



# Senior Leadership Team Workshop 2024

With DISC 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



**HIGH**  
**Performing Team**



**STRATEGIC**  
**Thinking**



**DISC Profiling**



**RESPONSIBLE**  
**Leadership**

## BEFORE WE START...

8 10 12 2

## WORKSHOP SLIDES



**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!*

### NOTES / REFLECTION

**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!*

**LEADERSHIP IS ABOUT SERVICE AND GIVING**

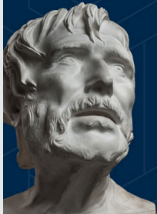


*Take this money please,  
This is not a tease,  
It is about giving, creating,  
and telling a story.*

*Antony Guinsa* 

### NOTES / REFLECTION

## WORKSHOP SLIDES




**1 High Performing Team**

- Outputs
- Relationships
- Commitments

"Do not run hither and thither and distract yourself by changing your abode; for such restlessness is the sign of a disordered spirit."

- Seneca

 theguineagroup.com.au

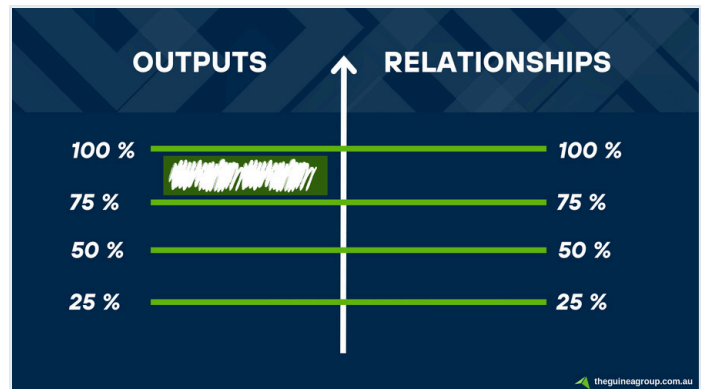
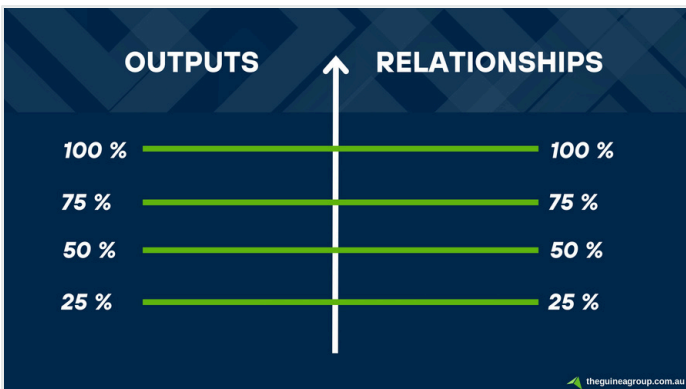


**But first ...**

**SCIENCE**

 theguineagroup.com.au

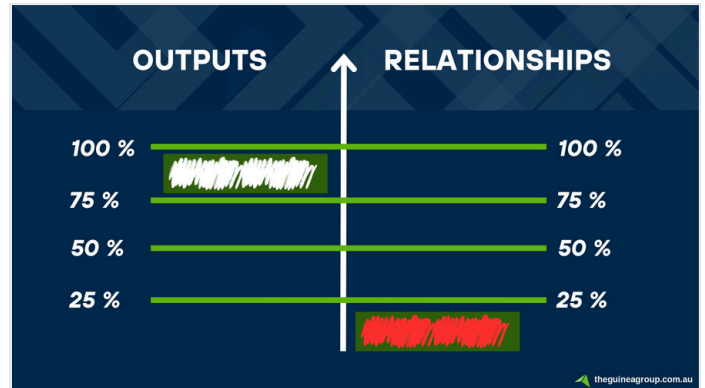
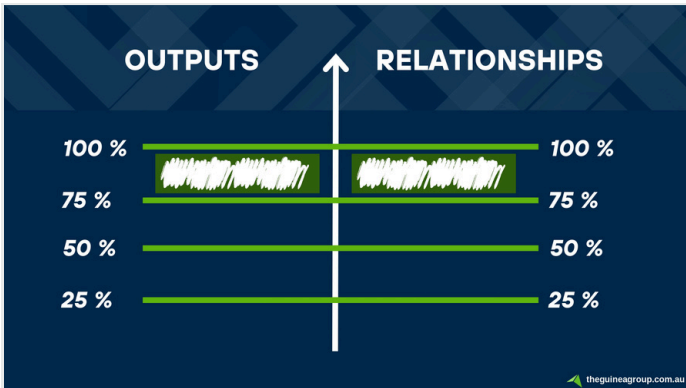
### NOTES / REFLECTION



