



THE GUINEA
GROUP

Capability Statement

*We tailor every program to
your requirements (every
program is bespoke)*

2026



SPEAK SAFE

The Industry Standard Psychological Safety Training

For organisations who are focused on developing a psychologically safe culture, where all leaders and their teams understand how to comply legally and commit morally to the psychological safety of all team members.

Creating Psychologically Safe and High Performing Teams

A Clear Path to Culture Change:

- A structured, repeatable process for building trust and safety across teams
- An evidence-based framework inspired by the work of Amy Edmondson and Timothy R. Clark, brought to life with real-world scenarios and expert facilitation
- Language and tools that make psychological safety practical, not just conceptual

Practical Outcomes for Leaders and Teams:

- Leaders learn to model, invite, and reward speaking up
- Teams adopt new habits that replace silence with shared responsibility
- Conflicts are addressed earlier, faster, and more constructively
- Engagement, innovation, and ownership are elevated
- Care factor and controlled communication are prioritised

How It Rolls Out

1

Phase 1: The Launch – A 2-Day Immersive Program:

- Learn the four stages of psychological safety
- Practise safe conversations through structured preparation
- Build a shared language that is focused on communication with CARE

2

Phase 2: 12 Months of Cultural Integration

- Monthly Reinforcement Sessions: 60-minute live or recorded check-ins with practical tools and mindset refreshers
- Workbooks, Tools, and Conversation Starters to use in team meetings
- Progress Check-ins and Culture Pulse Surveys every 3 months
- Coaching Clinics for leaders facing real-time challenges

CARE

Communication



Acceptance



Responsibility



Empathy



LEADERSHIP COACHING

Tailored and Professional

For leaders and supervisors focusing on developing their leadership skills through coaching, and being supported by an experienced thought leader We change the way leaders think. Through a holistic approach, our work truly touches hearts and minds.

Coaching that grows leaders, grows legacies

The coaching programs are designed to deliver measurable results for your business. To ensure that our coaching clients get outstanding results, we start and end our coaching programs with a 180 or 360 survey.

The programs have a 3 hour response policy, and our coaching clients get 24/7 access to our team, for all of the support that they might need! We are in your corner.

Typically, we work with your leaders or your over or under performers:

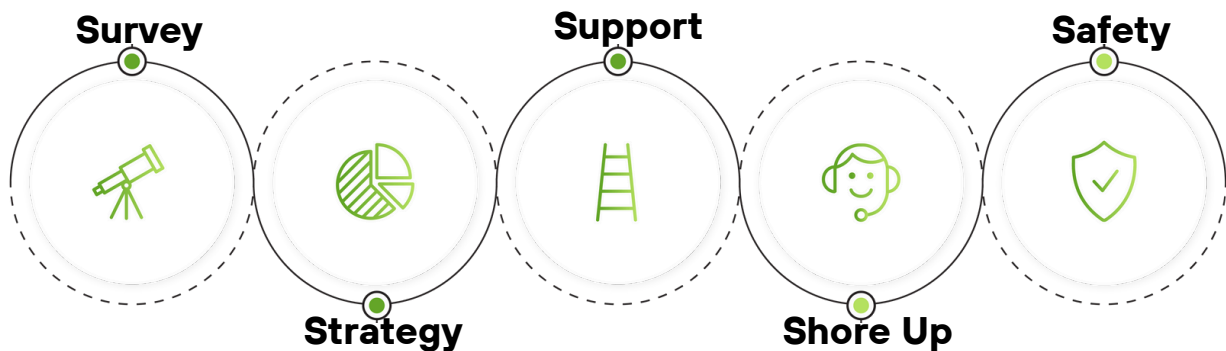
- On a 3 month basis
- On a 6 month program
- On a 12 month plan

The coaching programs are based on psychological theory, though they are tailored to the requirements of every individual that we coach. The coaching programs are fit for purpose, and we coach:

- CEOs
- Senior Executives
- Middle Level Leaders
- Front Line Leaders
- Newly appointed leaders

The sessions are typically delivered either face to face or by face to face electronic link. They include:

- 1 – 2 hour fortnightly sessions
- Session close out notes
- Minor actions for completion



Survey	Strategy	Support	Shore up	Safety
Our programs are based on research and data, which helps leaders to understand key leadership concepts.	We use surveys, and other profiling tools, to frame up coaching objectives, and outcomes.	We are here to support your leadership goals and aspirations, and we understand how hard they are to achieve on your own.	Our coaching focuses on what is working, and what is not. We work with you to solidify your leadership goals and to achieve consistent results.	Our focus is to help leaders to develop physically and psychologically safe teams. We help leaders increase Safety and CARE factor.

