



 THE GUINEA GROUP

Leadership Forum 2024

With EIQ Profiling

NAME:

DATE:

FIRST THINGS FIRST...



ABOUT YOU

2024 Highlight?
Why?
Favourite Food?



ABOUT ME

Leadership
Coach
Married 30 years
Triathlete



ABOUT US

Open
Honest
Safe

THE PROCESS



ACCOUNT-ABILITY
@



COLLABORATION



EIQ PROFILING



COMMITMENT

BEFORE WE START...

8 10 12 2

WORKSHOP SLIDES

5



WHAT DO YOU HOPE TO GET OUT OF THIS FORUM?

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6

CURRENT LEADERSHIP EVALUATION



WHERE ARE YOU STARTING?

It is important to evaluate where you feel you are at, currently, as what can be measured, can be managed and improved!

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NOTES / REFLECTION

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7

UPGRADED LEADERSHIP EVALUATION



WHERE DID YOU GET TO?

We will do this survey again at the end of the program, to see how far we have all come!

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8



LEADERSHIP IS ABOUT SERVICE AND GIVING

Take this money please,
This is not a tease,
It is about giving, creating, and telling a story.

Antony Guinisa 

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NOTES / REFLECTION

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WORKSHOP SLIDES

9

1 Accountability

- Yourself
- Others
- Leadership



“We learn not in the school, but in life”
- Seneca the Younger

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Simon Sinek



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NOTES / REFLECTION


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What is accountability?

Accountability is an assurance that an individual or organisation is evaluated on its performance or behavior related to something for which it is responsible, or for which it has committed.



<https://www.betterworks.com/what-is-definition-accountability/#:~:text=Accountability%20is%20the,https://www.betterworks.com/what-is-definition-accountability/>

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7 ways to create accountability at work

1. Clarify expectations
2. Reinforce inclusive behaviors
3. Help employees track progress
4. Call out team wins
5. Learn from mistakes
6. Share evaluational feedback
7. Reward accountability



betterworks

<https://www.betterworks.com/magazine/accountability-in-the-workplace-examples/>

NOTES / REFLECTION

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WORKSHOP SLIDES



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ACTIVITY

Pick one?

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7 ways to create accountability at work

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betterworks

<https://www.betterworks.com/magazine/accountability-in-the-workplace-examples/>

NOTES / REFLECTION



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LEADERSHIP IS ABOUT MAKING TIME, NOT HAVING TIME

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WHAT DRIVES BEHAVIOUR?

Beliefs



Values



Emotions





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NOTES / REFLECTION

ACTIVITY



Pick one?

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WORKSHOP SLIDES



17

2 Emotions

- Your EIQ Profile?
- Other's EIQ Profile?
- What are your Triggers?

"Be tolerant with others, and strict with yourself"
- Marcus Aurelius

EMOTIONS ARE IMPORTANT



NOTES / REFLECTION

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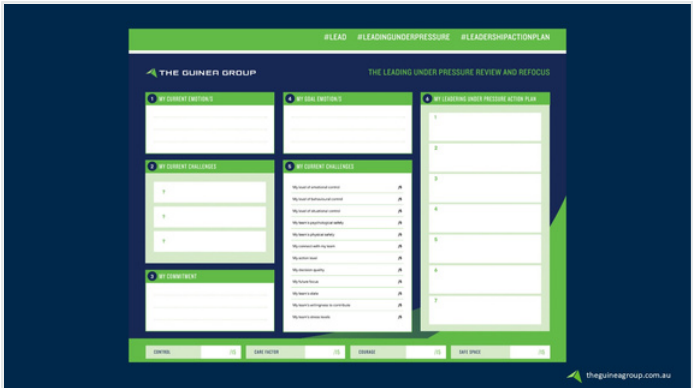


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ACTIVITY

What are your leadership emotions?

What are your goal leadership emotions? In other words, how do you want to feel?



THE GUINEA GROUP | THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

MY CURRENT CHALLENGES | MY GOAL CHALLENGES | MY LEADING UNDER PRESSURE ACTION PLAN

NOTES / REFLECTION

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WORKSHOP SLIDES


YOUR EIQ PROFILE

Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth (Mayer & Salovey, 1997).



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Research indicates that emotional intelligence can be learned and can be seen as measurable differences directly associated with professional and personal success. Furthermore, it may be responsible for up to 80% of the success we experience in life.



