



 **THE GUINEA GROUP**

# Leadership Training

HPG - Emerald

NAME:

DATE:

## FIRST THINGS FIRST...



### ABOUT YOU

Favourite Leader?  
Why?  
Favourite Movie?



### ABOUT ME

Leadership Coach  
Married 30 years  
Triathlete



### ABOUT US

Open  
Honest  
Safe

## THE 4 OUTCOMES



COMMUNICATION



CARE FACTOR



CONTROL



COURAGE

## BEFORE WE START...

# 2 Hours

# WORKSHOP SLIDES

5


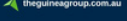
## 1 Communication

- In their style
- Listen to Understand
- Congruence

"Let us say what we feel, and feel what we say; Let speech harmonize with life."  
- Seneca the Younger




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

## NOTES / REFLECTION

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## LEADERSHIP IS ABOUT BUILDING RAPPORT




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## LEADING UNDER PRESSURE



- Psychological Safety
- Psychological Safety
- Transformational Leadership

**Care Factor**  
Knowing that humans are the key concerns.

**Safe Space**

**Control**  
Because responding is more important than reacting.

**Courage**  
The ability to act, regardless of the fear faced.

- Try
- Trust
- Tell

- Emotional Control
- Behavioural Control
- Situational Control



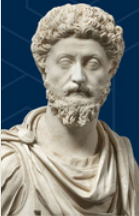
## NOTES / REFLECTION

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# WORKSHOP SLIDES



9

## 2 Control

- Emotional Control
- Behavioural Control
- Situational Control

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

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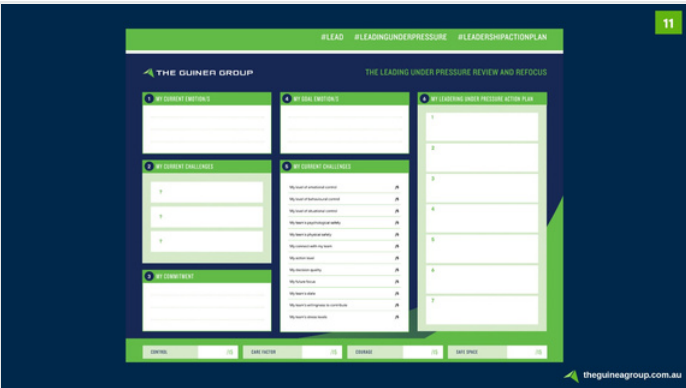


## NOTES / REFLECTION

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## NOTES / REFLECTION

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# WORKSHOP SLIDES

13

## 3 Care Factor

- Physical Safety
- Psychological Safety
- Transformational Leadership

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



14

# 200



## NOTES / REFLECTION

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15



PSYCHOLOGICAL SAFETY    DEPENDABILITY    STRUCTURE AND CLARITY    MEANING    IMPACT



16

## TRANSFORMATIONAL VS TRANSACTIONAL LEADERSHIP STYLES



## NOTES / REFLECTION

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# WORKSHOP SLIDES

#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

17

THE GUINEA GROUP THE LEADING UNDER PRESSURE REVIEW AND RETROSPECT

<p>MY CURRENT SITUATION</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>	<p>MY GOAL SITUATION</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>	<p>MY LEADING UNDER PRESSURE ACTION PLAN</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p>
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## 4 Courage

- Try
- Trust
- Tell

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



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## NOTES / REFLECTION

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**LEADERSHIP TAKES COURAGE**

COURAGE  
COMPETENCE



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**LEADERSHIP IS ABOUT COURAGE, CONFIDENCE, AND COMPETENCE**



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## NOTES / REFLECTION

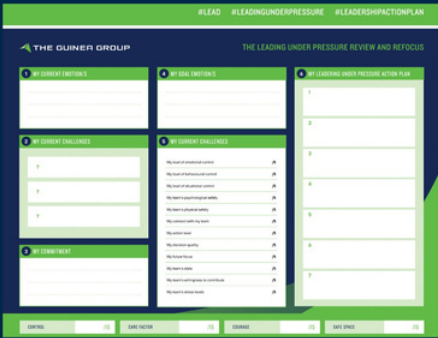
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# WORKSHOP SLIDES

21



22



## NOTES / REFLECTION

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**THE GREAT LEADERSHIP PHILOSOPHERS**



**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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theteam@theguineagroup.com.au

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## NOTES / REFLECTION

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## NOTES / REFLECTION

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



## 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, 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.



## ANY QUESTIONS? WE'RE HERE TO HELP

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