

## 3P: PERFORMANCE PARTNERSHIP PROGRAMME

**Dedicated 12-month executive partnering for SME CEOs, MDs & Senior Leadership Teams**

A tailored, high-accountability blend of **executive coaching**, **strategic consulting** and **masterclass training**, designed to remove founder dependence, align your leadership team and unlock scalable growth.

STRICTLY CAPPED AT 4 PARTNER BUSINESSES PER YEAR

**30**

YEARS' MANAGEMENT EXPERIENCE

**350 +**

MASTERCLASSES DELIVERED

**12**

SPEAKER AWARDS IN 13 YEARS

**4**

NON-COMPETING PARTNERS A YEAR

WHAT 3P IS DESIGNED TO DO

**REMOVE**

### Owner Effectiveness

Move day-to-day ownership from the CEO/MD to a leadership team that runs the business.

**ALIGN**

### Your leadership team

One vision, one plan and clear accountability — so every leader pulls in the same direction.

**UNLOCK**

### Scalable growth

Structure, systems and processes that give the business the strength to scale.

THE CHALLENGE

**Most SME growth journeys stall not from a lack of vision, but from a breakdown in execution.**

3P embeds Pete Wilkinson, Founder & CEO of Reclaro, directly alongside you and your Senior Leadership Team (SLT) as your active Performance Partner for 12 months — turning strategy into consistent, accountable delivery.

WHO IT'S FOR

**3P is built for ambitious SMEs where:**

- ☐ The founders, CEO or MD still carry too much of the day-to-day operational load
- ☐ The vision is clear, but execution isn't keeping pace with it
- ☐ The Senior Leadership Team needs to take real ownership of results
- ☐ You want sustained, embedded change — not a one-off training day

DELIVERY FORMATS



### Virtual sessions and masterclasses

Half-day sessions via Zoom, Teams or Meet.



### On-demand access

Phone and email support, including out of hours.



### On-site / off-site

You choose the location and style of presentation.

## WHAT'S INCLUDED

### A 12-MONTH PARTNERSHIP.

Four elements work together so learning turns into action—and action turns into results.



#### 11 monthly sessions

Half-day sessions delivered monthly over 11 months, with an intentional pause in August. Run via Zoom, Teams or Google Meet — whichever suits your team's way of working.

**TAILORED TO YOUR BUSINESS**



#### On-demand leadership support

Challenges don't wait for scheduled meetings. Between sessions you have direct access to Pete by phone and email — including outside office hours when critical issues arise.

**ALL 12 MONTHS**



#### Proprietary models & practical tools

Proven Reclaro frameworks — including the 1-3-5® Action Framework, GAP Model™ and Power Habits™ — that give your team a shared language for execution.

**USED FROM DAY ONE**



#### A dedicated Performance Partner

Executive coaching and strategic consulting from Pete, working alongside you and your SLT — with the high accountability that keeps momentum going.

**JUST 4 COMPANIES A YEAR**

## YOUR 12-MONTH RHYTHM



ON-DEMAND LEADERSHIP SUPPORT BY PHONE & EMAIL — THROUGHOUT ALL 12 MONTHS

■ Half-day sessions    □ Intentional August pause

Example shown for a January start

## YOUR PARTNERSHIP JOURNEY

01

#### Introductory conversation

An informal conversation with Pete to explore your goals — and whether 3P is the right fit for both sides.

02

#### Tailor

The programme is shaped around your business, your SLT and your most pressing execution challenges.

03

#### Deliver & support

Eleven monthly masterclasses, proprietary tools and on-demand support between sessions.

04

#### Embed & scale

Structure, systems and ownership become part of how your business runs — long after month 12.

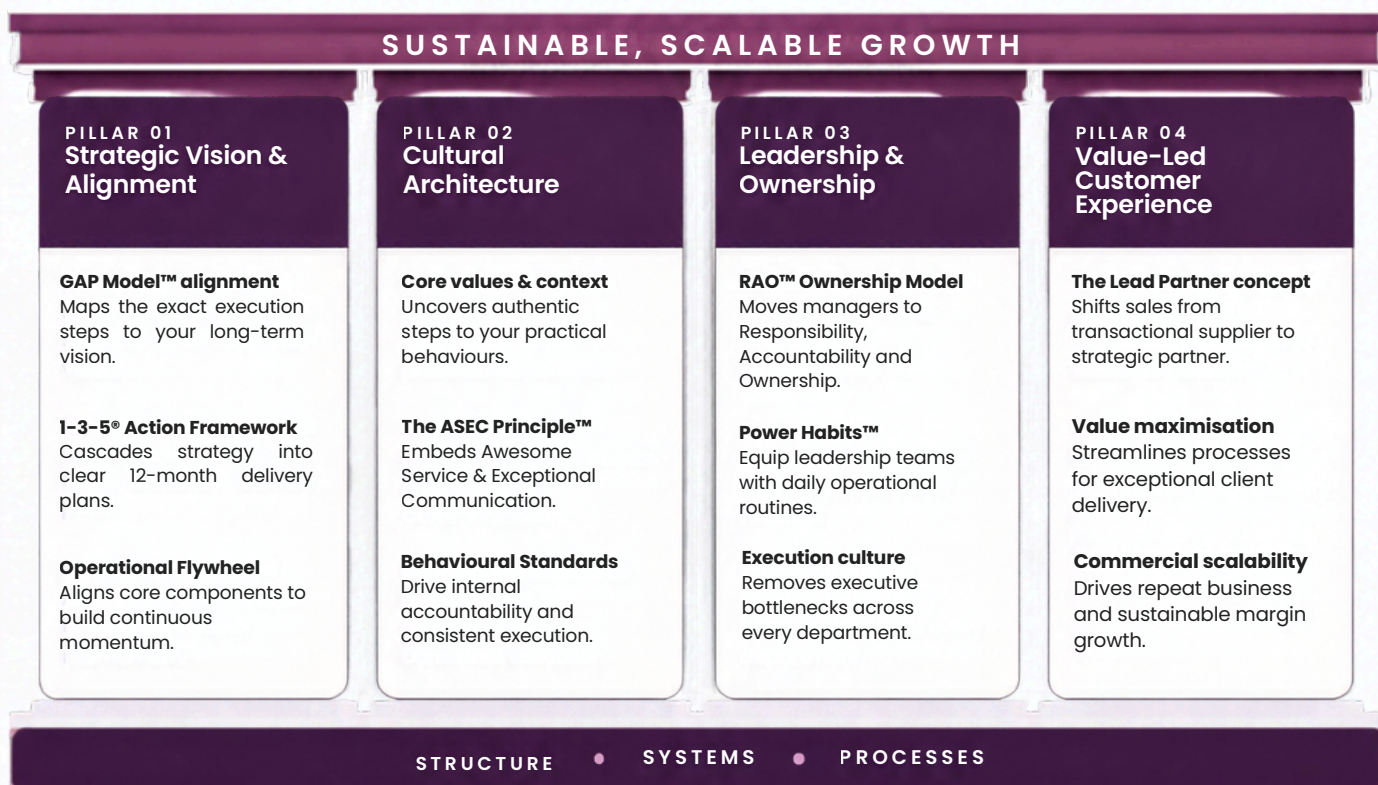
*"Pete is mildly intense, deeply passionate, and puts his whole heart and soul into every session. It really matters to him — and that energy drives real momentum." Jill Aston*

