

A person with a backpack is silhouetted against a sunset sky, standing on a rock. The sky is filled with horizontal bands of orange and yellow, with a layer of white clouds below. The person is facing away from the camera, looking out over the landscape.

Xcelerator

The Ultimate Leadership Program

How to Create a High-Performance Culture

For over 15 years, I have been a high-performance mentor, coach and trainer for some of the most successful organizations in the world, including Google, LVMH, UNICEF, Nespresso, Unilever, Roche, United Technologies and Volvo.

As your organization scales and the complexity of today's environment increases, the urgent need to transform yourself and your key collaborators into powerful achievers and influencers is not just necessary — it is a do-or-die issue. **It needs to happen yesterday.**

Most courses teach a specific skill, but nothing changes. To help people transform, you need to learn and practice the "full stack" — three interconnected layers of awareness built on top of each other.

Mindsets — Identity, purpose, discipline, beliefs, posture

Frameworks — A leadership ecosystem for high engagement

Skill sets — Create high-performance habits through practice

Based on my bestselling book ***What Color Is Your Sky?***, I show you how to use your thoughts, feelings and emotions as sensors that lead to laser-sharp decisions and actions so you get meaningful results on a daily basis. Best of all, you practice, debrief and learn in a group setting through virtual coaching with me.



How do current programs fail today?

The behaviors unfortunately remain the same

- The current approaches are linear and tactical versus systemic and strategic
- The focus on innate talent and high-potential is overrated
- The new knowledge creates the illusion of skill
- The environment anchors sticking to old habits
- Skills are at best developed to an amateurish level
- The focus is on tools and recipes versus models and principles
- The focus is on individual learning instead of collective transformation

What characterizes great performers?

— Deliberate practice, not talent —

“The right kind of practice can turn someone of unremarkable endowments into a much better, even exceptional performer.”

Colvin, Geoff. Talent is Overrated: What Really Separates World-Class Performers from Everybody Else (p. 84). John Murray Press.

Research points out 3 powerful enablers:

- Being intentional about creating a positive impact — Mindset
- Being taught the best techniques — Frameworks
- Practicing steadily for a long time and being coached — Skillset building

‘Excellent’ *Wall Street Journal*

TALENT is Overrated

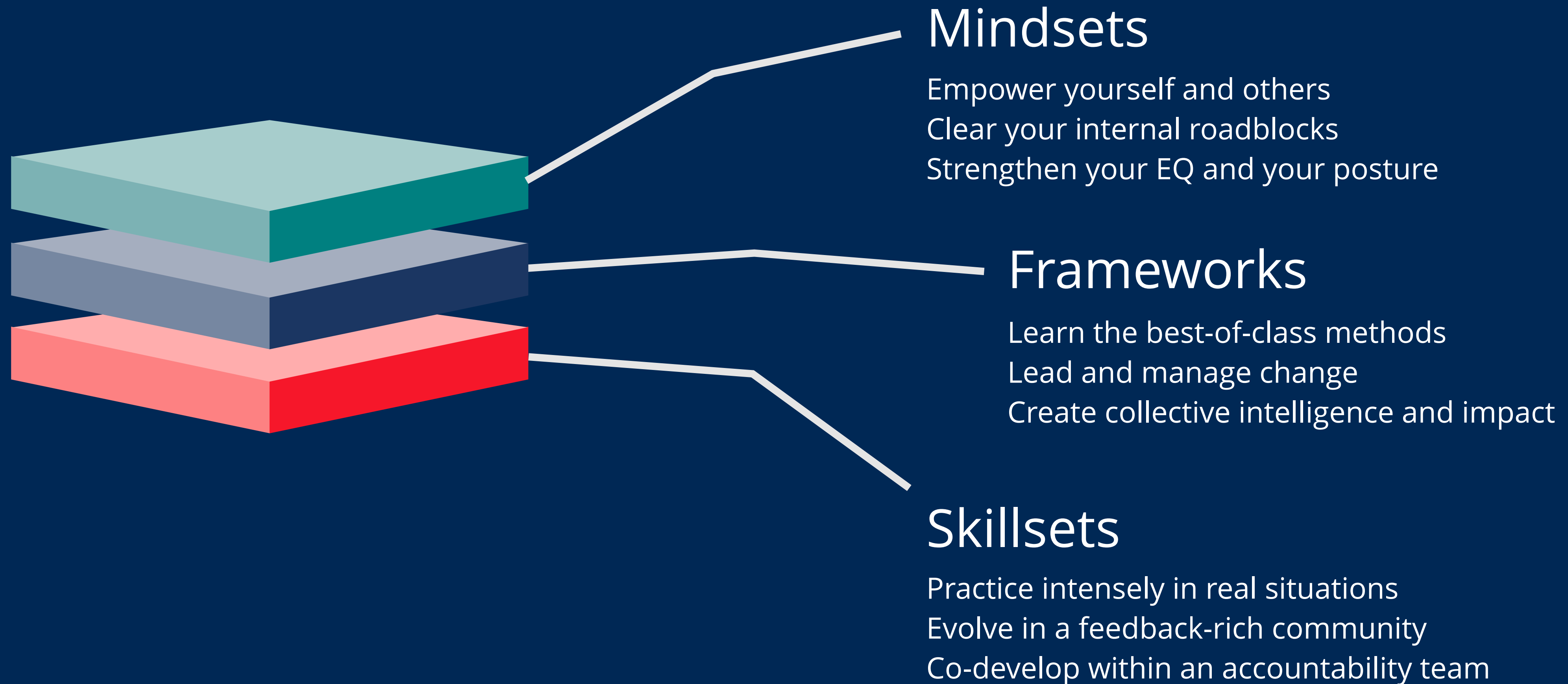
What Really Separates
World Class Performers from
Everybody Else



