



UPGRADE

YOUR TEAM PROGRAM

WITH LEADERSHIP
SPECIALIST

Anton Guinea

LEADERSHIP ON PURPOSE

LEADERSHIP UNDER PRESSURE

LEADERSHIP WITH PERSPECTIVE

THEGUINEAGROUP.COM.AU

YOUR TEAM UPGRADE PROGRAM



MY NAME IS ANTON GUINEA. I'M A LEADERSHIP AND TEAM SPECIALIST.

I've worked with leaders and their teams in over 200 organisations across Australia and around the world, and spent my life learning about how to be a better leader and how to create psychologically safe teams.

For nearly 20 years, I've been helping leaders to upgrade their leadership skills, develop psychologically safe workplaces cultures, and create high-performing teams.

Why? Because I experienced poor leadership, I've seen and felt the negative impact that had on the business, the teams, and the people in them. I climbed the ladder of corporate success—until I realised that my calling was to help leaders to be the best version of themselves, and not like the 'old school' leaders that I experienced.

I believe that leadership is the second most important job on the planet, behind parenting.

I believe that good leaders are the ones that lead on purpose, with the big goals of:

- Making a difference by focusing on the greater good, and leaving a legacy
- Having more influence, to better engage with others, and inspire and motivate them to work towards this greater good
- Building a strong culture, that's focused on creating psychologically safe and high-performing teams
- Being their best self, by being self-aware, reflective, and emotionally intelligent

I've learnt this from the thousands of leaders that have come through our training programs, and from the 1000+one-on-one coaching sessions I've done with leaders at all levels of organisations.

THIS PROGRAM
IS DESIGNED TO
HELP LEADERS:



MAKE A
DIFFERENCE



HAVE MORE
INFLUENCE



SEE OTHERS
SUCCEED



BUILD A STRONG
CULTURE



BE THEIR
BEST SELF

THE SECRETS TO LEADING ON PURPOSE

I'VE LEARNED THE SECRETS OF LEADERS WHO LEAD ON PURPOSE.

IT IS ABOUT BEING A GOOD HUMAN.

How have I learnt all of this?

By walking shoulder to shoulder with leaders who are committed to their personal and professional development. With leaders who have upgraded their leadership, and their teams.

With leaders who have achieved results, like revamping their organisational culture. Or a significant reduction in physical or psychological safety incidents. Or an increase in the quality of the communication and relationships within the team, and the organisation.

These results don't come by chance. They come when leaders make a choice. They come from self-reflection and introspection. They come from having the courage to try new things, and from learning experiences.

They come from having greater clarity of purpose, learning to lead under pressure, and letting go of what was comfortable and convenient, to achieve a new level of leadership team performance.

01 THE BEST LEADERS NEVER STOP LEARNING.

Or evolving, or seeking out great mentors, coaches, and educators to assist them on their path to achieving goals.

02 BEING A GREAT LEADER IS ABOUT LEADING UNDER PRESSURE

Which takes a high level of conscious control, care factor, and courageous leadership and decision-making.

03 PSYCHOLOGICALLY SAFE LEADERS ARE ABLE TO CREATE SAFE SPACES

And are willing to have conversations that are based on radical candour, values, and virtues.

IS THIS PROGRAM RIGHT FOR YOU AND YOUR LEADERSHIP TEAM?

This program is not for everyone.

In actual fact, it won't be the right program for many leaders and their teams, because it'll take real effort and willingness to grow and develop.

If you have members of your team who are struggling with interpersonal communication, training is not enough - there will be 1:1 coaching to further support team members. Your team will need:

- To be willing to commit to at least 6 months of professional development, to upgrade their relationships and their communication styles (with support of course)
- To commit to two days of training as a team (and fortnightly coaching for some team members)
- An understanding of how they are perceived by others

Our commitment is:

- To show up with energy, engagement, focus and goal lead thinking
- To deliver training and coaching that is world class, that is inclusive, and is trusted by over 200 organisations
- Focused on you, your team, your goals and business values

If this is you, and you and your team want to become more, achieve more, and deliver more as a team, let's get started!

I invite you to come on a transformational journey to upgrade your leadership, your team, and your life.

PROGRAM OVERVIEW



THE UPGRADE PROGRAM IS DESIGNED TO **UPSKILL** AND **UPLIFT** YOUR LEADERSHIP AND TEAM.

