

#2110241



ACTION PLAN

Leadership Alignment 2 Day Workshop

Dates: TBC 2025

Isenring



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

Isenring as an organisation has come leaps and bounds since an ownership change, 18 months ago. Following a range of administration updates in the business, to increase visibility, a more leader focused alignment process is considered to be the next stage of the business development process. This will ensure that leaders are able to navigate any changing or adapting workforce challenges, like a loss of experience.

As a result, Matty is positioned with the responsibility of talent retention to allow time for succession planning and training in key operational roles in the business. As part of bringing on a younger generation of workers and providing critical training for succession planning. Matty has identified there is an opportunity to align his current core leadership group and upcoming leaders with enhanced psychological safety knowledge and alignment of organisational structure and goals.



**Moving the needle
in your favour**

**“Supporting the Isenring leaders and teams to
‘value each other’”**

Specifically:

- For the Isenring leaders to **understand that they all play an important role** in the success of the organisation (and the delivery of **psychologically safe** best practice/s)
- **Communicating** in a thoughtful, professional, and polished manner to clients and team member alike
- What good teamwork really looks like and **valuing each team member’s** roles
- How to deal with **leadership under pressure**
- Building confidence to have conscious control and **effective critical conversations**

As well as supporting the Isenring leaders to align their thinking and direction (this program will unpack their DISC profiles) which will inform professional and respectful relationship building.

Achieving these will upgrade your teams, your leaders, and your business culture.



With a focus on every Isenring leader, building high performing teams, and further developing a psychologically safe work environment

The Program - High Focus

01

Leadership Alignment Workshop Development

Tailored to Isenring and:

- Developed based on planning discussions and finalised in conjunction with the Business Owner
- Targeting key areas of opportunity for the growth and development of Isenring leaders, and team members, including alignment with Isenring's vision and values and business growth plans
- **Workbooks developed, designed and printed**

02

Leadership Alignment Workshop Delivery

Dates to be confirmed in 2025:

- Focused on further developing effective leaders communication and building on DISC communication styles
- With a commitment to developing psychologically safe and high performing teams ...
- **Who are able to cope with, attain, and maintain the projected and forecasted business growth**

Facilitated with:
Energy, Engagement, Enterprise thinking!

03

Leadership Alignment Workshop Close Out

TGG will provide Isenring with a:

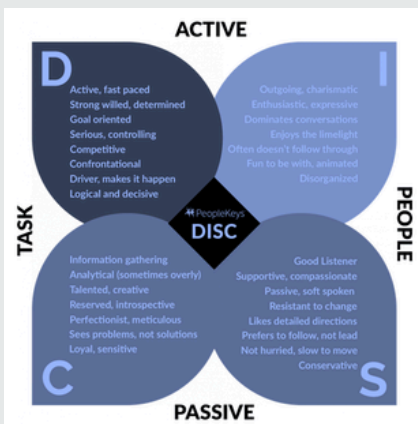
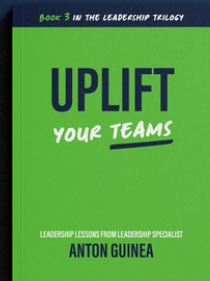
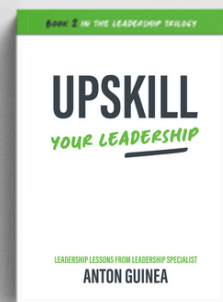
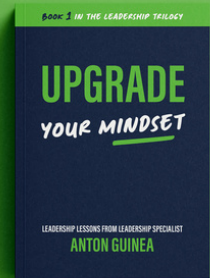
- Continuing leadership development blueprint for 2025
- List of ideas and opportunities in relation to how to incorporate DISC profiling the Isenring team dynamics
- **A confidence in the ability of all leaders to focus on business growth, employee retention, and knowledge share**

