



 THE GUINEA GROUP

High Performing SHES Team Workshop

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
Delivery



DISC Profiling



TIME
Ownership

BEFORE WE START...

8 10 12 2

WORKSHOP SLIDES



WHAT DO YOU HOPE TO GET OUT OF THIS PROGRAM?

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CURRENT PERSONAL/TEAM 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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NOTES / REFLECTION

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UPGRADED PERSONAL/TEAM 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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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 

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NOTES / REFLECTION

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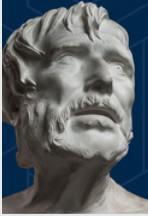
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WORKSHOP SLIDES

Simon Sinek



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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

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NOTES / REFLECTION

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But first ...

SCIENCE

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OUTPUTS		RELATIONSHIPS
100 %	↑	100 %
75 %		75 %
50 %		50 %
25 %		25 %

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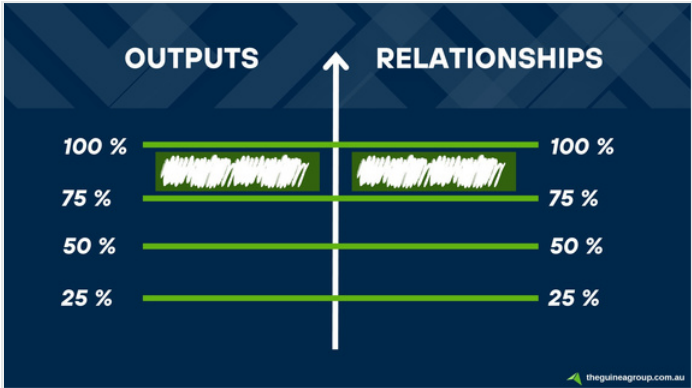
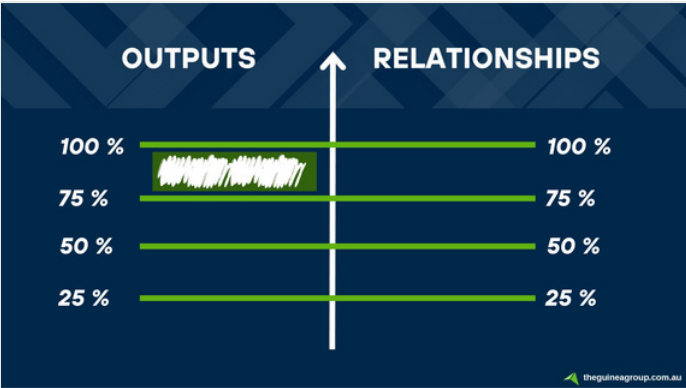
NOTES / REFLECTION

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WORKSHOP SLIDES

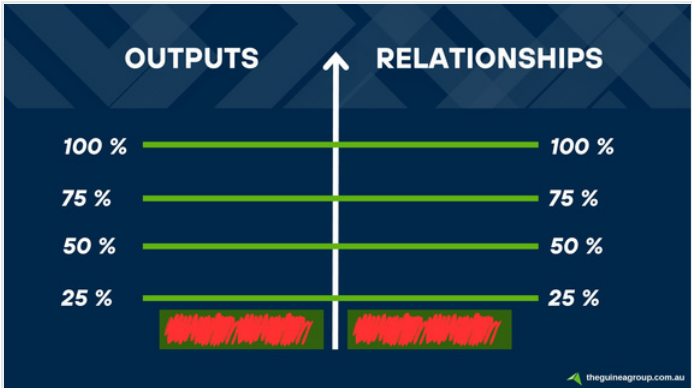
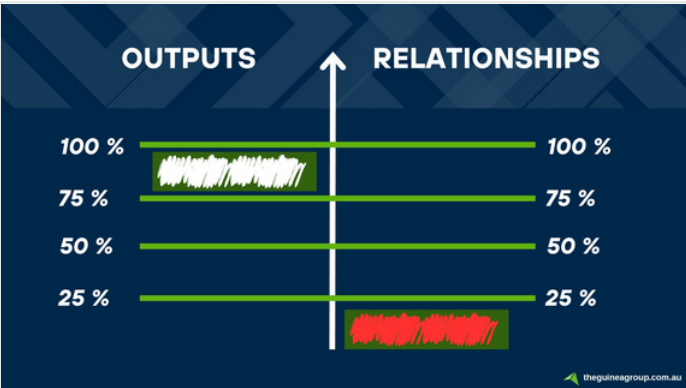


