

2806241



ACTION PLAN

Crew Safety Training - 3 Hour Workshops
On site (over 2 weeks)

Dates: TBC

St Barbara Mine, PNG



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

The leadership team at St Barbara Mine 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 St Barbara Mine.

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

Including how it is perceived by stakeholders and their clientele.

Potentially incorporating Anton's burns story into the training program - with graphic images.



**Moving the needle
in your favour**

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

Specifically:

- Supporting St Barbara Mine to roll out the Safety Always program
- **TO CREATE A HIGH LEVEL OF SAFE BEHAVIOUR**
- Utilising a program that is interactive, engaging, hands on, and targeted at front line staff (gamification)
- Allowing for all different levels of learners
- Using engaging and thought provoking videos
- Incorporating a focus on “football and darts” with key phrasing like:
 - Hitting the safety bullseye
 - Aiming for safety
 - Scoring a double or triple for safety
 - Tackling safety issues
 - Don’t drop the ball on safety

The importance of safety to maintaining employment (may be a motivator)

Delivering these will upgrade your site safety climate and safety culture.



**With a focus on St Barbara
Mine’s values and desired site
culture**

The Program - High Focus

01

Safety Always Training Program Development

Tailored to St Barbara Mine:

- Incorporating a 'local' feel (football/darts)
- Tailored to the audience
- Interactive, with a video and gamification focus
- Developed in conjunction with St Barbara Mine key Stakeholders
- *On site changes able to be made following program commencement*

Potential Agenda:

- Manager Introduction: **15m**
 - Anton's Story: **30m**
 - Safety Video and Unpack: **30m**
 - Hazard ID Exercise (from photos): **30m**
- With site photos**
- Shane Webcke Safety Video: **30m**
 - Safety Game/Safety Bingo: **30m**
 - Close out: **15m**

02

Safety Always Training Program Delivery

Dates to be confirmed in 2024:

- Potentially over a two week period
- With potentially two by three hour sessions per day, to cover all shifts
- *To include some briefing sessions for senior leaders to provide an overview of the program*
- *All training to be delivered on site*
- With **Energy, Engagement, Enterprise Thinking**

03

Safety Always Training Program Close outs

Within 2 working days of the completion of the training program:

- To provide St Barbara Mine with an overview of the success of the program
- To provide details of any ideas generated, or additional actions completed during the program
- **To meet and discuss the success of the program and the next steps**

The Investment - High Value

WHAT	WITH	INVESTMENT
Safety Always Training Program Development - 1 Day off site Delivery - 12 Days on site (Monday to following Friday) Close out - 1 Day off site (In Q3 or Q4, 2024)	<ul style="list-style-type: none"> • Handouts provided • Highly engaging • Very interactive • St Barbara Mine vision and values focused • Safety behaviour change focused 	\$3,000*/Development \$5,000*/per day (Delivery) \$1,500*/per day (Travel)
Footballs, darts or other giveaways, or team building props	Relevant to the program (invoiced at cost)	Allow \$100/per person
Catering and Venue	Not Required	\$0 *

* All investments are exclusive of GST
 Investments exclude venue hire and catering (St Barbara Mine to organise)
CONSIDER: Signage, posters, other ideas to keep the material visual at front of mind

\$TBC *
 Depending on
 # of Delivery Days

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.”

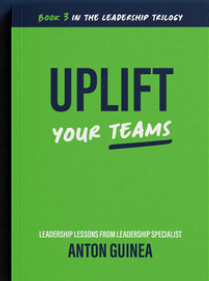
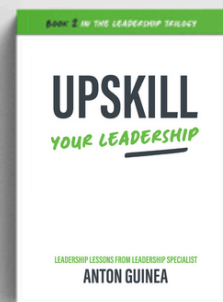
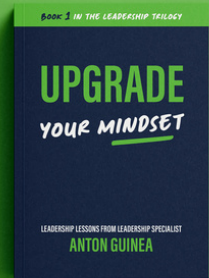


“Unreal couple of days mate. Really enjoyed it. Everyone needs to attend this or something similar in their lives. Keep up the great work.”
 — Angus Wilson

