

#0511241



THE GUINEA GROUP

In partnership with



Present

HIGH PERFORMANCE LEADERSHIP PROGRAM

Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

This program will take current and future leaders' people skills, best practice knowledge and personal development to the next level. It'll require real effort and willingness to grow and develop. It is for leaders who:

- Are willing to commit to at least 8 months of **personal development, to upgrade their skills** and organisational culture for the long term
- Already have a **high-performing mindset**, and **looking for an edge**, or for the next stage growth and development that can take them to the next level
- Have a **team in turmoil who are struggling to care**, connect, and communicate effectively
- Have a **desire to learn** more about themselves and about others
- Want to **lead on purpose, under pressure, and with passion**

We invite you to come on a transformational journey to upgrade your leadership and your life.



**Moving the needle
in your favour**

**“Supporting current leaders and leaders of
the future to grow their presence and to:
Upgrade, Upskill, and Uplift”**

Specifically:

01

THE BEST LEADERS NEVER STOP LEARNING.

Or evolving, or seeking out great mentors, coaches, and educators to assist them on their path to achieving goals

02

BEING A GREAT LEADER IS ABOUT LEADING UNDER PRESSURE

Which takes a high level of conscious control, care factor, and courageous leadership and decision-making

03

PSYCHOLOGICALLY SAFE LEADERS ARE ABLE TO CREATE SAFE SPACES

And are willing to have career conversations that are based on radical candour, values, and virtues



**With a Strong Focus on GEA's
Vision and Mission**

The Program - High Focus

01

3 Key Steps to Implementing Psychosocial Guidelines

Tailored to the QLD WH&S (Psychosocial Risks) Amendment Regulation 2022:

- Educate yourself and your team
- Assess and audit your current work environment
- Develop a comprehensive Leadership Action plan

02

Foundations of Disc Profiling

Unpacking your style, with:

- A DISC Profile Report with how to understand the styles
- Personal and Professional development with a focus on leadership and people skill development
- Coaching conversations, and how to have them effectively

03

DISC in Action - How to Have Coaching Conversations

Using the Process of the 3 C's, which include being:

- Controlled (dealing with fear)
- Conversational (being facilitative and engaging)
- Credible (being believable and trustworthy)

04

Emotional Intelligence

Using the Daniel Goleman Model, to:

- Heighten awareness of the four areas of emotional intelligence
- Highlight relative strengths, weaknesses, and areas of focus
- Provide a framework for personal and professional improvement

The Program - High Focus

05

Leadership Under Pressure

Learn how to lead under pressure, including:

- How to apply the LEAD process
- Why emotional control is the key skill for all leaders
- What care factor and empathetic leadership really mean
- How to make good decisions, even under pressure

06

Building Resilience

How can empathy be learnt, including:

- The Six Domains of Resilience: Vision, Composure, Reasoning, Health, Tenacity, Collaboration
- Why Resilience is important and how it can be learnt
- The PR6 Resilience Assessment and Report

07

Public Speaking - Elevator Pitch

Speaking with influence, including:

- The essentials of presentation development including how to use slides properly
- The delivery techniques of expert presenters
- A clear understanding that presenting is about the audience not the speaker

08

Keynote and Expert Leaders Panel

Industry Presenter with Q&A Panel, including:

- Group reflection of program key sessions
- Leadership Keynote by celebrity or celebrated sports person
- Expert Industry Panel, open to the floor Q&A session

The Investment - High Value

WHAT	WITH	INVESTMENT
<p>8 Half Day Workshops <i>With the 8 elements listed above</i></p>	<p>Half Day Workshops (8am - 12pm) <i>Dates to be finalised</i></p> <ul style="list-style-type: none"> • Disc Profiling • Emotional Intelligence Profiling • Resilience Profiling • Session Workbooks • Networking Opportunities <p><i>Optional 1 x 1on1 Coaching Session after the morning Workshop (that same afternoon) for any participant</i></p>	<p>\$2,500 pp</p> <p>\$500 (30 mins) <i>(Normally \$1,500)</i></p>

* All investments are exclusive of GST

* Catering or venue hire not included

\$2,500 *
per person

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

The Inclusions - High Value

Inclusions About the program

01

A planning discussion to make minor updates to the workshops content, to ensure it is on point and fit for purpose