GEOFF COLVIN

Senior Editor at Large, FORTUNE

Our transformative 3-layered approach



What is Xcelerator?



A result-focused online leadership development program for key contributors, teams, managers and directors in search of excellence



An 8-module course with *impact tracking* and *unlimited* online live group coaching. Progress at your own pace, on any device, from anywhere in the world



Training videos, coaching models, planning worksheets, checklists, accountability calls and access to a mastermind community

Leadership & Management Transformation

- The High-Performance Development Objectives -

Basics

- Discover high-performance
- Communicate effectively
- Create time
- Manage priorities & “monkeys”
- Delight your internal & external customers
- Manage projects with excellence

Up Level

- Diagnose & become a situational leader
- Establish exemplarity: accountability, ownership & credibility
- Create bridges through coaching:
 - Take a tough stance & challenge
 - Develop people with empathy
 - Delegate effectively

Advanced

- Create a vision & culture
- Reverse-engineer the future
- Become a high-performer
- Define, implement & manage change

Week One - Setting Your Foundations

Week Two - Communicate Powerfully

Week Three - Work Less and Achieve More

Week Four - Create High Performance Teams

Week Five - Create Your Future

Week Six - Create and Manage Change

Week One - Setting Your Foundations



Setting Your Foundations

The Xcelerator Leadership Program / Week One - Setting Your Foundations



1. The success road that lies ahead

A full overview of the program and the guidelines to start off strong. We cover the pitfalls to avoid. This video is extremely important to underst...



2. Never worry about losing your job again

In this module, we begin the process of assessing your situation today in depth and to write you personal plan for success. Here's what we cover:&...



3. The High Performance Fundamentals

In this module, we set the basics of your high performance framework. You will practice new habits that will immediately boost your impact. We...

The Leadership Xcelerator

— The Ultimate Leadership Course —

Inspire Empower Deliver

Week One — Foundations

- 1.1. The success road ahead
- 1.2. Never worry about losing your job again
- 1.3. The high-performance fundamentals

Week Two — Communicate powerfully

- 2.1. Master the art of feedback
- 2.2. Create trust through listening

Week Three — Work less and achieve more

- 3.1. Create and control time
- 3.2. Manage “monkeys,” priorities, and office pollution
- 3.3. Manage your boss and your stakeholders

Week Four — Create high-performance teams

- 4.1. Create a real team
- 4.2. Lead teams to high performance
- 4.3. Manage remotely



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Week Five — Create your future and become proactive

- 5.1. Quiet the mind and clarify your vision
- 5.2. The create-your-future process

Week Six — Initiate and manage change

- 6.1. Understand and define change
- 6.2. Propose and structure your plan
- 6.3. Lead, embark, and support

