



ACTION PLAN

Maintenance Team Process Mapping

Aurizon

28 March 2024 (Workshop)



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

The Maintenance (and stakeholder) Teams at Aurizon would like to create a 'One Team' approach. By achieving this, they will become a better aligned business, increase safety, remove waste and add value.

It has been identified that an inclusive workshop environment, where Aurizon can utilise value stream mapping to engage key stakeholders (with the support of an external facilitator who can help to create a safe space) will be beneficial to this process.

Stakeholders will be encouraged to think their current state, to map and understand key maintenance processes, to identify problems and problem solve together, to work on aligned goals.

So they can achieve maintenance quality, discipline and safety commitment from everyone.



Moving the needle in your favour

"Supporting Aurizon's teams to create a 'One Team' approach by understanding current state and what they want the future state to look like!"

Specifically:

- To better understand the current state of how the Aurizon teams impact each other
- To understand what they want the future state to look like
- To identify the problems that are preventing them currently from achieving that future state
- To create an agreement and a plan on how to get to their desired future state of a unified Maintenance Team that have a 'One Team' approach
- For the teams to be accountable, have extreme ownership and commit to moving forward as 'One Team'

Achieving these outcomes will completely upgrade your Maintenance and other site Teams, and your organisational culture.



**With a focus on Aurizon values
and organisation culture**

The Program - High Focus

01

Maintenance Team Process Mapping Workshop Development

Tailored to Aurizon

- Developed based on planning discussions and finalised in conjunction with Rebecca Hill (key Maintenance Stakeholder)
- To develop an agenda that is fit for purpose
- To develop a psychologically safe space and workshop process

02

Maintenance Team Process Mapping Workshop Delivery

March 28, 2024

- Energy, Engagement, Enterprise Thinking
- To ensure the workshop achieves its purpose
- Clearly define problems and understand current state, for agreement and commitment to action on to get to the future state of 'One Team'

03

Maintenance Team Process Mapping Workshop Close out

Within 2 working days of the workshop

- To provide Aurizon with an overview (Close Out Report) of the outcomes of the program, including all information developed including a report to create action (and a process flow) - not BI or CI purist - but a process flow, with waste elimination opportunities highlighted
- To provide details of any actions develop during the program
- To discuss the success of the program, and way forward

The Investment - High Value

WHAT	WITH	INVESTMENT
<p>Maintenance Team Process Mapping</p> <ul style="list-style-type: none"> • Development of workshop including planning meeting • Facilitation of one full day workshop • Close out report developed and meeting with the Aurizon leaders 	<p>1.5-2hr Planning Meeting: 27 March 2024 1 Day Workshop: 8am - 4pm, 28 March 2024 Development of Report: 4 hrs 1-hr Close out meeting: TBC</p> <ul style="list-style-type: none"> • Discussion development • Conversation capture • Flow facilitation • Whiteboard writing • Energy evaluation <p>Energy, Engagement, Enterprise Thinking</p>	<p>\$8,500*</p>

* All investments are exclusive of GST
 Investments exclude travel, venue hire and catering
 (These can arranged and on charged at cost - no mark up)

\$8,500 *

The Case Studies - High Results



“Having just finished a 2-day workshop with Anton, I can honestly say that I have learned more about myself in the past 2 days than I have in the previous 2 years.

I would highly recommend TGG and their approach to training, and I will most definitely be looking into more coaching with these guys in the near future!”
 — The Aussie Cuttler



“Unreal couple of days mate. Really enjoyed it. Everyone needs to attend this or something similar in their lives. Keep up the great work.”
 — Angus Wilson



“I loved the engagement Anton gave to all parties and how the whole team had real feedback to help understand each situation and how so many different workplaces all face the same challenges. I also loved the guest speaker.”



“I would like to express a personal thank you to Anton and Ally for the training they delivered. It was not only interesting and valid; I now have a better insight into the emotional side of the way we cope differently under pressure. This will assist me in the way I approach a situation and respond to gain the desired result with all stakeholders.”



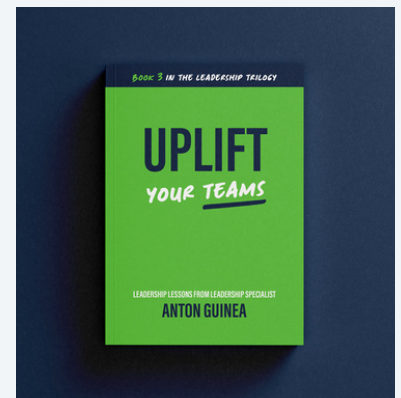
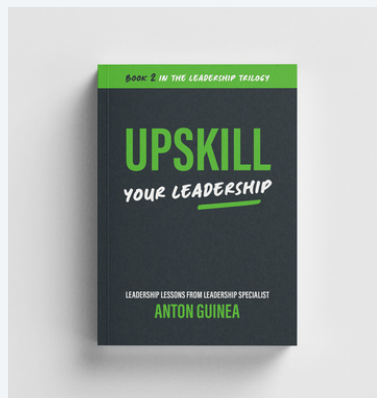
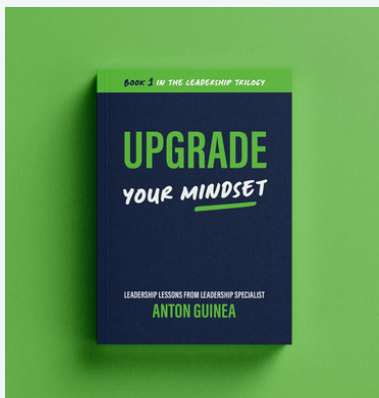
“What I loved the most is the way that experiences from the group were drawn upon and discussed to bring life to the presentation. Contemporary research was used and Anton was across key concepts, modern research, and simplicity concepts for learners.”

