



 **THE GUINEA GROUP**

 **THE GUINEA GROUP**

WE DELIVER

LEADERSHIP TRAINING PROGRAM

The 4 Outcomes



First things first...

01

ABOUT YOU

Favourite Team Members?
Why?
Favourite Movie?

02

ABOUT ME

Resilience Coach
Married 29 years
Triathlete

03

ABOUT US

Open
Honest
Safe

IN AN EMERGENCY
TRADITIONAL OWNERS
MENTALLY HEALTHY



— Before we start ...

8

10

12

2

Break Times

Expectations

What do you hope to learn, over the next two days?

A3 Worksheet



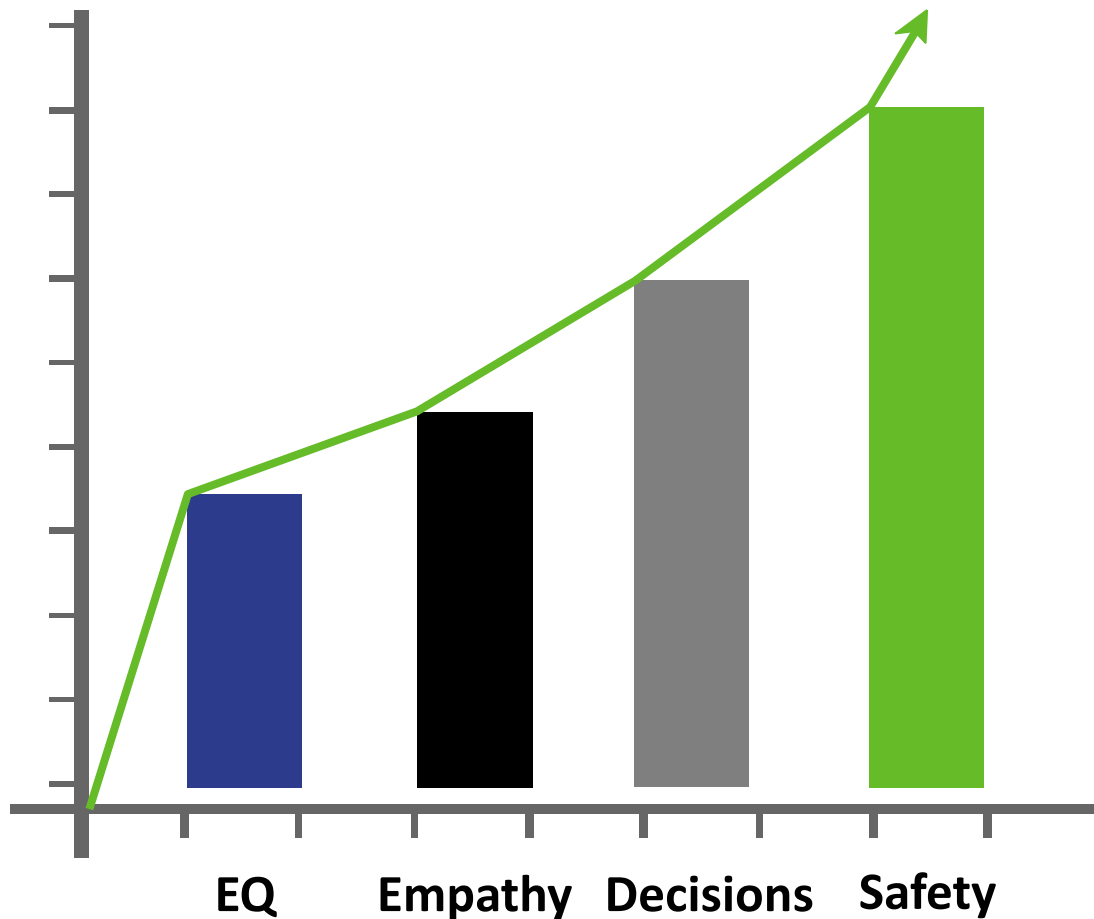
Leadership is about service, and giving

Take this money please
This is not a tease
It is about being giving
And creating storytelling

Anton Guinea 



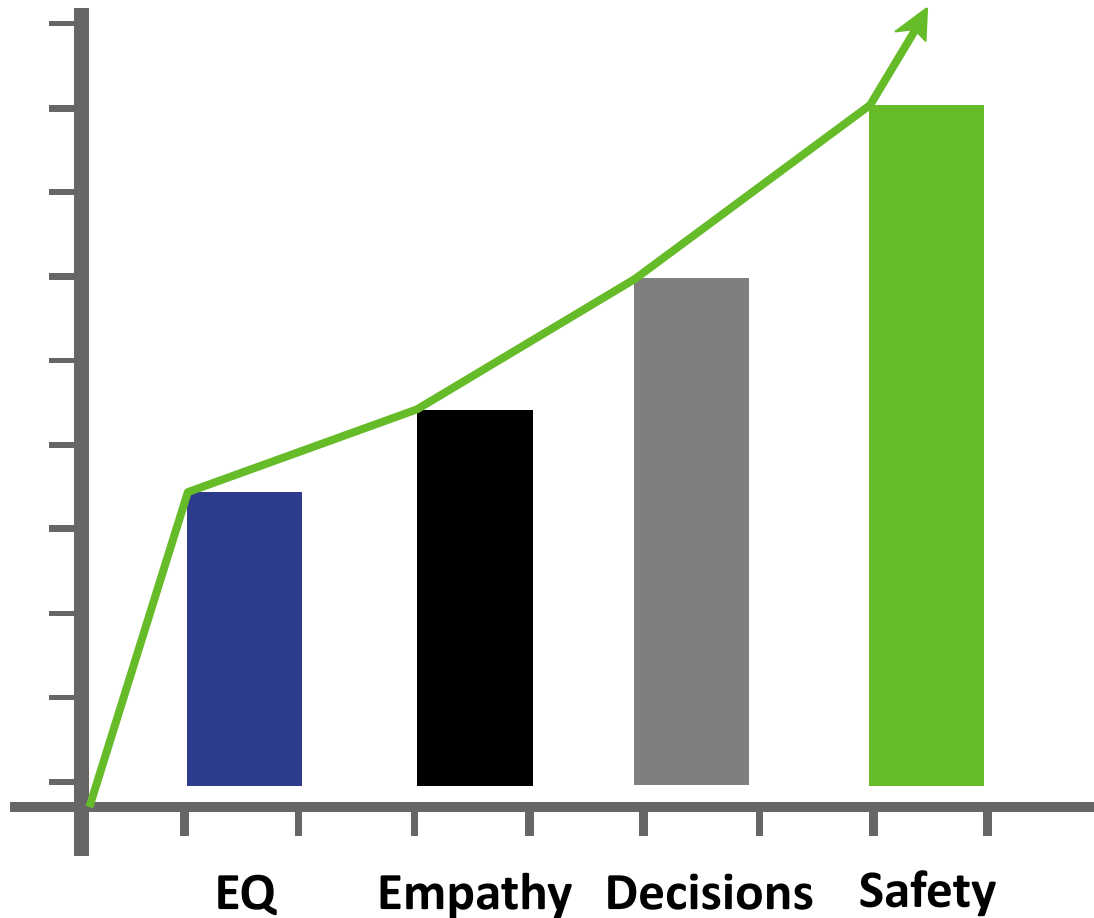
Current Teamwork Evaluation



Where are you starting?

It is important to evaluate where you feel you are at, currently, as what can be measured, can be managed and improved!

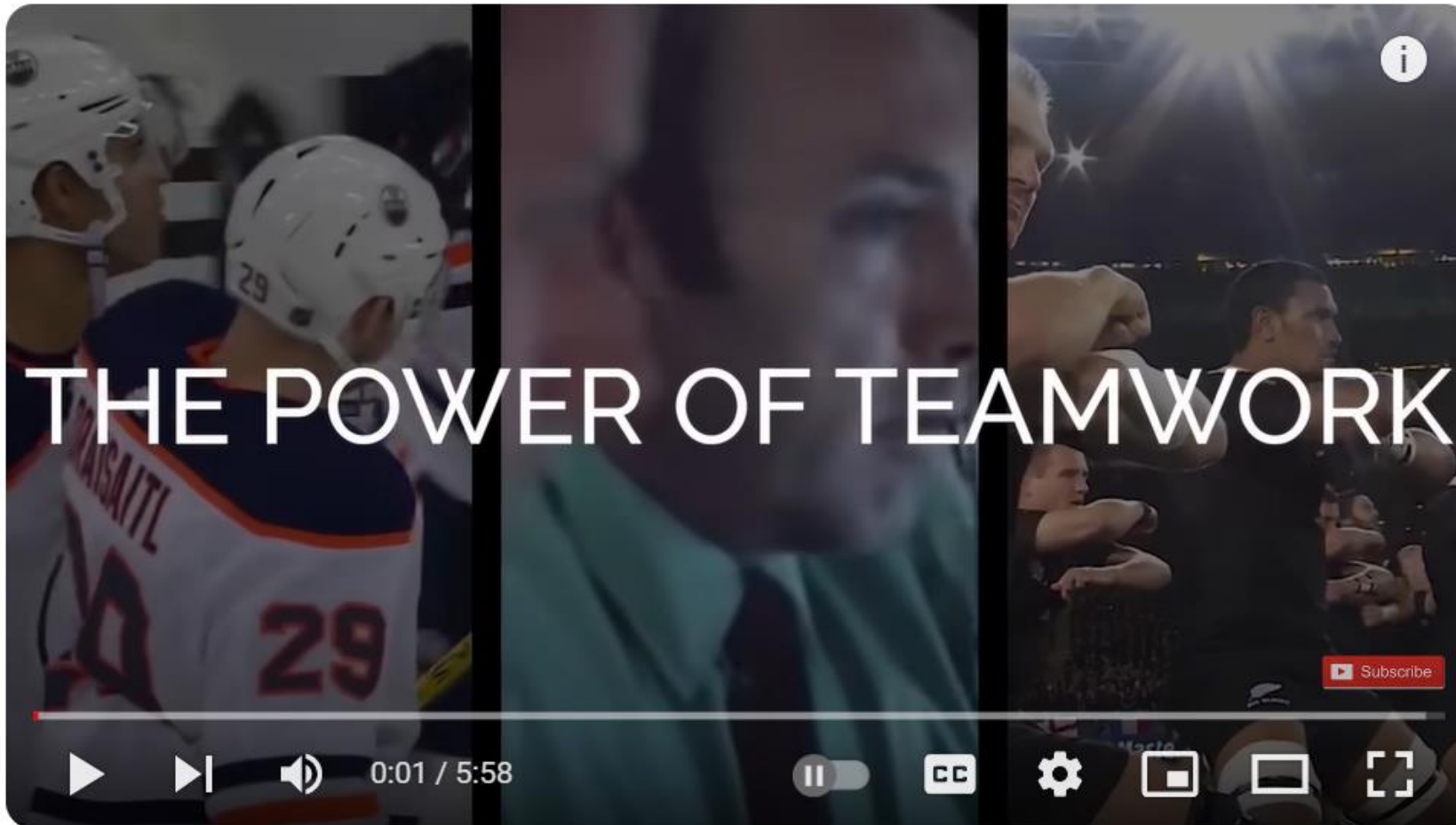
Upgraded Teamwork Evaluation



Where did you get to?

We will do this survey again at the end of the program, to see how far we have all come!

Teamwork



The Power of Teamwork - Teamwork Motivational Video



"We learn not in the school, but in life"

