

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



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.

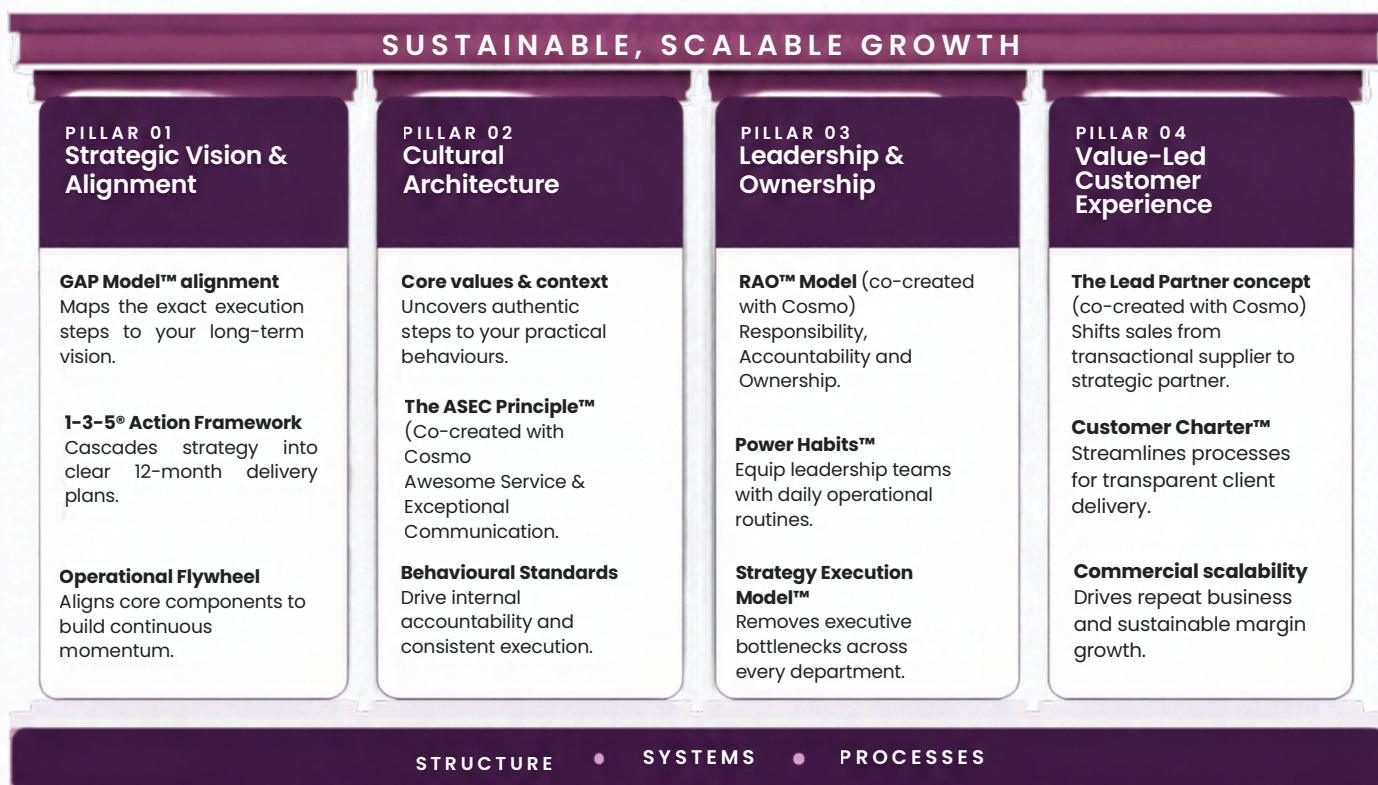
"Pete is mildly intense, deeply passionate, and puts his whole heart and soul into every session. It really matters to him — and that energy drives real momentum." Jill Aston

THE FRAMEWORK

THE 4 PILLARS OF 3P

Pete is a champion of structure, systems and processes.

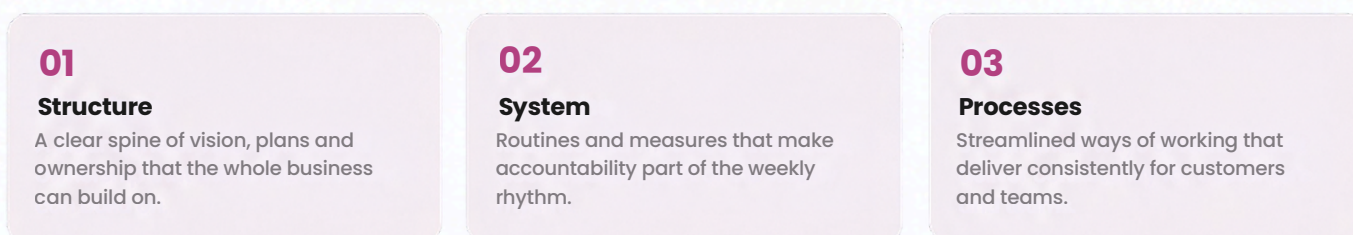
The four pillars form a central, foundational spine for your business — giving it the structural strength to scale, with the flexibility to branch into your specific operational challenges.



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.



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’, co-created numerous useful models 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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