



 **THE GUINEA GROUP**

Leadership Under Pressure

With DISC Profiling

NAME:

DATE:

FIRST THINGS FIRST...



ABOUT YOU

Favourite Leader?
Why?
Favourite Movie?



ABOUT ME

Leadership Coach
Married 30 years
Triathlete



ABOUT US

Open
Honest
Safe

THE 4 OUTCOMES



LEARNING



ARTICULATION



ENGAGEMENT



DEMONSTRATION

BEFORE WE START...

8 10 12

WORKSHOP SLIDES

4



WHAT DO YOU HOPE TO GET OUT OF THIS SESSION?

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6



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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7

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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8

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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NOTES / REFLECTION

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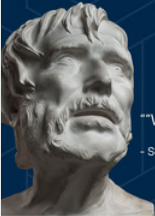
WORKSHOP SLIDES

9

1 Learning

- Your Leadership why?
- What drives behaviour?
- Emotions are important!

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



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10

WHAT IS YOUR WHY?



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NOTES / REFLECTION

11

ACTIVITY

What does leadership mean to you, and why have you chosen to be a leader?



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12

WHAT DRIVES BEHAVIOUR?

Beliefs



Emotions



Values





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NOTES / REFLECTION

ACTIVITY



What does leadership mean to you, and why have you chosen to be a leader?

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WORKSHOP SLIDES

STRESS CAN DRIVE BEHAVIOUR

13

"During times of stress, the hypothalamus, a collection of nuclei that connects the brain and the endocrine system, signals the pituitary gland to produce a hormone, which in turn signals the adrenal glands, located above the kidneys, to increase the production of cortisol."

"During a stressful event, an increase in cortisol can provide the energy required to deal with prolonged or extreme challenge."

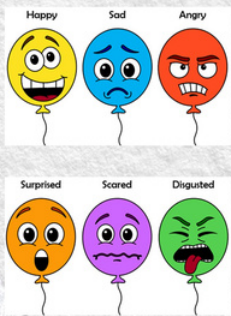
The HPA Axis



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EMOTIONS ARE IMPORTANT

14



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NOTES / REFLECTION

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HOW DO OTHERS PERCEIVE YOU?

15

360°



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THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

16

#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

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MY CURRENT STRENGTHS	MY GOAL STRENGTHS	MY LEADING UNDER PRESSURE ACTION PLAN
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10	10	10

DATE: []/ []/ []

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NOTES / REFLECTION

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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?

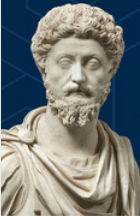
A large green area with horizontal dotted lines for writing.

WORKSHOP SLIDES

18

2 Engagement

- Your DISC Profile?
- Other's DISC Profile?
- Building your EQ?



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

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19

LEADING UNDER PRESSURE



- Care Factor**
Knowing that humans are the key concerns.
- Control**
Because responding is more important than reacting.
- Courage**
The ability to act, regardless of the fear faced.

- Psychological Safety
- Psychological Empowerment
- Psychological Connection
- Try
- Trust
- Tell

- Conscious Control
- Behavioural Control
- Situational Control

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NOTES / REFLECTION

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20

Creating Conscious Control



- Care Factor**
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21



LEADERSHIP IS ABOUT SERVING AND GIVING

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NOTES / REFLECTION

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WORKSHOP SLIDES

22

YOUR DISC PROFILE

Personally, what I love about DISC is the self-awareness piece, and the element of understanding yourself in a more meaningful way ... before you try and understand others!

Check out pages 9, 13, 15



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23

YOUR DISC PROFILE HELPS YOU UNDERSTAND YOURSELF



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NOTES / REFLECTION

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24

OTHERS DISC PROFILE

And the other thing that is to love about DISC profiling is the ability to be aware and empathise with other people, and to understand their communication styles! Winner!

Check out pages 19, 29



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25

"People want to be treated according to their behavioural style, not yours."



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NOTES / REFLECTION

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WORKSHOP SLIDES

26

MAKING IT COUNT

- Ask others
- Know others
- Practice this skill



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27

BRING YOUR EI




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NOTES / REFLECTION

28

"Emotional control is not about emotional suppression"



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29

ACTIVITY

What are your current challenges?



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NOTES / REFLECTION

ACTIVITY



What are your current challenges?

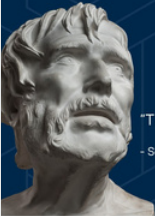
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WORKSHOP SLIDES

30

3 Articulation

- Psychological Safety
- Transformational Leadership
- Psychological Connection



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

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31

THE 4 OUTCOMES

- LEARNING
- ENGAGEMENT
- ARTICULATION
- DEMONSTRATION



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32

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33

GUEST SPEAKER



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WORKSHOP SLIDES

LEADING UNDER PRESSURE



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34

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LEADERSHIP UNDER PRESSURE: RESPONDING IS MORE IMPORTANT THAN REACTING

35

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NOTES / REFLECTION

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WHAT DO EFFECTIVE TEAMS REQUIRE?