LEADERSHIP TRAINING

Training that is bespoke, tailored and researched

For organisations focused on developing leadership that balances high performance with human connection, where programs are tailored to your needs, and where leaders learn to communicate authentically, build resilience, and cultivate cultures of safety and trust.

Training that upgrades, upskills, and uplifts your leaders and their teams

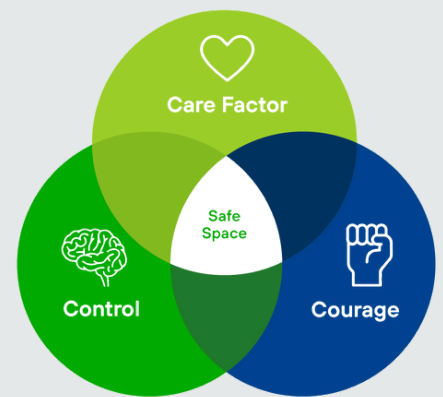
Take Aways

- ✓ How to apply the LEAD Process, to be better at leading under pressure
- ✓ Why emotional control is the key skill for all leaders
- ✓ What care factor, empathetic leadership and psychological safety really mean
- ✓ How to make good decisions, even under duress
- ✓ The benefits for you and your team, or remaining calm under fire

The LEAD Process

Learning Your why Your challenges Your leadership	Engagement Your message Your communication style Your connection skills
Articulate High performing teams Robust conversations Emotional intelligence	Demonstrate Lead by example Accept vs. expect Standard setting

The 3 C Model



UPGRADE YOUR MINDSET

- 01 START WITH A FUTURE FOCUS**
Skillset: As a leader, decide who you're becoming
- 02 DEVELOP A POSITIVE PERSPECTIVE**
Skillset: Practice the art of putting things into perspective
- 03 THINK ABOUT YOUR THOUGHTS**
Skillset: Develop and practice the skill of introspection
- 04 LEAD UNDER PRESSURE**
Skillset: Manage the pressure; don't let it manage you
- 05 KNOW YOUR LEADERSHIP STYLE**
Skillset: Find your leadership style, and lean into it

UPSKILL YOUR LEADERSHIP

- 01 CREATE CONSCIOUS CONTROL**
Skillset: Learn to respond, not react, to BOOM events
- 02 HAVE HIGH CARE FACTOR**
Skillset: Learn how to be a good human, and a good leader
- 03 DEVELOP YOUR EQ**
Skillset: Lead with emotional intelligence, and social intelligence
- 04 LEAD UNDER PRESSURE**
Skillset: Stay in control and lead well even when the pressure rises
- 05 BE COURAGEOUS**
Skillset: Take action when it matters, even if it scares you

UPLIFT YOUR TEAMS

- 01 UPLIFT YOUR TEAM**
Skillset: Create a high-performing and psychologically safe team
- 02 FACILITATE TEAM DISCUSSION**
Skillset: Give your team members a voice, and let them challenge you
- 03 ROLE MODEL LEADERSHIP**
Skillset: Lead by example, so team members do as you say, and as you do
- 04 DEAL WITH DIFFICULTIES**
Skillset: Lead your team out of turmoil and into productivity
- 05 DEMONSTRATE RADICAL CANDOUR**
Skillset: Care first, and show it, before you challenge directly

TEAM BUILDING

Team building with DISC Profiling

For organisations who want teams to go beyond working together and truly understand one another, where DISC profiling reveals communication styles, strengths, and blind spots, and where collaboration becomes grounded in empathy, trust, and shared success.

Team Building that creates stronger bonds, stronger results

This program is designed to support organisations in shaping visionary leaders who can inspire their teams, **communicate effectively, and think strategically.** Leaders will develop the skills needed to operate confidently within their responsibilities while upholding the values of ethical and responsible leadership.

A key component of the program is the use of **DISC profiling**, which helps leaders gain deeper insight into their own communication style as well as those of their team members. By understanding these differences, leaders will strengthen both their internal collaboration and external relationships, creating stronger connections across all levels.

To enhance team dynamics, the program also **includes team development activities** that foster trust, cohesion, and collective growth. These sessions are interactive and engaging, ensuring that participants not only build skills but also bond as a united team.

Program Inclusions

Planning discussions to ensure the workshop content is on point and fit for purpose.	Workshop sessions over two days to help the leaders to develop connected and committed teams.
Personality profiling to help the leaders understand their personal communication style, and the communication styles of others (includes a detailed workbook).	An energetic and engaging workshop and coaching program that encourages enterprise thinking.
Creating a psychologically safe environment, for all leaders to actively contribute in a meaningful way, that supports idea generation, and team development.	A key stakeholder meeting and close out meeting after the workshop to provide an overview of the program, details of any observations during the program and discuss moving forward.



