



ACTION PLAN

Professional Development and Leadership Coaching

Rio Tinto Yarwun

3 Month Program



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

Firstly, to support Michael Heymer, to continue to achieve their **professional and business goals** and objectives. Utilising the results of the 360-degree survey and personality profiling tools, this program will focus on helping Michael to **build stronger relationships internally** and externally to the team.

This program is designed:

- To support Michael continue to develop into psychologically safe leader, who **develop** high performing teams
- To use the DISC profile to help Michael to **understand themselves and others**
- To support Michael to lead the Rio Tinto Yarwun organisations' values and culture
- To support Michael to build stronger relationships, in a way that **creates a psychologically safe** and high performing team and department

Coaching on: Effective strategies for Leaders to **manage uncertainty**, unlocking leadership excellence with the keys to **directing work effectively**, and elevating leadership with **decision-making and task allocation**.



**Moving the needle
in your favour**

**“Coaching that grows
communication and
connection!”**

Specifically:

- **Managing** and communicating in all directions throughout the organisation
- **Being** resilient and flexible, to deal with the changing requirements and growth of the business, and requirements of personnel development processes
- **Supporting** implementation of change processes, with the support of the FYI process

Understanding the LEAD process:

- **Learning** the skills of highly effective teams and highly effective leadership
- **Engaging** with others, in a way that is connective, not directive, and in their style (DISC)
- **Articulation** to choose words carefully, understanding that our words impact others
- **Demonstration** and leading by example



**With a focus on Rio Tinto
Yarwun's values and
organisation culture**

The Program - High Focus

01

LEADER Coaching

Fortnightly coaching sessions:

- With a focus on Managing, Being and Supporting (see previous page)
- Highly personalised, one-on-one, business needs driven, leadership, collaboration and resilience focused coaching
- Adopts a DISC profiled approach, as well as the FYI model and leadership framework

02

LEADER'S LEADER Consulting

With a focus on the areas of:

- Leader's leader update meetings
- Aligned support for the leader being coached
- Monthly meeting
- A 30-minute session (per coachee) each month of the program
- Coaching session updates

03

FOR YOUR IMPROVEMENT Coaching utilising the Korn Ferry Strategies

With framework that will:

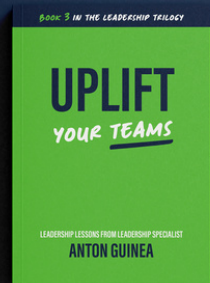
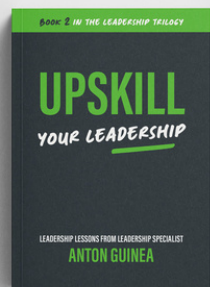
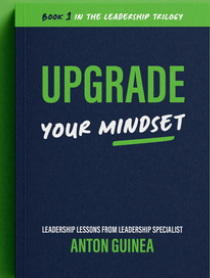
- Help provide a structure for the leader's coaching process
- Provide a process and action plan for improvement
- Book provided as part of your coaching investment



The Inclusions - High Value

Inclusions About the program

- 01 A free spot at one of our 2-day workshops (on leadership, public speaking or resilience) for fortnightly coachees
- 02 6 by up to 1.5 hour coaching sessions, one on one – in person (and online if required) sessions onsite or at the TGG office – focused on the leader’s goals, the program goals, and the leader’s DISC profile
- 03 A Resilience Profile and DISC Profile, that will provide an overview of the leader’s resilience level and personality profile
- 04 3 review sessions (approx. 30 min) with the leader’s leader, to ensure that the coaching is aligned with organisations strategic vision, and the leader’s leader expectations
- 05 A Leadership Review and action plan using the TGG Leadership Under Pressure Review and Refocus model
- 06 24/7 support to help the leader upgrade, upskill and uplift their leadership and team, for 12 months
- 07 A free copy of the book FYI (For Your Improvement) – a guide for leaders