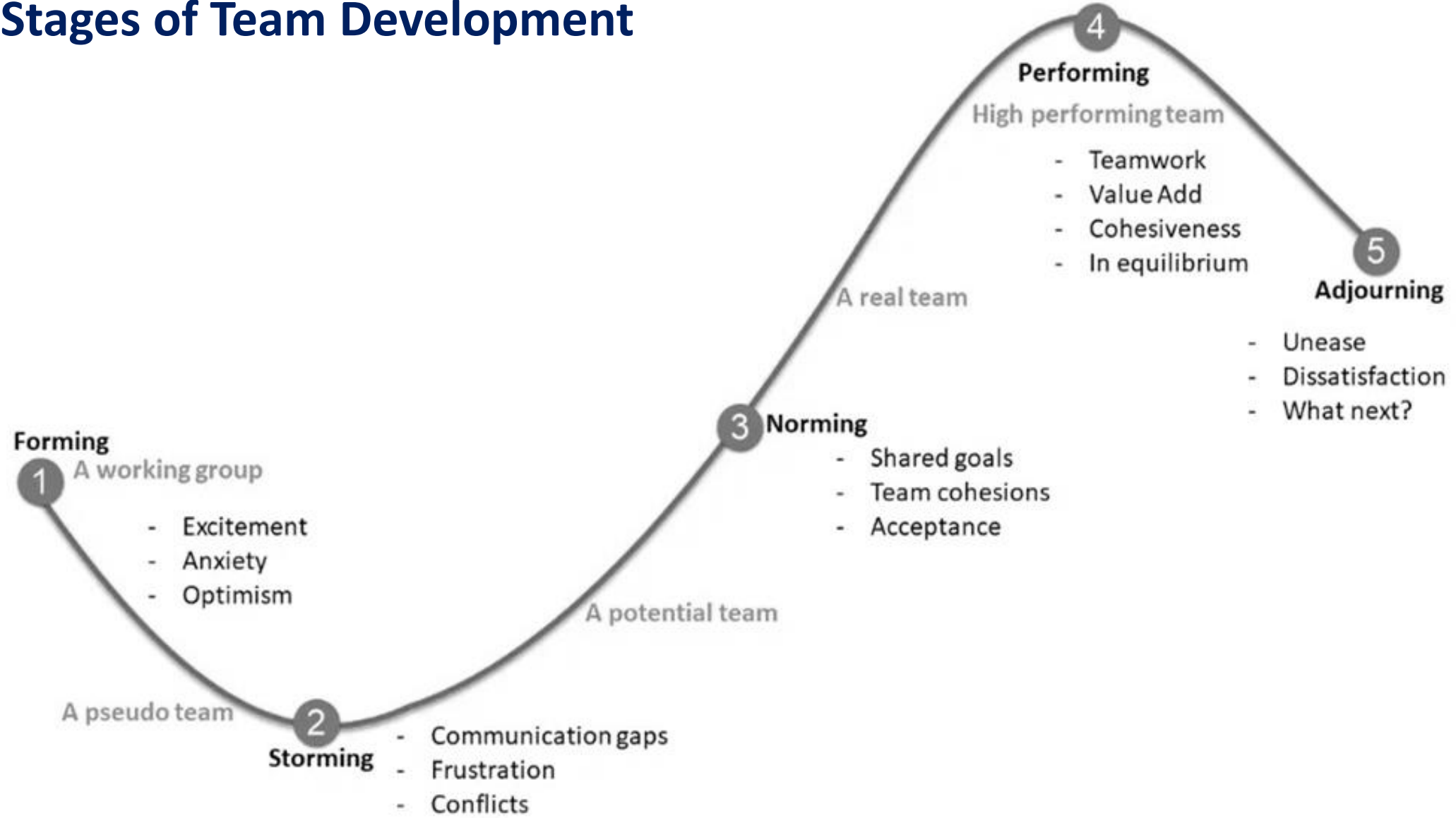
—Seneca the Younger



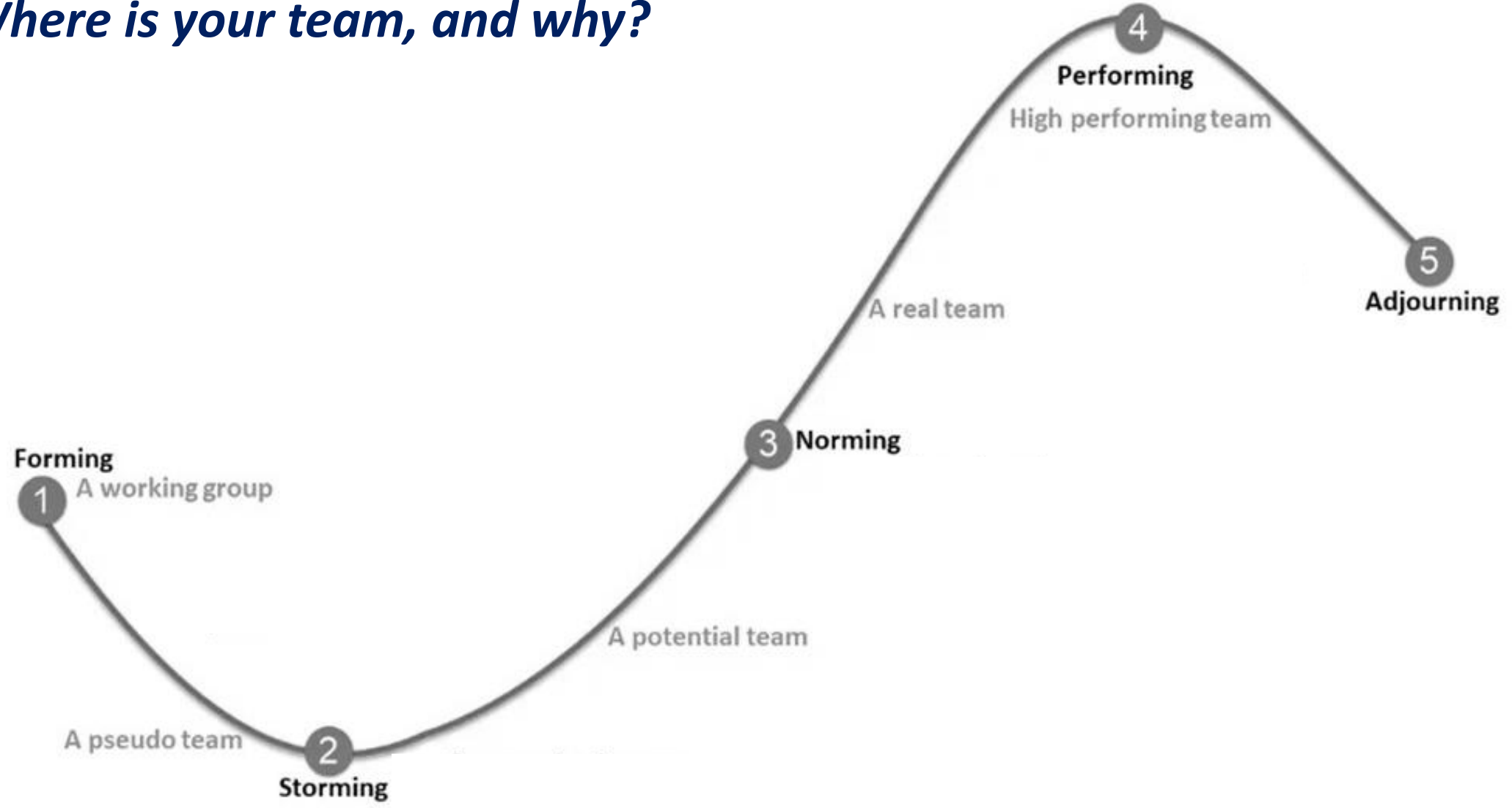
Learning

- 5 Stages of Team Development
- Accountability
- What drives behaviour

5 Stages of Team Development



Where is your team, and why?

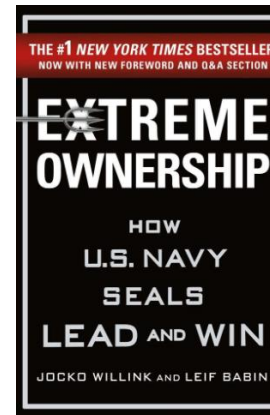


Accountability (for execution)

“

By recognizing and tuning into our own emotions, we become more self-aware, and more mindful, which allows us to make informed decisions and respond to situations more effectively.”

— ANNIE MILLER, MSW, LCSW-C, LICSW



Facilitation (for confidence)

What is a facilitator?

Ingrid Bens defines a facilitator as:

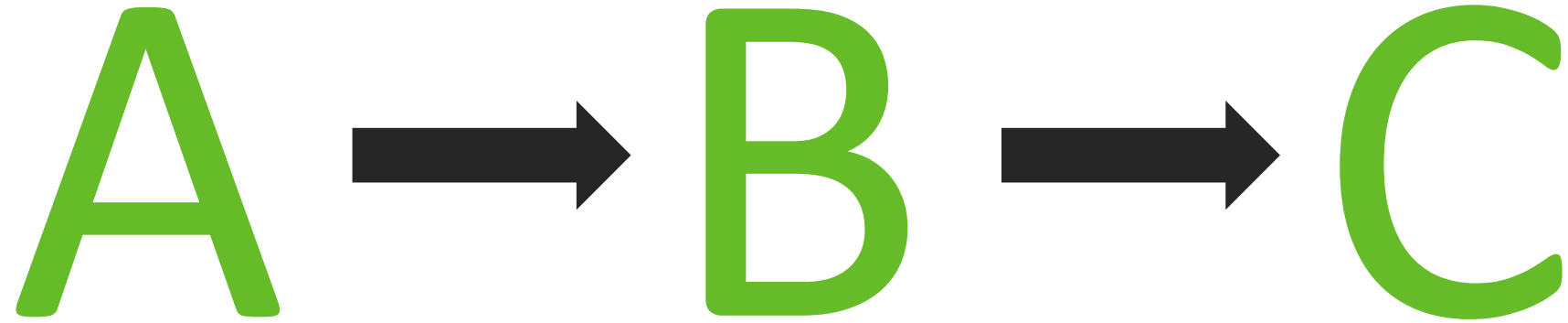


one who contributes structure and process to interactions so groups are able to function effectively and make high quality decisions. A helper and enabler whose goal is to support others as they achieve exceptional performance.”

A facilitator is a person whose role is to guide people through a process to an effective result. This process could be a meeting, a brainstorming session, training and development, a planning session, team building, conflict resolution, or any situation involving a group of people where there are desired outcomes, goals or targets (or where there certainly should be!)

What drives behaviour?

Subjective Experience (or thought), Psychological Response ...



- Beliefs
- Values
- Emotions

— *Stress can drive behaviour (and perception)*

“The HPA axis

During times of stress, the hypothalamus, a collection of nuclei that connects the brain and the endocrine system, signals the pituitary gland to produce a hormone, which in turn signals the adrenal glands, located above the kidneys, to increase the production of cortisol.

During a stressful event, an increase in cortisol can provide the energy required to deal with prolonged or extreme challenge.”

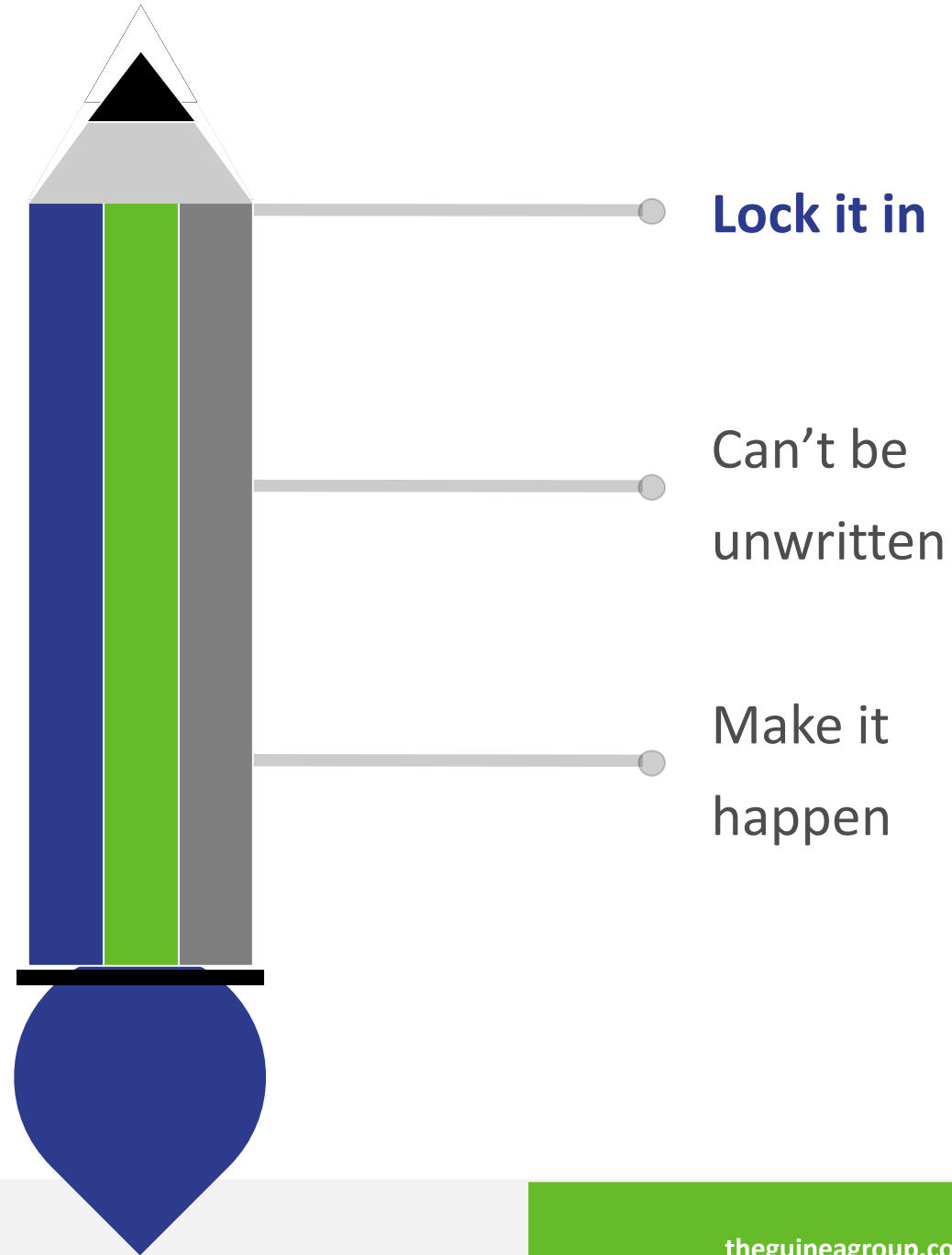


Activity

On your worksheet:

What are your current emotions?

How do you want to feel?





**“Be tolerant with others,
and strict with yourself”**

—Marcus Aurelius

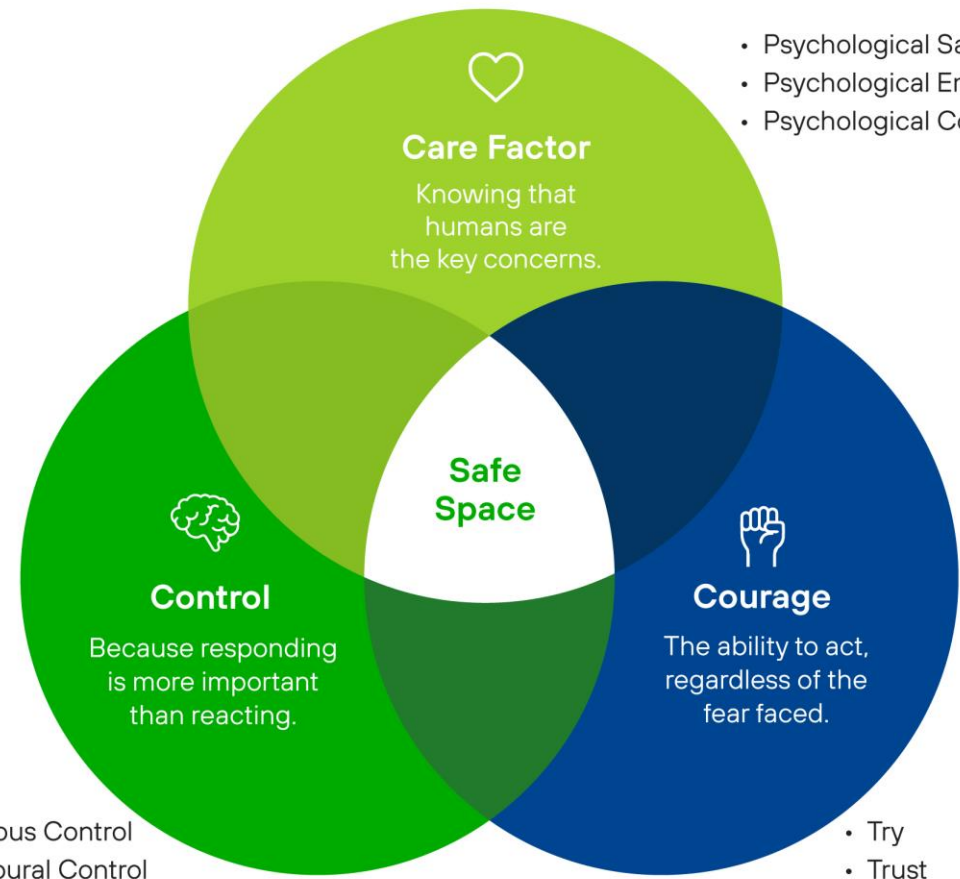
2

Engagement

- Your DISC Profile?
- Other's DISC Profile?
- Building your EQ?