NOTES / REFLECTION

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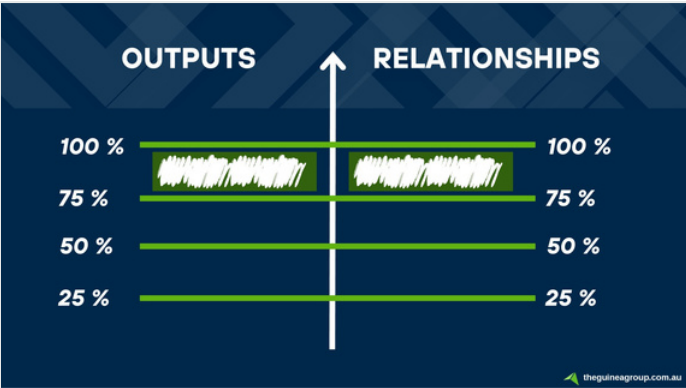
NOTES / REFLECTION

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WORKSHOP SLIDES




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

- Henry Ford

NOTES / REFLECTION

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CURRENT HPT EVALUATION 20



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!



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

NOTES / REFLECTION

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WORKSHOP SLIDES



Stop
Start
Keep

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TEAMWORK SUPPORTING YOUR LEADER
AND THEIR PRIORITIES (RECIPRICAL)

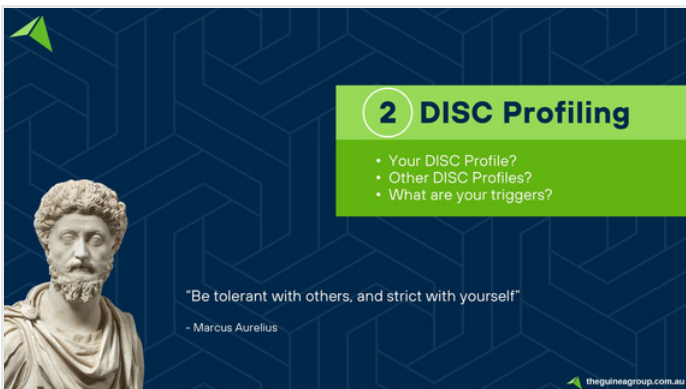
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NOTES / REFLECTION

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2 DISC Profiling

- Your DISC Profile?
- Other DISC Profiles?
- What are your triggers?

"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

YOUR DISC PROFILE

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YOUR DISC PROFILE HELPS YOU UNDERSTAND YOURSELF



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NOTES / REFLECTION

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OTHERS DISC PROFILE

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



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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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WORKSHOP SLIDES

OTHERS DISC PROFILE


ADAPT YOUR STYLE



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MAKING IT COUNT

- Ask others
- Know others
- Practice this skill



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NOTES / REFLECTION

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BRING YOUR GAME




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EMOTIONS ARE IMPORTANT



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NOTES / REFLECTION

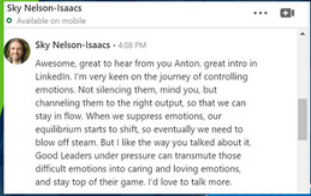
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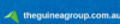
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WORKSHOP SLIDES

“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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TEAMWORK IS ABOUT RESPONDING, NOT REACTING

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NOTES / REFLECTION

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 THE GUINEA GROUP

High Performing SHES Team Workshop 2025

With DISC Profiling



Session with TGG **January 2025**

GUEST SPEAKER



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NOTES / REFLECTION

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WORKSHOP SLIDES



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Antony Guinisa 

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THE 4 OUTCOMES

-  **HIGH Performing Team**
-  **DISC Profiling**
-  **STRATEGIC Delivery**
-  **TIME Ownership**

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NOTES / REFLECTION




Who will be present?

