

*peak*  
perspective



**COMPANY  
PRESENTATION**

Building tailor-made leadership programs for teams and individuals using nature as a catalyst for growth

## WHO WE ARE —

Peak Perspective is here to unhide people's power, potential and unique path. We organize hikes and programs to support organizations, teams & individuals in their development.

Our programs always incorporate the outdoors. The natural surroundings and intensive coaching foster a deep reflection and provide space to build an individual leadership story. Setting clear intentions: how do you want to show up; navigate yourself; and lead others. Over the years we have been working with a range of participants from international companies – e.g., Beiersdorf, BCG, Deutsche Bank, Adidas.

We break patterns, create space to experiment with new behaviors, and see things from a higher perspective. Welcome to Peak Perspective.

It's time to unhide!

The logo for Peak Perspective features the word "peak" in a black, cursive script font, positioned above the word "perspective" which is written in a bold, black, sans-serif font.

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## MAIN PRINCIPLES

We don't assume there is one leadership style that works for everyone. It is more important to lead in the way that fits with your identity, than to follow a specific model. However, there are a couple of critical elements required to become a trusted leader and to be able to effectively drive change.

### TRUST

**Trust creates change.** Building trust requires the psychological safety to feel fully accepted. By creating an environment of trust, we foster better collaboration, more creativity & innovation.

### AUTHENTICITY

**Authentic leadership enables growth.** We identify what makes you unique and how to use these strengths. By being an authentic leader, you create the space for other people to tap into their own potential.

### RESILIENCE

**Emotional balance is key.** We are in constant change. By creating higher levels of emotional awareness, we enable better reactions dealing with stress and uncertainty. Contributing to long-term satisfaction & wellbeing.

## OUR PROGRAMS ---

We believe that leading happens in all areas of life. Some positions make you a manager. You make yourself a leader. Leadership is not a position but an attitude towards life.

Whether we work with companies or individuals, we always focus on creating a strong sense of self-leadership<sup>1</sup>. Having clarity about: what you do, how you do it, and why you do it. Developing this clarity requires an honest conversation about your identity, what shaped and formed you, the behavioral and emotional patterns that are being triggered, and the way in which you guide yourself in your private and work life.

See next slide for details about the different offerings.

<sup>1</sup>Charles Manz (1983, Harvard Business School)



# PROGRAM OVERVIEW

## COMPANY PROGRAMS

Whether it is about senior executives dealing with organizational change, ambitious management trainees looking for development opportunities or occupational change processes and the prevention of burn-out, we provide the necessary space and reflection to take the lead.

Besides complete program offerings, we also provide smaller engagements (incl. workshops and team offsites), where your organization's requests are fully integrated in a personalized approach.

## INDIVIDUAL SIGN-UP

You have employees that are stuck?  
Looking to gain clarity or trying to break a pattern? During our hikes we provide renewed clarity, break down walls and get rid of old patterns. Next to this, we also offer an in-depth coaching education, specifically for people that are looking to gain coaching skills – supporting the development of individuals or teams.

### LEADERSHIP DEVELOPMENT

Full-fledged leadership program, incl. a 4-day leadership expedition, as well as pre- and post-sessions around leadership models & organizational change.

### DEALING WITH BURN OUT

Focused on prevention & recovery. Helping employees recover faster and better, boosting employee satisfaction and company performance.

### TRAINEE BOOTCAMP

Investing in talent is essential to equip organizations for the future. We focus both on the individual and spend time with the group & its dynamics.

