

# 06098241



# ACTION PLAN

## Professional Development and Leadership Coaching

DESBT

6-Month Program



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

# The Outcomes - High Goals

## Generally:

To support Chris Le Prou (Regional Director) to continue to achieve his professional and business goals and objectives. Utilising a 360-degree survey and personality profiling tools, this program will focus on helping Chris to build stronger relationships internally and externally to the team.

This program is designed:

- To support Chris to become a more facilitative leader who creates a highly interdependent team
- To use the DISC profile to help Chris to understand himself and others
- To support Chris to lead the DESBT organisation values and culture
- To support Chris to build stronger relationships, in a way that creates a psychologically safe and high performing team and department
- To focus specifically on the areas of **communication, collaboration, connection**, and team development



**Moving the needle  
in your favour**

**“Coaching that develops  
communication and  
connection skills!”**

## Specifically:

1. To identify and develop a leadership/management style that builds the trust and confidence of team members in Chris’s leadership.

*The leadership management style will include clarity of communication, flexibility, adaptability, empathy and persuasion.*

2. The ability to build collaborative and effective relationships with team members, including to:

- Read situations and anticipate the needs and areas of interest of others
- Use appropriate messaging
- Awareness of the impact of Chris’s communication style on others

3. Develop written communication to the level of a Regional Director and a senior leader within the Department.



**With a focus on DESBT’s values  
and organisation culture**

# The Program - High Focus

01

## LEADER Coaching

Fortnightly coaching Sessions

- With a focus on communication, collaborating, and connecting
- Highly personalised, one-on-one, business needs driven, leadership, organisational psychology based coaching
- Adopting a DISC profiled approach, as well as the FYI model and leadership framework

## Team Development

A one-day 'Clear the air' session:

- Around month two
- To align the team with their leader
- To make behavioural commitments

02

## LEADER'S LEADER Consulting

With a focus on the areas of:

- Monthly meetings
- Leader's leader update meetings (with Laura Tooley)
- Aligned support for the leader being coached
- A 30-minute session (per coachee) each month of the program
- Coaching session updates

03

## FOR YOUR IMPROVEMENT Coaching utilising the Korn Ferry Strategies

With framework that will:

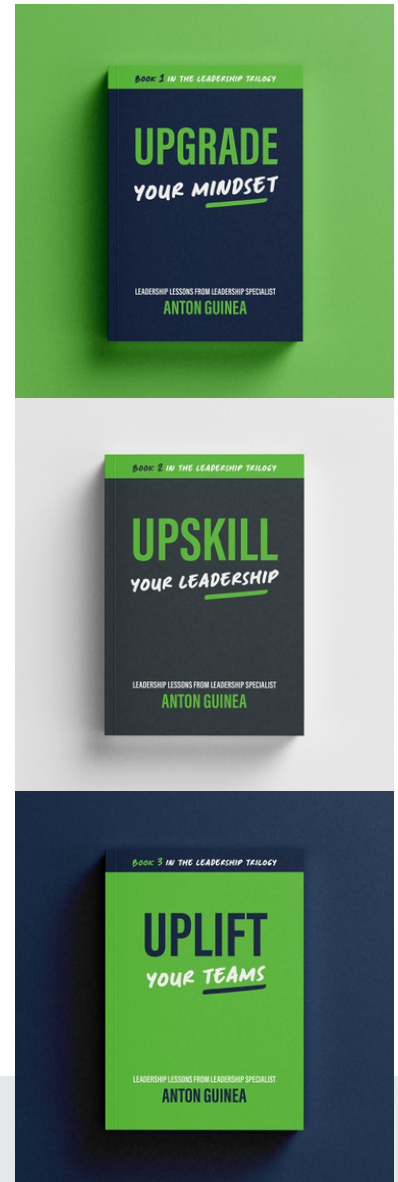
- Help provide a structure for the leader's coaching process
- Provide a process and action plan for improvement
- Book provided as part of your coaching investment



# The Inclusions - High Value

## Inclusions About the program

- 01 Chris will receive a free spot at one of our 2-day workshops (on leadership, public speaking or resilience)
- 02 12 by up to 1.5 hour coaching sessions, one on one – in person (and online if required) onsite and/or at the TGG office – focused on the leader’s goals, the program goals, and the leader’s DISC profile
- 03 Chris will receive feedback from his team, and his leaders, through a 360-degree feedback survey, that gives Chris more information about how he is perceived by others
- 04 6 by .5-hour review sessions with the leader’s leader, to ensure that the coaching is aligned with the organisation’s values and strategic vision
- 05 A Leadership Review and action plan using the TGG Leadership Under Pressure Review and Refocus model
- 06 24/7 support to help Chris to upgrade, upskill and uplift his leadership and team, for 6 months
- 07 A free copy of the book FYI (For Your Improvement) – a guide for leaders