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Tailor your content

Stories



NOTES / REFLECTION

WORKSHOP SLIDES



Be Professional

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- Be aware of others' personal and professional boundaries
- Remain calm and unemotional, taking a moment to compose yourself when tensions get high
- Always be punctual, whether it is arriving at work every day, or arriving at meetings, or joining calls
- Check your work for any errors before submitting it to supervisors or internal contacts, and your slides should be better than you ...

- Align with your leader before presenting

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NOTES / REFLECTION

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Support it ...

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Influence it ...

influence
/ˈɪnfluəns/
noun

1. the capacity to have an effect on the character, development, or behaviour of someone or something, or the effect itself.
"the influence of television violence"

Similar: effect impact control sway hold power authority

2. **ARCHAIC • PHYSICS**
electrical or magnetic induction.

verb

have an influence on.
"sometimes simple changes in a business environment can influence behaviour"

Similar: affect have an effect on exert influence on determine guide control

NOTES / REFLECTION

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WORKSHOP SLIDES

The one big question! WHYBA?

What has been your biggest achievement?



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TEAMWORK IS ABOUT TRUSTING OTHERS AND BEING TRUSTWORTHY



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NOTES / REFLECTION

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4 Time Ownership

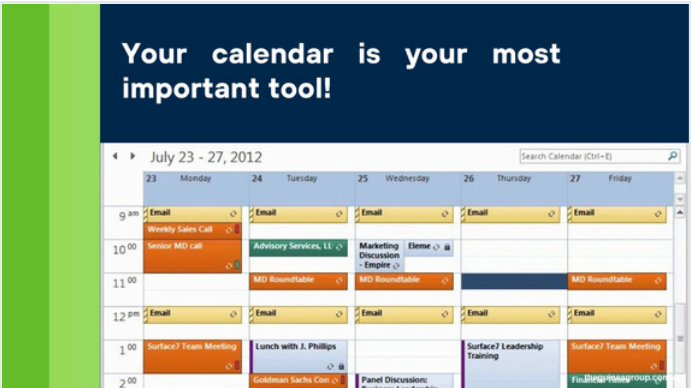
- Calendar Ownership
- Valuing Time
- Productive vs Busy

"It is not that we have a short space of time, but that we waste much of it"
- Seneca the Younger



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Your calendar is your most important tool!



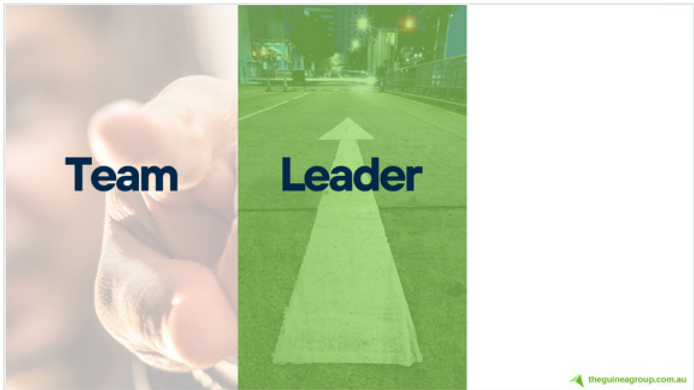
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WORKSHOP SLIDES



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WORKSHOP SLIDES



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NOTES / REFLECTION

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WORKSHOP SLIDES



NOTES / REFLECTION

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LEADERS ARE LEARNERS

LEADERS ARE READERS

LEADERS ARE SPEAKERS

LEADERS ARE SEEKERS

LEADERS ARE CHANGERS

LEADERS ARE CARERS

LEADERS ARE SHARERS



NOTES / REFLECTION

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WORKSHOP SLIDES

UPGRADED LEADERSHIP EVALUATION



WHERE DID YOU GET TO?

