



 **THE GUINEA GROUP**

Testimonials and Case Studies

2026

NAME:

DATE:

Why Our Clients Choose Us

Successful Leadership Training and Coaching

The Guinea Group delivered a face-to-face leadership training and 1:1 coaching program designed to strengthen leadership capability, communication, and high-performing team development.

Through interactive workshops, personalised coaching, and practical action steps, leaders were able to apply new strategies in real time.

When asked about the overall quality of the program, participants rated it **4.8 out of 5**, and unanimously recommended it be run again with a **5 out of 5 rating**.

Q10 I would rate the overall quality of the Leadership Certificate Program (Training and Coaching) as:

Answered: 8 Skipped: 0

4.8★
average rating



Q11 My recommendation that the leadership Certificate should be run again for other leaders is:

Answered: 8 Skipped: 0

5.0★
average rating



Why Our Clients Choose Us

Participants Share Their Biggest Takeaways

Question: The biggest thing that I got out of the Leadership Training Day & Coaching Program was:

★★★★★
 “Collaboration, upskill on leadership techniques”

★★★★★
 “Valuable leadership learnings and an understanding of other people's perspectives and challenges from within the organisation.”

★★★★★
 A coach who I could relate to and who understood my personal needs - there was no cookie cutter approach. Anton tailored everything to suit me, as led by my wants and needs and his professional guidance. And we built a strong personal relationship that was very rewarding, which was an added bonus!

★★★★★
 “Knowing I wasn't alone when hearing that there are other leaders in the business with similar issues.”

★★★★★
 “Feeling confident with my genuine self”

Coaching and Workshop Program

The Guinea Group delivered a coaching and workshop session for an energy solutions company, bringing together supervisors and senior trades from the maintenance department. The session featured interactive team-building activities, a structured review of previously planned actions, and the development of new initiatives to support continuous improvement

Rating feedback gathered through the close-out survey highlights the program's success:

Answered: 12 Skipped: 0

4.7★
average rating

★★★★★

The coaching program moved me closer to my most important leadership and team goals

Answered: 12 Skipped: 0

4.8★
average rating

★★★★★

I felt valued by my coach, and I felt they were focused on my situation

Answered: 12 Skipped: 0

4.8★
average rating

★★★★★

I would recommend this coaching to other leaders in our business

Why Our Clients Choose Us

Leadership Training and Coaching Program Improvements (2023–2025)

Launched in 2023, The Guinea Group (TGG) has supported a local organisation through the Leadership Certificate Program. Here's the progress and improvement achieved each year.

2023

- Targeted 15 leaders
- Focus areas: strategic thinking, communication, team management
- Methods: workshops, one-on-one coaching, practical assignments

Result: 17% improvement in leadership performance

2024

- Included 10 additional leaders
- Focus areas: resilience, conflict resolution, change management
- Methods: personalised guidance, advanced modules

Result: 19% increase in leadership effectiveness

2025


- Includes 13 leaders
- Focus Areas: Leadership Capability Framework (LCF) & capability development
- Methods: 1.5-day workshop, four monthly 1:1 coaching sessions

Result: 28.35% increase in leadership capability

TGG Net Promoter Score


How happy were you overall with the TGG services provided (1 - 3)

2.8
out of 3
average rating



How likely is it that you would recommend The Guinea Group to a friend or colleague?

75
Net Promoter®
Score



★★★★★
I left feeling more self-aware and capable of navigating any tough conversation.

★★★★★
"Our team feels more united after the Speak Safe Workshop and we truly understand how to listen and be heard."

★★★★★
Anton Guinea's Unleash the Power of your Business workshop was an absolute game changer - engaging, insightful, and packed with practical strategies that inspired immediate action. His energy and passion for helping leaders grow were infectious!

★★★★★
Very informative, acted as a refresher but new learnings... revision and driving home points regularly were great.

★★★★★
TGG is not just about Anton Guinea. This is world class training. A Gladstone business that provides training that would rival any business in this country. I have never felt so engaged in a training session. TGG have skills that are next level. I can't wait to do more with them.

★★★★★
Engaging, enough information on each subject to inform and not overload. Woot Woot!

★★★★★
"Very enjoyable great to see attendees interacting"

★★★★★
Great overall learning, simulating knowledgeable and fun day

Why Our Clients Choose Us

How one leader worked with us to take 10 years off his leadership learning curve.



The Challenge

Not long after one of our clients (Leader R) was offered his first leadership role, he reached out to us, to help him navigate his first year in the role. His leadership experience was limited, but his enthusiasm was high, and he was ready for the challenges that come with leading a multi-disciplined team of professionals.


The Approach

Over a twelve-month period, we worked with Leader R on a fortnightly basis. The early sessions were around what his challenges were, what he hoped to get out of the program, and how committed he was (which was very). We unpacked his DISC profile, and we unpacked what his style meant for his communication, and the communication styles of his team members.

We spent the next 11 months working on challenges like having robust conversations, developing a high performing team, and working with other departments on site. Leader R had developed the ability to lead under pressure and to create conscious control, during boom events.

The Result

At the end of the program, Leader R had developed a level of leadership skills that he could not have possibly developed without our work together.

