



 THE GUINEA GROUP

# Leadership Training Program

With DISC Profiling

NAME:

DATE:

## FIRST THINGS FIRST...



### ABOUT YOU

Favourite Leader  
Ever?  
Why?  
Favourite Movie?



### ABOUT ME

Leadership  
Coach  
Married 30 years  
Triathlete



### ABOUT US

Open  
Honest  
Safe

## THE PROCESS



LEARNING



ENGAGEMENT



LEADING



EMOTIONS

## BEFORE WE START...

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10

12

2

# WORKSHOP SLIDES



**WHAT DO YOU HOPE TO GET OUT OF THIS PROGRAM?**

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Take this **card**.  
Think really **hard**.  
Who would you like to **thank**. This isn't a **prank**.

*Antony Guinea* 

**LEADERSHIP REQUIRES RECOGNITION**

THANKS  
*for being awesome*  


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## NOTES / REFLECTION

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**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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**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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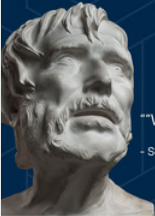
# WORKSHOP SLIDES

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## 1 Learning

- Your Leadership why?
- What drives behaviour?
- What are your values?

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



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# WHAT IS YOUR WHY?



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NOTES / REFLECTION

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## ACTIVITY

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



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## WHAT DRIVES BEHAVIOUR?

**Beliefs Emotions Values**



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NOTES / REFLECTION

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## ACTIVITY



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

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# WORKSHOP SLIDES

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## What are your values?



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## ACTIVITY

What have you learnt?



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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?




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## 2 Leading

- Robust Conversations
- Psychological Safety
- Leadership Under Pressure



"Do not be wise in words, be wise in deeds"  
- Marcus Aurelius

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### NOTES / REFLECTION

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# ACTIVITY



What have you learnt?

A large area for writing, featuring horizontal dotted lines on a light green background.

# ACTIVITY



What are your leadership emotions?  
What are your goal leadership emotions? In other words, how do you want to feel?

A series of horizontal dotted lines for writing.



# WORKSHOP SLIDES

**Robust  
Conversational  
Skills?**

**3 Tips**

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**1 Prepare  
2 JDI  
3 Follow up**

**3 Tips**

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## NOTES / REFLECTION

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**PSYCHOLOGICAL  
SAFETY**

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**PSYCHOLOGICAL  
SAFETY**

**DEPENDABILITY**

**STRUCTURE AND  
CLARITY**

**MEANING**

**IMPACT**

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## NOTES / REFLECTION

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# WORKSHOP SLIDES


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## LEADERSHIP UNDER PRESSURE: RESPONDING IS MORE IMPORTANT THAN REACTING

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## 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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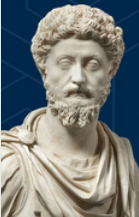
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## 3 Engagement

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



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


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## 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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### NOTES / REFLECTION

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# WORKSHOP SLIDES

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**YOUR DISC PROFILE HELPS YOU UNDERSTAND YOURSELF**



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**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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NOTES / REFLECTION

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




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**MAKING IT COUNT**

- Ask others
- Know others
- Practice this skill



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NOTES / REFLECTION

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# WORKSHOP SLIDES

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4 Emotions

- Leadership Character Traits
- Accept vs Expect
- Leadership Takes Courage



"Sometimes even to live is an act of courage."  
- Seneca the younger

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## BRING YOUR EI



	SELF	SOCIAL
REGULATORY	<b>SELF-AWARENESS</b> Emotional Self-Awareness Accurate Self-Assessment Self-Confidence	<b>SOCIAL AWARENESS</b> Empathy Organizational Awareness Service Orientation
RECOGNITION	<b>SELF-MANAGEMENT</b> Self-Control Transparency Adaptability Achievement Drive Initiative	<b>RELATIONSHIP MANAGEMENT</b> Inspirational Leadership Developing Others Influence Change Catalyst Conflict Management Building Bonds Teamwork & Collaboration

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## NOTES / REFLECTION

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## "Emotional control is not about emotional suppression"

Sky Nelson-Isaacs

Available on mobile

Sky Nelson-Isaacs · 4:08 PM

Awesome, great to hear from you Anton, great intro in LinkedIn. I'm very keen on the journey of controlling emotions. Not silencing them, mind you, but channeling them to the right output, so that we can stay in flow. When we suppress emotions, our equilibrium starts to shift, so eventually we need to blow off steam. But I like the way you talked about it. Good Leaders under pressure can transmute those difficult emotions into caring and loving emotions, and stay top of their game. I'd love to talk more.

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## ACTIVITY

### What are your actions?

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## NOTES / REFLECTION

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# ACTIVITY



What are your actions?

A large light green area with horizontal dotted lines for writing.



## NOTES / REFLECTION

A series of horizontal dotted lines for writing notes or reflections.



## 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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