Overhauls Under Pressure

This model came out of an experience that I had when I was on site that I was on when the C4 incident occurred.



- Psychological Safety
- Psychological Empowerment
- Psychological Connection

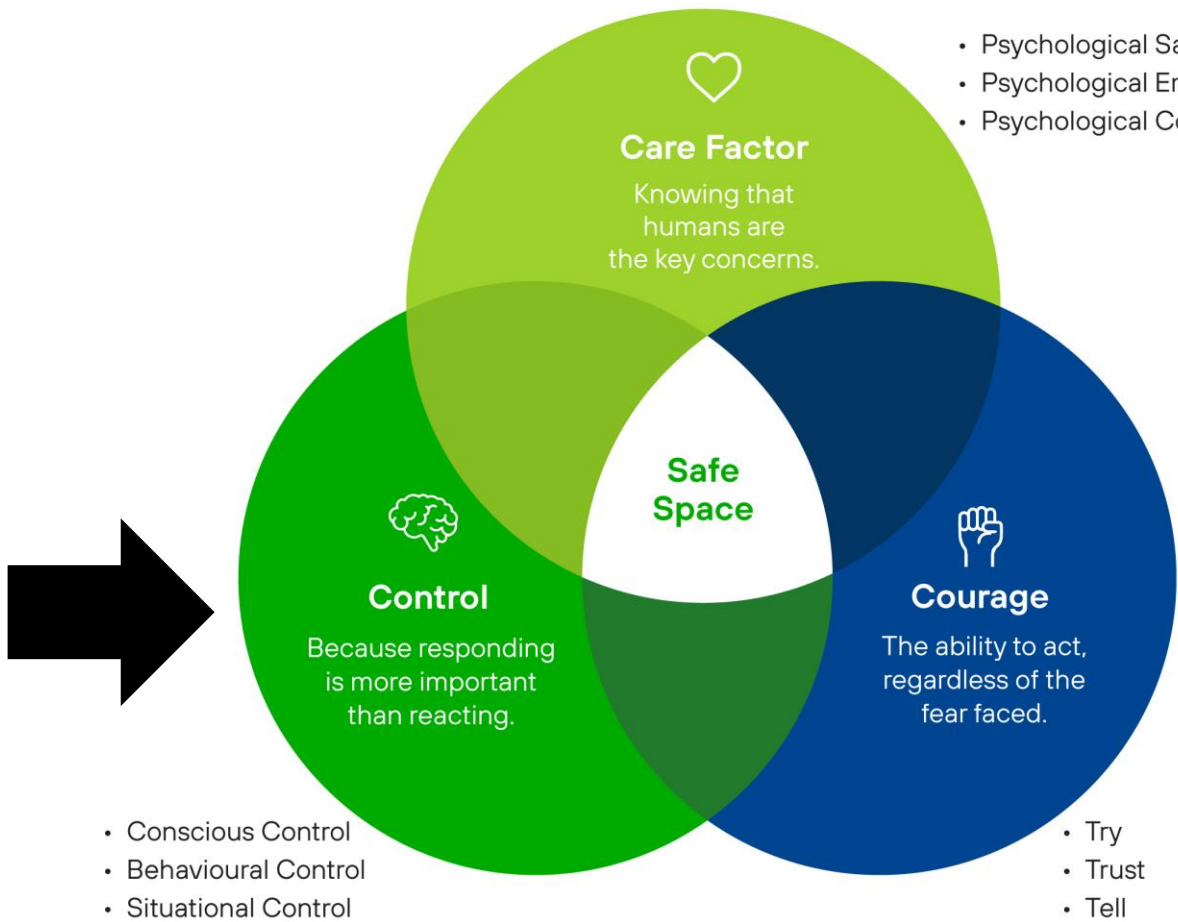
- Conscious Control
- Behavioural Control
- Situational Control

- Try
- Trust
- Tell

Creating Psychological Safety

“The best thing I have done for my emotional control is to learn to breathe and to start meditating regularly.”

“And taking the stoic view that we can choose our response and responding is better than reacting.”



Your DISC Profile

Personally, what I love about DISC is the self-awareness piece, and the element of understanding yourself in a more meaningful way ... before you try and understand others!

Check out pages 9, 13, 15



Your DISC Profile helps you understand yourself



Part I Understanding DISC

BEHAVIOURAL STYLES

Historical and contemporary research reveal more than a dozen various models of our behavioural differences, but many share one common thread: the grouping of behaviour into four basic categories.

The DISC styles are **Dominance, Influence, Steadiness, and Conscientious**. There is no “best” style. Each style has its unique strengths and opportunities for continuing improvement and growth.

The DISCstyles™ assessment examines external and easily observable behaviours and measures tendencies using scales of **directness** and **openness** that each style exhibits.

Other's DISC Profile

And the other thing that is to love about DISC profiling is the ability to be aware and empathise with other people, and to understand their communication styles! Winner!

Check out pages 19, 29



Your DISC Profile helps you understand yourself



PART III UNDERSTANDING OTHERS AND ADAPTABILITY

Understanding your own behavioural style is just the first step to enhancing relationships. To really begin to use the power of behavioural styles, you also need to know how to apply the information to other people and in other situations. Good relationships can get better and challenging relationships may become good.

People want to be treated according to their behavioural style, not yours.

— ***Making it count***

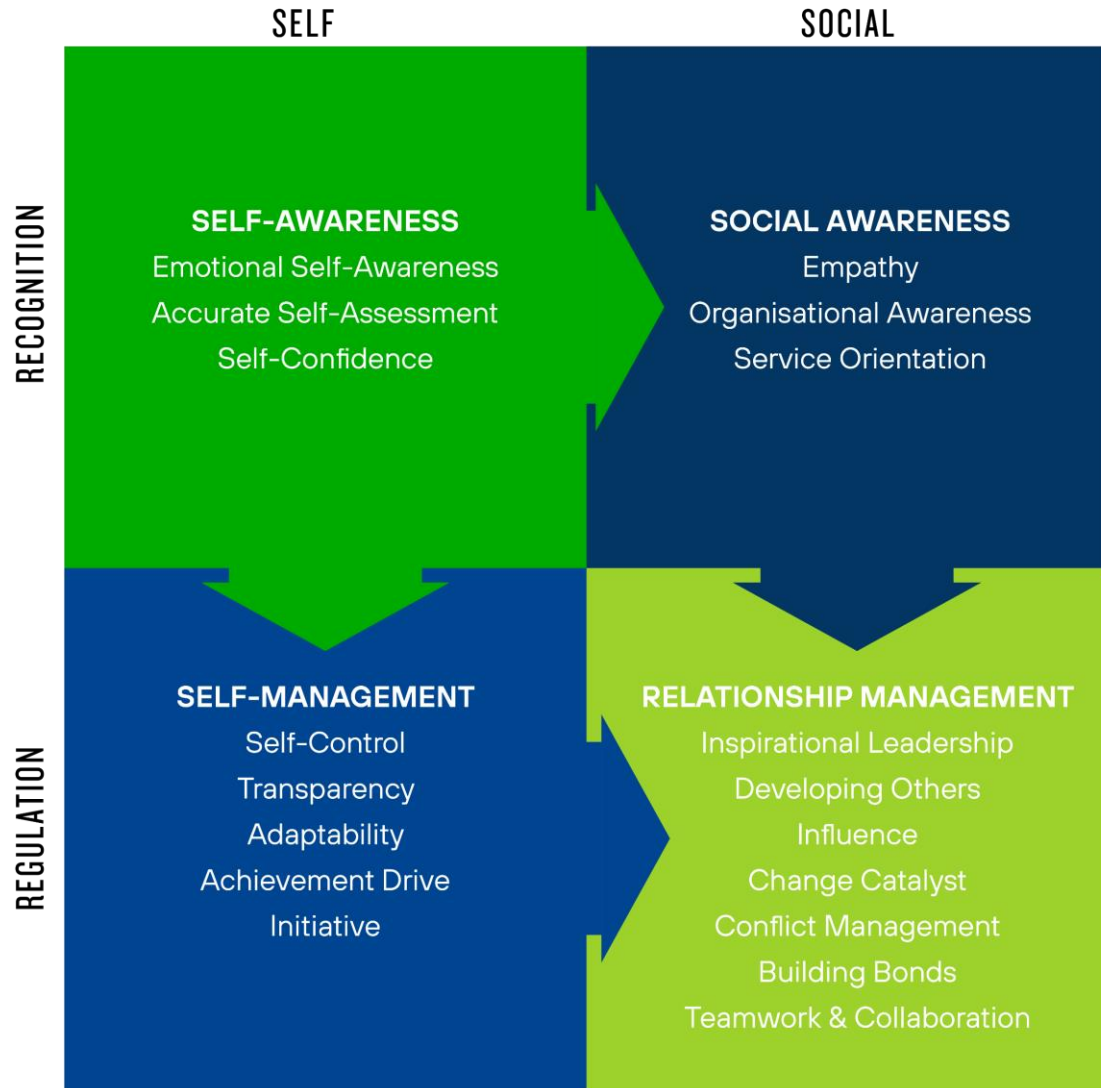
- Ask others
- Know others
- Practice this skill



Team Building Activity – Spaghetti Tower

- For:** **Creative Problem Solving & Collaboration Skills**
- Link:** There are times when you need to work together to solve problems
- Required:** 1 bag of uncooked spaghetti, 1 roll of sticky tape & 1 bag of marshmallows for each team
- Instructions:** **Using just these supplies, which team can build the highest tower?**
Note that there must be a full marshmallow at the very top of the spaghetti tower, and the whole structure has to stand on its own (that means no hands or other objects supporting it!) for as long as judging takes!!!
- Duration:** 10 minutes for planning
30 minutes for building
20 minutes for debriefing

Building Your EI




Emotional control is not about emotional suppression

Sky Nelson-Isaacs ⋮

Available on mobile

Sky Nelson-Isaacs • 4:08 PM

Awesome, great to hear from you Anton. great intro in LinkedIn. I'm very keen on the journey of controlling emotions. Not silencing them, mind you, but channeling them to the right output, so that we can stay in flow. When we suppress emotions, our equilibrium starts to shift, so eventually we need to blow off steam. But I like the way you talked about it. Good Leaders under pressure can transmute those difficult emotions into caring and loving emotions, and stay top of their game. I'd love to talk more.

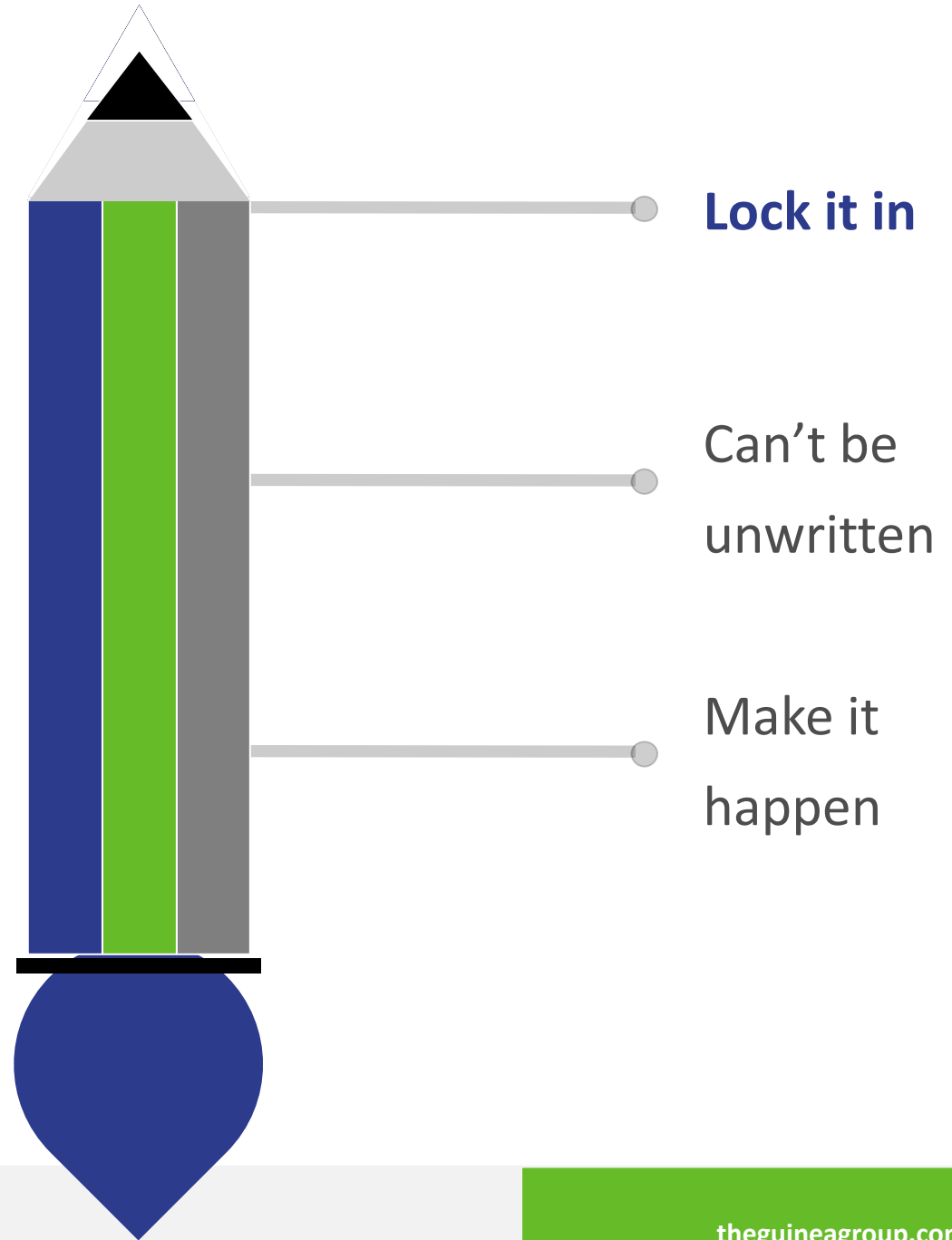


Activity

On your worksheet:

What are your current challenges?