02

8 Half Day Workshops in at The GEA Conference Centre with a maximum of 16 attendees

03

DISC, EI & Resilience profiling to help the Leadership group understand their personal & professional style, and then better understand styles of others (includes a detailed workbooks)

04

A close out meeting after the program to provide GEA with an overview of the program, details of any observations during the program and to discuss a way forward

05

A free hard copy of one of Anton's books
And an electronic versions of (provided by a link):

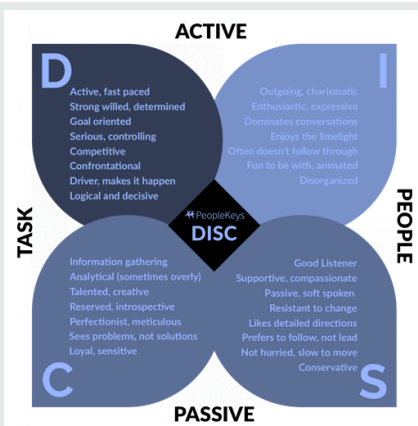
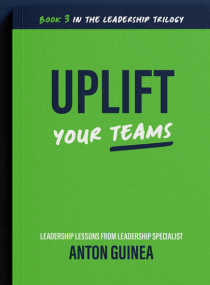
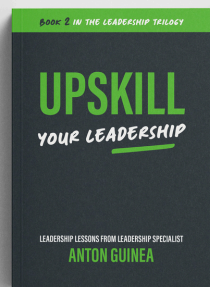
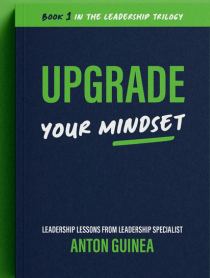
- A 21-Day Gratitude Journal
- eBook's written by Anton

06

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

07

An energetic and engaging workshop 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 enterprisethinking. 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.

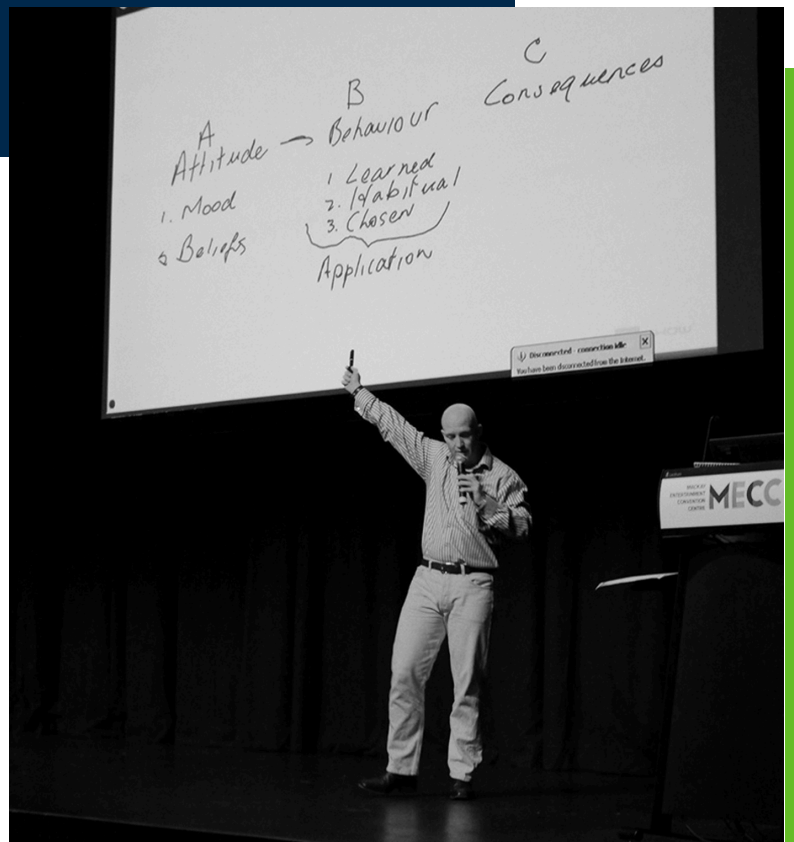
About The Guinea Group

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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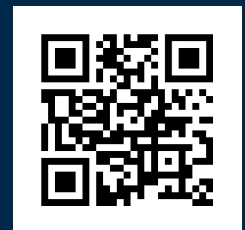
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