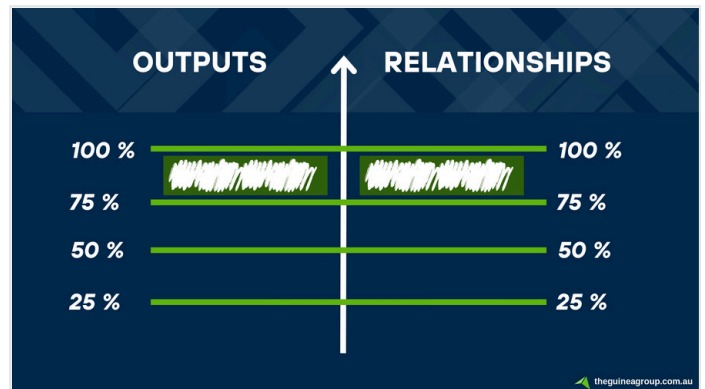
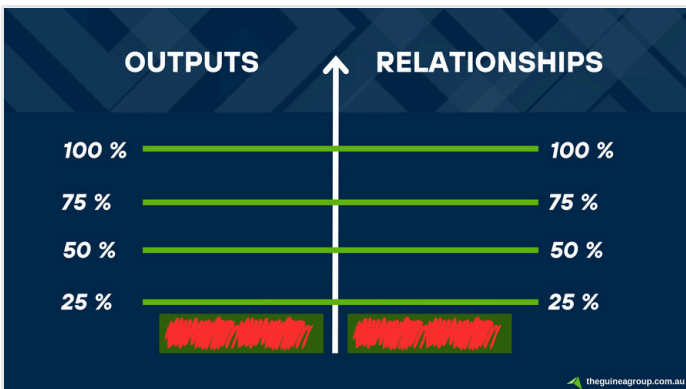
### NOTES / REFLECTION



## WORKSHOP SLIDES



### NOTES / REFLECTION



### NOTES / REFLECTION

## WORKSHOP SLIDES



**“**  
**COMING TOGETHER IS**  
**A BEGINNING.**  
**KEEPING TOGETHER IS**  
**PROGRESS.**  
**WORKING TOGETHER**  
**IS SUCCESS.**  
**”**

- Henry Ford

 theguineagroup.com.au

**CURRENT HPT EVALUATION**



**WHERE ARE YOU NOW?**

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

 theguineagroup.com.au

### NOTES / REFLECTION



**WANT A HIGHER PERFORMING TEAM?**  
**Trust each other ...**

 theguineagroup.com.au

**Stop**  
**Start**  
**Keep**



 theguineagroup.com.au

### NOTES / REFLECTION

## WORKSHOP SLIDES



### NOTES / REFLECTION



### NOTES / REFLECTION

## WORKSHOP SLIDES

**OTHERS DISC PROFILE**

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



theguineagroup.com.au

**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*



theguineagroup.com.au

### NOTES / REFLECTION

.....

.....

.....

**OTHERS DISC PROFILE**


**ADAPT YOUR STYLE**



theguineagroup.com.au

**MAKING IT COUNT**

- Ask others
- Know others
- Practice this skill



theguineagroup.com.au

### NOTES / REFLECTION

.....

.....

.....



## WORKSHOP SLIDES



### NOTES / REFLECTION



### NOTES / REFLECTION



## WORKSHOP SLIDES

 **THE GUINEA GROUP**

### Senior Leadership Team Workshop 2024

With DISC Profiling

Session with TGG      December 2024



**GUEST SPEAKER**




 theguineagroup.com.au

### NOTES / REFLECTION

.....

.....

.....



### 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 Guinea* 

 theguineagroup.com.au

## THE 4 OUTCOMES

-  **HIGH Performing Team**
-  **DISC Profiling**
-  **STRATEGIC Thinking**
-  **RESPONSIBLE Leadership**

 theguineagroup.com.au

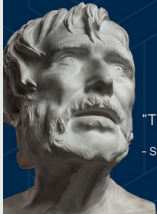
### NOTES / REFLECTION

.....

.....

.....

## WORKSHOP SLIDES



**3 Strategic Thinking**

- Purpose, Vision, Strategy
- How to be more strategic
- When to be more strategic

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

theguineagroup.com.au



**Purpose  
Vision  
Strategy**

theguineagroup.com.au

### NOTES / REFLECTION

**OUR CHARTER**


We are Orica, a global leader in mining and infrastructure solutions.