What can you do about them?





**“The mind that is anxious
about future events is
miserable”**

—Seneca the Younger

- Psychological Safety
- Systems Leadership
- Transformational Leadership



Articulation

Leadership is about service, and giving

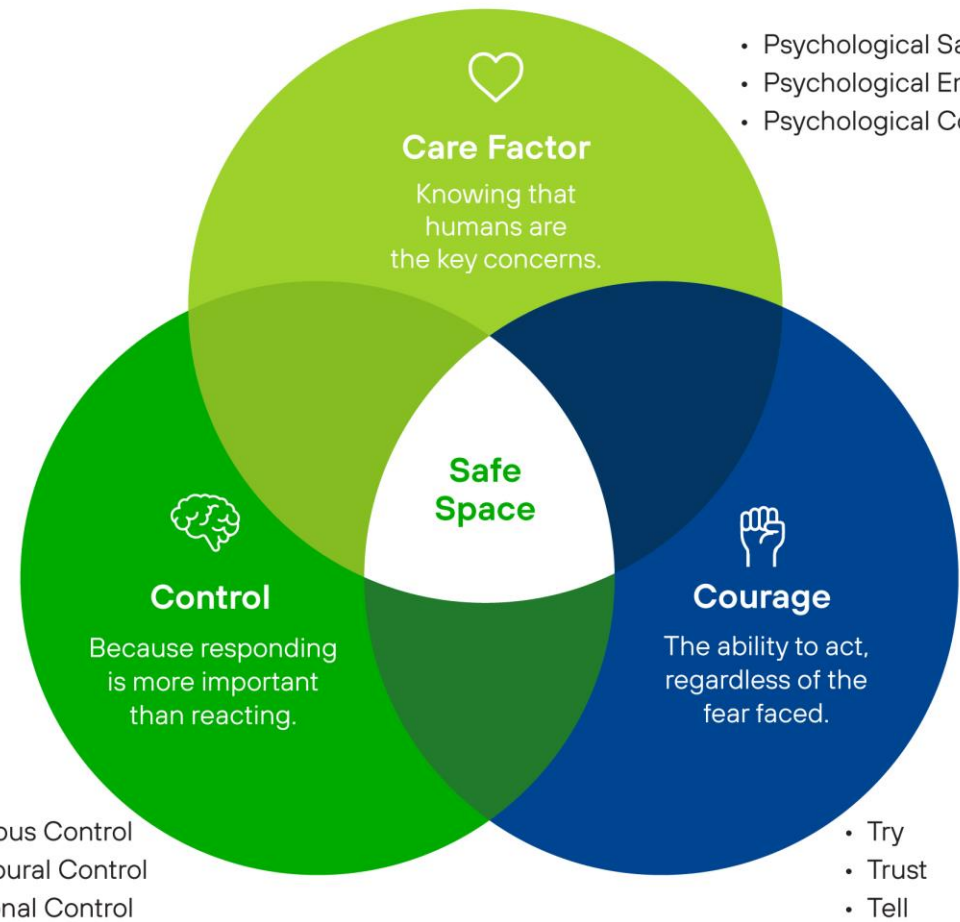
“Money doesn’t buy happiness;
Money buys choices.
It’s what you do with those choices,
That makes you happy”



Overhauls Under Pressure

This is a model that we are working hard to validate, and to study, to be able to publish a report/s on.

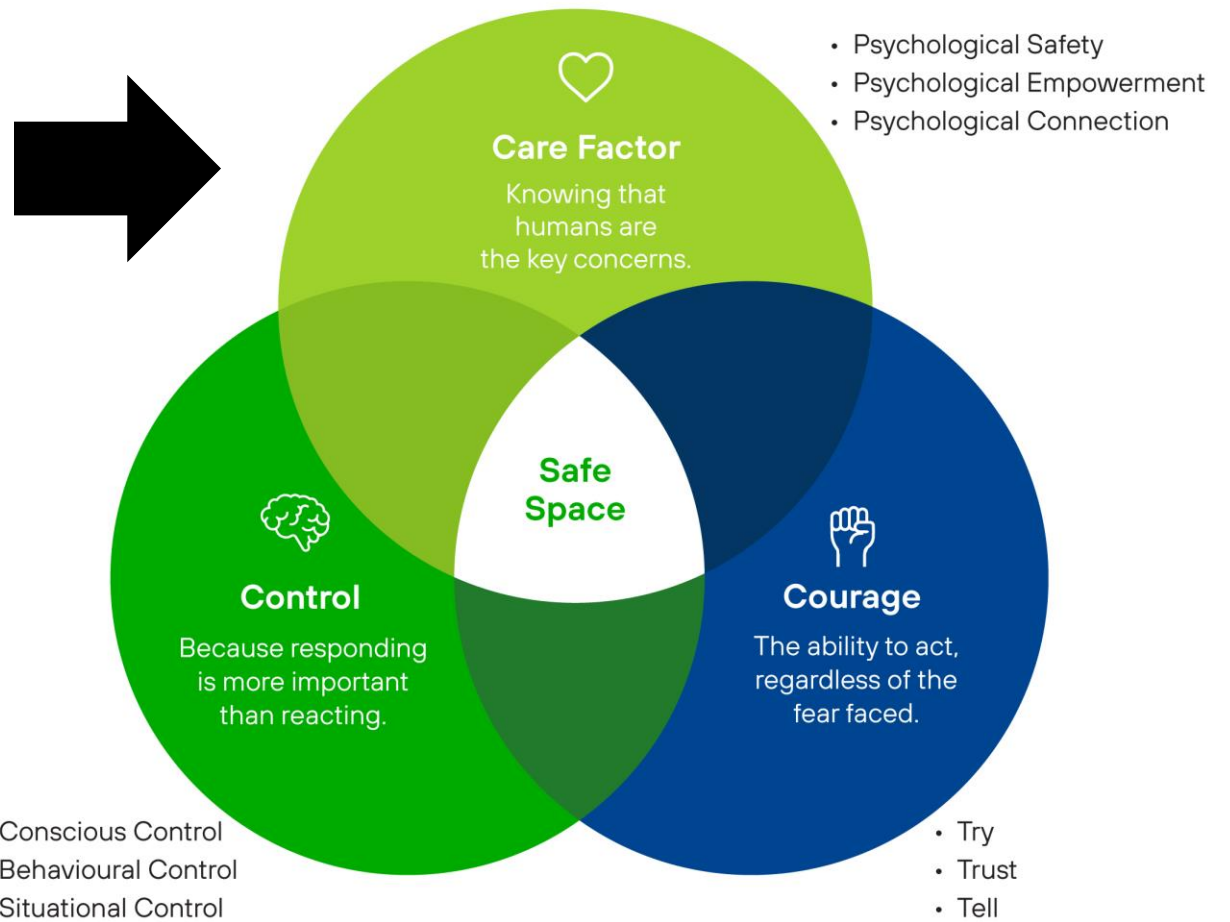
There are studies, and books that relate to each part of the model. And we will pull research together that tests the validity of each element as a distinct part of the whole model.



Creating Psychological Safety

The best thing I have done for my relationships is to continue to learn the fine art of psychological connection.

And learning how to communicate with humans in a way that leaves them better than I found them.



Conversational Skills



10 ways to have a better conversation

29,113,156 views | Celeste Headlee | TEDxCreativeCoast • May 2015

About the speaker



Celeste Headlee

Writer and radio host

[See speaker profile >](#)

Celeste Headlee's years of interview experience give her a unique perspective on what makes for a good conversation.

When your job hinges on how well you talk to people, you learn a lot about how to have conversations -- and that most of us don't converse very well.

Celeste Headlee has worked as a radio host for decades, and she knows the ingredients of a great conversation: Honesty, brevity, clarity and a healthy amount of listening. In this insightful talk, she shares 10 useful rules for having better conversations.

Communicate to care and connect

The best leaders that I have worked with were focused on connection, not direction. And I think strong teamwork being able to connect ... and build rapport ... with a wide range or personality styles.

Even those people that you don't like ...

Being a good team member is about creating psychological safety.

Deep down, humans are just emotions in skin



Psychological Safety

Project Aristotle (what do effective teams require)? The google study results were:

- 1
- 2
- 3
- 4
- 5

Psychological Safety:
Team members feel safe to take risks and be vulnerable in front of each other

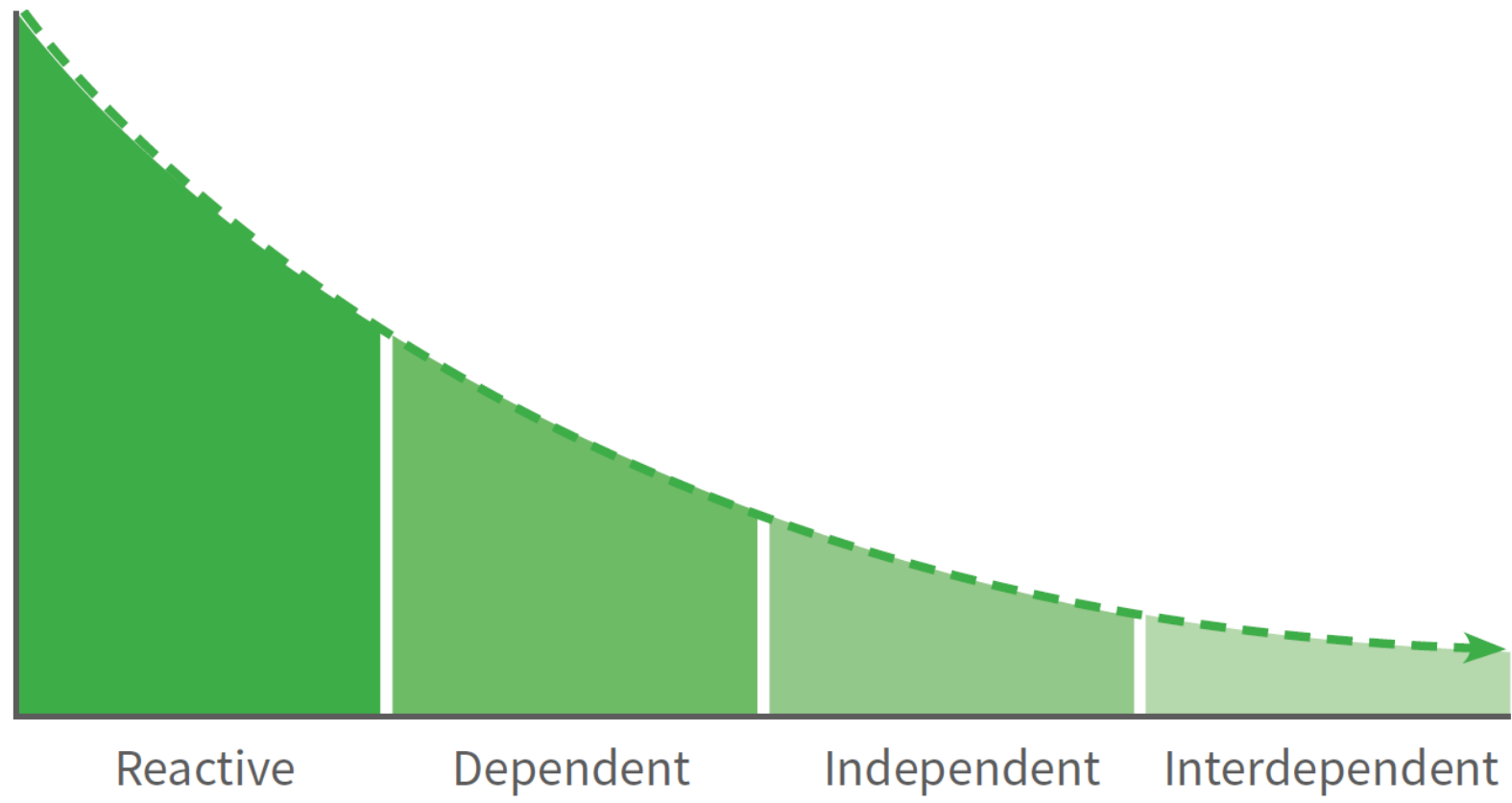
Dependability:
Team members get things done on time and meet Google’s high bar of excellence

