



 **THE GUINEA GROUP**

# **ACTION PLAN**



## **Team Member Development**

Leading on Purpose

Leading under Pressure

Leading with Perspective

# The Outcomes - High Goals

## Generally:

The Orica SHES team are required to liaise with all part of the Orica business, and to have well develop communication and influence skills. This tailored training package for Orica Health and Safety Specialists is designed to empower team members with the knowledge and abilities necessary to excel in these critical areas.

By focusing on influential communication styles, strategic time management techniques, and professional engagement, we aim to cultivate a more collaborative and productive workplace.

Additionally, our approach to conflict resolution emphasizes the importance of building strong relationships through active listening and constructive feedback. Together, these components will enhance individual capabilities and drive the overall success of your team.



**Moving the needle  
in your favour**

**“Supporting the Orica SHE Specialists to  
Upgrade, Upskill, and Uplift their Capacity”**

## Specifically:

### 01 Time Management

Utilising strategies like time boxing, transforming your calendar into a to-do list, and ensuring that meetings wrap up on time, all while valuing your time as a precious asset.

### 02 Professional Communication

Building confidence to become polished professional presenters and improving written communication skills

### 03 Conflict Resolution

Robust conversations that build relationships through active listening, powerful questioning and constructive feedback

### 04 Finding you influence

Providing the knowledge and the skills to master influence by learning ideal communication styles and methods



**With a Strong Focus on Orica's  
values and organisational culture**

# The Program - High Impact

01

## Team Member Development Program Development

Tailored to Orica, and:

- Developed based on planning discussions and finalised in conjunction with Dewald Lubbe Senior SHES Manager for Orica
- Designed to support the Safety Specialist Team become engaging and influential leaders in their fields who operate with psychological safety and high performance as key drivers
- Focused on understanding where the team is at as a group and building on skills and refining processes for the individual team members

02

## Team Member Development Program Delivery

With a focus on:

- Best practice time management controlling time not letting time control you
- Being a highly polished presenter with both written and verbal communication
- Robust conversations that prioritise care and connection to improve to conflict resolution
- Finding your influence is to lead with authenticity and integrity
- Delivery with Energy, Engagement, Enterprise Thinking

03

## Team Member Development Program Close Out

Workshop wrap up process:

- To provide Orica with an overview of the program
- To provide details of any surveys or actions completed during the program and pathways for personalised coaching
- Including a close out webpage, containing all relevant information
- A process for TGG to support Orica moving forward
- Copies of the feedback forms for future program development

# The Investment - High Value

WHAT	WITH	INVESTMENT
<p><b>Team Member Development Workshop</b></p> <p><b>Full Day:</b> Thursday January 9th <b>Full Day:</b> Friday January 10th</p>	<p><b>Full Day Workshops (8am - 4pm)</b></p> <ul style="list-style-type: none"> <li>• Highly engaging</li> <li>• Orica vision and values focused</li> <li>• Developing psychological safety</li> <li>• Individual hardcopy workbooks</li> <li>• 4 Key sessions delivered over two days</li> </ul> <p><i>Including up to 10 DISC profiles (@ \$250 pp)</i></p>	<p><b>\$16,000*</b></p>
<p><b>Venue Hire and Catering (Optional)</b></p>	<ul style="list-style-type: none"> <li>• Mindcare Conference Room (Goondoon St)</li> <li>• The Junction Cafe Catering</li> </ul>	<p><b>\$1,200 +/- 10%</b></p>

\* All investments are exclusive of GST

\*\* Catering or venue hire not included

**\$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



“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.”

