

# 2410242



# ACTION PLAN

High Performing Team Building Program

Orica

2 Day Workshop



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

# The Outcomes - High Goals

## Generally:

To support the newly associated senior leadership group to create visionary perspectives, develop highly effective communication skills, and strategic thinking. Whilst operating within their leadership accountabilities and the morals of upholding a standard of responsible leadership for their work teams.

DISC profiling will be used for the leaders to understand their communication style (and approach) and the styles of other team members. Which will improve their internal and external relationships.

This team development program will include activities that bring the team together. It will be supported with effective communication training, Resilience profiling and leadership under pressure skills. That further develop a highly effective senior leadership team.



## Moving the needle in your favour

"Supporting Orica's Senior Leadership Team to be a coherent, connected, and committed team"

## Specifically:

The interactive team development workshop will work through the LEAD process of:

- L - **Learning** about yourself and others (why do you do leadership) - **Visionary thinking**
- E - **Engagement** with others (communication styles - DISC profiling) - **Effective communication**
- A - **Accountability** and ownership (setting standards and expectations) - **Strategic thinking**
- D - **Demonstration** and modelling behaviour (leading by example) - **Responsible leadership**

The effective communication training will work through the 3 Cs process of:

- Controlled (emotion intelligence)
- Conversational (being facilitative and engaging)
- Credible (being believable and trustworthy)

**Achieving these outcomes will completely upgrade your Senior Leadership Team's culture.**



**With a focus on Orica's values and organisation culture**

# The Program - High Focus

01

## The High Performing Team Program Development

Tailored to Orica, and:

- Developed based on planning discussions and finalised in conjunction with Steven Heit
- Designed to support the team become a coherent, connected, and committed team who work with psychological safety and high performance as key drivers
- Focused on a Psychologically safe process

02

## The High Performing Team Program Delivery

Delivered over 2 x day workshop, with a:

- Focus on personal and professional development, self-awareness, upgraded leadership styles and how to communicate more effectively
- Facilitative process, delivered with Energy, Engagement, Enterprise Thinking
- Take away of an actionable team development plan

03

## The High Performing Team Program Close out

Within 2 working days of the workshop, to:

- Provide the Orica Human Resource Manager with an overview of the workshop outcomes, including all information developed, for continued leader alignment
- Walk through all actions developed throughout the program
- Work through the success of the program, and a way forward, to embed the outcomes of the program

# The Investment - High Value

WHAT	WITH	INVESTMENT
<b>High Performing Team Development Workshop</b> Day 1: December 5th Day 2: December 6th	<ul style="list-style-type: none"> <li>Highly engaging</li> <li>Orica vision and values focused</li> <li>Developing psychologically safety</li> <li>Individual hardcopy workbooks</li> <li>4 Key sessions delivered over two days</li> </ul> <p><i>Including up to 12 DISC profiles (@ \$250 pp)</i></p>	<b>\$16,000</b>
<b>DISC Profiles</b>	<ul style="list-style-type: none"> <li>Each Profile: \$250 pp</li> </ul>	<b>If required</b>
<b>Venue Hire and Catering (Optional)</b>	<ul style="list-style-type: none"> <li>Mindcare Conference Room (Goondoon St)</li> <li>The Junction Cafe Catering</li> </ul>	<b>\$900 +/- 10%</b>

\* All investments are exclusive of GST  
 Investments excludes estimate for venue and catering

**\$16,000 \***

## 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



“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



“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.”

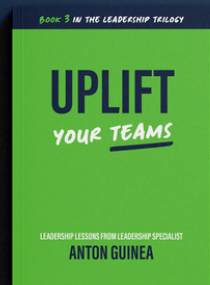
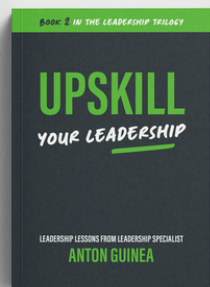
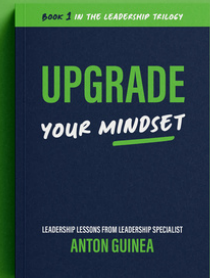


“What I loved the most is the way that experiences from the group were drawn upon and discussed to bring life to the presentation. Contemporary research was used and Anton was across key concepts, modern research, and simplicity concepts for learners.”