Structure and Clarity:
Team members have clear roles, plans and goals

Meaning:
Work is personally important to team members

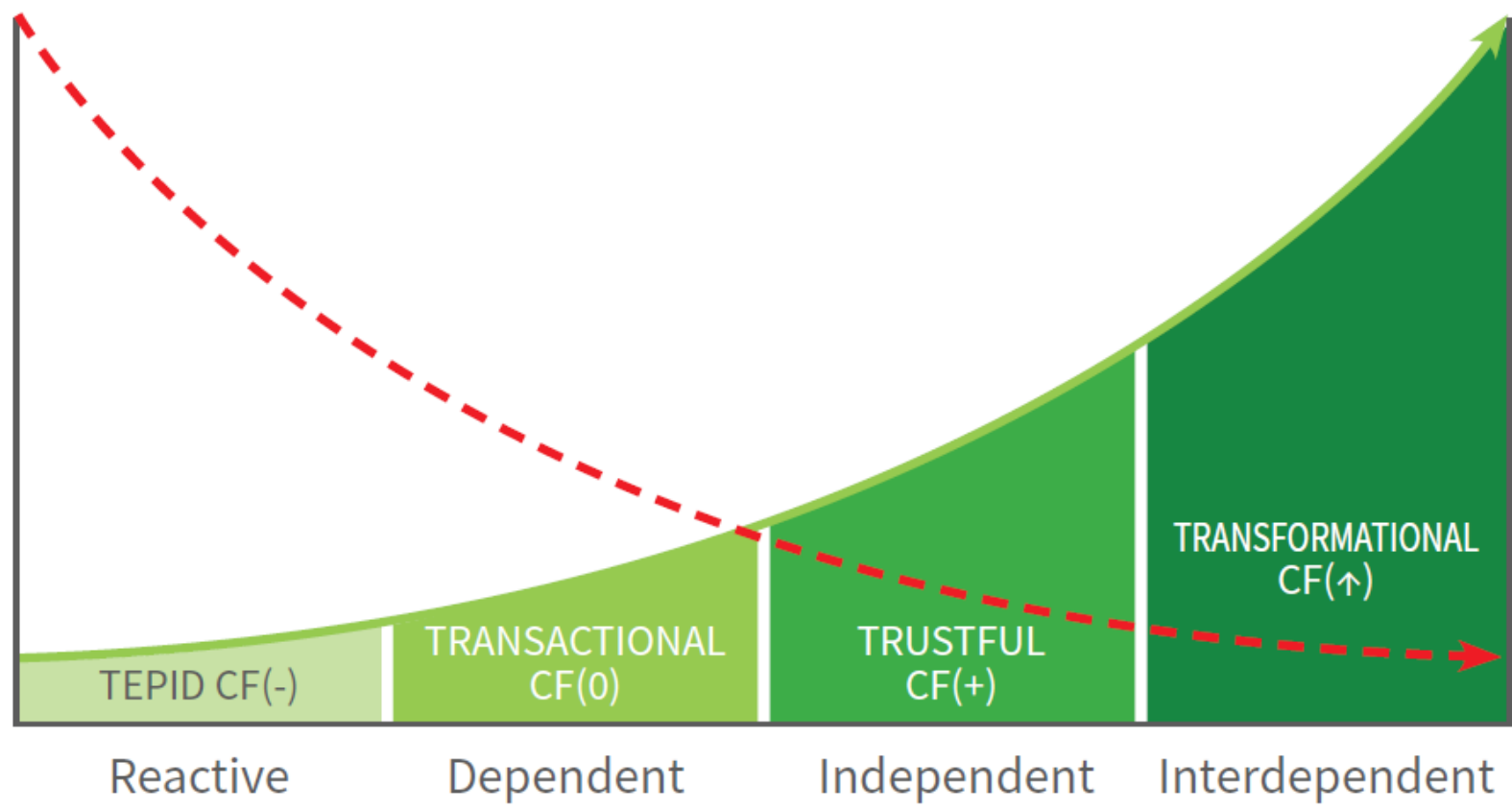
Impact:
Team members think their work matters and creates change

— *And the link to physical safety*



**Interdependence =
Willingness**

Transformational Teamwork



Transformation defined:

“An approach “that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders”.

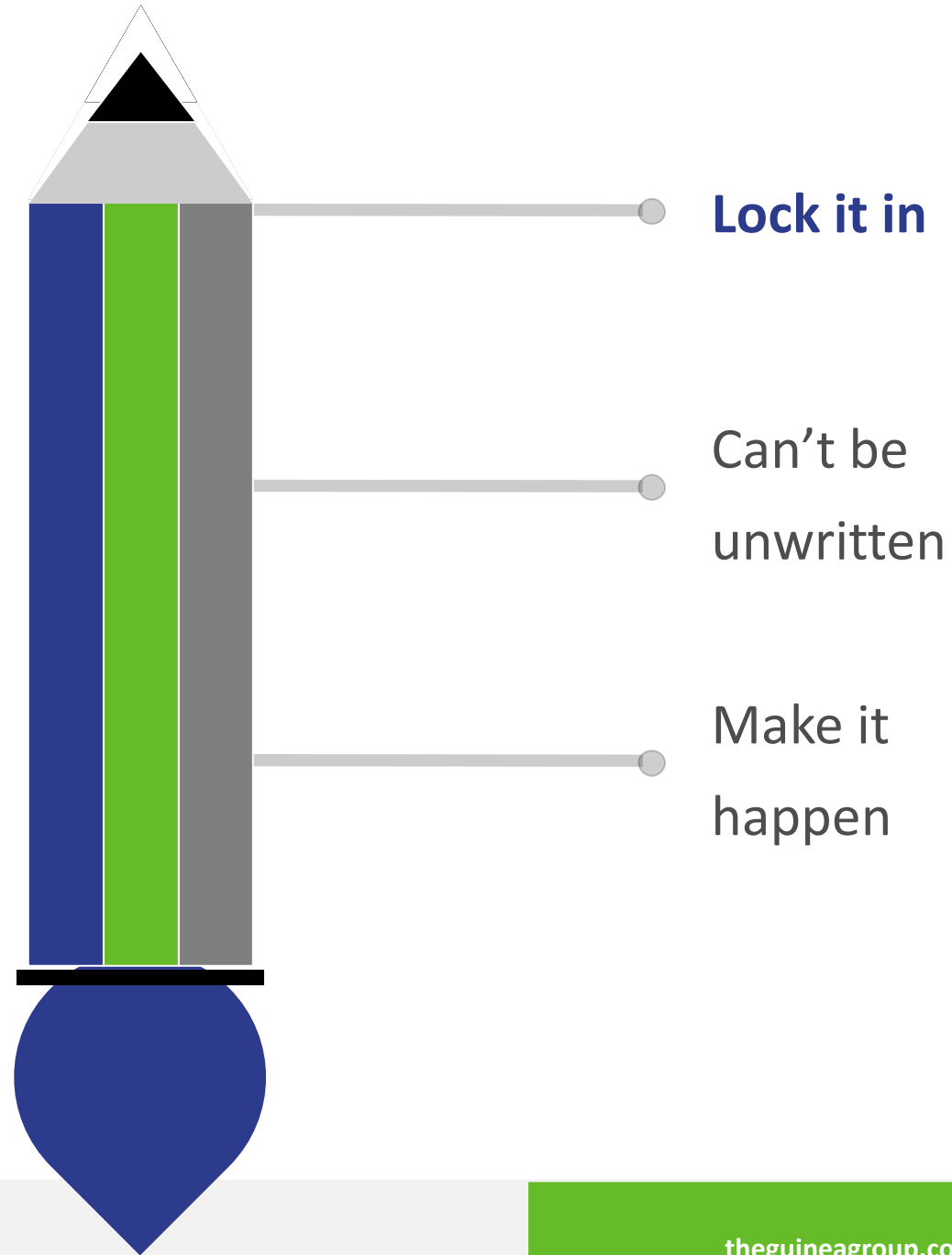
Transformation in action

Transactional	Vs	Transformational
Teamwork is reactive		Teamwork is proactive
Works within organisational culture		Works to change the organisational culture by implementing new ideas
Motivates team members by appealing to their own self interest		Motivates team members by encouraging them to put team interests first
Management by Exception; Maintain the status quo, corrective actions to change behaviour		Leadership by Observation; Behaviours are considered, corrective actions to coach behaviour
DIRECTION		CONNECTION

Activity

On your worksheet:

What could you start doing to be more transformational?
What is your commitment?

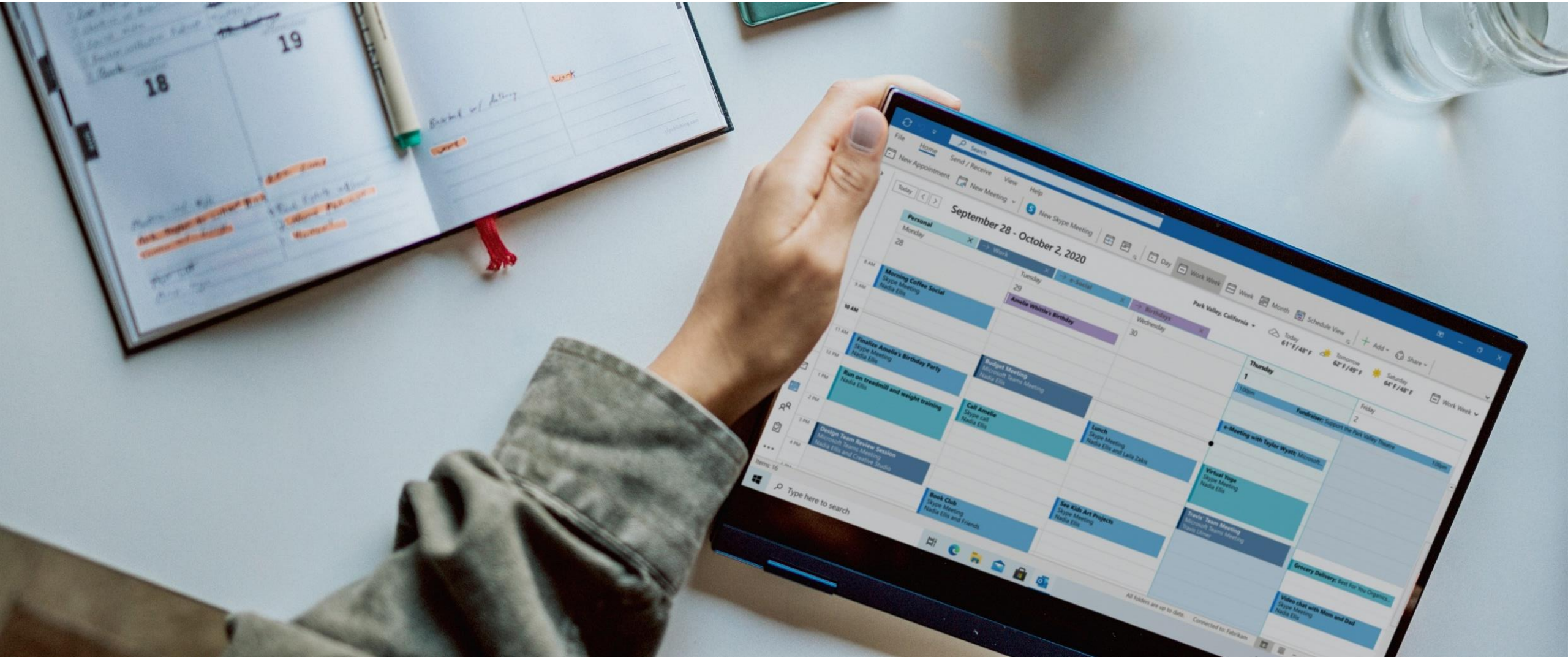


Systems Leadership (and time effectiveness)

Systems Leadership Theory (SLT) is a cohesive set of models that analyses and explains behaviours. Understanding and Organising Work. Work is defined as turning intention into reality. That is, the development and selection of a pathway that moves us towards a goal.

It is in the “micro-decisions” made by these frontline managers and the degree to which day-in and day-out they reinforce and signal the importance of safety where the “rubber meets the road” so to speak with respect to safety.

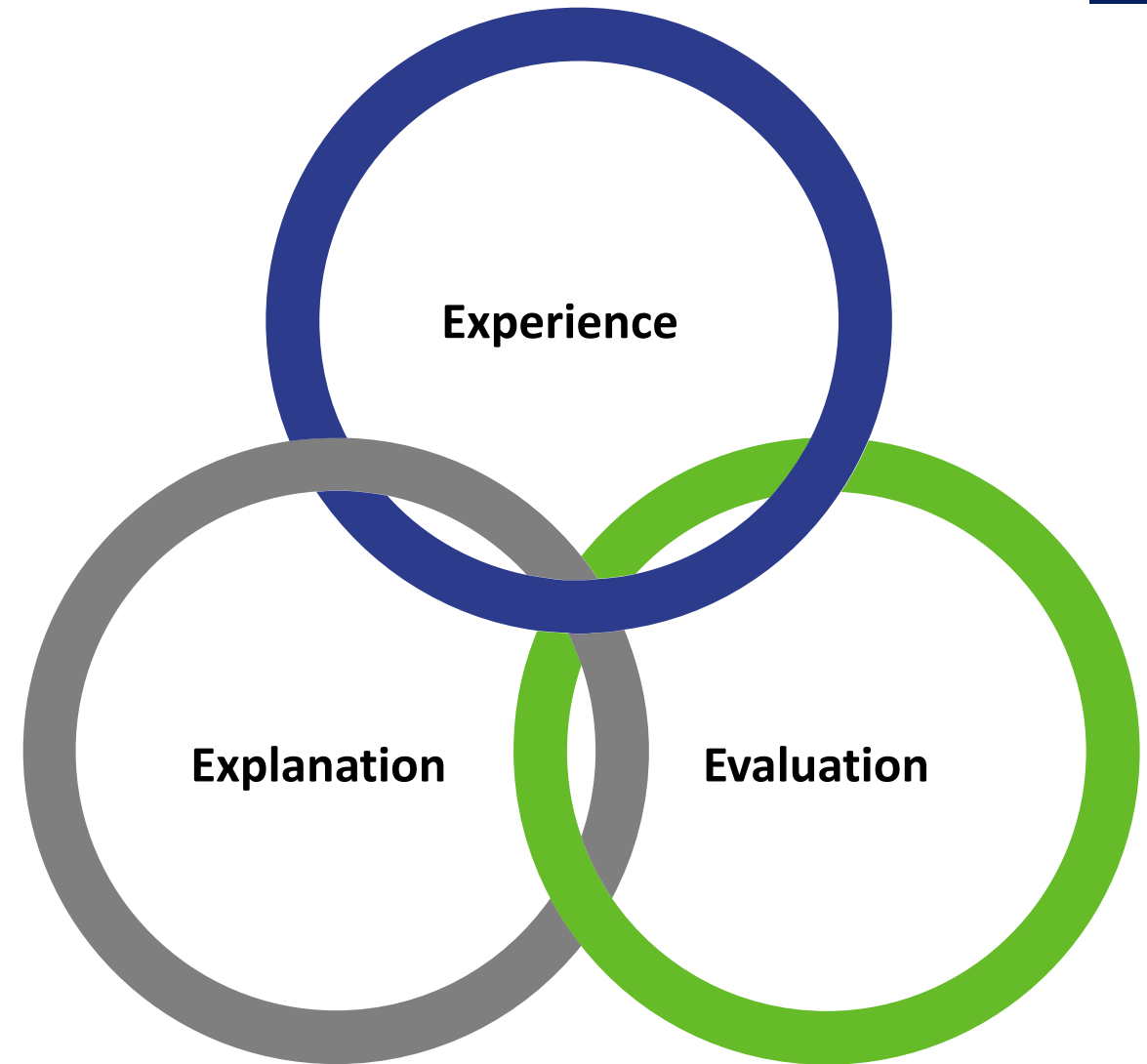
It starts with your calendar ...



