

1306241



ACTION PLAN

Leadership Development - 1 Day Workshop
1 Day Coaching

Dates: TBC

QVC Group



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

The leadership team at QVC Group quarrying operations lead the teams that supply quality construction materials to some of the region's notable infrastructure and maintenance projects.

The leaders work in a competitive environment where being clear, concise, and professional in their communication is crucial to the overall success of QVC Group.

The QVC Group leadership team is responsible for how the QVC Group business delivers on its safety, schedule, budget, and quality goals.

Including how it is perceived by stakeholders and their clientele.



**Moving the needle
in your favour**

**“Supporting QVC Group’s leadership team
will become even more professional and
communicate more effectively with their
teams!”**

Specifically:

- For the QVC Group leaders to understand that they all play an important role in the success of the organisation (and the delivery of project/s)
- Communicating in a thoughtful, professional, and polished manner
- What good team working really looks like
- How to deal with stressful situations
- Building confidence to have critical conversations

As well as providing QVC Group staff with skills related to effective communication (this program will unpack their DISC profiles) and professional and respectful relationship building.

Achieving these will upgrade your teams, your leaders, and your project culture.



**With a focus on QVC Group
values and desired project
culture**

The Program - High Focus

01

Leadership Development Workshop Development

Tailored to QVC Group, and:

- Developed based on planning discussions and finalised in conjunction with the QVC senior leaders
- Targeting key areas of opportunity for the growth and development of QVC Group leaders, team members, including alignment with QVC Group's vision and values and project goal achievement
- **Workbooks developed, designed and printed**

02

Team Development Workshop Delivery

Dates to be confirmed in 2024:

- Focused on further developing effective communication and building on DISC communication styles
- As well as being professional and influential in how leaders communicate with each other and their teams
- With **Energy, Engagement, Enterprise Thinking**

03

Team Development Workshop Close outs

Within 2 working days of the workshop:

- To provide QVC Group with an overview of the program
- To provide details of any surveys or actions completed during the program
- **To discuss the success of the program and a way forward**

The Investment - High Value

WHAT	WITH	INVESTMENT
<p>Leadership Development Workshop</p> <p>Day 1: Leadership Training Day 2: Leadership 1:1 Coaching (with each leader in the training)</p> <p>(In Rockhampton, QLD)</p>	<ul style="list-style-type: none"> • Workbooks are provided • Highly engaging • Very interactive • QVC Group vision and values focused • Results focused 	\$13,000*
DISC Profiles	Each DISC Profile: \$250	As required *
Catering and Venue	To be confirmed	\$0 *

* All investments are exclusive of GST

Investments exclude venue hire and catering (QVC Group to organise)

CONSIDER: Ongoing Coaching for QVC Group Team Members: \$3,000 per month for six months

\$13,000 *

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



“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.”



“I loved the engagement Anton gave to all parties and how the whole leaders 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.”

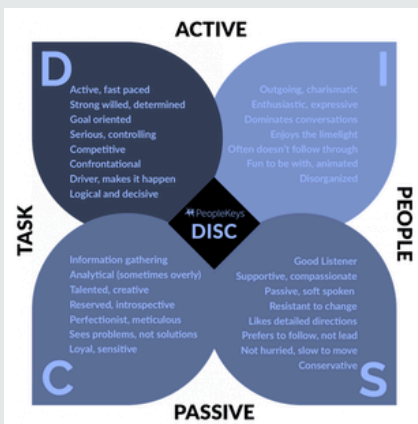
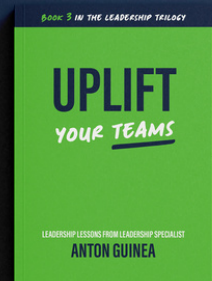
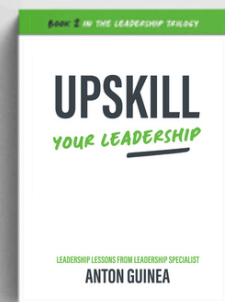
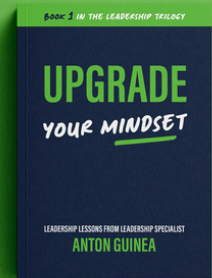