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NOTES / REFLECTION


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OTHERS EIQ PROFILE

EQ is based on an internal loop. It begins with awareness of emotions and temperament. It continues on through understanding and moves towards discipline and management. After the initial personal cycle, it connects to the emotions of others.



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BRING YOUR EI



	SELF	SOCIAL
REGISTRATION	SELF-AWARENESS Emotional Self-Awareness Accurate Self-Assessment Self-Confidence	SOCIAL AWARENESS Empathy Organizational Awareness Service Orientation
REGULATION	SELF-MANAGEMENT Self-Control Transparency Adaptability Achievement Drive Initiative	RELATIONSHIP MANAGEMENT Inspirational Leadership Developing Others Influence Change Catalyst Conflict Management Building Bonds Teamwork & Collaboration

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NOTES / REFLECTION

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WORKSHOP SLIDES

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**LEADERSHIP UNDER PRESSURE:
RESPONDING IS MORE IMPORTANT
THAN REACTING**




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“Emotional control is not about emotional suppression”

Sky Nelson-Isaacs
Available on mobile

Sky Nelson-Isaacs · 4:08 PM

Awesome, great to hear from you Anton, great intro in LinkedIn. I'm very keen on the journey of controlling emotions. Not silencing them, mind you, but channeling them to the right output, so that we can stay in flow. When we suppress emotions, our equilibrium starts to shift, so eventually we need to blow off steam. But I like the way you talked about it. Good Leaders under pressure can transmute those difficult emotions into caring and loving emotions, and stay top of their game. I'd love to talk more.



NOTES / REFLECTION

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ACTIVITY

What are your current challenges?




#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

THE GUINEA GROUP THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

MY CURRENT CHALLENGES	MY GOAL CHALLENGES	MY LEADING UNDER PRESSURE ACTION PLAN
1	My goal of professional conduct	1
2	My goal of professional conduct	2
3	My goal of professional conduct	3
4	My goal of professional conduct	4
5	My goal of professional conduct	5
6	My goal of professional conduct	6
7	My goal of professional conduct	7

SEARCH 10 DATE FILTER 10 STATUS 10 MY SPACE 10



NOTES / REFLECTION

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WORKSHOP SLIDES

 THE GUINEA GROUP

Leadership Forum 2024

With EIQ Profiling

Session with Anton Guinea November 2024



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THE 4 OUTCOMES

- ACCOUNTABILITY @
- EIQ PROFILING
- COLLABORATION
- COMMITMENT



NOTES / REFLECTION

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GUEST SPEAKER

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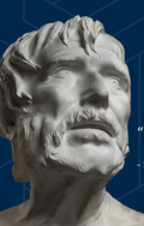




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3 Collaboration

- Psychological Safety
- Transformational Leadership
- Psychological Connection

"The mind that is anxious about future events is miserable"
- Seneca the younger

NOTES / REFLECTION

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WORKSHOP SLIDES



LEADERSHIP IS ABOUT SERVICE AND GIVING

Take this money please,
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Antony Guinisa 

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WHAT DO EFFECTIVE TEAMS REQUIRE?

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NOTES / REFLECTION



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LEADERSHIP IS ABOUT CREATING PSYCHOLOGICAL SAFETY.

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NOTES / REFLECTION

WORKSHOP SLIDES



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TRANSFORMATIONAL VS TRANSACTIONAL LEADERSHIP STYLES

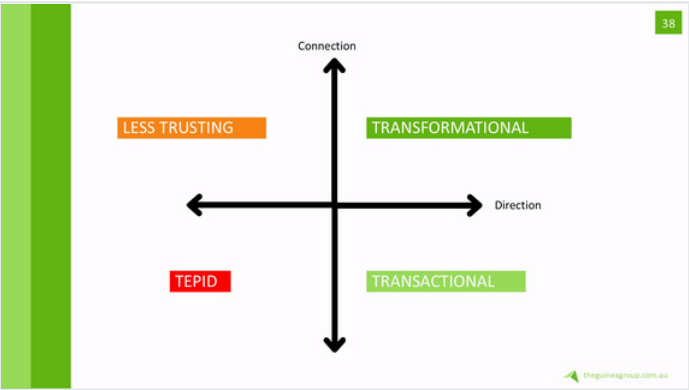
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NOTES / REFLECTION

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TRANSFORMATIONAL LEADERSHIP

- Proactive
- Works to change the organisational culture by implementing new ideas
- Motivates by encouraging staff to put team and business interests first
- Leadership by Observation

TRANSACTIONAL LEADERSHIP

- Reactive
- Works within organisational culture
- Motivates by encouraging staff to put personal interests first
- Management by Exception

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NOTES / REFLECTION

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WORKSHOP SLIDES



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WHAT IS YOUR STYLE OF LEADERSHIP?

