



 THE GUINEA GROUP

# Leadership Training

HPG - Tambo

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

2

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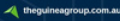

# WORKSHOP SLIDES

5

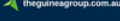

## 1 Communication

- 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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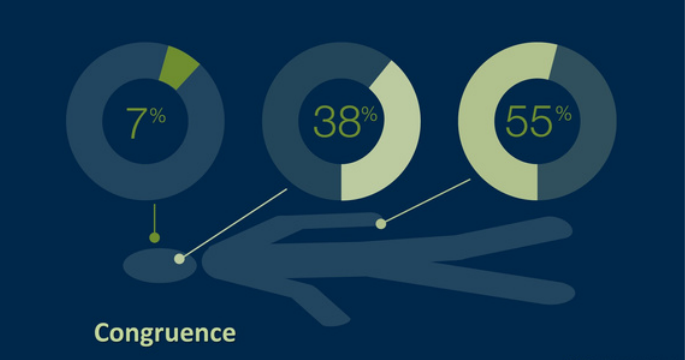
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## Listen to understand?

## Not to reply



### Congruence



## NOTES / REFLECTION

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# WORKSHOP SLIDES

**9**



**LEADERSHIP IS ABOUT BUILDING RAPPORT**

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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 Safety
- Transformational Leadership
- Try
- Trust
- Tell

- Emotional Control
- Behavioural Control
- Situational Control

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## NOTES / REFLECTION

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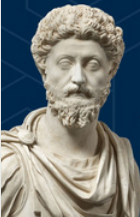
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### 2 Control

- Emotional Control
- Behavioural Control
- Situational Control



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

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## BRING YOUR EI



	<b>SELF</b>	<b>SOCIAL</b>
<b>RECOGNITION</b>	<b>SELF-AWARENESS</b> Emotional Self-Awareness Accurate Self-Assessment Self-Confidence	<b>SOCIAL AWARENESS</b> Empathy Organisational Awareness Service Orientation
<b>REGULATION</b>	<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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# WORKSHOP SLIDES

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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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#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

THE GUINEA GROUP THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

MY CURRENT EMOTIONS	MY GOAL EMOTIONS	MY LEADING UNDER PRESSURE ACTION PLAN
1		1
2		2
3		3
4		4
5		5
6		6
7		7

THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

MY CURRENT CHALLENGES	MY GOAL CHALLENGES
1	My level of emotional control
2	My level of psychological control
3	My level of professional control
4	My level of personal control
5	My level of leadership ability
6	My level of communication
7	My level of listening
8	My level of team
9	My level of safety
10	My level of trust
11	My level of integrity
12	My level of respect
13	My level of accountability
14	My level of responsibility
15	My level of leadership

THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

MY CURRENT STATE	MY GOAL STATE
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
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## NOTES / REFLECTION

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**LEADERSHIP IS ABOUT RESPONDING NOT REACTING**




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**3 Care Factor**

- Physical Safety
- Psychological Safety
- Transformational Leadership

*“The mind that is anxious about future events is miserable”*  
- Seneca the younger



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## NOTES / REFLECTION

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**200**



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PSYCHOLOGICAL SAFETY    DEPENDABILITY    STRUCTURE AND CLARITY    MEANING    IMPACT

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NOTES / REFLECTION

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**TRANSFORMATIONAL  
VS  
TRANSACTIONAL  
LEADERSHIP STYLES**

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#LEAD #LEADINGUNDERPRESSURE #LEADERSHIPACTIONPLAN

THE GUINEA GROUP    THE LEADING UNDER PRESSURE REVIEW AND REFOCUS

<p>MY CURRENT CHALLENGE 1</p> <p>1</p> <p>2</p> <p>3</p>	<p>MY GOAL / CHALLENGE 2</p> <p>1. My level of professional conduct</p> <p>2. My level of professional competence</p> <p>3. My level of professional ethics</p> <p>4. My level of professional safety</p> <p>5. My level of professional behaviour</p> <p>6. My level of quality</p> <p>7. My level of focus</p> <p>8. My level of communication</p> <p>9. My level of personal skills</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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DATE/TIME    DATE/TIME    DATE/TIME    DATE/TIME

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NOTES / REFLECTION

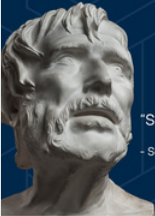
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# WORKSHOP SLIDES

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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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**LEADERSHIP TAKES  
COURAGE**

COURAGE  
COMPETENCE

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NOTES / REFLECTION

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**"It is true that integrity alone won't make you a leader, but without integrity you will never be one."**

**- Zig Ziglar**

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**EXPECT**

**VS**

**ACCEPT**

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NOTES / REFLECTION

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# WORKSHOP SLIDES

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**ACCEPT: Less of**



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**EXPECT: More of**



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NOTES / REFLECTION

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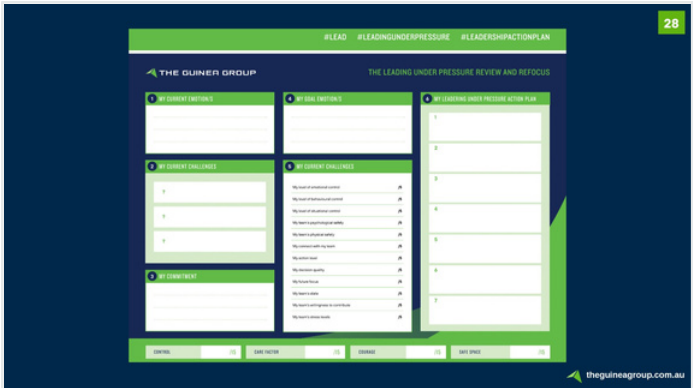
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**LEADERSHIP IS ABOUT COURAGE, CONFIDENCE, AND COMPETENCE**

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NOTES / REFLECTION

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# WORKSHOP SLIDES



## NOTES / REFLECTION

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

## NOTES / REFLECTION

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

## 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

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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