**Our purpose**  
To sustainably mobilise the earth's resources.


**Our vision**  
To be the world's leading mining and infrastructure solutions company.

**Our strategy**  
Deliver solutions and technology that drive productivity for our customers across the globe. Our strategy is centred on three key pillars: optimising our operations, delivering smarter solutions, and partnering for progress.


**Orica**



Smarter solutions



Optimised operations



Partnering for progress




**Aligning  
with Orica**

theguineagroup.com.au

### NOTES / REFLECTION

## WORKSHOP SLIDES

### HOW TO BE MORE STRATEGIC TL;DR

<https://www.cascade.app/blog/how-to-be-more-strategic---tldr> 

By being more strategic, you will improve your decision-making skills to help drive organizational success, and position yourself as a forward-thinking leader.

**STRATEGIC THINKING EXPLAINED:**

Strategic thinking involves connecting the dots, anticipating challenges, and envisioning various scenarios to prioritize long-term goals.

**7 TIPS**

1. Keep your vision top of mind
2. Set clear goals
3. Create space for strategic thinking
4. Leverage data and intuition
5. Incorporate empathy into leadership
6. Delegate and empower your team
7. Engage in continuous learning

**IMPORTANCE OF STRATEGIC THINKING:** Adopting a strategic mindset helps align efforts with organizational goals, navigate uncertainty, and foster innovation.  theguineagroup.com.au

### Ask the right questions

When you are considering a bold strategic choice, it is important to ask **WWHTBT** to be able to better understand the risks of that new strategy. The biggest risks are the features that would *have to be* true that you feel are *least likely to be* true. Then you can work on those features to determine whether, in the future, you believe you will be able to make true those things that both don't appear to be true currently and wouldn't be true in the future without some significant intervention.