The Inclusions - High Value

Inclusions As part of the program

- 01 A planning meeting to tailor the workshops content, to ensure it is on point and fit for purpose
- 02 2-day Workshop for the up to 10 members of the leadership team to provide them with the skills to become better connected, and better communicators (and aligned in their vision and their messaging)
- 03 Expert facilitation that addresses the challenges, answers the questions, and understands the attitude and propensity of the leadership team to develop a strong culture at Isenring
- 04 DISC profiling for all of the Isenring leaders to help them understand their communication styles, and the communication styles of others (includes a detailed workbook)
- 05 A leaders leader close out meeting after the program to provide Isenring with an overview of the program, details of any observations during the program and to discuss a way forward
- 06 A professional and private close out webpage link that provides notes, surveys, photos and any other relevant materials that you can distribute relevant information (and resources)
- 07 A energetic and engaging training program that encourages enterprise thinking

HEAPS OF:
Other give aways
to make the
program
memorable



The DISC - High Powered

The DISC® model provides a common language that people can use to better understand themselves and to adapt their behaviors 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 Investment - High Value

WHAT	WITH	INVESTMENT
Leadership Alignment Program Day 1: DISC and EQ Day 2: Leadership Alignment and Highly Effective Team processes (In Gladstone, QLD)	<ul style="list-style-type: none"> • Workbooks are provided • 4 key sessions over 2 days • Very interactive • Isenring vision and values focused • Results focused 	\$15,500* (Including up to 10 DISC Profiles)
DISC Profiles	Additional DISC Profiles: \$250	As required *
Catering and Venue	To be confirmed	\$0 *

* All investments are exclusive of GST
 Investments exclude venue hire and catering (The Guinea Group or Keafer can arrange)

\$15,500 *

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 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 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 team, through the **leadership 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.

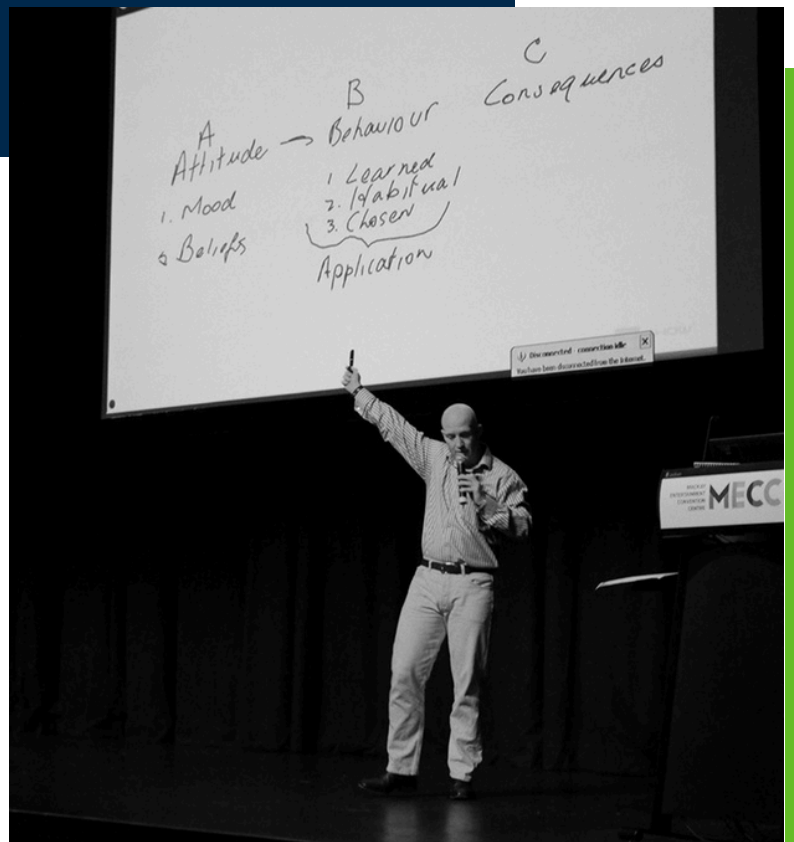
About The Guinea Group

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
- 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!**

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

-RALPH NADER

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 THE GUINEA GROUP