



# High Performance Leaders Inc.

Developing High Performance Leaders

## The Problem

**Less than 5% of organizations sustain high performance long term!**

### Breakdown The Problem

1. Inconsistent leader focus & actions
2. Misaligned/ineffective management systems
3. Culture limits realization of maximum potential



## Root Cause

Leaders, management systems, and culture are not fully synchronized for high performance results.

## The Solution

**HPL's Effective Leader Program. We develop high performing leaders!**

## What We Do

- Develop leader skills to achieve high performance cultures
- Our Proven Methods use:
  -  **Practical skill development**
  -  **Effective leader "habit" formation**
  -  **One-on-One coaching**
  -  **Leader peer communities to share best practices and accelerate development**
  -  **On-site support**
- Skill development on the 3 core elements:
  1. Effective leaders
  2. Building aligned systems
  3. Developing a culture of trust, respect, & performance

## HPL Leader Skill Focus

- ✓ Change management
- ✓ Organizational culture
- ✓ Visioning & future state
- ✓ High performing cultures
- ✓ Effective leaders skills
- ✓ Organizational Systems Thinking
- ✓ Team engagement & empowerment
- ✓ Lean or continuous improvement toolset
- ✓ Sustaining mechanisms

## HPL Principles

- Improve by deliberate practice
- Status quo/satisfactory is NOT ok
- "Do. Or do not. There is no try."

## The HPL Mental Model



## Who Are We?



**Glenn Sommerville**  
Managing Director

**Glenn** is a lean and continuous improvement expert fluent in the practices and philosophies of the Toyota Production System (TPS). Trained and mentored on the shop floor in Japan by Toyota Sensei's. Glenn has over 25 years of applied hands-on factory floor and executive level operational and supply chain experience at companies such as Honeywell, Toyota, BlackBerry and Amazon. His passion and obsession for leadership coaching and change management are 2 of Glenn's fundamental specialties. He believes that strong commitment to people and process is the key to employee engagement and long term success.



**Scott Smith**  
Managing Director

**Scott** has over 25 years of experience in lean thinking, continuous improvement, innovation and leader development. He is the facilitator of 4 Leveraged Learning Consortia and the developer of Organizational Systems Thinking. Through the Leveraged Learning Consortia and the OS Thinking approach, organizations learn how to compete to win. Scott works with organizations in the manufacturing, service, support, higher education, not for profit and healthcare sectors. Scott also believes that it is important to give back to the communities that support us. He currently serves as the Chair of the Board of Trustees of St. Mary's General Hospital in Kitchener, Ontario.

## Why Choose HPL?

	In-house Training	Business Schools	Consultants	HPL Inc
Hands on experience	?	?	?	✓
One-on-one coaching	✗	?	✗	✓
Skill development	✗	✗	✗	✓
Peer Community	✗	?	✗	✓
Long term partnership	✓	✗	✗	✓

### High Performing Culture Checklist

- Sustained high performance  
⇒ safety, quality, cost, productivity
- Engaged & motivated people
- Consistent, confident, & engaging leaders
- Growth, innovation, adoption
- Transformational leaders

*Assess your leaders & organization!*



519-504-1435 (Glenn)  
519-502-9394 (Scott)

### Contact Us:



[gsommerville@hp-leaders.com](mailto:gsommerville@hp-leaders.com)  
[ssmith@hp-leaders.com](mailto:ssmith@hp-leaders.com)



450 Westheights Drive, Unit 2  
Kitchener, Ontario, N2N 2B9