



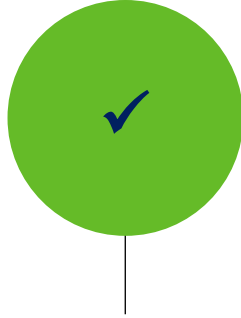
THE GUINEA GROUP

LEADERSHIP TEAM UPGRADE

LEADERSHIP COACHING PROGRAM

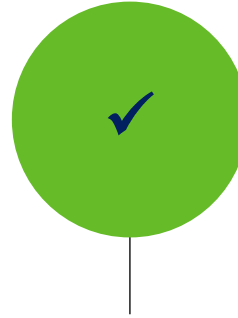
First things first ...

In an Emergency
Acknowledgement of Country
Acknowledgement of mental health



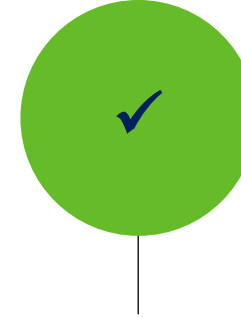
About You

Definition of
Leadership?
Why?
Favorite Food?



About Me

Resilience Coach
Married 29 years
Triathlete
Psychology Trained
Trained 000's



About Us

Open
Honest
Safe



THE 4 OUTCOMES



1. REVIEW

To Date



2. VISION

Tomorrow



3. FACILITATION

Asking



4. RESILIENCE

Acting

BEFORE WE START...

8 10 12 2

Break Times

Expectations

What do you hope to learn, over the next two days?

Leadership Plan





“Coming together is a beginning, staying together is progress, and working together is success.”

Henry Ford

1 REVIEW

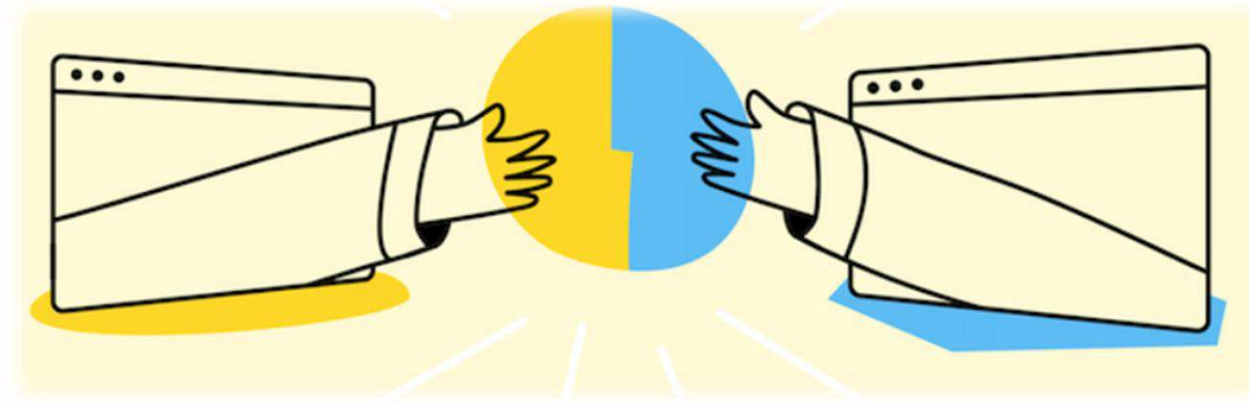
1. 2 Days Together
2. Facilitation Training
3. Learnings so far