### THE HIKE

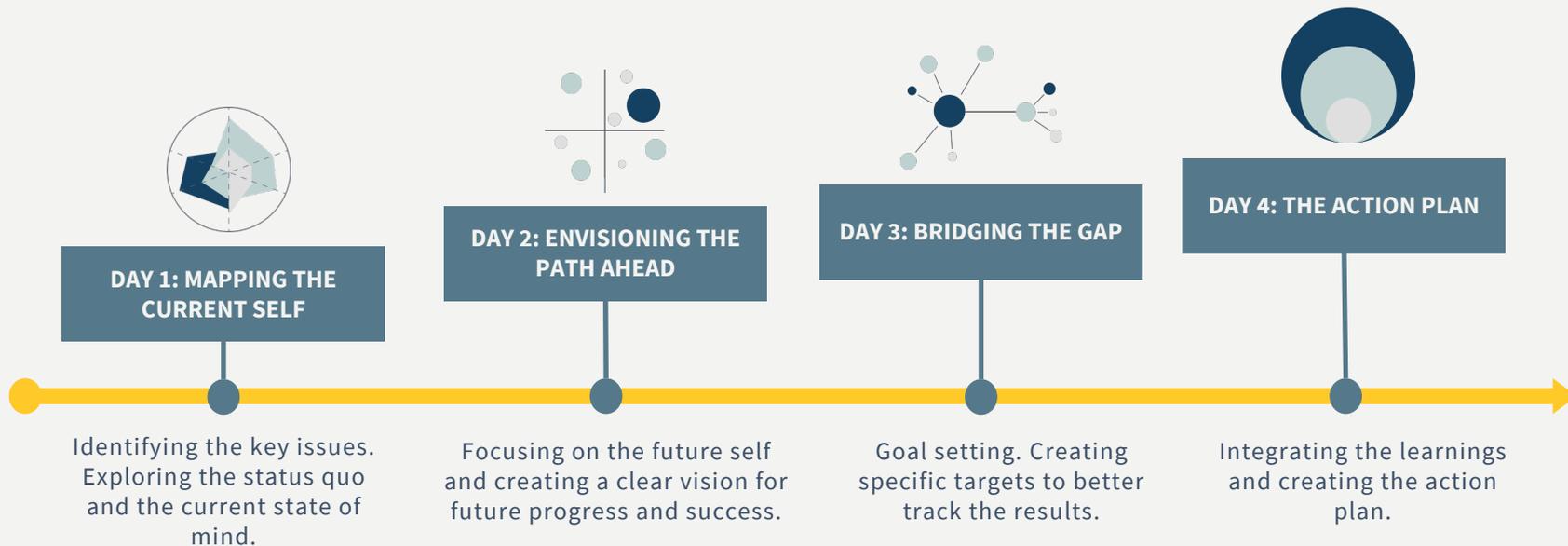
Our flagship program for individuals, focused on personal change & self-leadership. Build around a 4-day expedition in the mountains (see next slide for details).

### COACHING EDUCATION

In-depth program, including 5 different modules. Building the knowledge & skills to effectively support the development of individuals and teams.

# THE HIKE

In most of our programs we integrate a 4-day expedition where we disconnect from the world around us and connect to ourselves. Current locations are Gotland, Mallorca & the Alps. Our approach is build on experiential development & intensive coaching. We facilitate people to lead themselves. A crucial skill for leaders: you can't lead others, if you can't lead yourself.



# CASES

Please find below some example engagements we have completed over the years.

CASE	CHALLENGE	APPROACH & RESULTS
<p><b>Large food and beverage company changing the status quo.</b></p> <p><b>KraftHeinz</b></p>	<p>The European CFO reached out, wishing to create stronger, more balanced leaders for the entire region. As the company is characterized by operating at high speed and under high and persistent pressure. And young leaders are assigned significant leadership responsibilities.</p>	<ul style="list-style-type: none"><li>• We worked with a 3-day expedition in the Alps as well as a 2-day return session focused on re-connecting and integrating the learnings.</li><li>• Participants were surprised by the connection, trust, and honest reflections. Supporting further collaboration and growth.</li></ul>
<p><b>A DAX company prepares employees for their first leadership role.</b></p> <p><b>Beiersdorf</b></p>	<p>Peak Perspective was asked by the Head of Leadership Development of a DAX company in the FMCG industry to develop a leadership program aiming to prepare individuals before stepping into their 1st leadership roles.</p>	<ul style="list-style-type: none"><li>• We co-designed a cross-functional leadership program with a personalized approach focusing on individual's attitude, mindset and behavior.</li><li>• Participants improved self-awareness &amp; confidence, implemented new behaviors, and a strong peer-group was formed.</li></ul>
<p><b>Develop and build a cohesive trainee community post-covid.</b></p> <p><b>Tchibo</b></p>	<p>Peak Perspective was asked to create a development program specifically for management trainees. Focused on both team aspects as well as individual growth. Looking to provide management trainees with the right foundation for future leadership development.</p>	<ul style="list-style-type: none"><li>• We organized a 3 day outdoor bootcamp. With a combination of both individual &amp; group work.</li><li>• After the program trainees reported a very strong sense of trust and a feeling of belonging. Creating a lasting peer group within the company. In addition survey input highlighted increased self-awareness, improved emotional balance, and strengthened leadership skills.</li></ul>