**WWHTBT**

 theguineagroup.com.au

### NOTES / REFLECTION

### When to be more strategic ...

1

**When it is scheduled**



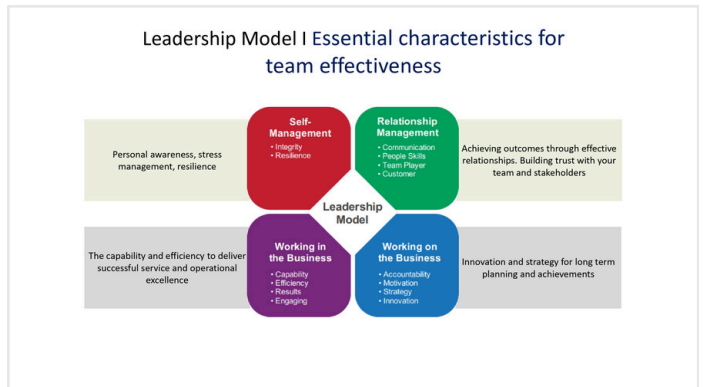
2

**When it is required**

3

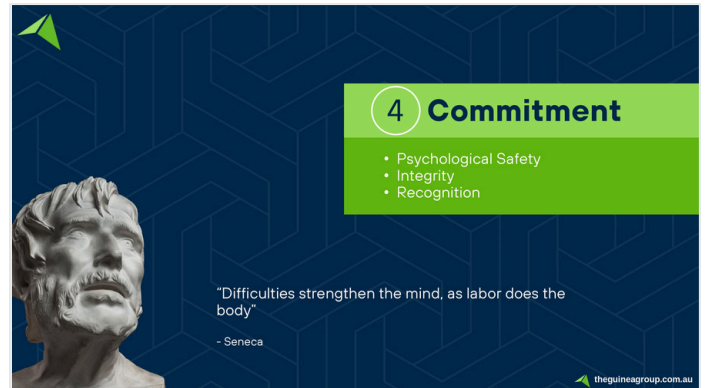
**When it is change-related**

 theguineagroup.com.au

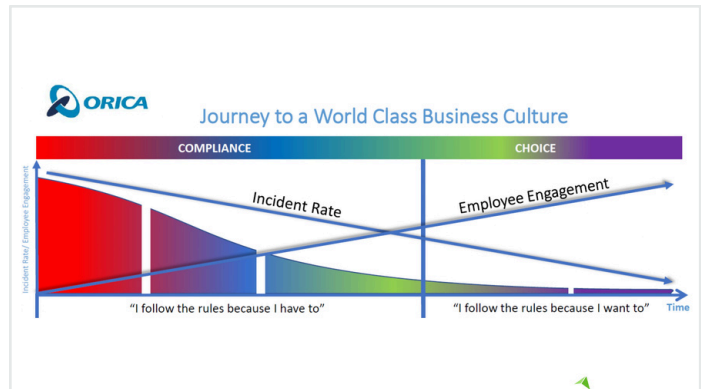
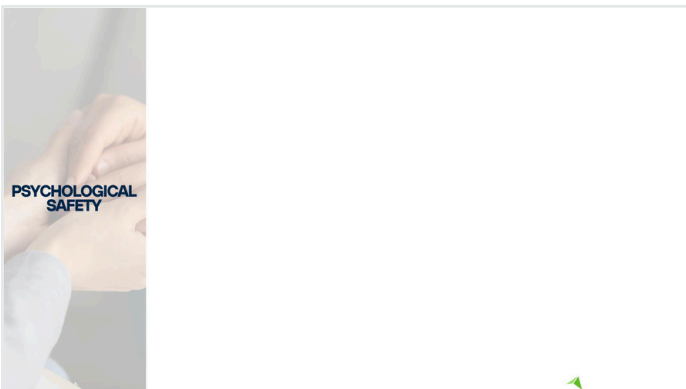


### NOTES / REFLECTION

## WORKSHOP SLIDES



### NOTES / REFLECTION



### NOTES / REFLECTION

## WORKSHOP SLIDES

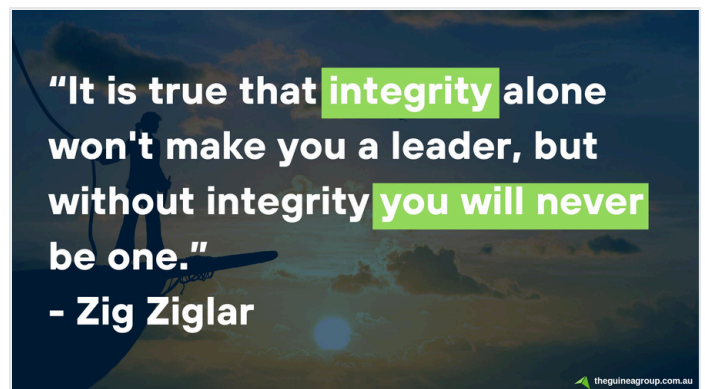


### NOTES / REFLECTION

.....

.....

.....



### NOTES / REFLECTION

.....

.....

.....



## WORKSHOP SLIDES



### NOTES / REFLECTION



### NOTES / REFLECTION

## WORKSHOP SLIDES

LEADERS ARE LEARNERS  
LEADERS ARE READERS  
LEADERS ARE SPEAKERS  
LEADERS ARE SEEKERS  
LEADERS ARE CHANGERS  
LEADERS ARE CARERS  
LEADERS ARE SHARERS



### ACTIVITY

*What is in your  
Leadership Action  
Plan?*

[theguineagroup.com.au](http://theguineagroup.com.au)

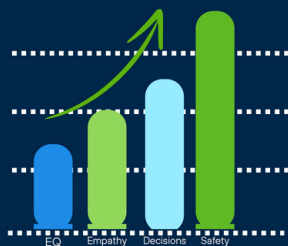
#### NOTES / REFLECTION

.....

.....

.....

#### UPGRADED LEADERSHIP EVALUATION



WHERE DID YOU  
GET TO?

[theguineagroup.com.au](http://theguineagroup.com.au)

#### THE GREAT LEADERSHIP PHILOSOPHERS



#### NOTES / REFLECTION

.....

.....

.....

## ACTIVITY



What is on your leadership Action Plan?

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

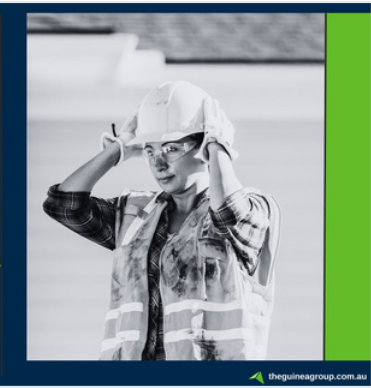
.....

.....