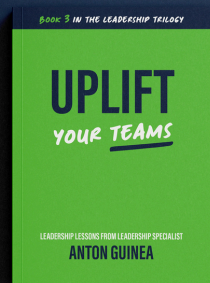
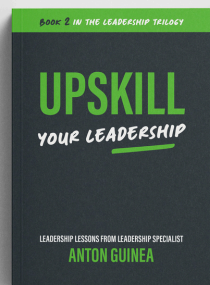
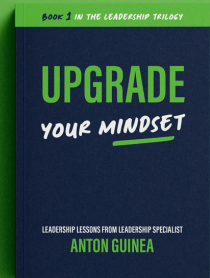


“Unreal couple of days mate. Really enjoyed it. Everyone needs to attend this or something similar in their lives. Keep up the great work.”  
— Angus Wilson

# The Inclusions - High Value

## Inclusions About the program

- 01** Planning discussions to ensure the workshop content is on point and fit for purpose
- 02** Four workshop sessions for the Senior Health & Safety Specialists to provide them with professional capacity building knowledge and framework to Uplift, Upskill & Upgrade
- 03** DISC profiling to help the Orica Safety Specialists to understand their personal communication style, and the communication styles of others (includes a detailed workbook)
- 04** Creating a psychologically safe environment, for all specialists to actively contribute in a meaningful way, that supports idea generation, and professional development
- 05** A key stakeholder meeting and close out meeting after the workshop to provide SHES Manager Dewald Lubbe with an overview of the program, details of any observations during the program and discuss options moving forward with Orica
- 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** 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



**THIS PROGRAM  
IS DESIGNED TO  
HELP BUSINESS  
LEADERS:**



**MAKE A  
DIFFERENCE**



**HAVE MORE  
INFLUENCE**



**SEE OTHERS  
SUCCEED**



**BUILD A STRONG  
CULTURE**



**BE THEIR  
BEST SELF**

# 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.

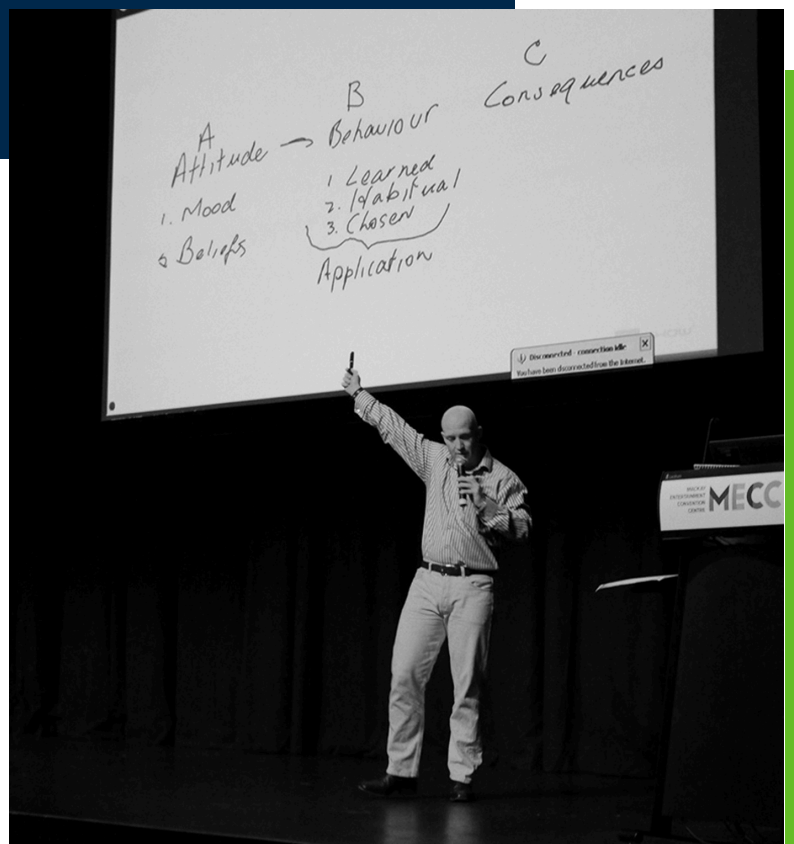
# About The Guinea Group

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

-RALPH NADER

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