The Inclusions - High Value

Inclusions About the program

- 01** A planning meeting to tailor the workshop content, to ensure it is on point and fit for purpose
- 02** A 1-day workshop for key stakeholders from Aurizon's Operations and Maintenance Teams to create alignment
- 03** Development of a report summarising notes captured from the workshop sessions and a list of recommended actions that were identified as a result of the workshop
- 04** A professional and private webpage link that provides the report, notes, surveys, photos and any other relevant materials that you can use at your discretion (resources)
- 05** A close out meeting after the workshop to unpack the report, provide Aurizon with an overview of the program, details of any observations during the program and to discuss a way forward
- 06** A free copy of Anton's book 'Let's Talk About Safety' And an electronic versions of (provided by a link):
A 21-Day Gratitude Journal
- 07** An energetic and engaging workshop program that encourages enterprise thinking

Anton's Latest Books



The Facilitator - High Expertise



ANTON GUINEA

Helping to develop
leaders since 2005!

Anton Guinea, one of our expertly trained professionals and an experienced local facilitator, will take charge of the process of supporting you, and your teams, through the leader training process.

Anton is an international keynote speaker, he is a **leadership and people skills expert**, who is a qualified Resilience Coach, with a degree in Human Resources Management and Psychological Science.

Anton has been conducting training workshops since 2005 and has worked with organisations around Australia and the world.

His programs are built around energy, engagement and enterprisethinking. Anton will develop a process to engage your team members and get them thinking differently – **guaranteed**.

It is not just the workshop experience that will make a difference to your team growth process; it is the before and after support (that is second to none) that will ensure the entire process is one that adds value and is one to remember.

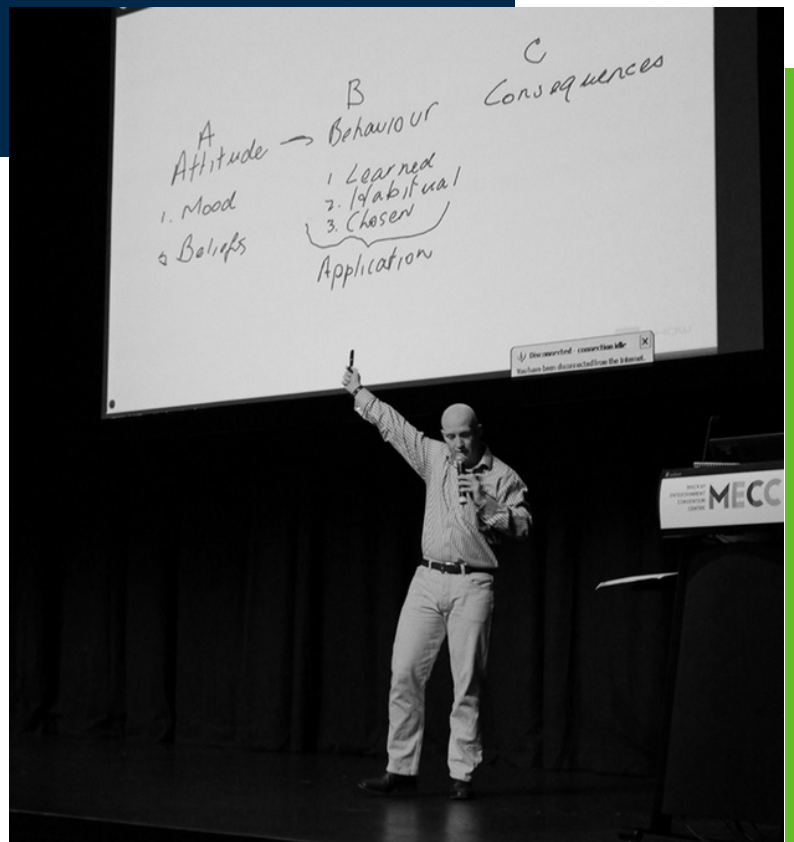
About **The Guinea Group**

Since 2005, the Guinea Group has supported leaders in understanding the importance of **relationship building**, to develop **amazing communication skills**.

Our individualised and **tailored training and coaching programs** are delivered with **energy, engagement and enterprise thinking**.

We have worked with Government Officials, CEOs, heavy industry workers and employees from a wide range of industries in **Australia and overseas**.

We are advocates for personal development, emotional intelligence and psychological safety. Our programs are based around these three key elements, and our clients get over 19 years of experience, a Business Degree in HR, a Science Degree in Psychology, an NLP Master Practitioner and much more.



Other Services - Highly Varied

People Development

- Leader coaching and mentoring programs
- Employee and safety surveying
- DISC Profiling
- Employee engagement and empowerment
- Team building (and coach the coach training)
- Employee coaching and development
- Team Management Systems Profiling

Workshop Facilitation

- Goal setting workshops
- Risk assessment workshops
- Problem solving (RCA and defect elimination workshops)
- Issue resolution through Mediation
- Idea generation workshops
- HSE alignment workshops
- SWOT Analysis and business planning workshops

Performance Development

- Business strategy and business process
- Procedure and system implementation
- Change management strategies
- System performance review and optimisation
- Business team and individual performance review and support
- Systems leadership strategies

Please see the TGG Capability Statement for more information on our services, and the **TGG Difference!**

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I START WITH THE PREMISE
THAT THE FUNCTION OF
LEADERSHIP IS TO
PRODUCE MORE LEADERS,
NOT MORE FOLLOWERS.

-RALPH NADER

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 THE GUINEA GROUP