Week Seven — Develop posture and mindset

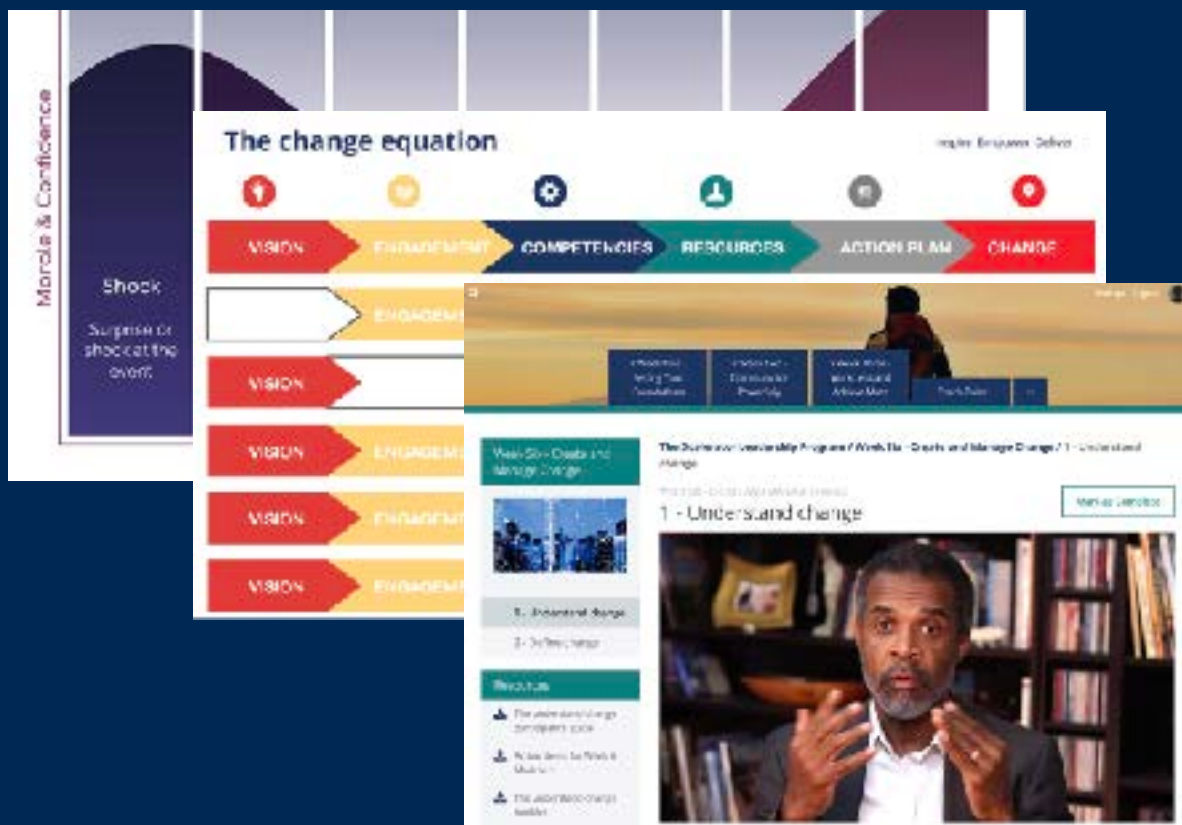
- 7.1. Understand and boost your emotional intelligence
- 7.2. Develop your posture and influence
- 7.3. Create high collaboration

Week Eight — Become a Blue Sky Jedi

- 8.1. The hero's journey
- 8.2. Embrace mastery
- 8.3. Show up and empower others.



Learn the way that best suits YOU



Online e-learning platform

Training videos in stunning 1080p HD.
Access from any desktop or mobile device.
any where in the world, any time you like.



Interactive leaders community

Join other success-minded leaders.
Get inspired! Learn from each other.
Support each other and have fun!



Mentoring on demand

Personalized performance coaching.
Weekly livestream sessions; recordings.
Year-round support.



Live in-person events

Live workshops in Southern France.
Learn in an immersion setting.
Develop your mindfulness skills.



What do our clients say?

“Push your limits, look beyond, and discover the landscape of high performance!”

“The leadership alignment work that Hervé teaches has greatly contributed to the perfect execution of our strategy and to our superior results today. Our financial results have exceeded our expectations and our employee satisfaction has improved.”

**Michel Rochat, CEO
École Hôtelière de Lausanne
Switzerland**



What do people say?

— It is all about results —



"This has been a game-changer for us. We immediately put 10 people in XCELERATOR in our 1st year. We have incredibly enhanced our execution and we are now grabbing significant market share in the US."

Grégory Gledel, CEO, NOVASTEP

"My department's performance is far better now . XCELERATOR is helping me coach the low performers and set clear standards for higher efficiency"

**Sophie Beguey, Quality Director
United Technologies**



"The biggest impact has been on shifting to a proactive mindset and boosting my influence"

"I will soon become a part-owner of my employer's business"

Benoit Bailleul - Partner, TERENCEO

How Do I Get Started?



Simply contact us at [*sky@herve.com*](mailto:sky@herve.com)