## WHAT DO PEOPLE SAY ---

*"The hike was a thrilling experience on a very personal level: a unique blend of physical movement, breathtaking nature, camaraderie & vulnerability among participants, and a mix of engaging exercises to experience not just leadership growth but human growth. All guided by experienced coaches with a remarkable intuition for each participant."*

**- Kevin Lim, HR Manager at Beiersdorf (Leadership Hike, 2020)**

*"The whole program was a journey within myself. An opportunity to experience the power of coaching. At times, it was challenging to break down my own walls, but always beautiful to realize the impact you can create when you dare to do so. I have integrated the learnings within my daily work, and as a freelance coach on hikes with Peak Perspective."*

**- Josje, Strategy Director at Adidas (Coaching Education, 2021)**

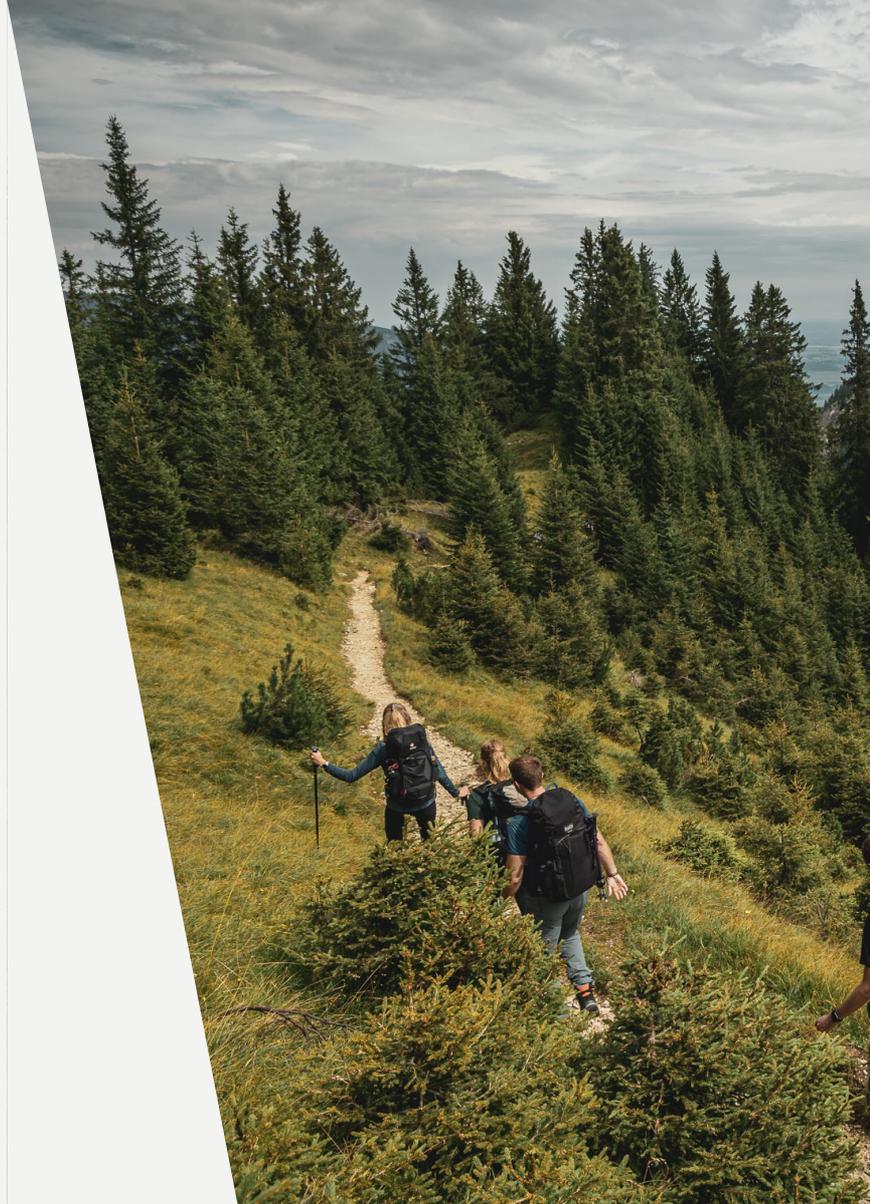
*"The entire expedition was really a life-changing adventure! I was positively surprised - but also to an extent shocked - to see what happens when you take a couple of days to disconnect yourself from your everyday life and give yourself time to just breath, feel and reflect on whatever is going on in your life. It has helped me to obtain deep insights about my strengths, weaknesses, inner motivation and values."*