Leader R provided TGG with some of the best feedback we have ever received, when he said: 

For Leader R, and for his team, the benefits and the impacts of our coaching program have been significant. The big wins include his ability and willingness to:

- Have robust conversations
- Stay in emotional control, regardless of what is happening around him
- Have a level of care factor and empathy for his team
- Demonstrate courageous leadership – to try, tell and trust
- Become the leader he wants to be and to step into his values



“I am amazed at how much value I got from the program, from the one-on-one sessions, and from the 24/7 support. Nothing was ever too much trouble. Over the course of one year, I feel like I have reduced my leadership learning curve by at least 10 years.

It has saved a lot of uncomfortable situations and painful lessons. I have gained so much insight, so quickly, into how the human mind works and reacts”
– Leader R

Why Our Clients Choose Us

How Walz Group worked with us to upgrade their safety culture, and reduced incident rates through employee engagement workshops.



The Challenge

Walz Group cares about their people. Plain and simple. And regardless of how good their safety culture might be now, there is always room for improvement, and room for engaging employees in the process. But, organising 229 team members from four different towns and cities around Queensland is a logistical challenge. Not too big of a challenge to impact on improving safety in the business, though.

The Approach

Over a three-month period, TGG were engaged by Walz Group to run 20 workshops, for 229 staff members, and asked each staff member 25 questions about the safety culture in the organisation. Each of the workshops ran for about four hours, and not only included the safety culture survey, but they also included the development of a Team Charter, that all team members developed and signed onto. A great show of support for the process!

The workshops were all opened by Walz Group senior leaders, they were extremely engaging, and the survey results could be seen instantaneously (yes, straight away). And TGG always received great feedback on the workshop delivery.

The Result

At the end of the program, TGG provided Walz Group with a detailed report, including the mapping of the Walz safety culture against the Bradley Curve (credit: Dupont), all of the survey question responses, and actions that were raised during the workshops, as opportunities for safety culture improvement.

In short, there are now 229 people at the Walz Group who walked away from the workshops with safety at front of mind. They left the workshop knowing that their business cares about their safety. They walked away from the workshop knowing that the care factor in the organisation will ensure that they are in 'safe hands.'

And of course, incident rates are trending down. Less people are, and will, get hurt whilst working at Walz Group.



“Thanks Anton. Appreciate all the work that has gone into this and I’m very proud to support this project.”
– Matt Campiutti, the Walz Group CEO

Why Our Clients Choose Us

Building Resilience in the Coal Industry



The Challenge

The Guinea Group provided leadership and safety leadership training and coaching to a client in the coal industry, who had just engaged a group of indigenous employees. This client understood the value of resilience training and put particular importance on the need to provide practical training in resilience, so that those skills can be learnt and developed. This was prioritised as a tool of prevention, with emphasis on learning these skills before they are actually needed.

The Approach

The Guinea Group utilised Driven's app and the Driven Resilience Coaching program, which Anton reported was "a winner" and "an invaluable tool" to help people advance despite adversity.

How the program unfolded:

"The trainees were provided with their Resilience Report, and for two days, we unpacked what that meant for each of them. We used six sessions over two days to unpack each of the 6 factors, and we helped the trainees develop an action plan around their report, in a way that helped them create a resilient mindset. A mindset that will set them up for success during their traineeship. And of course, we had some team building activities, to add some fun to the program!"

This type of program relates to TGG's core values of teamwork and actionable steps, paired with effective psychological assessments. In this instance, TGG used Driven's Predictive 6-Factor Resilience (PR6) Scale to help people understand their own personal resilience level.

The Result

"And, the feedback was amazing. Everything from 'everyone should do this training' to 'I wish my partner could do this training' and 'this training will help me in life, not just at work'."

The Guinea Group are very aware that every second day in Australia, someone passes away from a workplace related incident.

In the future, TGG aims to help eliminate workplace accidents in Australia, and make workplace safety truly safe.



"We are so happy to be part of the resilience building effort and work that Driven are doing, and we love using the material, the reports and sending our trainees away with tools, and an action plan for their resilience success!"

Why Our Clients Choose Us

Successful Training and Coaching

Toyota Dealership



We were approached to help the service department team deliver an enhanced guest experience, with a specific goal of improving On Time Delivery.

Working with the leaders and the service team, The Guinea Group tailored a number of engagement sessions geared towards optimising team dynamics, team integration and team outputs. As a result, we were successful at helping the dealership become amazing at the guest experience process, as proven in the **16% increase in On Time Delivery, the key driver of customer satisfaction.**

Aestec Service

Aestec Services engaged TGG to support them on their safety journey, and to ensure that as man hours increased, their incident rates decreased.

We collaboratively workshopped it with their team, and we were able to deliver both a **Team Safety Charter**, coupled with an **80% reduction in incident rates** based on the results from previous years.



Gladstone Area Water Board



Working with our area Water Board, we have been part of their journey to **thousands of days incident free.**

We continue to support their leaders to engage with staff, and we support the staff to make safe workplace decisions, and to 'be confident and comfortable' to challenge the norms and find new ways of doing things.

Global Mining Giant

One of our clients needed support to reduce hand injuries on site. TGG facilitated site wide workshops to engage team members in the hand safety process. Feedback from Safety Superintendent Contact: **We had a 59% reduction in hand injuries YTD** when compared with 2018.



Why Our Clients Choose Us

Others





Rate us!

Scan the QR code
and leave us a
review!

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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