It amplifies your impact, through the principles and processes of:

01
SELF AND SOCIAL AWARENESS
[TRAINING]

02
ON PURPOSE, UNDER
PRESSURE, WITH PERSPECTIVE
[COACHING]

03
TAKING TEAMS TO THE NEXT LEVEL
[CONSULTING]

BY THE END OF THIS PROGRAM, YOU AND YOUR TEAM WILL BE ABLE TO ANSWER QUESTIONS LIKE:

What does a strong team culture look like for you?

What are your personal visions and values?

How are you perceived by your team members?

What is your unique contribution proposition?

What am I committed to doing, moving forward?

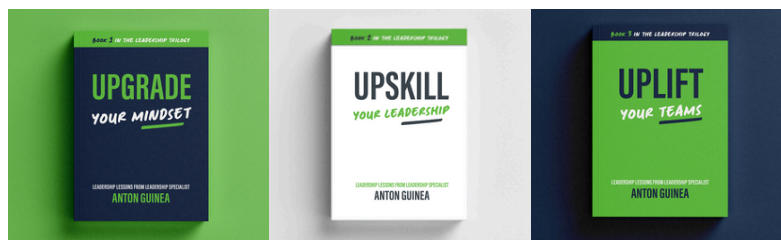
PROGRAM STRUCTURE

MONTH	PROGRAM	CONTACT	INVESTMENT
1	<p>DEVELOPMENT of a team workshop (to run over 2 days), to provide all team members with world class team training that provides them with 2024 professional skills (including understanding DISC profiling) - for up to 12 team members (based on your visions and values)</p> <p><i>Meeting and approval of Program Materials</i></p> <p>FOCUS: Psychological Safety and High Performance</p>	With Owen Perrott	
1	<p>DELIVERY of a team workshop (to run over 2 days), to provide all team members with world class team training that provides them with 2024 professional skills (including understanding DISC profiling) - for up to 12 team members (based on your visions and values)</p> <p><i>Meeting and approval of Program Materials</i></p> <p>FOCUS: Psychological Safety and High Performance</p>	<p>With full team of 12</p> <p>DISC Profiles @ \$250 each</p>	<p>Workshop \$13,000 *</p> <p>DISCs \$3,000 *</p>
1 - 6	<p>Team Member 1:1 COACHING for 2 team members including a 360 degree survey (team leaders, peers, clients for self-awareness), 24/7 access to a coach, fortnightly sessions (12), monthly team leader review, EQ profiling, Resilience Profiling, action accountability, coaching notes, and more</p>	With 2 team members	\$18,000 * Per team member for 6 months
	<p>OPTIONAL: Half day leadership workshop refresher to follow up with all team members - to 'check in' review progress, reflections and learnings together</p>		TBA *
6	<p>TRAVEL: Any workshops or coaching provided in Brisbane will incur travel costs from Gladstone, return, and will be invoiced at cost price only (no mark up)</p>		TBA *
<p>All investments are exclusive of GST Workshops to be held in Brisbane, QLD (no cost for venue or catering) All travel costs to and from Brisbane to be invoiced at cost</p>		<p>TOTAL INVESTMENT: \$51,000 TRAVEL TO BRISBANE: TBA OPTIONAL INVESTMENT: AS ABOVE</p>	

UPGRADE YOUR TRAINING AND COACHING PACKAGE WITH THE LEADERSHIP TRILOGY

A free e-copy of Anton's books will be provided for all leaders on the program

+ UNLIMITED PHONE, TXT, & EMAIL ACCESS 24/7



PROGRAM INVESTMENT

THE INVESTMENT YOU MAKE IN YOURSELF, YOUR BUSINESS, AND YOUR FUTURE, IS FAR LESS THAN THE RETURNS YOU'LL GAIN FROM YOUR BUSINESS AS A RESULT OF THIS PROGRAM.

MY GUARANTEE

If you don't feel like you've got what this program promises in either one month or over the whole program, you won't be invoiced. Period.

My commitment is that you'll get more than you pay for.

YOUR LEADERSHIP TEAM UPGRADE PROGRAM INVESTMENT IS:

\$51,000 *

Option is to invoice monthly, paid monthly.