## THE FRAMEWORK

### THE 4 PILLARS OF 3P

Pete is a champion of structure, systems and processes.

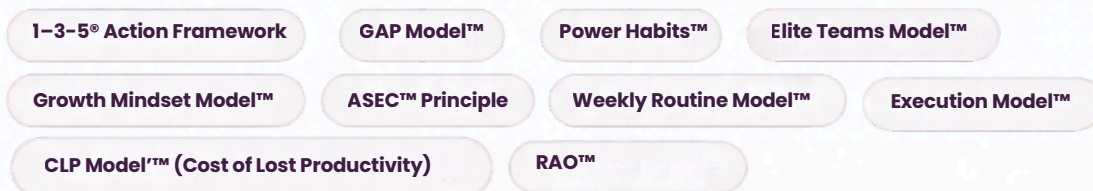
The four pillars form a central, foundational spine for your business — giving it the structural strength to scale, with the flexibility to branch into your specific operational challenges.



## PROVEN MODELS THAT DELIVER

### PROVEN MODELS THAT CEMENT OPERATIONAL GROWTH

Alongside the four core masterclasses, 3P deploys Reclaro's proven models—so your team shares one practical language for planning, ownership, and delivery.



#### 01

##### Structure

A clear spine of vision, plans and ownership that the whole business can build on.

#### 02

##### System

Routines and measures that make accountability part of the weekly rhythm.

#### 03

##### Processes

Streamlined ways of working that deliver consistently for customers and teams.

## MEASURABLE OUTCOMES

## WHAT CHANGES — AND HOW YOU’LL KNOW

For CEOs, HR and L&D leaders who need to show a return, 3P links every pillar to outcomes you can baseline at the start and track through the year.

| OUTCOME                    | WHAT 3P PUTS IN PLACE                                                      | HOW TO MEASURE IT                   |
|----------------------------|----------------------------------------------------------------------------|-------------------------------------|
| Reduced CEO/MD dependence  | RAO Ownership Model and Power Habits™ move day-to-day ownership to the SLT | Projects led without CEO/MD input   |
| An aligned leadership team | GAP Model™ and 1-3-5® plans cascade the vision into 12-month delivery      | Qtrly milestones completed on time  |
| Higher engagement          | Core values, behavioural standards and the ASEC Principle™                 | Employee engagement improved        |
| Commercial growth          | Lead Partner concept and value maximisation                                | Net profit increases                |
| Recovered productivity     | CLP Model™ (Cost of Lost Productivity) and the Weekly Routine Model™       | Cost of lost productivity recovered |

### CASE STUDY · GLOBAL AUTOMOTIVE EXPORT

#### Cosmo Japan Co., Ltd — founder bottleneck transformation

Founded in 1996, Cosmo Japan faced severe leadership overload, with three founders carrying the day-to-day operational load. Implementing the 3P framework transformed their leadership structure, embedded ‘The Cosmo Way’ and unlocked immediate operational freedom.

**+60%**

Increase in employee engagement

**+12%**

Sales growth in a tough market

**100%**

Project autonomy

**COO**

New post created for operations

### WHY PARTNER WITH PETE

- **30 years’ management experience**, an MBA and endurance-event discipline
- **12 awards in 13 years** from bodies such as Vistage and the Academy for Chief Executives
- **350+ masterclasses** delivered to UK leadership teams over 13 years
- **Creator of the 1-3-5® method**; knowing he isn’t for everyone, Pete caps 3P at 4 businesses per year

### ONLY 4 PLACES PER 12-MONTH CYCLE

## Ready to transform your company execution?

Reclaro

Places are purposely limited to four non-competing businesses per 12-month cycle. If you’d like to see if there’s a fit arrange an informal introductory conversation with Pete.

BOOK YOUR INTRODUCTORY CONVERSATION

reclaro.com

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