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ACTIVITY

How would you respond?
In a high-pressure situation?

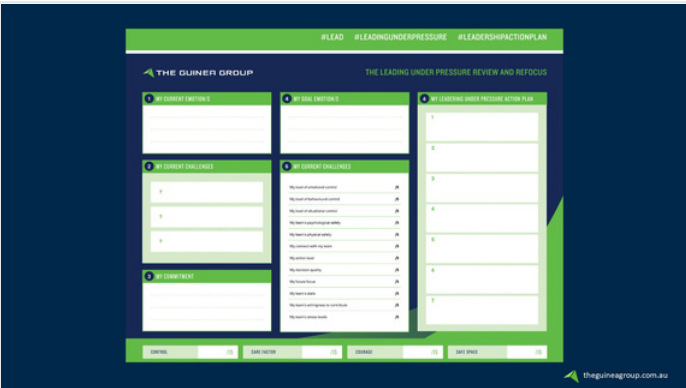
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NOTES / REFLECTION

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#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

THE GUINEA GROUP THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

MY CURRENT CHALLENGES


MY GOAL (WRITE IT)

MY CURRENT CHALLENGES

MY GOALS (WRITE THEM)

MY LEADING UNDER PRESSURE ACTION PLAN

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4 Commitment

- Leadership takes Courage
- Have a future focus
- Accept vs Except

“Difficulties strengthen the mind, as labor does the body”
- Seneca

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NOTES / REFLECTION

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WORKSHOP SLIDES



NOTES / REFLECTION

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NOTES / REFLECTION

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WORKSHOP SLIDES

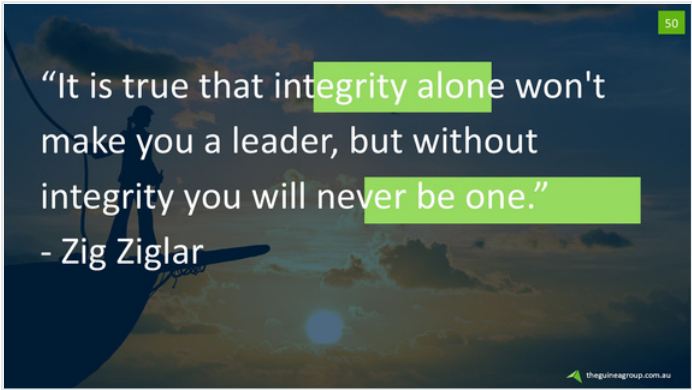


NOTES / REFLECTION

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NOTES / REFLECTION

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WORKSHOP SLIDES

HAVE A FUTURE FOCUS!



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Start with the end in mind



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EXPECT

VS

ACCEPT

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NOTES / REFLECTION

EXPECT

VS

ACCEPT

52

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ACCEPT: *Less of*



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NOTES / REFLECTION

WORKSHOP SLIDES

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EXPECT: More of




Reminder: Accountability?

Accountability is an assurance that an individual or organisation is evaluated on its performance or behavior related to something for which it is responsible, or for which it has committed.



<https://www.techtarget.com/whatis/definition/accountability#:~:text=Accountability%20is%20an%20assurance%20that%20an%20individual%20or%20organisation%20is%20evaluated,for%20which%20it%20is%20responsible,or%20for%20which%20it%20has%20committed.>



NOTES / REFLECTION

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REMEMBER TO USE RECOGNITION!



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ACTIVITY

What is in your leadership Action Plan?



