

1302251



ACTION PLAN

Professional Development and Leadership Coaching

Rio Tinto

12-Month Program



THE GUINEA GROUP

Leadership on Purpose

Leadership under Pressure

Leading with Perspective

The Outcomes - High Goals

Generally:

To support Glenn Otway to continue to achieve his professional and business goals and objectives following their 360- degree survey results with a focus on communication skills and building stronger relationships internally and externally:

- To support Glenn in becoming a facilitative leader and creating interdependent teams
- To use the DISC profile to help Glenn to understand himself and others
- To support Glenn to lead the organisation values and culture
- To support Glenn to build stronger relationships, in a way that builds a psychologically safe and high performing teams
- Specifically in the areas of influential communication, rapport building, and team member development



**Moving the needle
in your favour**

**“Coaching that grows
communication and
connection!”**

Specifically:

- **Contributing** to developing high performing teams
- **Building** and maintaining team relationships, with a focus on collaboration and communication
- **Managing** and communicating in all directions, internal and external to the organisation
- **Being** resilient and flexible, to deal with the changing requirements and growth of the business, and requirements of personnel development processes
- **Supporting** the implementation of change processes, with the support of the FYI process

Achieving these outcomes will completely upgrade your leaders, and your organisational culture



**With a focus on Rio Tinto's values
and organisation culture**

The Program - High Focus

01

LEADER Coaching

Fortnightly coaching Sessions:

- With a focus on Contributing, Building, Managing, Being and Supporting (see previous page)
- That are highly personalised, one-on-one, business needs driven, leadership, collaboration and resilience focused coaching
- That a DISC profiled approach, as well as the FYI model and leadership framework

02

LEADER'S LEADER Consulting

With a focus on the areas of:

- Leader's leader update meetings
- Aligned support for the leader being coached
- Monthly meetings
- A 30-minute session (per coachee) each month of the program
- Coaching session updates

03

FOR YOUR IMPROVEMENT Coaching utilising the Korn Ferry Strategies

With a framework that will:

- Help provide a structure for the leader's coaching process (as an when required)
- Provide a process and action plan for improvement
- See the book provided for Dylan, Brenton, Brett and Jason as part of your coaching investment



The Inclusions - High Value

Inclusions About the program

01

A free spot at one of our 2-day workshops (on leadership, public speaking or resilience) for the leader/s (coachee)

02

24 by 1.5-hour coaching sessions, one on one focused on the leader's goals, the program goals, and the leader's DISC profile

03

A Resilience Profile, and EIQ profile, and DISC Profile, that will provide an overview of the leader's resilience level and personality profile

04

12 by 1-hour review sessions with the leader's leader, to ensure that the coaching is aligned with the strategic vision of Glenn Otway

05

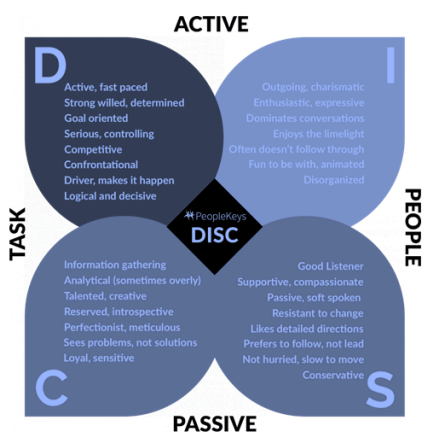
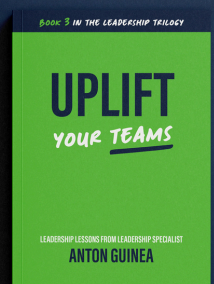
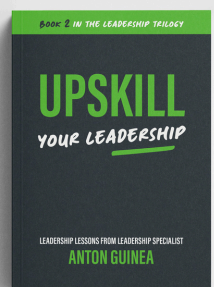
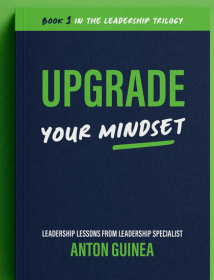
A Leadership Review and action plan using the TGG Leadership Under Pressure Review and Refocus model

06

24/7 support to help the leader upgrade, upskill and uplift their leadership and team, for 12 months

07

Free copies of the book FYI (For Your Improvement) – a guide for leaders



The DISC - High Powered

The DISC® model provides a common language that people can use to better understand themselves and to adapt their behaviours with others — within a work team, a sales relationship, a leadership position, or other relationships.