## WORKSHOP SLIDES

# 1 word

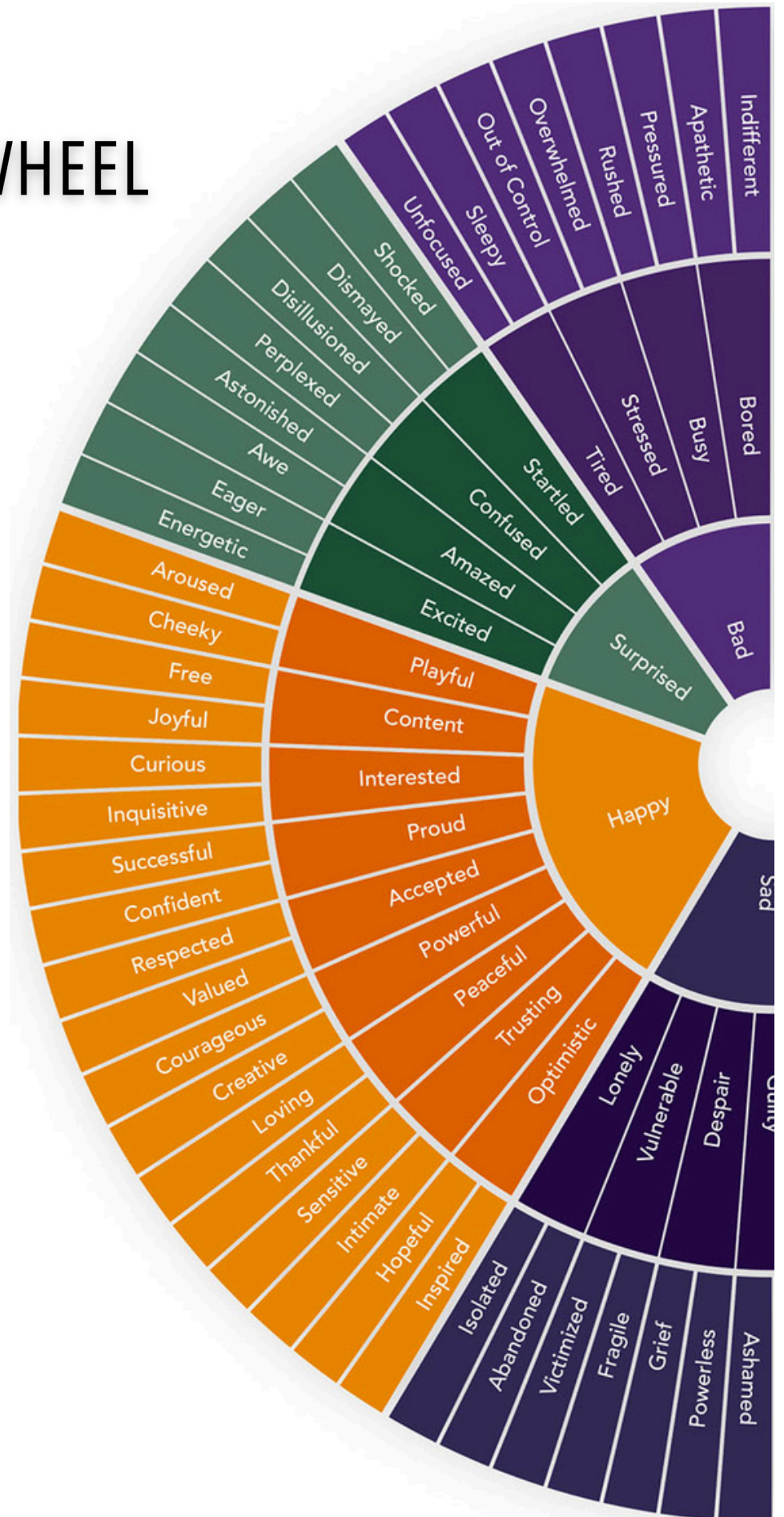
An advertisement for The Guinea Group. The background is a solid dark blue. At the top, the text "Any Questions?" is written in a large, white, sans-serif font. Below this, a green rectangular box contains the text "We're here to help" in white. Underneath the box, a quote in white italicized text reads: "We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!". A horizontal green line separates this section from the contact information below. The contact details are in white text: the phone number "+61 422 058 736" and the email address "theteam@theguineagroup.com.au". At the bottom, another green rectangular box contains the text "Follow Us" in white. To the right of this box are five social media icons: LinkedIn (blue), Facebook (blue), Instagram (red), YouTube (red), and Twitter (black).



NOTES / REFLECTION

[illegible]

# EMOTIONS WHEEL







NOTES / REFLECTION

NOTES / REFLECTION

## NOTES / REFLECTION

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....



THE GUINEA GROUP



## 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!

+61 422 058 736 | [theteam@theguineagroup.com.au](mailto:theteam@theguineagroup.com.au)

FOLLOW US

