

# Successful Leadership Training and Coaching Program Overview

In 2023, The Guinea Group implemented a comprehensive leadership training (face to face) and coaching (1:1) program aimed at enhancing the skills and effectiveness of our leaders. The program targeted 15 leaders and focused on key areas such as leadership capability, communication, and high-performing team development. Utilising a training workshop, one-on-one coaching sessions, and practical assignments and actions, the leaders were able to apply new strategies and techniques in real time. The program's success was measured by a 17% improvement in leadership performance, as indicated by internal assessments and feedback from team members.

Building on the success of the previous year, the program was again delivered in 2024 to include 10 additional leaders. This iteration incorporated advanced modules on resilience, conflict resolution, and change management. By tailoring the training to address specific challenges faced by these leaders, the program ensured that each leader received personalised guidance and support. The result was a notable 19% increase in leadership effectiveness, demonstrating the program's ability to adapt and deliver sustained improvements.

The program's impact was further evidenced by increased team productivity and morale, as well as positive changes in organisational culture. The leaders who completed the program reported higher confidence levels and a greater ability to inspire and motivate their teams. As a result, the organisation saw improved collaboration, communication, and overall performance.

## Bullet Point Overview

- **2023 Program**
  - Targeted 15 leaders
  - Focus areas: strategic thinking, communication, team management
  - Methods: workshops, one-on-one coaching, practical assignments
  - Result: 17% improvement in leadership performance
- **2024 Program**
  - Included 10 additional leaders
  - Focus areas: resilience, conflict resolution, change management
  - Methods: personalised guidance, advanced modules
  - Result: 19% increase in leadership effectiveness
- **Overall Impact**
  - Increased team productivity and morale
  - Positive changes in organisational culture
  - Higher confidence and inspiration among trained leaders
  - Improved collaboration, innovation, and organisational performance

For further information, please feel free to contact me or if you would prefer, the team at ([theteam@theguineagroup.com.au](mailto:theteam@theguineagroup.com.au)) or call +61 422 058 736 to arrange a schedule in my calendar.