“Unreal couple of days mate. Really enjoyed it. Everyone needs to attend this or something similar in their lives. Keep up the great work.”
 — Angus Wilson

The Inclusions - High Value

Inclusions About the program

- 01 A planning meeting to tailor the workshops content, to ensure it is on point and fit for purpose
- 02 A 1/2-day workshop for 18 QVC Group leaders (generally, our workshops have up to 10 people, though 18 can be achievable for this two workshop series) - the number provided to TGG was 18
- 03 DISC profiling for all team members will help them understand their communication styles, and the communication styles of others (includes a detailed workbook)
- 04 A close out meeting after the program to provide QVC Group with an overview of the program, details of any observations during the program and to discuss a way forward
- 05 A free copy of Anton's book ' Let's Talk About Safety'
- 06 A professional and private webpage link that provides notes, surveys, photos and any other relevant materials that you can distribute to your QVC Group leaders (resources)
- 07 A energetic and engaging training session that encourages enterprise thinking



The DISC - High Powered

The DISC® model provides a common language that people can use to better understand themselves and to adapt their behaviors with others — within a work team, a sales relationship, a leadership position, or other relationships.

DISC is an amazing tool, and as professional facilitators of the process, TGG will enhance the DISC experience for you and your team!

DISC stands for:
Dominant, Influence, Steady Conscientious

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 team, through the leadership development 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 enterprise thinking. Anton will develop a process to engage your leaders 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.

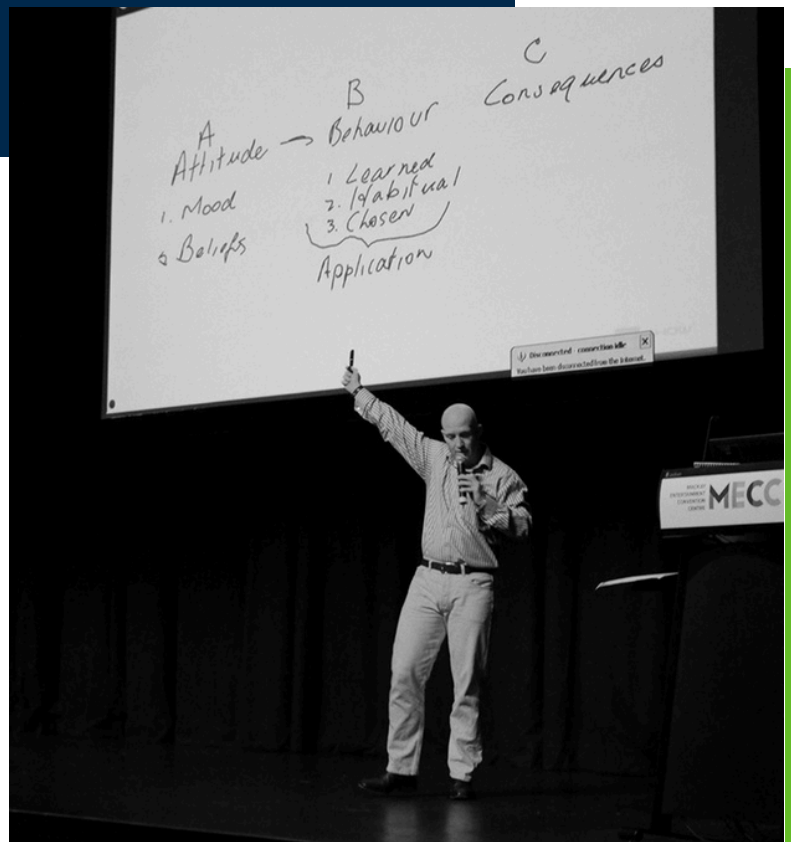
About The Guinea Group

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
- leaders building (and coach the coach training)
- Employee coaching and development
- leaders 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 leaders 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!**

“

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

-RALPH NADER

ABN: 83 116 111 543



+61 422 058 736



theleaders@theguineagroup.com.au



theguineagroup.com.au



18 Dolphin Terrace,
South Gladstone, QLD 4680



 THE GUINEA GROUP