36

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PSYCHOLOGICAL SAFETY

37

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NOTES / REFLECTION

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WORKSHOP SLIDES



NOTES / REFLECTION

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NOTES / REFLECTION

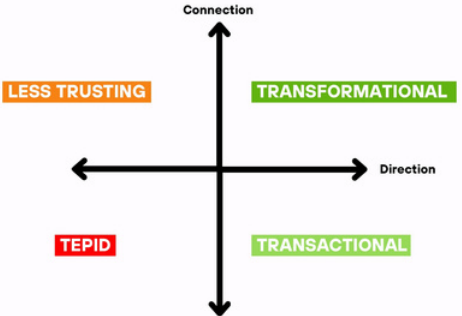
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WORKSHOP SLIDES

42



LESS TRUSTING TRANSFORMATIONAL

TEPID TRANSACTIONAL

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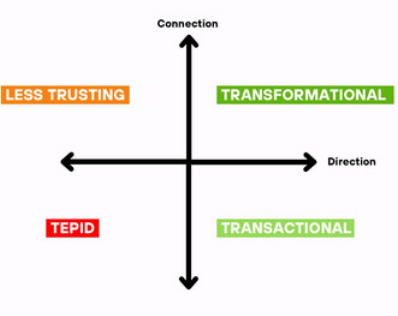
43

TRANSFORMATIONAL LEADERSHIP

- Proactive
- Works within organisational culture
- Motivates team members by appealing to their own self interest
- Management by Exception

TRANSACTIONAL LEADERSHIP

- Reactive
- Motivates followers by encouraging them to put team interests first
- Works to change the organisational culture by implementing new ideas
- Leadership by Observation



LESS TRUSTING TRANSFORMATIONAL

TEPID TRANSACTIONAL

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44



WHAT IS YOUR STYLE OF LEADERSHIP?

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45



WHAT IS YOUR LEADER'S LEADERSHIP STYLE?

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WORKSHOP SLIDES

7 LEADERSHIP STYLES:
IMPACTS ON TEAM DYNAMICS & ON HOW TO ADAPT.
© Ken Blanchard



7 LEADERSHIP STYLES
- Véronique Barrot

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ACTIVITY

What could you start doing to be more transformational?

What is your commitment?

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NOTES / REFLECTION



CONNECTION IS ALL ABOUT EMPATHY

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WHICH IS THE MOST IMPORTANT TRAIT IN YOUR LEADER?

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NOTES / REFLECTION

ACTIVITY



What could you start doing to be more transformational?
What is your commitment?

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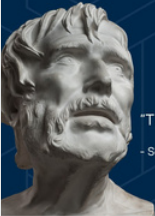
WORKSHOP SLIDES

50

4 Demonstration

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

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



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51

LEADING UNDER PRESSURE



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52

LEADERSHIP UNDER PRESSURE: BEING **ABLE TO ACT**

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53



LEADERSHIP TAKES **COURAGE**

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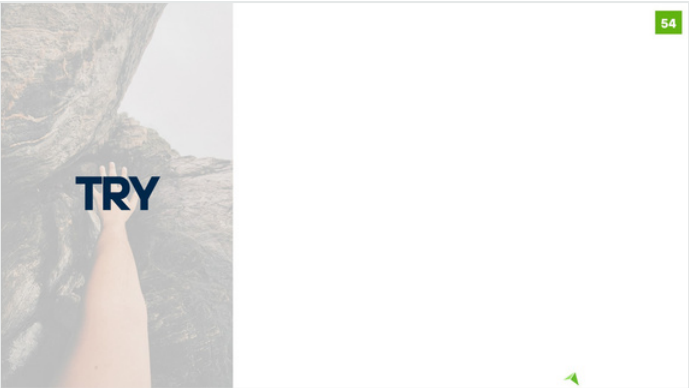
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WORKSHOP SLIDES



NOTES / REFLECTION

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NOTES / REFLECTION

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WORKSHOP SLIDES

HAVE A FUTURE FOCUS!



58

Start with the end in mind



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EXPECT

VS

ACCEPT

59

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NOTES / REFLECTION

EXPECT

VS

ACCEPT

60

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ACCEPT: Less of



61

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NOTES / REFLECTION

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62

EXPECT: More of



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63



REMEMBER TO USE RECOGNITION!

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66



ON POINT **ON PURPOSE** **ON PERIOD**

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67



2 OUT OF 3 PEOPLE RECEIVE NO WORKPLACE RECOGNITION IN A GIVEN YEAR

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68



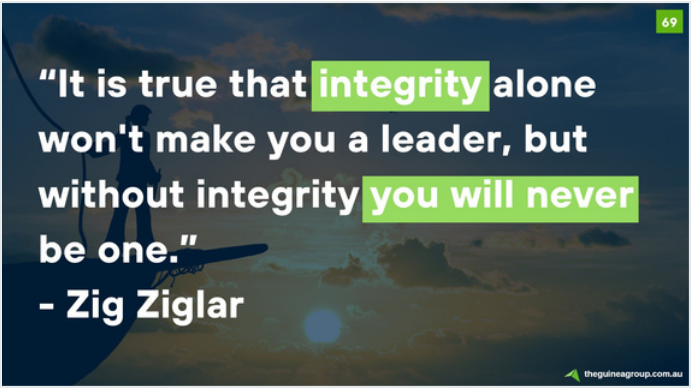
INTEGRITY

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69

"It is true that integrity alone won't make you a leader, but without integrity you will never be one."

- Zig Ziglar



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NOTES / REFLECTION

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70

"The first responsibility of a leader is to define reality. The last is to say thank you. In between the two, the leader must become a servant."

- Max De Pree
Former Herman Miller CEO



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71

LEADERS ARE LEARNERS

LEADERS ARE READERS

LEADERS ARE SPEAKERS

LEADERS ARE SEEKERS

LEADERS ARE CHANGERS

LEADERS ARE CARERS

LEADERS ARE SHARERS



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NOTES / REFLECTION

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WORKSHOP SLIDES



72

ACTIVITY

What is in your leadership Action Plan?

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73

UPGRADED LEADERSHIP EVALUATION



WHERE DID YOU GET TO?

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NOTES / REFLECTION

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THE GREAT LEADERSHIP PHILOSOPHERS



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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theteam@theguineagroup.com.au

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NOTES / REFLECTION

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ACTIVITY



What is in your leadership Action Plan?

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NOTES / REFLECTION

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NOTES / REFLECTION

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NOTES / REFLECTION

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



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