

Breakthrough Performance Program

By Breakthrough Associates

Cause Constructive Cultures. Deliver Breakthrough Results.

Performance Breakthroughs don't happen by chance.

They happen when mindset, behavior, and structure align — and when leaders take full ownership of what they create.

The **Performance Breakthrough Program** is a six-month leadership transformation system for executive and senior leadership teams who want to unlock performance that cannot be achieved through strategy alone.

This is not a training program.

It is a **cause-and-effect leadership journey**.

Who This Program Is For

This program is designed for **executive and senior leadership teams (50+ employees)** in growth-stage or established organisations who are ready to:

- Unlock untapped potential in themselves and their teams
- Build a constructive, accountable culture
- Move from management to true leadership
- Deliver measurable business breakthroughs within six months

If your organisation feels capable but constrained, aligned but slow, ambitious but stretched — this program addresses the real causes.

Program at a Glance

Duration

6 months (extendable to 8)

Format

Immersive, multi-modal leadership journey

Core Components

- 3 Transformational Leadership Workshops
- Monthly Executive Coaching
- Monthly Leadership Team Coaching
- Targeted Mentoring for Key Leaders
- On-the-Job Coaching in Live Management Meetings
- Pulse Diagnostics & Stage Reviews

Each component reinforces leadership behavior in real situations — not in theory.

The Program Promise

By the end of the program, your leadership team will:

- Align behind one clear vision and shared purpose
- Drive execution through clarity, accountability, and rhythm
- Build a culture that sustains performance — even under pressure
- Turn meetings into decision engines

- Translate leadership awareness into measurable business impact

Core Outcomes

1. **Aligned Vision & Purpose**
A shared *why* that inspires ownership and action.
2. **Breakthrough Roadmap**
A six-month execution plan linked to strategic KPIs.
3. **Constructive Culture Skills**
Language and behaviors for high-performance leadership.
4. **Accountability Systems**
Clear meetings, metrics, decision rights, and follow-through.
5. **Pulse Dashboard**
Continuous insight into engagement, alignment, and results.
6. **Leadership Maturity**
Leaders who coach, adapt, and multiply leadership capacity.

The Breakthrough Flow

Month 1 — Align & Commit

Define what “breakthrough” means for your business.
Align on purpose, roles, and measurable outcomes.
Install clarity, rhythm, and ownership.

Months 2–3 — Build Skills & Culture

Develop leadership behavior under pressure.
Balance the hard (KPIs, dashboards) and the soft (trust, feedback).
Turn meetings into performance drivers.

Months 4–5 — Sustain Breakthroughs

Stabilise new behaviors.
Shift from reacting to creating.
Expand leadership capability beyond the top team.

Month 6 — Integrate & Scale

Embed leadership rhythm and accountability.
Capture learning.
Define the next breakthrough horizon.

The Causal Framework

Mindset → Behavior → Structure → Results

- Mindset: *“I am cause in the matter.”*
- Behavior: Integrity, feedback, ownership, accountability
- Structure: KPIs, cadence, dashboards, decision rights
- Results: Breakthrough performance and sustainable culture

We don't change results first.
We change the causes.

Integrated Tools & Frameworks

- Constructive Culture Framework
- Project Development Stages (PDS)
- Pulse Dashboard

- Breakthrough Management Rhythm

Results You Can Expect

- Stronger leadership alignment
- Faster execution and decision-making
- Higher engagement and trust
- More accountability — less drama
- Leaders who coach, not command
- A culture that drives performance

Final Outcome

A leadership team that:

- ✓ Thinks strategically and acts decisively
- ✓ Creates clarity, trust, and accountability
- ✓ Turns meetings into results
- ✓ Sustains a constructive, high-performance culture

This program delivers that alignment.