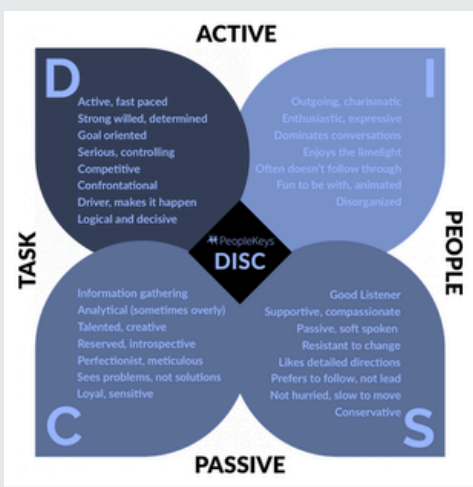
The DISC - High Powered

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 coaching 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.

The Investment - High Value

WHAT	WITH	INVESTMENT
<p>Professional Development and Leadership Coaching with Michael Heymer</p>	<p>One-on-One Coaching Fortnightly coaching sessions for 3 Months</p> <ul style="list-style-type: none"> • Highly personalised • Supported by a range of tools plus 24/7 support • Rio Tinto Yarwun’s vision and values focused 	<p>\$3,000* per month For three (3) months</p>
<p>Leader’s Leader Consulting</p>	<ul style="list-style-type: none"> • This interaction ensures the program’s success • That it meets the needs of the Coachee • And the needs of the Rio Tinto Yarwun’s leadership team 	

* All investments are exclusive of GST
Investments exclude travel, given all coaching to be carried out in Gladstone
Please note the scheduled coaching sessions will still be charged in the event of non-attendance

TOTAL: \$9,000 *

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

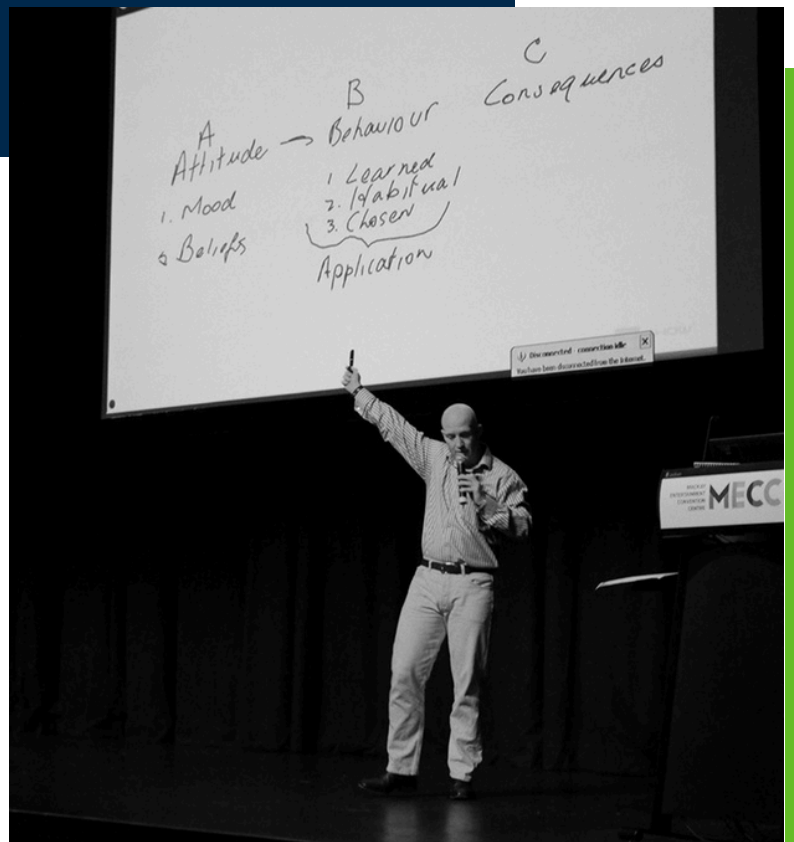
About **The Guinea Group**

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!**

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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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