Tell great stories

Unpack

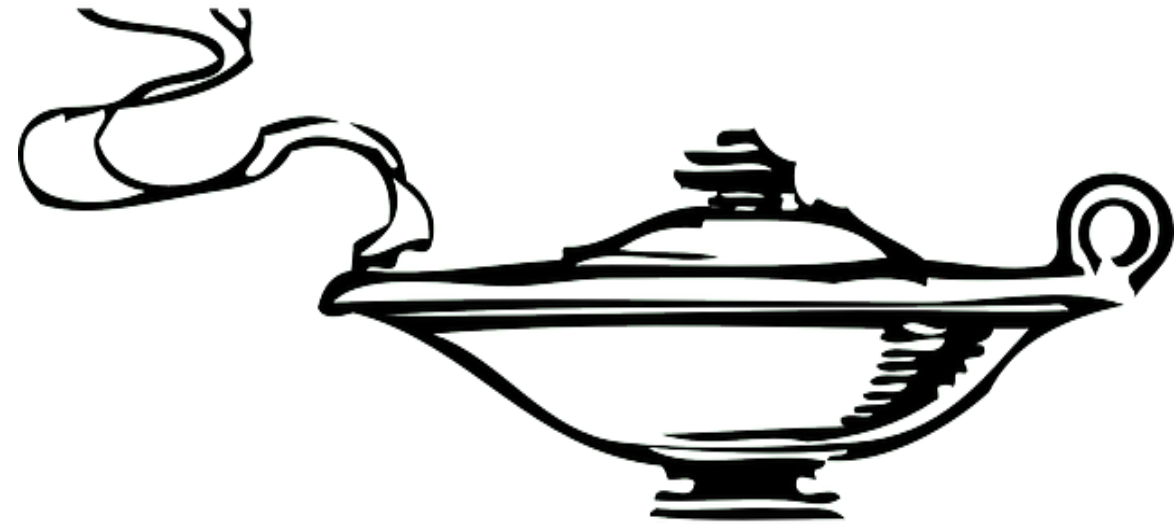
- Your experience
- How you have evaluated it
- What you learnt that you could explain



And touch some hearts

It's all about emotions, and being:

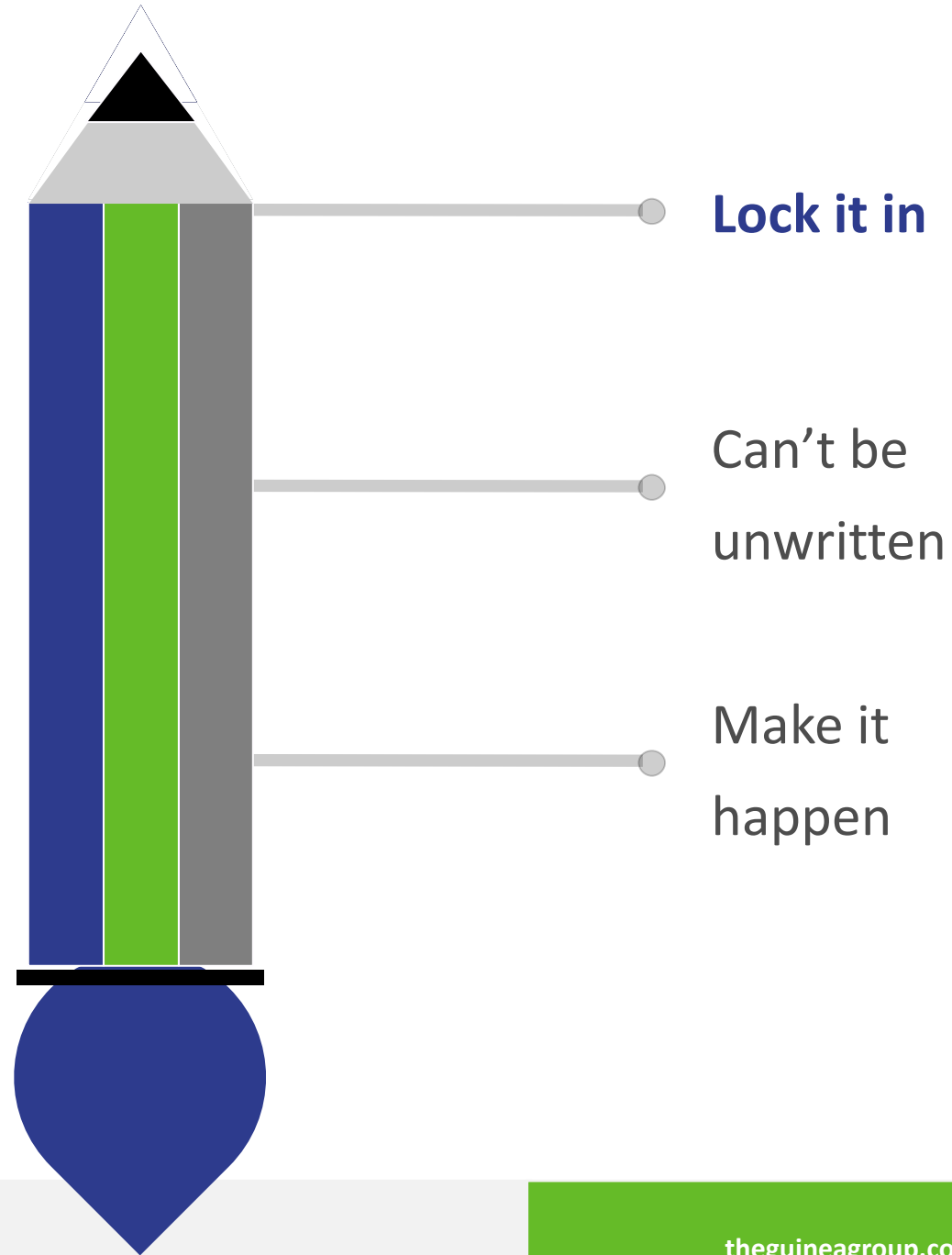
- Relevant
- Relatable
- Revealing



Activity

On your worksheet:

What is your story?





“Life is never going to be perfect, as much as we want it to be, and I have to lead by example.”

- Patsy Kensit

- Teamwork takes courage
- Accept vs Expect
- The one behaviour

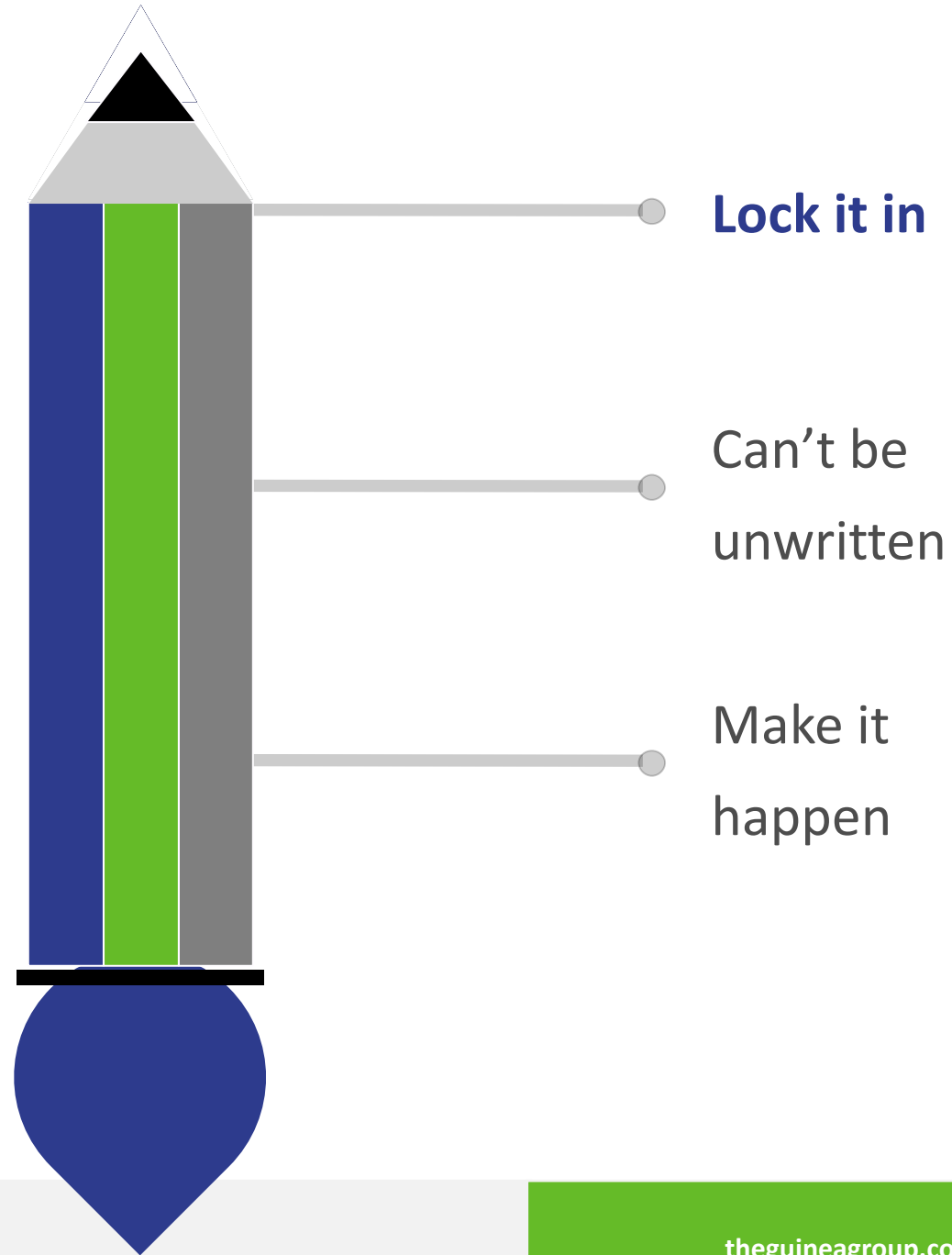


Demonstration

Activity

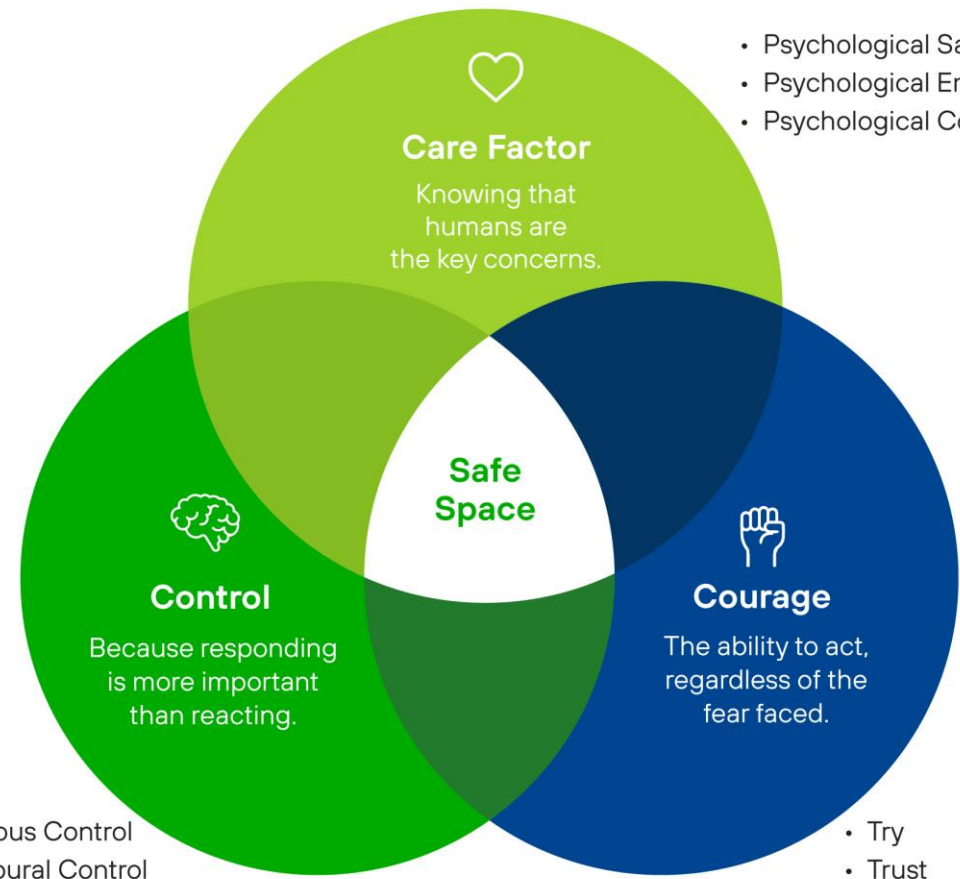
FACILITATION:

What is a conversation you would like to have?



Overhauls Under Pressure

Regardless of your position or your level in the organisation, you will need to be courageous and make decisions confidently at some stage.