**- Cas, Senior Consultant at BCG (Leadership Hike, 2018)**



## WHY WORK WITH US —

- ✓ Long-lasting and profound effects due to human-centered approach, creating important role-models within the company;
- ✓ Greater resilience when dealing with personal or career related challenges and fostering higher levels of emotional strength;
- ✓ Enhanced self-leadership (incl. awareness of needs, wishes, and vision and greater clarity about how to realize those);
- ✓ Tailored-made implementation plan and concrete hands-on steps for transferring the “new” discoveries into daily life;
- ✓ Working with a team of experienced coaches that bring leadership experience in high pressure environments and all went through personal change before guiding others;
- ✓ Many years of experience working with range of participants from (international) companies – e.g., Beiersdorf, BCG, Deutsche Bank, Adidas.



## THE TEAM (1/2)

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### **Johanna Junholm**

CEO & Head Coach at Peak Perspective. Certified coach and trainer. Worked for 15+ years in various HR positions at a large international organization, designing and guiding leadership development. Black belt Nia instructor.



### **Jon Gadellaa**

Head of Business Development at Peak Perspective. Ex-strategy consultant and project manager across Europe & the Middle East. Passionate about (mental) health and high performance.



### **Josje van der Wielen**

Josje is a strategy director at Adidas, but the mountains are her real home. She uses her experience of working in high pressure environments to help others succeed while staying connected to their inner self.



### **Prof. Meir Shemla**

Meir is our Academic Advisor. He is a Professor of Organizational Behavior at EBS Business School, former head of the MBA program at the Rotterdam School of Management, and expert in team leadership and team diversity.



## THE TEAM (2/2) —

### **Marcus Minzlaff**

Marcus works as a coach and trainer and has held various managerial positions at TUI both in corporate structures and in small, medium sized subsidiaries. He is dedicated to the task of guiding leaders and teams, in times of transformation.



### **Jochen Oppermann**

Jochen leads a medium-sized company within the home entertainment industry and works as an independent coach. He is driven to empower others in finding their way and purpose, using a holistic approach on leadership development.



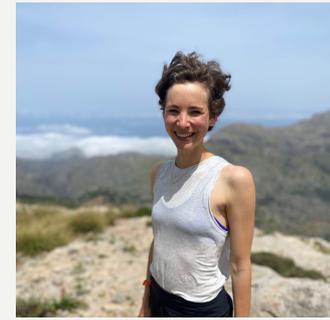
### **Armin Bethge**

Armin has vast leadership, coaching & management experience due to 30+ years of operational & strategic work in the FMCG industry. As a manager and leader of a choir, Armin uses the power of authenticity and trust to foster individual potential.



### **Katharina Hurrele**

Katharina is a people enthusiast with 10+ years of experience in various HR roles. Her trademark is her unwavering belief in the good, creating strong foundations of trust. She is shaping the future of (new) work through awareness, self-leadership and empowerment.



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**THANK YOU!**

[WWW.PEAKPERSPECTIVE.DE](http://WWW.PEAKPERSPECTIVE.DE)