The Inclusions - High Value

Inclusions About the program

- 01** A series of planning meetings to tailor the training content, to ensure it is on point and fit for purpose
- 02** A series of 3-hour workshops for St Barbara team members, with a focus one creating safety behavioural change, and safety understanding utilising a range of interactive training processes
- 03** A series of visual reminders from the session, as well as a take away (like a football or a jersey or similar) that will ensure that the team members have take aways and mementos to anchor their safety mindset to
- 04** A close out meeting after the program to provide St Barbara Mine with an overview of the program, details of any observations during the program and to discuss a way forward
- 05** Free copies of Anton's book 'Let's Talk About Safety'
- 06** A professional and private webpage link that provides notes, videos, photos and any other relevant materials developed during the training workshops
- 07** Energetic and engaging training sessions that encourage safety thinking



The Facilitator - High Expertise



ANTON GUINEA

Helping to develop
safety cultures 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 safety culture 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.

In relation to this program specifically, it is worth nothing that Anton has presented in Asia (KL) where the audience did not speak English. The session was well received.

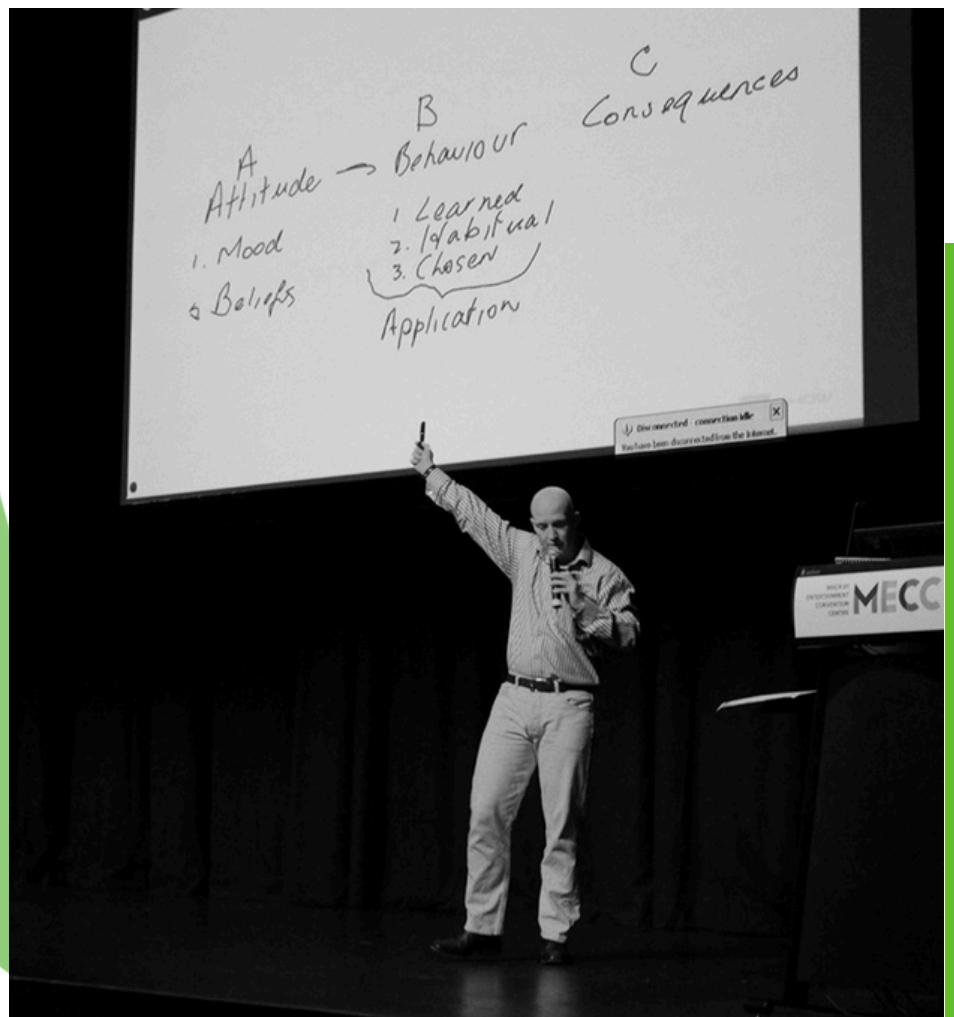
About The Guinea Group

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

Our individualised, **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