



**THE GUINEA GROUP**

# **ACTION PLAN**



## **High Performing Teams Refresher**

Leading on Purpose

Leading under Pressure

Leading with Perspective

# The Outcomes - High Goals

## Generally:

Following our initial training, this follow-up session for the Orica SHES team is designed to further strengthen skills in building high-performing teams, utilising DISC profiling for deeper insights into behavioral dynamics, and enhancing strategic delivery capabilities.

The session will reinforce the importance of time ownership as a critical driver of personal and team productivity, while also expanding on conflict resolution techniques and strategies for finding and leveraging individual influence.

Participants will delve into advanced methods for professional communication, ensuring alignment with Orica's business needs and fostering stronger collaboration across teams. Together, these elements will continue to elevate team performance and drive sustainable success within the organisation.



**Moving the needle  
in your favour**

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

## Specifically:

- 01 High-Performing Teams**  
Fostering collaboration and trust. Building and **maintaining team cohesion**. Driving excellence to achieve shared goals.
- 02 DISC Profiling**  
Understanding behavioral styles. Improving dynamics with tailored communication. **Leveraging strengths for better performance**.
- 03 Strategic Delivery**  
Aligning efforts with strategic objectives. Enhancing **planning for impactful results**. Driving outcomes that ensure success.
- 04 Time Ownership**  
Prioritising and owning time effectively. **Minimizing distractions, maximising productivity**. Balancing demands to meet objectives.



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

# The Program - High Impact

01

## High Performing Teams Refresher 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:

- Strategies to strengthen cohesion, and create an environment where members can work collectively to achieve shared goals
- Leveraging DISC profiles to foster stronger relationships and enhance overall team effectiveness
- Streamlining processes for more strategy delivery, and better time ownership
- Taking ownership of time, to prioritise tasks effectively, and eliminate distractions with an emphasis on juggling priorities

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>High Performing Team Refresher Workshop</b></p> <p><b>Full Day:</b> Late April or Early May <b>Proposed dates:</b> April 24th or 29th. May 1st, 2nd 5th or 6th.</p> <p><i>Onsite @ Orica Training Facility</i></p>	<p><b>Full Day Workshop (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 1 day</li> </ul>	<p><b>\$7,500*</b></p>

\* All investments are exclusive of GST

**\$7,500\***

## 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.”

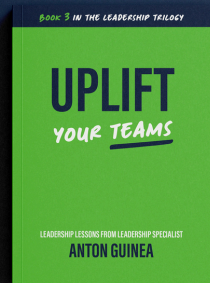
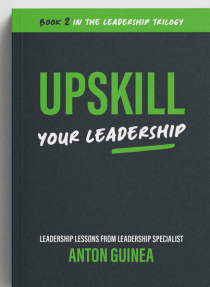
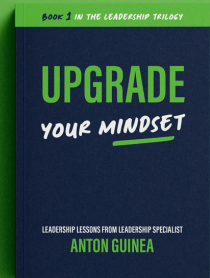


“Unreal couple of days mate. Really enjoyed it. Everyone needs to attend this or something similar in their lives. Keep up the great work.”  
— Angus Wilson

# The Inclusions - High Value

## Inclusions About the program

- 01** Planning discussions to ensure the workshop content is on point and fit for purpose
- 02** A one day follow up workshop for the SHES team to provide them with professional capacity building knowledge and framework to Uplift, Upskill & Upgrade
- 03** Navigating DISC profiling to help the SHES team to understand their personal communication style, and the communication styles of others (review of the DISC workbook)
- 04** Creating a psychologically safe environment, for all attendees 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.

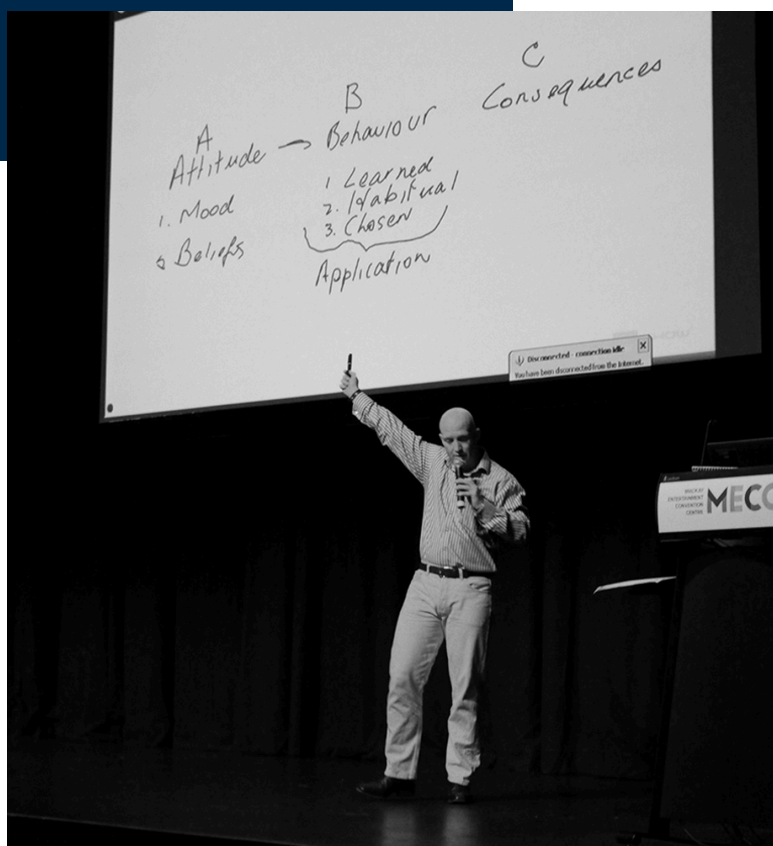
# About The Guinea Group

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!**







“

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

-RALPH NADER

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