

# 0106251



# ACTION PLAN

## Confronting Risk, and Consequence - 1 Day Workshop

June or July 2025

**For: Altrad**



Leadership on Purpose

Leadership under Pressure

Leading with Perspective

# The Outcomes - High Goals

## Generally:

This Action Plan outlines a tailored training program designed to support the Altrad workers to actively confront workplace risk and deeply understand the consequences of unsafe decisions and unsafe mindsets. Through a practical, psychologically informed approach, the program seeks to embed a culture of ownership, responsibility, and proactive safety awareness for leaders and their teams.

By the end of the training, participants will be able to:

- Understand (and workshop) the reasons that teams don't confront risks and consequences
- Understand the personal, team-based, and organisational consequences of risk ignorance
- Take ownership for speaking up and stepping in when risk is present
- Build peer accountability and a shared ownership risk awareness



**Moving the needle  
in your favour**

**“Supporting the Altrad leaders and their  
teams to be Risk Managers ... not Risk  
Takers”**

## Specifically:

This risk and consequences awareness program, will cover the following topics, over four sessions, as part of a one-day program:

- **Topic 1:** The Psychology of Risk — Why We Ignore It
- **Topic 2:** Real Consequences — What Happens When It Goes Wrong

***This section will include Anton's personal story, of nearly being fatally injured at work ...***

- **Topic 3:** Tools to Assess & Act — Simple, Repeatable Risk Decisions
- **Topic 4:** Culture of Courage — Speaking Up and Looking Out for Each Other

The program will be supported by a workbook, and other relevant training materials.



**With a focus on the Altrad values  
and organisational culture**

# The Program - High Focus

01

## Risk and Consequence Workshop Development

Tailored to Altrad's values, vision, and culture:

- Developed based on planning discussions and finalised in conjunction with Adrian Black
- Targeting key areas of opportunity for leader and team growth and development, and aligned with the psychology of risk
- Workbooks developed, designed and printed

02

## Risk and Consequence Workshop Delivery

1 x one-day Workshop 7am to 3pm (or 8am to 4pm):

- For 40 Altrad employees
- With a high level of interaction and team discussion, to ensure concepts are understood, content is applied, and context is relevant
- With Energy, Engagement, Enterprise Thinking

03

## Risk and Consequence Workshop Close outs

Within 2 working days of the workshop:

- To provide Altrad's Leadership Team with an overview of the program with a personalised webpage
- To provide details of any surveys or actions completed during the program
- To discuss the success of the program, and a way forward

# The Inclusions - High Value

## Inclusions About the program

- 01** A planning meeting to tailor the workshop content, and the development of a bespoke program to ensure it is on point and fit for purpose
- 02** 1 x one-day workshops for up to 40 members of the Altrad organisation
- 03** A professionally designed workbook will be developed to encourage note taking, information retention, and content application
- 04** A professional and private webpage link that provides notes, surveys, photos and any other relevant materials that you can distribute to your leaders and teams within 48 hours of the delivery of the workshop
- 05** A close out meeting after the workshop to provide the organisation with an overview of the program, details of any observations during the program and to discuss a way forward
- 06** A free e-copy (by 40) for each attendee, of Anton's book - 'Let's Talk about Safety', which tells both Anton's story, as well as the story of other significant consequences
- 07** An energetic and engaging workshop program that encourages enterprise thinking



## The 5 Elements of Confronting Risk and Consequence

Risk  
Awareness



Paradigm  
Shifting



Consequence  
Ownership



Robust  
Conversations



Team  
Accountability



# The Investment - High Value

WHAT	WITH	INVESTMENT
<p><b>1x one-day Workshop</b> <b>Effective Communication</b></p> <p><b>Friday, the 27<sup>th</sup> of June or</b> <b>Friday, the 4<sup>th</sup> of July</b></p> <p><i>Up to 40 participants in the workshop</i></p>	<ul style="list-style-type: none"> <li>• Workbooks are provided</li> <li>• Influence Profiles</li> <li>• Very interactive</li> <li>• Delivered in Perth</li> <li>• Results focused</li> </ul>	<p><b>\$7,500*</b></p>
	Travel and accommodation	<b>\$2,000**</b>

\* All investments are exclusive of GST

Investments exclude travel, venue hire and catering

\*\* Travel and accommodation can be booked by TGG, and on charged at cost - no markup)

**TOTAL: \$9,500 \***

## 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



# The Facilitator - High Expertise



## ANTON GUINEA

Helping to develop  
leaders and their 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.

His 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.

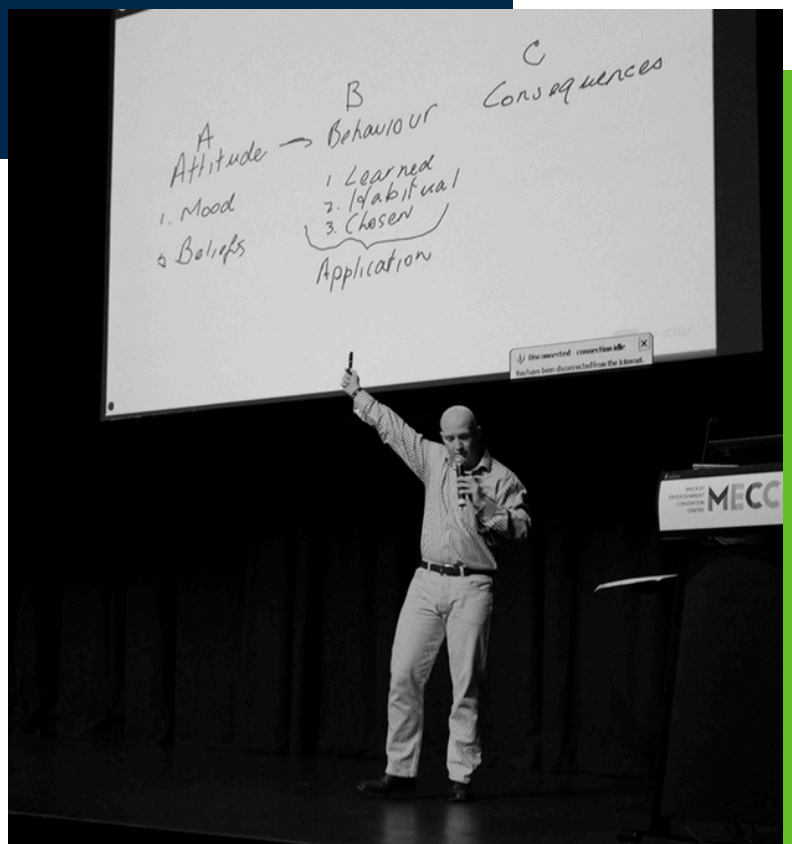
# About The Guinea Group

Since 2005, the Guinea Group has supported leaders in understanding 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**.

We 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.



# Other Services - Highly Varied

## People Development

- Leader coaching and mentoring programs
- Employee and safety surveying
- DISC Profiling
- Employee engagement and empowerment
- leaders building (and coach the coach training)
- Employee coaching and development
- leaders Management Systems Profiling

## Workshop Facilitation

- 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 leaders 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!**



“

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

-RALPH NADER

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