\$8,500 per month for 6 months

*All investments are exclusive of GST.

PROGRAM SUPPORT



'THANKS ANTON, YOU WERE ENGAGING AND DELIVERED YOUR STORY SUCCINCTLY ON A CRITICAL FOCUS AREA FOR US.

You assisted with leaving a lasting impact on a large portion of our people!



'BEST SPEAKER EVER.

Did not want the session to end! Anton's content is world class! Highly, highly recommended!!!!'



'EXCELLENT MATERIAL FOR ALL ATTENDEES TO UNDERSTAND, VERY POSITIVE AND A GREAT INVESTMENT FOR OUR TEAM.

Very excited to see our results increase through honest learning.'



'ANTON DELIVERS WHAT HE SAYS HE WILL, AND SO MUCH MORE.

He is driven by such a huge WHY, which is to leave others better for their experience with him. People don't experience Anton for what he does, they have the experience of WHY he does it! And he does it so well :)'



'ANTON GETS MY HIGHEST RECOMMENDATION AS A BUSINESS COACH AND MENTOR.

His unique ability to recognise, understand and explain business relationships has revolutionised my teams thinking patterns and our actions over the past month. With Anton's help we have been able to start and re-build important relationships throughout the business.'



'HAVING WORKED WITH ANTON FOR OVER YEARS...

As colleague and a client, his professionalism and commitment to servicing the client is second to none.'

PROGRAM BENEFITS

01

You will support you to create an aligned Brisbane based team, who are committed to the development of an organisational culture that creates a psychologically safe and high performing team

02

Your team members will become very clear on your business values, and how they align with your organisation's direction, vision, and mission

03

Your team will learn how to effectively connect with all types of people, developing the ability to give constructive feedback, and critically seek the feedback of their team members

04

All team members will receive a DISC questionnaire prior to the workshop, to complete (15 minutes to complete) to help them understand their communication style

05

Your team members will improve your communication skills, mastering the art of influence, negotiation, and conflict management

06

You will receive a detailed close out report with the outcomes of the team development workshop, as well as the success of the coaching programs

07

You will develop the capabilities needed to increase your team's work productivity, whilst improving your team collaboration, connection, and direction

08

You will become more confident as a leader and find new ways of influencing the teams you lead, now and into the future