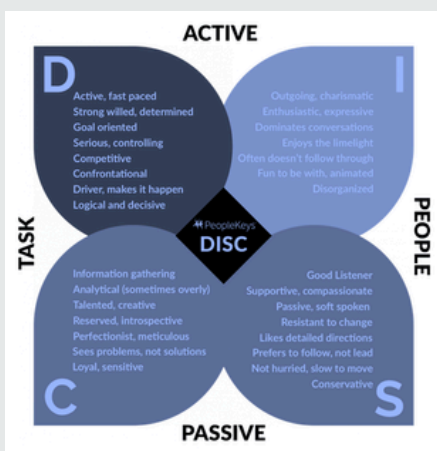


## The DISC - High Powered

The DISC® model provides a common language that people can use to better understand themselves and to adapt their behaviours 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 teams, through the **leader coaching 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 team members 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.

# The Investment - High Value

WHAT	WITH	INVESTMENT
Professional Development and Leadership Coaching with: Chris	<b>One-on-One Coaching</b> <b>Fortnightly coaching sessions for 6 Months</b> <ul style="list-style-type: none"> <li>Highly personalised - based on coaching plan</li> <li>Supported by a range of tools plus 24/7 support</li> <li>DESBT vision and values focused</li> </ul>	<b>\$18,000*</b> <b>(\$3,000 per month)</b>
Leader's Leader Consulting	<b>Leader's Leader Discussions</b> <b>30-Minute Session each Month for 12 Months</b> <ul style="list-style-type: none"> <li>This interaction ensures the program's success</li> <li>Ensuring it meets the needs of Chris</li> <li>And the needs of the DESBT's leadership team</li> </ul>	
Team Development Workshop	<ul style="list-style-type: none"> <li>Open, honest, safe (for entire team)</li> <li>Everyone sharing their challenges</li> <li>Everyone taking accountability for the future state</li> </ul>	<b>\$7,500*</b> <b>(Without DISC: DISC profiles - \$250pp)</b>

\* All investments are exclusive of GST

\* Investments exclude travel, given all coaching to be carried out in Gladstone

\* DISC profiles are not included in the TOTAL investment

**TOTAL: \$25,500 \***

## 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 team 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

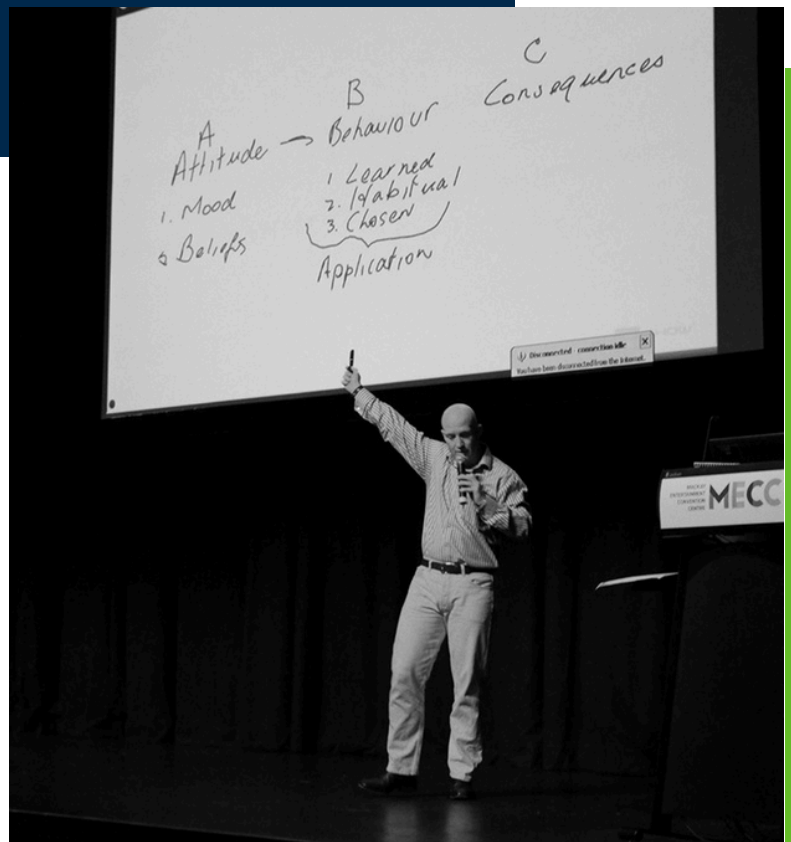
# About The Guinea Group

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
- Team building (and coach the coach training)
- Employee coaching and development
- Team 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 team 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



theteam@theguineagroup.com.au



theguineagroup.com.au



18 Dolphin Terrace,  
South Gladstone, QLD 4680



 THE GUINEA GROUP