DISC is an amazing tool, and as professional facilitators of the process, TGG will enhance the DISC experience for you and your team!

DISC stands for:

Dominant, Influence, Steady Conscientious

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 leaders, 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.

Anton's programs are built around energy, engagement and enterprise thinking. Anton will develop a process to engage your leaders members and get them thinking differently – guaranteed.

It is not just the workshop experience that will make a difference to your leaders 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.

The Investment - High Value

WHAT	WITH	INVESTMENT
Professional Development and Leadership Coaching with: Glenn Otway	One-on-One Coaching 24 Coaching Sessions over 12 Months <ul style="list-style-type: none"> • Highly personalised • Supported by a range of tools plus 24/7 support • CS Energy vision and values focused 	\$3,000* per month
Leader's Leader Consulting	Leader's Leader Discussions 1 x 30-Minute Session each Month for 12 Months <ul style="list-style-type: none"> • This interaction ensures the program's success • Ensuring that the coaching is focused on the leader's needs, as seen by their leader • And the needs of the Rio Tinto's leadership team 	

* All investments are exclusive of GST

TOTAL INVESTMENT: \$36,000 *

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

About The Guinea Group

Since 2005, the Guinea Group (TGG) has supported leaders to understand the importance of **relationship building**, to develop amazing **communication skills**.

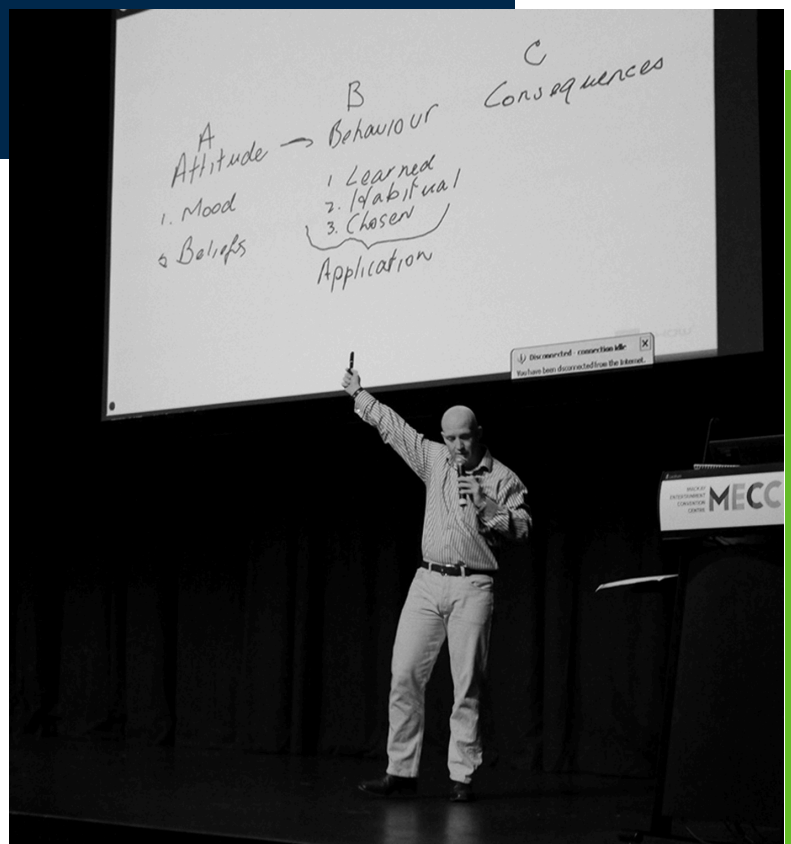
Our individualised and tailored **training and coaching programs** are delivered with **energy, engagement and enterprise thinking**.

We have worked with Government Officials, CEOs, heavy industry workers and employees from a wide range of industries in **Australia and overseas**.

TGG works with employees at all levels of organisations, from the CEO to the front line work teams.

TGG 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.

Including amazing outcomes for their teams.



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

Process Development

- 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!**

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

-RALPH NADER

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