EQ Empathy Decisions Safety

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THE GREAT LEADERSHIP PHILOSOPHERS



NOTES / REFLECTION

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1 word

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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

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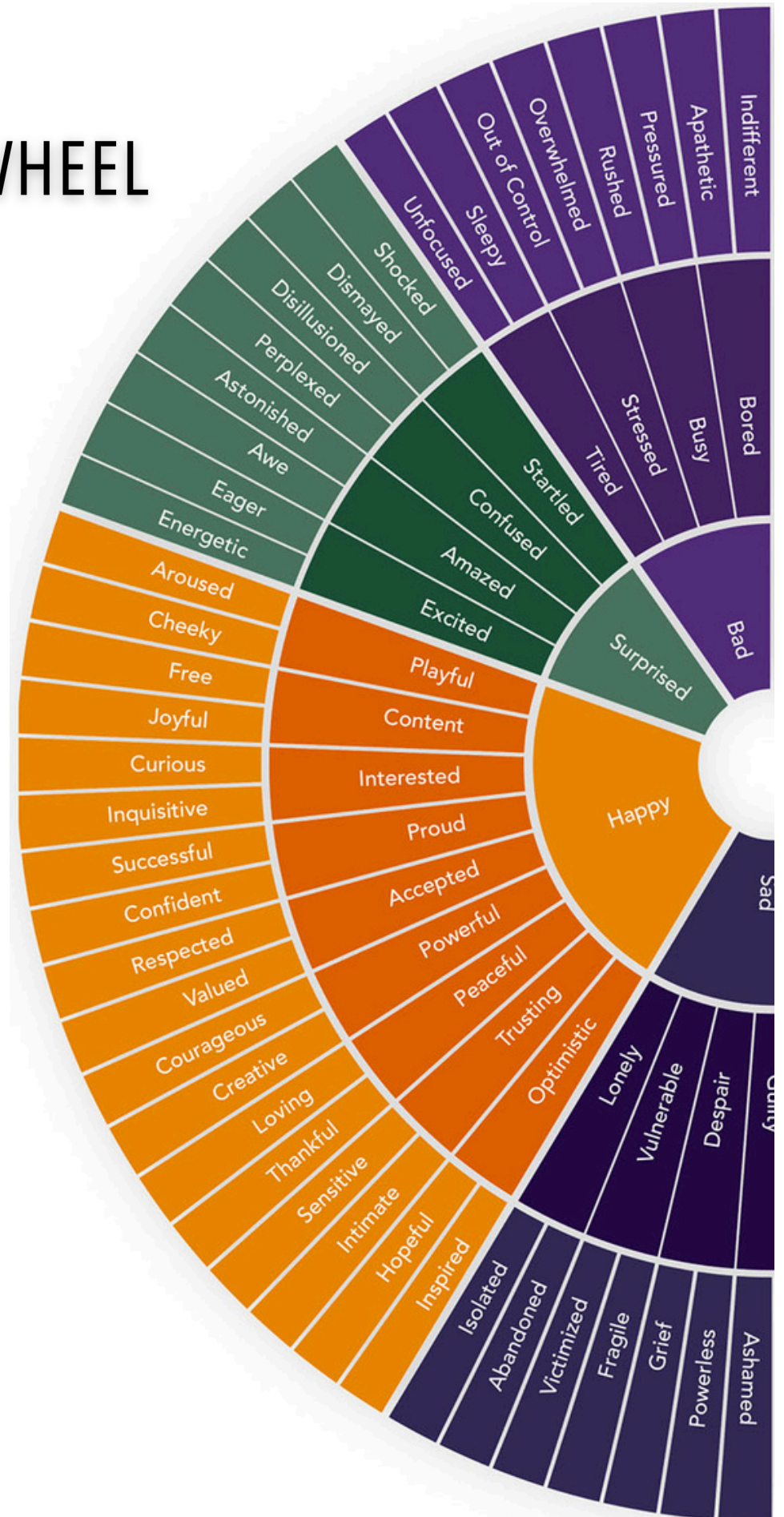
NOTES / REFLECTION

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EMOTIONS WHEEL





NOTES / REFLECTION

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

NOTES / REFLECTION

A large area for notes or reflection, featuring a light green background and horizontal dotted lines for writing.

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