THE GUINEA GROUP

Team Training Development Workshop

CQH2

Close Out Report

JULY 2024 #100724

Confidential

Executive Summary

Between the 8th – 9th of July 2024, The Guinea Group (TGG) was engaged by the team at CQH2 to deliver the CQH2 High performing Teams Program.

The program was delivered to (20) leaders and members of the CQH2 team.

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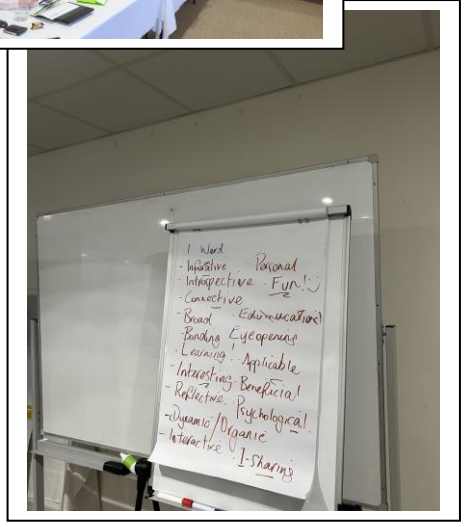

1. Report Overview

This report will detail:

1. The CQH2 High Performing Teams Program delivery process
2. The metrics used to determine the success of the program
3. The additional survey data from the post-program surveys (free text), including the participant's idea for improvement
4. The TGG coach's reflections and recommendations for possible future iterations of the program
5. The presentation used for the two day training workshops

2. Process Overview

The CQH2 High Performing Teams program development and delivery process included:

- Working with key stakeholders from the CQH2 team, to develop out a program that was fit for purpose
- Two half day training programs, that were based on personality profiling and communication skills (DISC) and high performing team skills (developing relationships)
- A range of support material (surveys, workbooks, reading material, interactive activities) to ensure that the experience was a positive one for the leaders and their team
- 20 DISC profiles were delivered to the team on day 1, going into depth about their individual profiles and collectively the team to work more cohesively and upgrade their communication styles
- The program was then closed out (with this report, and a close out web page)

The main objectives of the program were to:

- Provide CQH2 team members with the opportunity to attend professional development training
- Increase the overall levels of communication competency within the CQH2 team
- To bring the team together to create cohesion and collaboration

3. Feedback Overview

3.1 Feedback from team members

In general, the comments provided by the team members were positive and constructive.

The feedback forms included two Net Promotor styled questions, and the average score for all of those responses was 4.07/5 (over 80%). Examples of two feedback forms shown below:

THE GUINEA GROUP
Leadership Under Pressure

TGG Feedback Form

Recently, I attended the TGG presented course titled: HPT TRAINING DEVELOPMENT WORKSHOP

The session was presented by: ANTON GUINEA

Yes, TGG can use this as a testimonial | Yes, I want to subscribe to the TGG newsletter

What I loved most about the session was: ?Sychogical behaviour & how it works/understanding

What I would change about the session is: Have more breaks

Overall I would rate the session as (please circle): 1 2 3 4 5 (Poor – Outstanding)

I would recommend a TGG session to others (please circle): 1 2 3 4 5 (Not at all – Absolutely)

In one word, I would sum the session up as: Informative

Date: 9.7.24

Name (Optional):

0411 215 194
theteam@theguineagroup.com.au
18 Dolphin Terrace, South Gladstone QLD 4680
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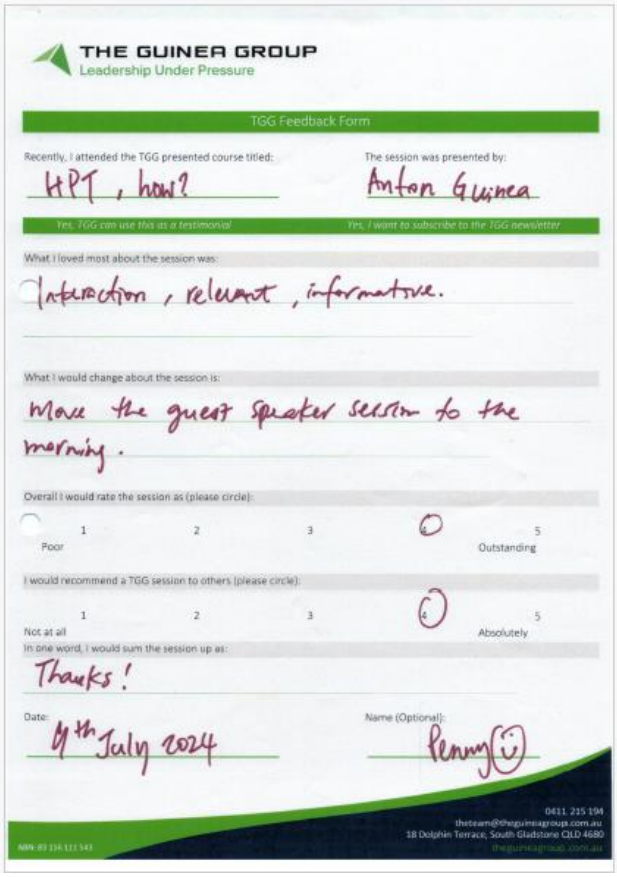

THE GUINEA GROUP
Leadership Under Pressure

TGG Feedback Form

Recently, I attended the TGG presented course titled: HPT, how?

The session was presented by: Anton Guinea

Yes, TGG can use this as a testimonial | Yes, I want to subscribe to the TGG newsletter

What I loved most about the session was: Interaction, relevant, informative.

What I would change about the session is: Move the guest speaker session to the morning.

Overall I would rate the session as (please circle): 1 2 3 4 5 (Poor – Outstanding)

I would recommend a TGG session to others (please circle): 1 2 3 4 5 (Not at all – Absolutely)

In one word, I would sum the session up as: Thanks!

Date: 9th July 2024

Name (Optional): Penny

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3.2 Feedback from TGG (Trainer's Reflections and Recommendations)

This High Performing Teams program is considered by TGG as a successful project.

Some of the reasons for the success of the program include:

- The professional and committed contribution of the CQH2 development team to the preparation of the program (from the team completing their DISC assessments on time to the execution of the workshops over the two days)
- The high level of involvement of the CQH2 leaders in the development process, as well as being leading by example throughout the workshops by sharing personal experiences and professionally challenging others (and the trainer)
- The engagement, vulnerability and openness of the team on the program was extremely high
- The TGG team that were involved, provided a conduit between CQH2 and the TGG trainer
- The high engagement for the guest speaker Peter White, who provided the perspective of a CEO in another industry and Peter's unique challenges
- Team feedback – "valuable, Informative, Fun, Engaging, Insightful, Inspiring"

As a review of the improvement opportunities from the workshops, the improvement opportunities that can be implemented in the future, taking into consideration the teams feedback include:

- Change the layout of the day, if possible (from afternoon to morning), to better engage the audience, whilst their energy is highest

- More break intervals for participants to stretch, re engage if workshop is going for longer stretches of time – this is a TGG opportunity
- More structure of the whiteboard notes for team to implement learnings
- More time for the workshop – less condensed

4. Notes

5. CQH2 Reflections

For Further Information