# The Inclusions - High Value

## Inclusions About the program

- 01 Planning discussions to ensure the workshop content is on point and fit for purpose
- 02 2 x Full Day Workshops for the Senior Leader Group to provide them with the skills to become a coherent, connected and committed team
- 03 DISC profiling to help the Orica Senior Leaders to understand their personal communication style, and the communication styles of others (includes a detailed workbook)
- 04 Creating a psychologically safe environment, for all leaders to actively contribute in a meaningful way, that supports idea generation, and team development
- 05 A key stakeholder meeting and close out meeting after the workshop to provide Steven Heit with an overview of the program, details of any observations during the program and discuss moving forward with Orica
- 06 A free hard copy of one of Anton's books at each workshop and an electronic version of (provided by a link) A 21-Day Gratitude Journal, and eBook's written by Anton
- 07 A professional and private webpage link that provides notes, surveys, photos and any other relevant materials that you can use to document the success of the program
- 08 An energetic and engaging workshop and coaching program that encourages enterprise thinking



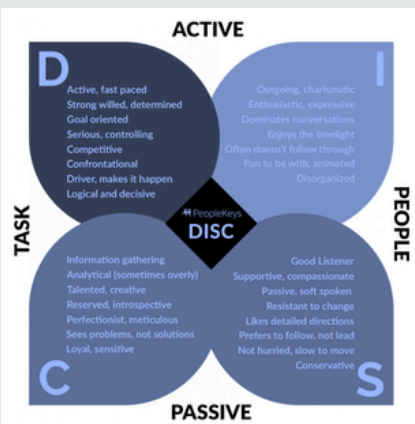
## The DISC - High Powered

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 training 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.

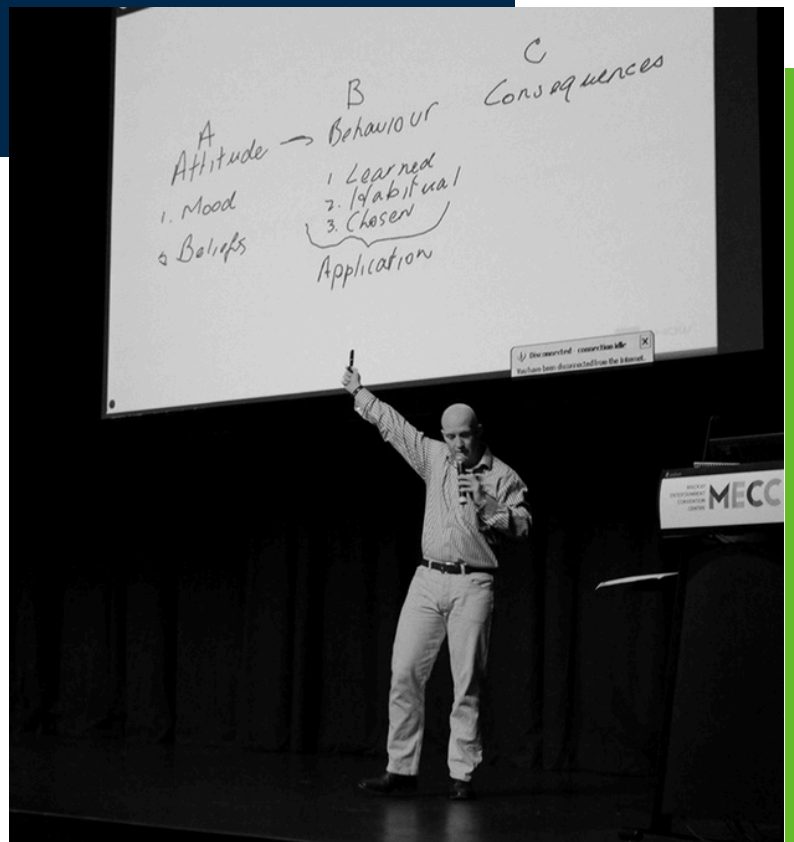
# About The Guinea Group

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!**



# Questions For TGG

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# Discussion Notes

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# Discussion Notes

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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