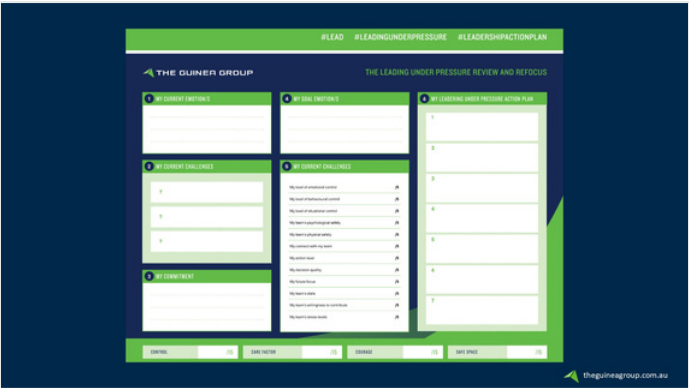
NOTES / REFLECTION

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WORKSHOP SLIDES



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UPGRADED LEADERSHIP EVALUATION



WHERE DID YOU GET TO?

EQ Empathy Decision Safety

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NOTES / REFLECTION

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THE GREAT LEADERSHIP PHILOSOPHERS



1 word

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NOTES / REFLECTION

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Creating Conscious Control

CONTROL



- Emotional Control
- Behavioural Control
- Situational Control

"If you control nothing else in your life, control your emotions"

The challenge with stressful situations, is that they invoke the fight or flight response in the limbic system of our brain.

We need to engage our smart brain to override the messages from our emotional brain. Putting a name to your emotions is a good way to start getting in control.

With emotional control, comes behavioural control, which you are responding, not reacting to stimulus.

And, when you are in control, you can take care of any situation or circumstance you are faced with.

Things to remember:

Emotional Control is about naming the emotion, and regulating it.

You can choose how you respond.

You don't have to react to situations.

The more you can stay in emotional control, the easier it will be to take charge and lead under pressure.

Leading Under Pressure

COURAGE



- Face Fears
- Make Decisions
- Future Focus

"Courage is not about the fear, it is about the action in spite of fear"

Under stressful situations, it can be difficult to get into action. When fear kicks in, you can freeze, and be stuck not knowing what the right move is.

Making it OK to feel fearful is important, but making decisions when they need to be made, is just as important. Your team needs leadership. They need direct, delegation and determination. They need to know that you are looking to the future, and not just dealing with the current situation. They also need to know that you are going to stand by the decisions you make.

Things to remember:

Courage is the most critical part of leading under pressure.

Fear stops people from making decisions, and not making decisions halts progress, and deadlines or opportunities can be missed due to such delays.

Prioritising task and activities, following due process and preparing for a new look future are important elements of being courageous.

#LEAD

THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

CARE FACTOR



Knowing that humans are the key concerns.

- Psychological Safety
- Physical Safety
- Personal Connection

“People don’t care how much you know until they know how much you care”

The challenge with stressful situations, is remembering that there are other people (your team) who are feeling stressed, too.

The leader’s role is to put people first, and ensure that they are considered, when and as decisions are made, and crises are addressed.

Having a high care factor will result in developing psychological safety, where your team feels safe to contribute and to express ideas and opinions. Caring means caring about physical safety, too. And it is about connecting with each team member.

Things to remember:

A high care factor means involving, informing, and inspiring your team.

It means taking a genuine interest in how your team is feeling and how they are coping with the situation or the pressure.

Caring for your team will quickly instill in them the notion that you are all in this together, and that everyone’s input counts.

SAFE SPACE

SAFE SPACE

“Psychological safety is just as important as physical safety, especially during stressful situations”

Creating a safe space requires a leader to demonstrate control, care factor and courage. The result of applying those three elements of the Leading Under Pressure Model will be that your team feels like they will be supported and that their ideas and opinions will be heard.

Team members that are not heard are hurt, and this hurt can even be accidental, and unintentional. The key outcome of a safe space is one in which the leader does ‘No Harm’. No harm emotionally, and no harm psychologically.

Things to remember:

A safe space creates an environment where people feel like they matter, and that their contribution counts

Creating a safe space requires leaders to refrain from the harmful behaviours of aggression, abuse, or abruptness

People that feel safe will take emotional risks, because they feel safe to do so!