THE DISC

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

WORKSHOP FACILITATION

Build Resources, Resilience, and Results

For organisations seeking workshops that go beyond the tick-box to build alignment, safety, resilience, and strategies that last under pressure.

Goal Setting Workshops

The program aligns team and leadership goals with organisational direction by diagnosing gaps, setting SMART/HARD goals, and planning actions that embed resilience, resulting in clear ownership, stronger alignment, defined success measures, and ongoing progress reviews.



Risk Assessment Workshops

The program strengthens safety, operations, and culture by identifying and mitigating risks through hazard mapping, scenario planning, and early warning practices, resulting in a clear risk register, shared accountability, and improved safety outcomes integrated into leadership processes.

Problem Solving (RCA & Defect Elimination)

The program builds a proactive problem-solving mindset by using RCA tools to identify root causes, design corrective actions, and monitor solutions, leading to improved reliability, safety, efficiency, and the elimination of recurring defects.



Issue Resolution through Mediation

The program resolves conflicts through facilitated mediation that restores trust, improves communication, and builds psychological safety, resulting in documented agreements, reduced conflict, and a return to productive collaboration.

Idea Generation Workshops

The program drives innovation and continuous improvement by engaging diverse voices in creative problem-solving, developing top ideas into pilot projects, and delivering measurable impact with increased engagement and morale.



HSE Alignment Workshops

The program strengthen physical and psychological safety culture by aligning practices with organisational values, using diagnostics and culture assessments to guide action planning, and delivering an updated HSE framework with shared ownership and reduced incidents.



SWOT Analysis & Business Planning

The program builds resilient business strategies by using team-driven SWOT analysis to identify priorities, translate insights into actionable plans and KPIs, and apply a "leading under pressure" lens, resulting in clear direction, measurable outcomes, and stronger resilience.



FIND YOUR INFLUENCE



Podcast

Watch Episodes

Take our Free Influence Level Survey

Free Download: Influence Upgrade Guide

FAQ's for Guests

The Podcast is about **"Finding your Influence"**. It is designed to help leaders to find their influence, and to be a positive influence on their teams or others in their lives.

Influence is defined as "The capacity to have an effect on the behaviour, character, or the development of someone or something, or the effect itself!"

WHO IS THE TARGET AUDIENCE?

The target audience is leaders at all levels of organisational, who want to improve the leadership skills by being better at developing other humans in some way, through being a positive influence on them. In general, middle level leaders will most likely get the most value from the information shared.

HOW LONG ARE THE EPISODES?

I like them to be less than 30 minutes long, though some go longer, depending on responses from the guests.

DO YOU ASK PRE-LOADED QUESTIONS OR DO YOU DO MORE "OFF THE CUFF"

Either/or, it is entirely up to the guest. I try to stick to the script, but there are times when we go off the cuff a bit more. Here are the questions in general, that I like to ask:

- What does the topic of influence mean to you?
- Who has had the biggest influence on your career or life, and why?
- Who have you influenced through your words or actions?
- What would you coach leaders to do to be more influential with their teams?
- What is your leadership/life mantra?
- Who would you recommend I get on as a podcast guest?

PODCAST Q & A

Anton Guinea

Anton Guinea has been helping leaders and their teams improve wellbeing since 2004, delivering high-energy sessions built on engagement and enterprise thinking.

Drawing on his journey from tradesperson to manager, and backed by qualifications in HR, Psychology, and ongoing research into leadership under pressure, Anton combines lived experience with academic insight.

Through training, coaching, and profiling tools like DISC, Resilience, and Emotional Intelligence, he equips leaders with the skills to create psychologically safe, positive, and high-performing teams.



Awards and Recognition



Testimonials



Anton has the skill to get the best out of many different personality types. It was entertaining, informative and pushed my boundaries for self development - some of which I disliked at the time, reflection has given me areas to continue to work on.



Anton is great at what he does. He is well educated and listens patiently with empathy and understanding. He is a true leader.



Anton has been fantastic to work with. He has both assisted me in my professional and personal life and ultimately assisting me in becoming a more valued contributor to the company.



Thanks Anton, you were engaging and delivered your story succinctly on a critical risk focus area for us. You assisted with leaving a lasting impact on a large portion of our people!

About The Guinea Group

Our vision is to be the world authority on leadership and people development.

In business for **20** years

Net **86%** Promoter Score

Client's Overall Satisfaction **2.9/3** (77 responses) with the TGG services, on a scales of 1 to 3

Served **200+** Clients

1:1 Coaching Sessions since **1,500+** January 2020

We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!

+61 422 058 736

theteam@theguineagroup.com.au

