hours prior to training. The decision to reschedule training due to inclement weather will be a coordinated effort between the client and Pinnacle.

Does Pinnacle perform training and evaluations?

Yes, Pinnacle conducts both training and evaluations. In addition to experiential training at your location or one of ours, Pinnacle performs leadership, resilience and cohesion evaluations providing candid feedback on the success or failure to implement the lessons learned.

Where does the training take place?

Pinnacle can provide training at your place of work, your retreat location or at one of our locations. Pinnacle leadership and resilience retreats are available in Bloomington, IN; Colorado Springs, CO; Tempe, AZ and Louisville, KY (Danville, IN).





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Select Pinnacle Clients

Athletic | **Corporate** | **Academic**

Ernst & Young

Hoosier Energy

Cook Medical

Catelent

DistinXion

Knowledge Works

US Olympic Wrestling

Indiana University Athletics

University of Cincinnati Athletics

Arizona State University Athletics

Monroe County School Corporation

Indianapolis Public Schools

Lawrence Township Community School Corporation

Indiana University School of Education

Monroe County Youth Sports

Franklin Central Community Schools

Indiana University Kelley School of Business





"It was an experience that frankly our students are never going to forget...it may as well have been a whole semester class."

**Ray Luther, Co-Director
MBA Leadership Academy
IU Kelley School of Business**

"The Pinnacle experience resonated because we were constantly learning from our experiences through After-Action Reviews (AARs). The day was filled with stretches of planning followed by spurts of action. As a team, we grew more capable throughout the day because we relentlessly dissected those spurts, helping us to build on our successes and learn from our mistakes."

**Brian Hathaway
Senior Consultant
Deloitte Consulting**

"Our experience with Pinnacle Leadership played a huge factor in our run to the College World Series. When times got tough, we drew upon the training and knew we could mentally overcome any situation, environment or competitive scenario."

**Tracy Smith
Head Coach – Baseball
Arizona State University**

"What went on this weekend with Pinnacle was immeasurable. What the girls gained from it is invaluable. When the dust settles and we get our hands raised high as World and Olympic Champions, you will know that a part of those medals belong to Pinnacle."

**Terry Steiner
National Coach
Team USA - Women's Wrestling**

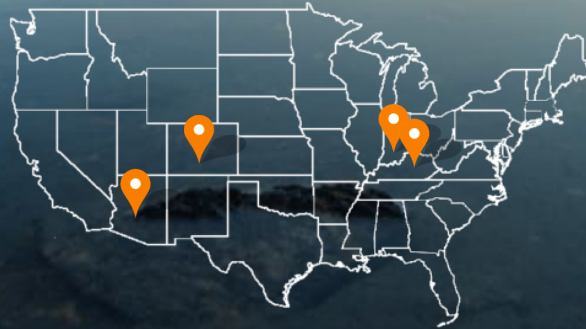






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Bloomington, IN • Colorado Springs, CO • Tempe, AZ • Louisville, KY

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