#LEADINGUNDERPRESSURE

#LEADERSHIPACTIONPLAN

 THE GUINEA GROUP

1 MY CURRENT EMOTION/S

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4 MY GOAL EMOTION/S

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2 MY CURRENT CHALLENGES

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5 MY CURRENT CHALLENGES

My level of emotional control	/5
My level of behavioural control	/5
My level of situational control	/5
My team's psychological safety	/5
My team's physical safety	/5
My connect with my team	/5
My action level	/5
My decision quality	/5
My future focus	/5
My team's state	/5
My team's willingness to contribute	/5
My team's stress levels	/5

3 MY COMMITMENT

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CONTROL

/15

CARE FACTOR

/15

COURAGE

THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

6 MY LEADING UNDER PRESSURE ACTION PLAN

1
2
3
4
5
6
7

/15

COURAGE

/15

SAFE SPACE

/15

EMOTIONS WHEEL



EMOTIONS WHEEL

THE LEADERSHIP STYLES

WHAT TYPE OF LEADERSHIP STYLE ARE YOU?



STEVE
JOBS

AUTOCRATIC LEADER

This style is characterized by centralized decision-making, where the leader maintains strict control over all decisions and directives. The leader makes decisions independently with little to no input from team members, ensuring a clear and consistent direction.



SATYA
NADELLA

DEMOCRATIC LEADER

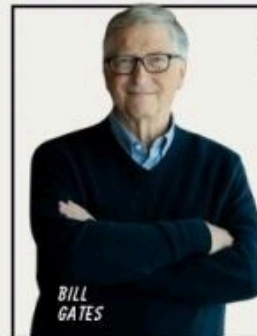
Democratic leadership involves participative decision-making, where the leader seeks input and feedback from team members. This style encourages collaboration and values the opinions of others, fostering a sense of ownership and involvement among team members.



ELON
MUSK

TRANSFORMATIONAL

Transformational leaders are inspirational and visionary. They focus on creating significant changes and motivating their team through a shared vision. These leaders uplift and empower their team, driving them to exceed their own expectations and achieve higher levels of performance.



BILL
GATES

TRANSACTIONAL LEADER

Transactional leadership is based on a system of rewards and punishments. Leaders set clear goals and performance is closely monitored. Successes are rewarded, while failures are met with consequences. This structured approach ensures clarity and accountability.



MARY
BARRA

LAISSEZ-FAIRE LEADER

Laissez-faire leadership is a hands-off approach where the leader provides minimal supervision and intervention. Team members are given a high degree of autonomy and are trusted to manage their own tasks and decisions.



SUSAN
WOJCICKI

SERVANT LEADER

Servant leaders prioritize the needs of their team above their own. They are empathetic, ethical, and focus on fostering a supportive and community-oriented environment. This style emphasizes the growth of team members, promoting a culture of trust and collaboration.



OPRAH
WINFREY

CHARISMATIC LEADER

Charismatic leaders rely on their charm and persuasive communication skills to inspire and engage their team. They build strong emotional connections with their followers, creating a compelling vision and generating enthusiasm and commitment.



JEFF
BEZOS

SITUATIONAL LEADER

Situational leadership is adaptable and flexible. Leaders using this style change their approach based on the needs of the team and the specific situation at hand. They assess the maturity and competence of their team and adjust their level of direction and support accordingly.

Want a hi-res PDF of this all my cheat sheets? Follow me and sign-up for my CX's & O's newsletter at louischo.com



Louis Cho 

How would you respond to the following challenge?

It is just like a normal Friday at ECC Monaro. You had a nice lunch, you are completing your week's tasks.

Life is good.

You are going to your favourite holiday destination at 5pm, and your significant other (or family or friends) are coming to pick you up from work at 5pm, to take you away for the weekend.

It is 4.30pm on that Friday afternoon.

When you get a call from your Manager ...

There has been a major catastrophe in your area (an accident/shandy/injury) that involves one of your staff, and our major client.

You put the phone down, trying to work out how to respond.

When a staff member comes into your office. They have a serious personal challenge (a death in the family/major health diagnosis/anxiety attack).

They need your help, and they need to talk.

1. Please note (you can write more) at least the first nine things you would do.
2. Please note what your focus or strategy would be (in one or two lines) for dealing with the above scenario.
3. Please be ready to discuss your thought processes with the group.

RESPONSE PLAN

A series of horizontal dotted lines for writing a response plan.

NOTES / REFLECTION

A large area for notes or reflection, consisting of 20 horizontal dotted lines on a light green background.



ANY QUESTIONS? WE'RE HERE TO HELP

We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!

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