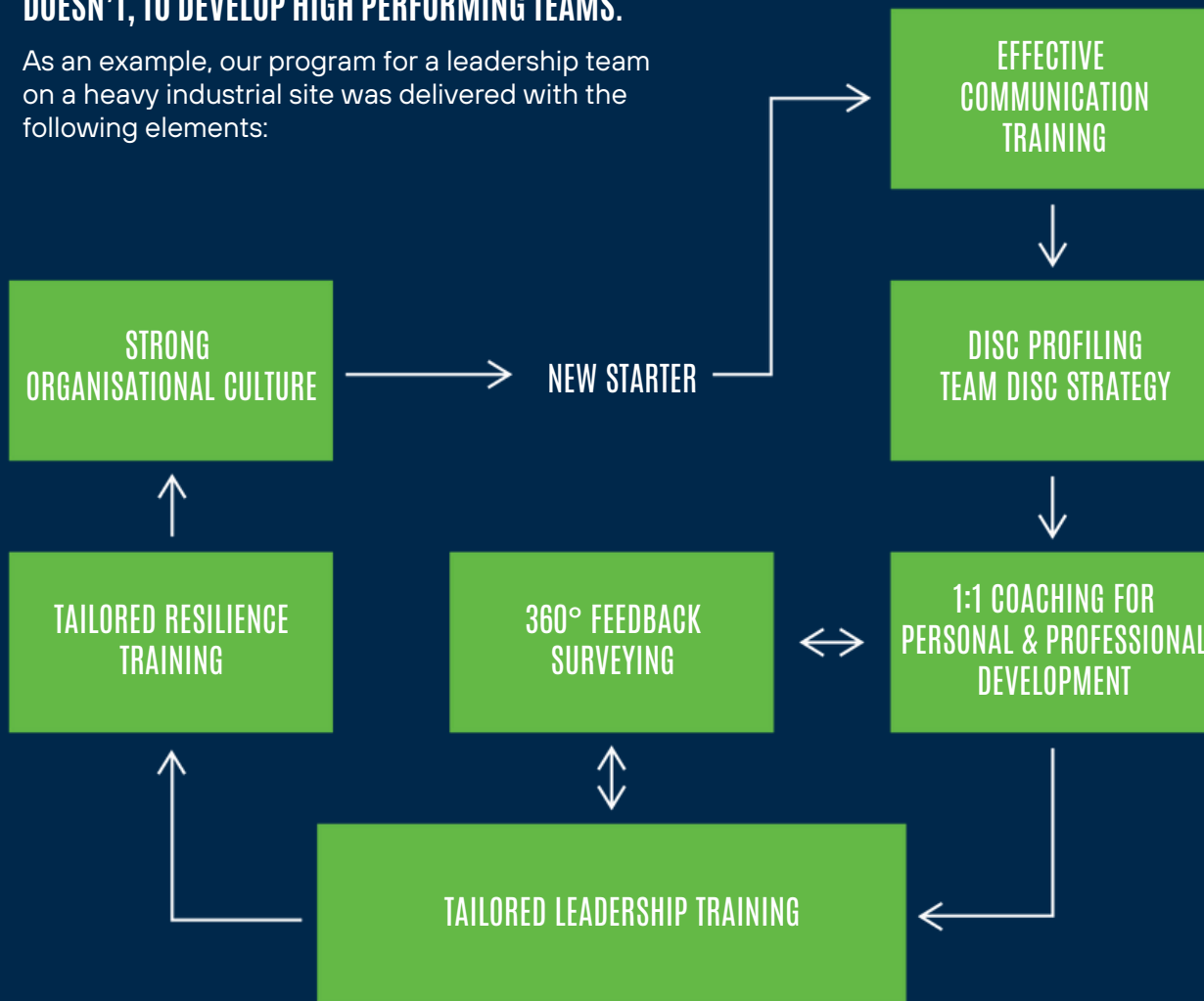
09

You will walk away from this program with an understanding of how to lead under pressure, with conscious control, care factor and courage

PROGRAM PROCESS

THIS PROGRAM HAS BEEN DEVELOPED NEARLY TWO DECADES OF WORKING WITH LEADERS AND THEIR TEAMS TO UNDERSTAND WHAT WORKS, AND WHAT DOESN'T, TO DEVELOP HIGH PERFORMING TEAMS.

As an example, our program for a leadership team on a heavy industrial site was delivered with the following elements:



THIS TEAM ACHIEVED RESULTS INCLUDING:

- A significant improvement in the communication and relationships within the team
- Team members leaning into DISC profiling and using the profiles to shape how they communicate with other team members
- An increased leadership capacity in the team, with a focus on how to LEAD (learn, engage, articulate, demonstrate)
- The development of an inclusive new starter process, where new starters experience the same development process that other team members have
- The development of leadership and resilience training packages that are tailored to the team requirements
- Effective use of the 360-degree feedback process, at both department level, and individual level
- An Engineering team that has a high level of connection and emotional intelligence

PROGRAM PROFESSIONAL



ANTON GUINEA

AN EXPERTLY TRAINED PROFESSIONAL AND EXPERIENCED LEADERSHIP SPECIALIST, WILL SUPPORT YOU AND YOUR TEAM THROUGH THE LEADERSHIP UPGRADE PROCESS.

ANTON GUINEA HELPS LEADERS TO PUT THINGS INTO PERSPECTIVE.

Because he's learnt to do that in his own life, following devastating burns injuries, and other life hurdles.

Anton's experiences have led him to become a visionary thought leader, delivering the right mix of empathy and enthusiasm in all his sessions. His energy, engagement, and enterprise thinking is helping leaders develop into transformational and inspiring role models, who uplift the people in their care, and create high-performing teams.

Anton brings the ability to help people to think differently. His programs comprise a range of resources, helping leaders and their teams to maintain their commitment to growth and development.

Anton is a widely regarded keynote speaker.

But he is also a qualified Resilience Coach, and a holds bachelors degrees in psychology and human resources. He is supported by The Guinea Group team of professionals, who share his commitment to service and over-delivering for leaders and organisations within Australia and across the world.

This valuable experience, paired with his unshakeable commitment to his 'why'—leaving people better than he found them—underpins his truly transformative programs.

“

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

-RALPH NADER

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