- Psychological Safety
- Psychological Empowerment
- Psychological Connection

- Conscious Control
- Behavioural Control
- Situational Control

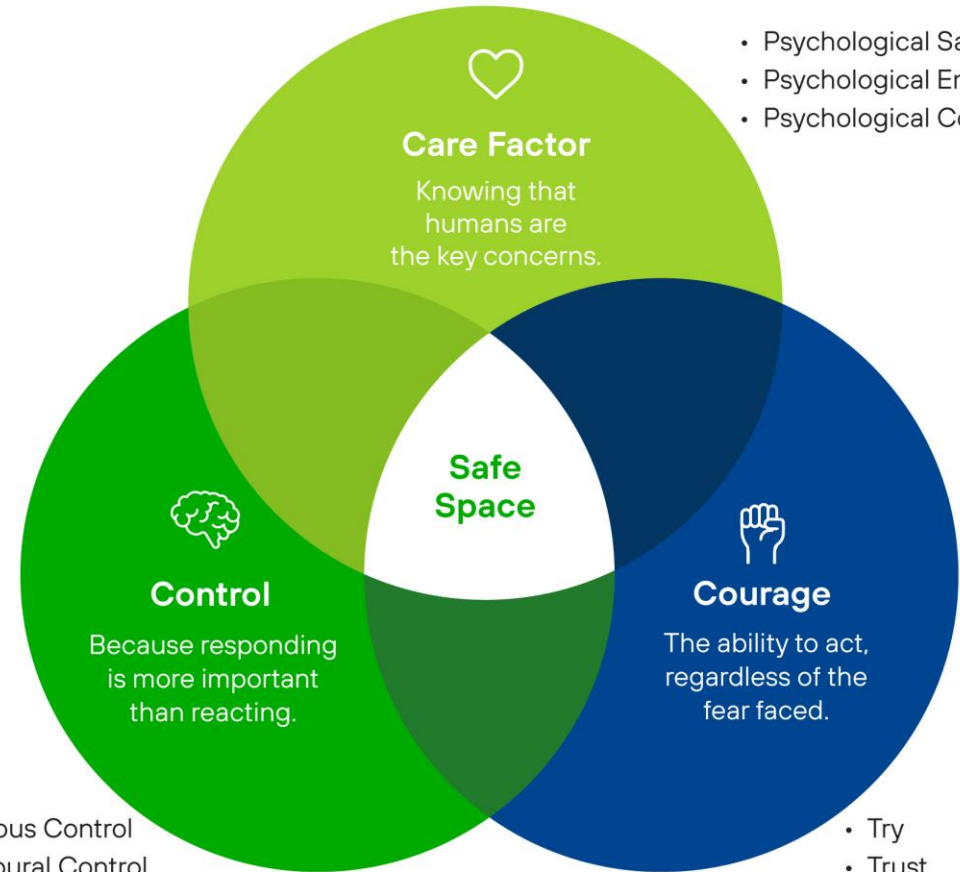
- Try
- Trust
- Tell

Being able to act

Courage first.

Confidence second.

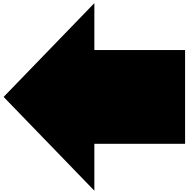
Competence third.



- Psychological Safety
- Psychological Empowerment
- Psychological Connection

- Conscious Control
- Behavioural Control
- Situational Control

- Try
- Trust
- Tell



Teamwork takes Courage

“Courageous (teamwork) is what every employee hopes for and what every company needs. A courageous leader guides their staff without stamping out creativity, they lead by example, and they stand at the helm of the company, giving everyone behind them confidence to do their jobs to the best of their ability”.

Have the courage to try, trust, and tell



Try, Trust, Tell

Definition of courage:

Mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty!



Associated with:

- Having initiative
- Challenging norms
- Leading

Requires:

- Overcoming resistance

Risks:

- Your actions may harm others



Associated with:

- Giving up situational control
- Being receptive to help
- Following

Requires:

- Putting faith in others

Risks:

- Ridicule, rejection, or resentment



Associated with:

- Truth telling
- Caring
- Putting faith in others

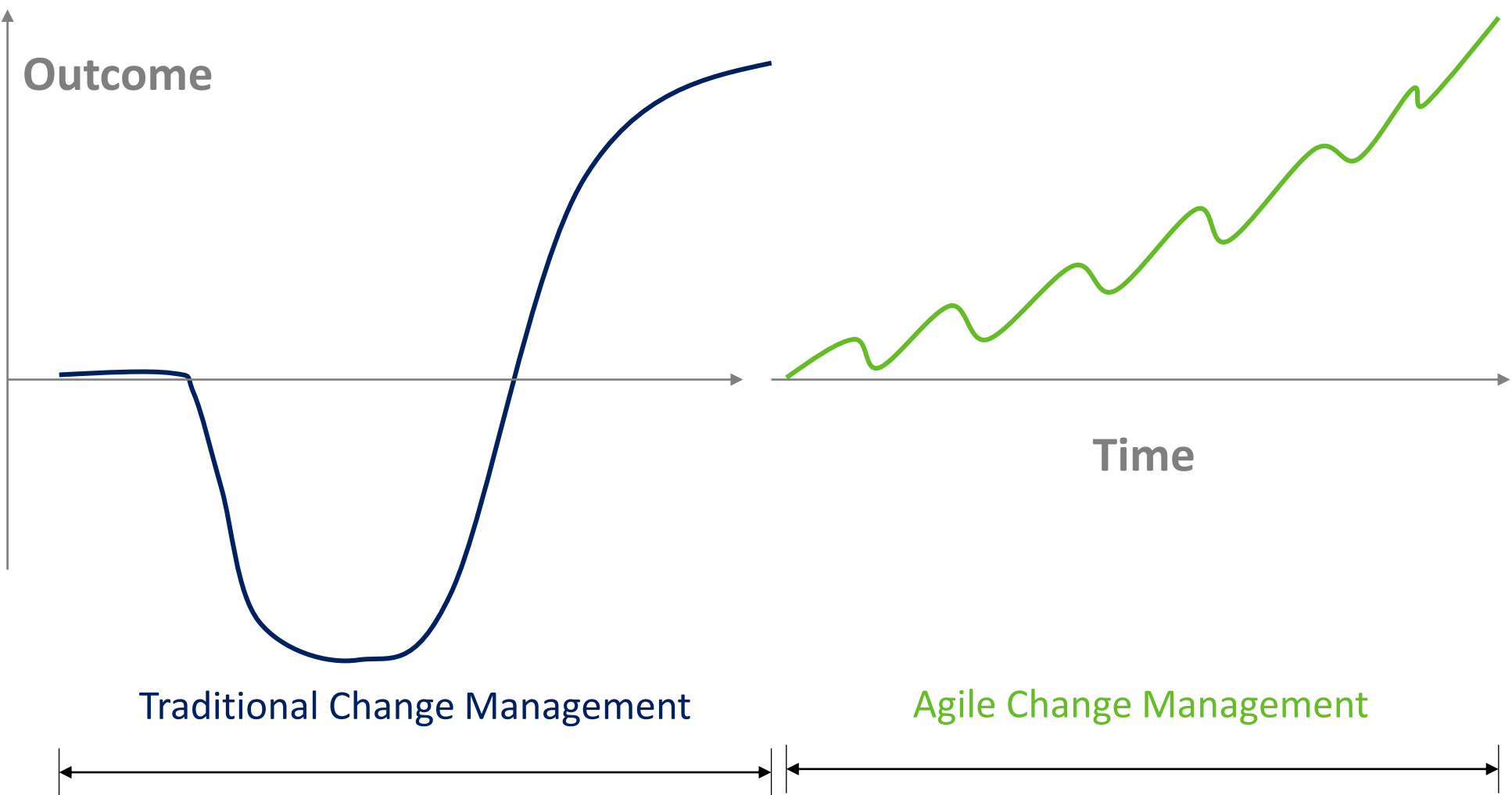
Requires:

- Conviction

Risks:

- Being let down

Have a future focus



And engage others in it

We Deliver

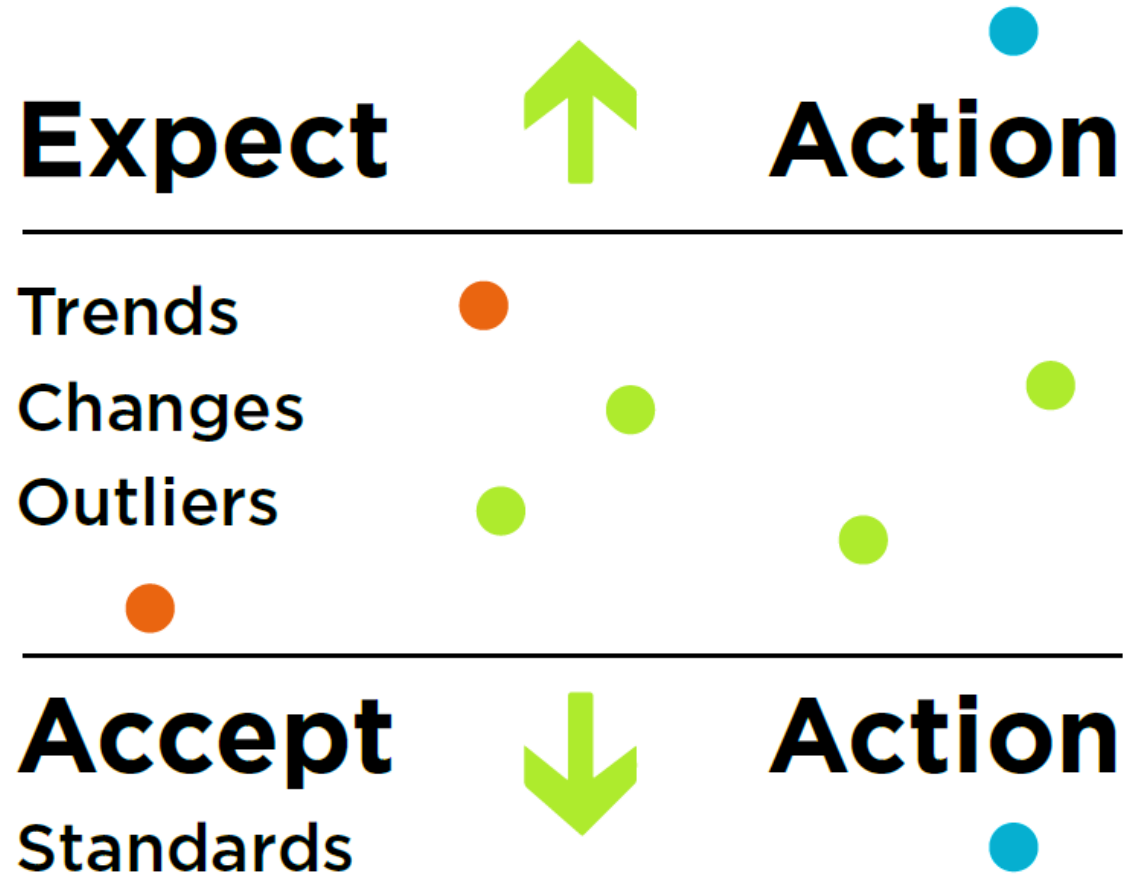
Change takes courage!

Where do you want to go, and who do you want to become is the big question for you and your team!

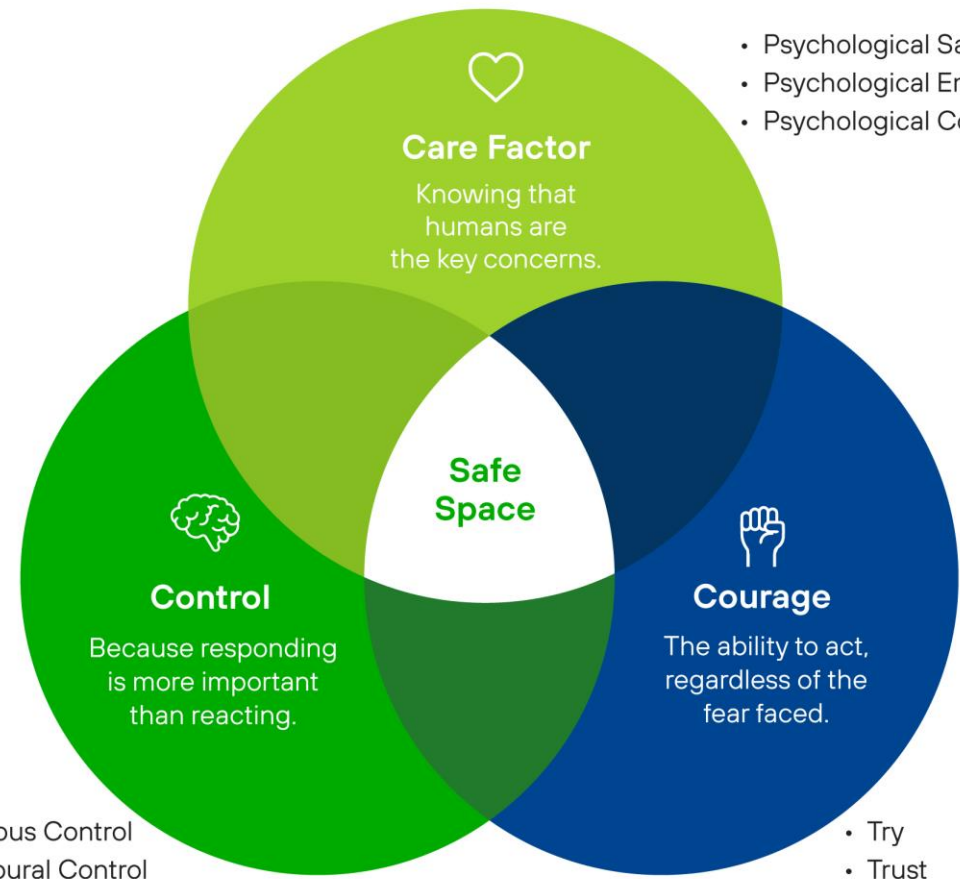
We are all in the People Business!



Accept vs Expect



Overhauls Under Pressure



- Psychological Safety
- Psychological Empowerment
- Psychological Connection

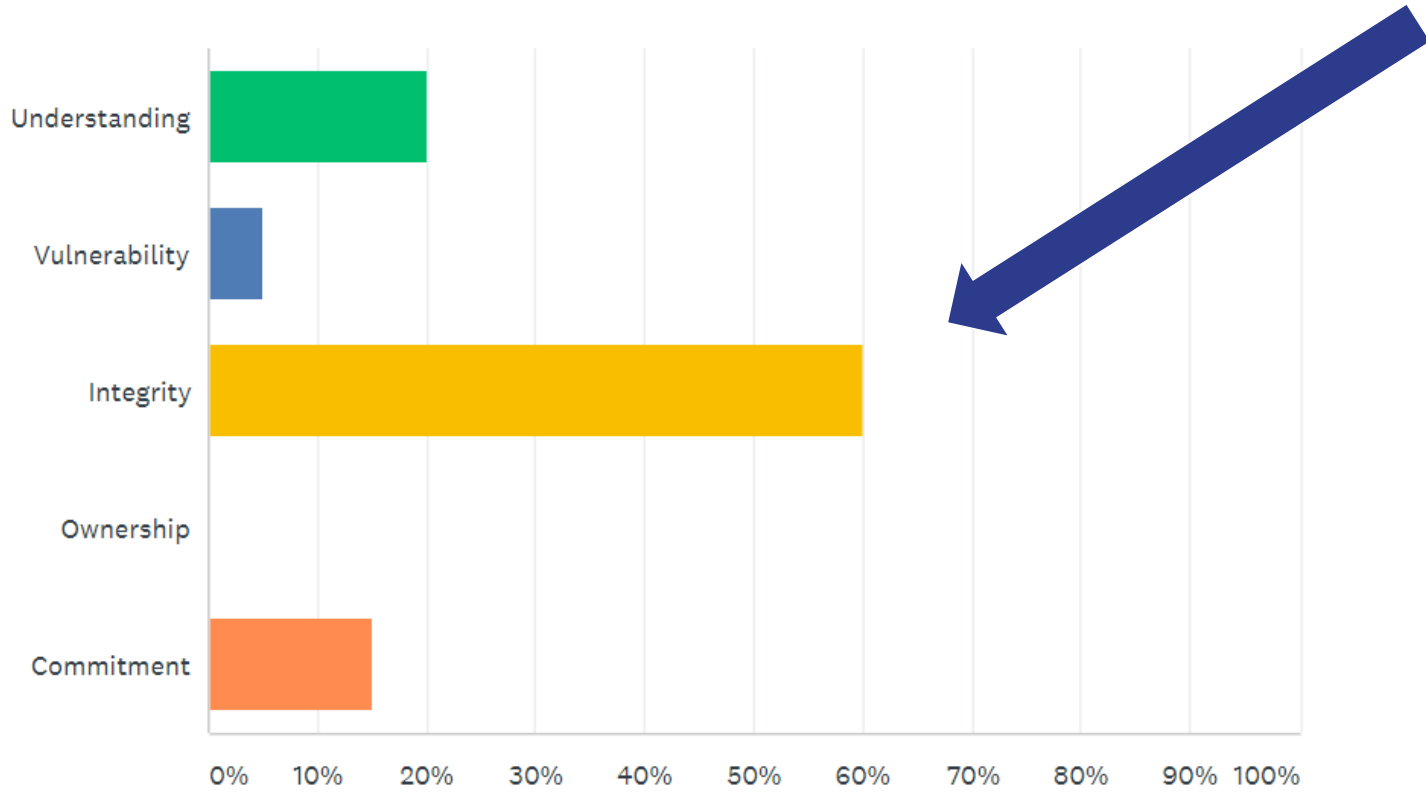
- Conscious Control
- Behavioural Control
- Situational Control

- Try
- Trust
- Tell

The one behaviour

The word that I think best generally describes the concept of leadership is

Answered: 20 Skipped: 0



Remember to use recognition

In a 2013 survey, 1,200 Americans studied responded that:

- 83% of respondents said recognition for contributions was more fulfilling than any rewards or gifts
- 76% found peer praise very or extremely motivating
- 88% found praise from managers very or extremely motivating
- 90% said a “fun work environment” was very or extremely motivating
- *“Recognition is proven as among the best method of improvement work motivation and employee engagement”*

1. On **point** – what specifically
2. On **purpose** – why specifically
3. On **period** – when specifically

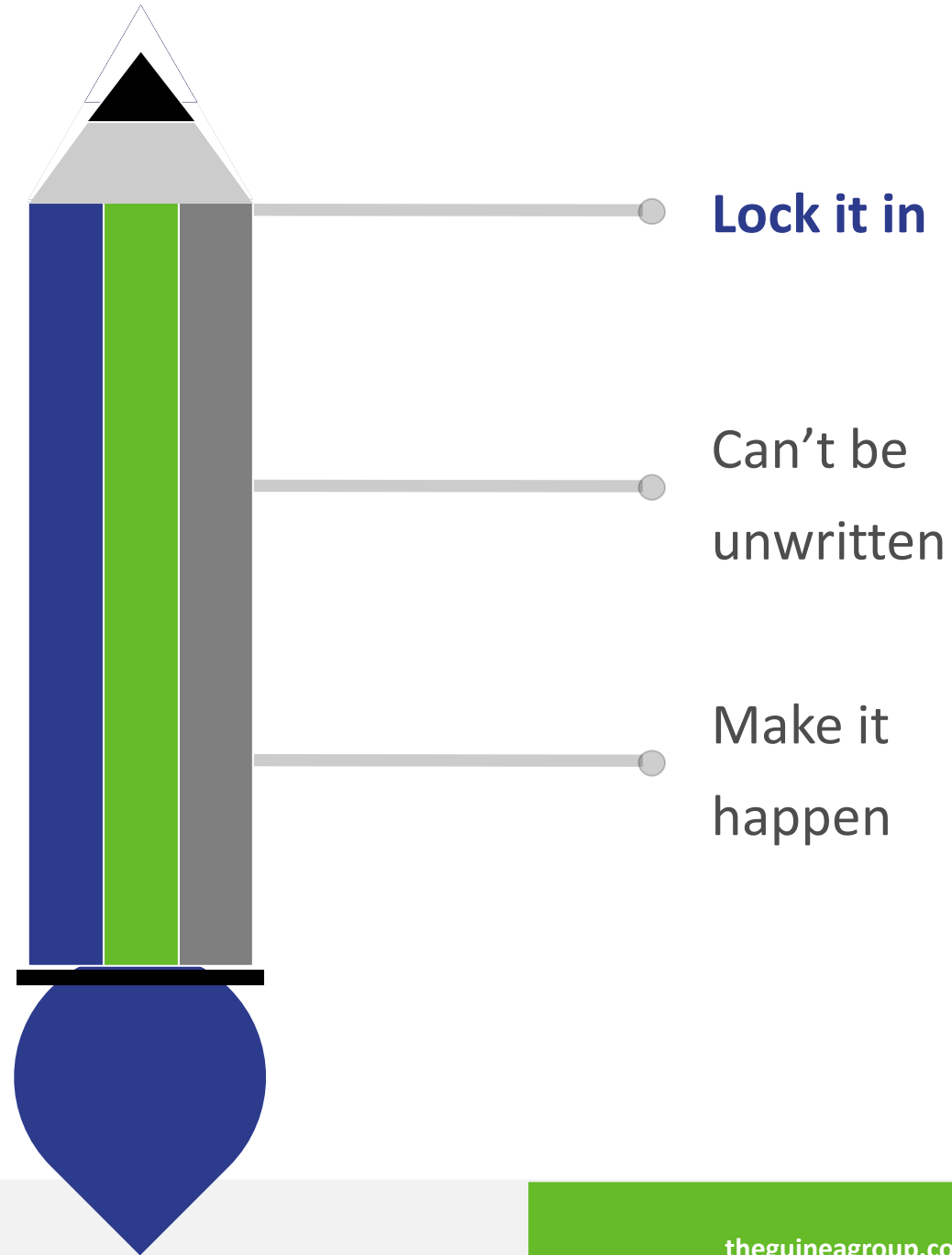


Yet, **2 out of 3** people receive no workplace recognition in a given year

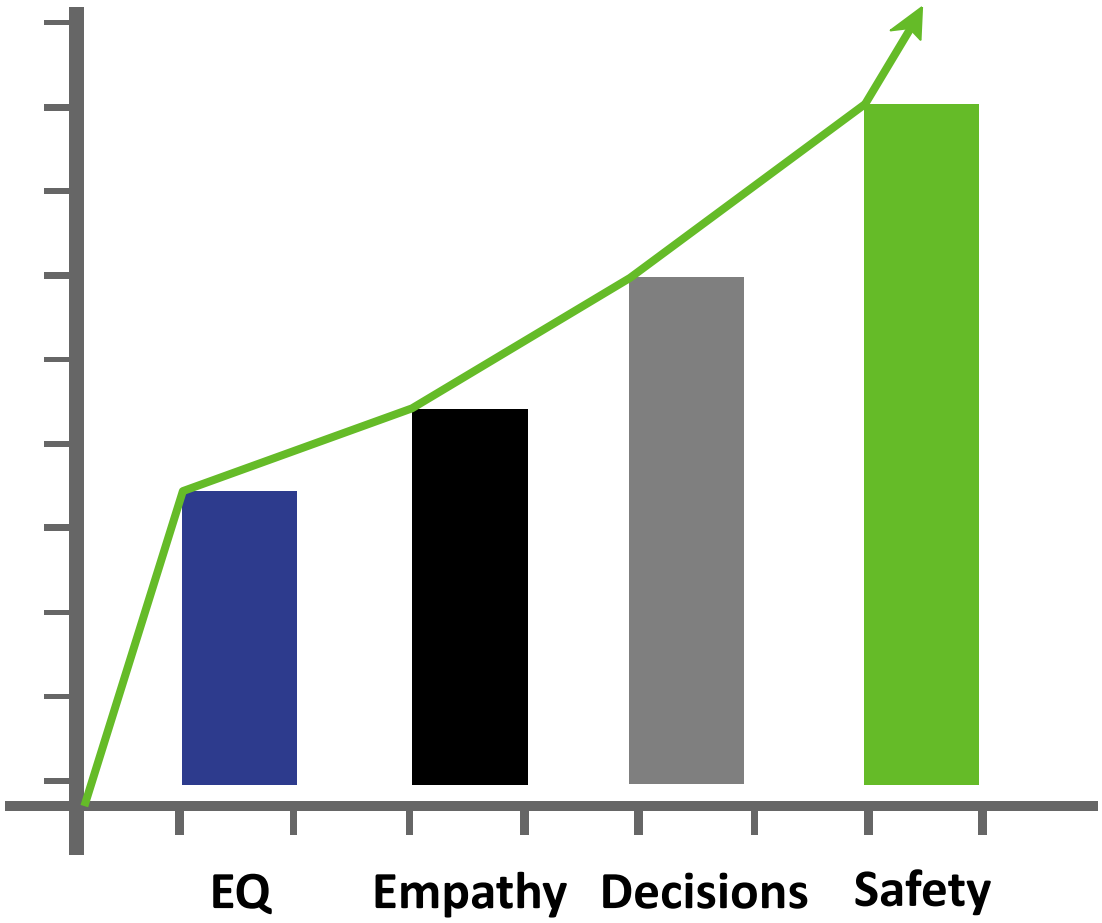
Activity

On your worksheet:

What is in your leadership Action Plan?



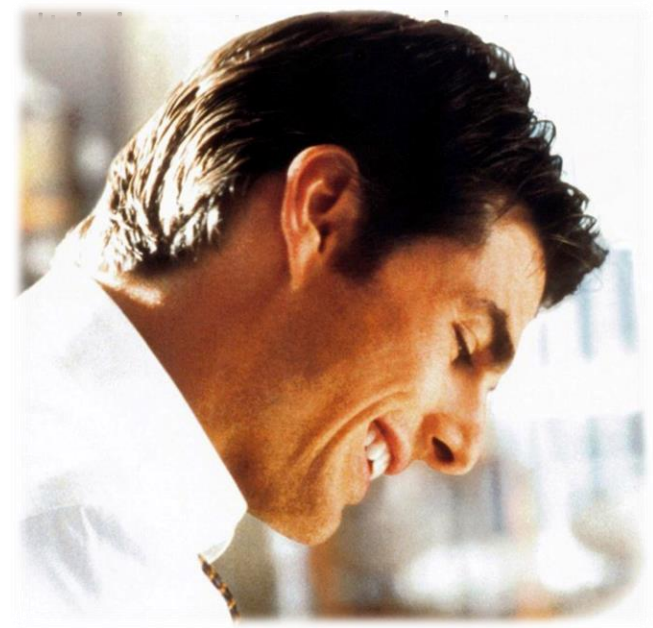
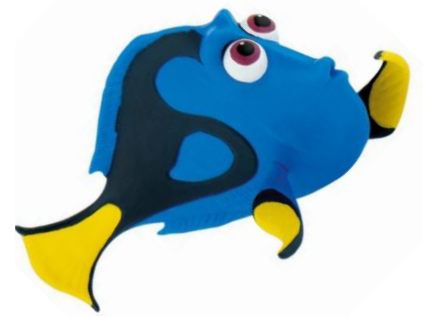
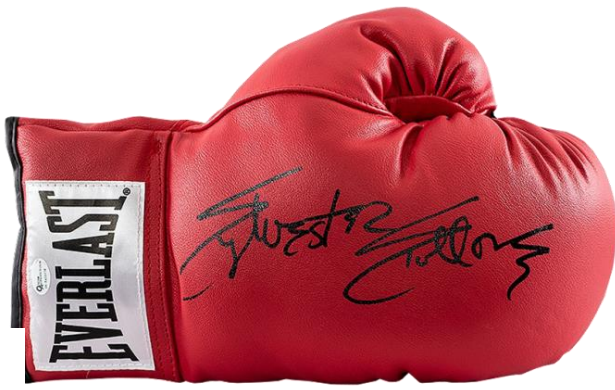
Upgraded Teamwork Evaluation



Where did you get to?

We will do this survey again at the end of the program, to see how far we have all come!

The Great Leadership Philosophers



Any Questions?

We're here to help

We exist to help leaders find meaning, to create value, and to build teams that people love to work in.

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