2 days together



A culture of collaboration

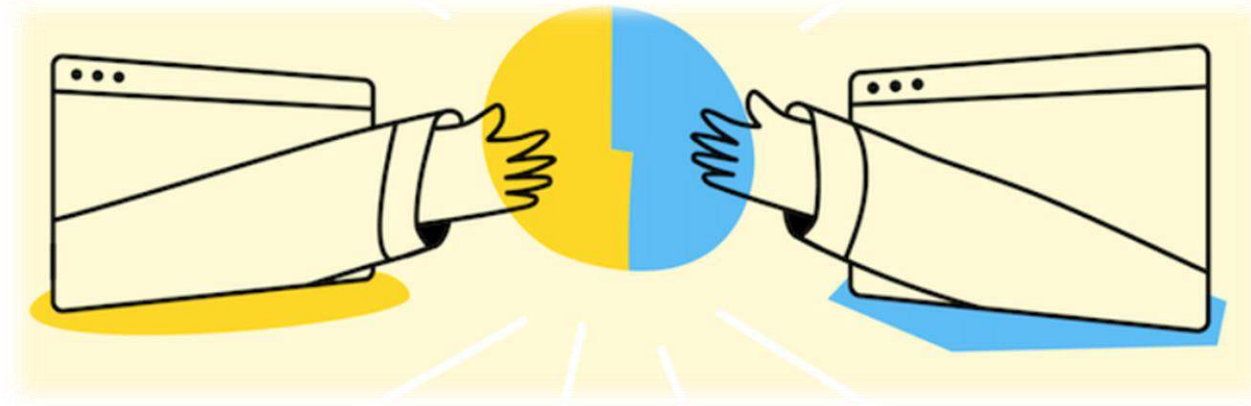
Building a great team can be challenging; it requires a few different tactics to promote collaboration within the group. We did the research for you. Based on our findings, here are 8 ways you can build good collaboration.



- 1. Give employees a compelling mission**
- 2. Use collaborative tools**
- 3. Focus on member's strengths**

We're all in this together

4. Encourage employee socialization
5. Inject innovation
6. Minimise conflicts



OUR MISSION

Xtreme Engineering's mission is to be the preferred supplier of quality products and services in the heavy fabrication, engineering and marine field through a professional, focused and ethical approach that exceeds customer expectation.

- ✓ Our objective is to deliver quality products and services with attention to the highest standards in safety.
- ✓ We give a customised, hands on approach to provide a solution that exceeds client expectations.
- ✓ Xtreme Engineering is focused on offering a complete package of services from planning assistance through to execution of works.
- ✓ Our key strength is the ability to adapt and respond with timely support and supply a quick turnaround as necessary.

—— *Part of something bigger than yourself*

WE HAVE ESTABLISHED A REPUTATION FOR DELIVERING QUALITY SERVICES

Xtreme Engineering is capable of providing a full turnkey package to suit your project needs 'from workshop to site'. We can manage various packages of work to tie your project into one managed entity including: Civil Works, Rope Access, Specialized NDT Requirements, Large Cranage, Road Haulage, Electrical and Instrumentation, Plumbing Works, Site Buildings, Mechanical Works, and more.

—— *Learnings so far*



DISC

Facilitation Training



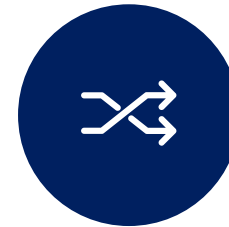
Purpose



Process



People



Performance



Polish

AM and PM

———— **Questions are the answer**

The quality of your questions make or break your sessions

Great question – “how would you answer that” (answer a question with a question)”

Great question – “let me ponder that one, if that is cool, please” (and make sure you circle back)

Great question – “I have got absolutely no idea, sorry - can I find out and follow up with you after the session, please”
(and get back to them)

The biggest RCA question – What caused that, and why



The outcomes

Flip Chart

DOWNLOAD NOW



Flip
Chart

The Vision

To be the leaders of “REAL” manufacturing and construction in Australia

The Mission

- To Realise the potential of our people and projects, to Empathise with our internal and external stakeholders, to Attend to issues and opportunities promptly, and to Lead with integrity and honesty
- *3 bullets to stay*
- We commit to adapting and responding within a timely manner and delivering the quickest possible turnaround

The Values

- Top 4 values
- *We continue to build the Xtreme culture by employing, training, and retaining individuals who are passionate about the manufacturing and construction industry*
- (this one goes first)

The Photos

- Laura to provide some pics to Olga



“If you don’t know where you are going, how will your teams know?”

Anonymous

2 VISION

1. Current
2. Clarifying it
3. Communicating it

Current

OUR GOALS

- ✓ Zero harm to people, equipment and the environment.
- ✓ To set the standard within the industry for delivery of on-time quality products and services.
- ✓ To be a preferred employer within the industry.
- ✓ To ensure our services meet or exceed our customer's demands.
- ✓ To maintain growth within a controlled financial manner.

Goals are important!

Clarifying

Where to from here?

Communicating

LANGUAGING IT

Consistent Communication?



“Leaders know the way, show the way and go the way.”

John C Maxwell

3 FACILITATION

1. Roles and Responsibilities
2. Organisational Chart
3. Next Stages

—— Roles and Responsibilities

Who does ...

What?

Organisational Chart



Next Stages

Actions

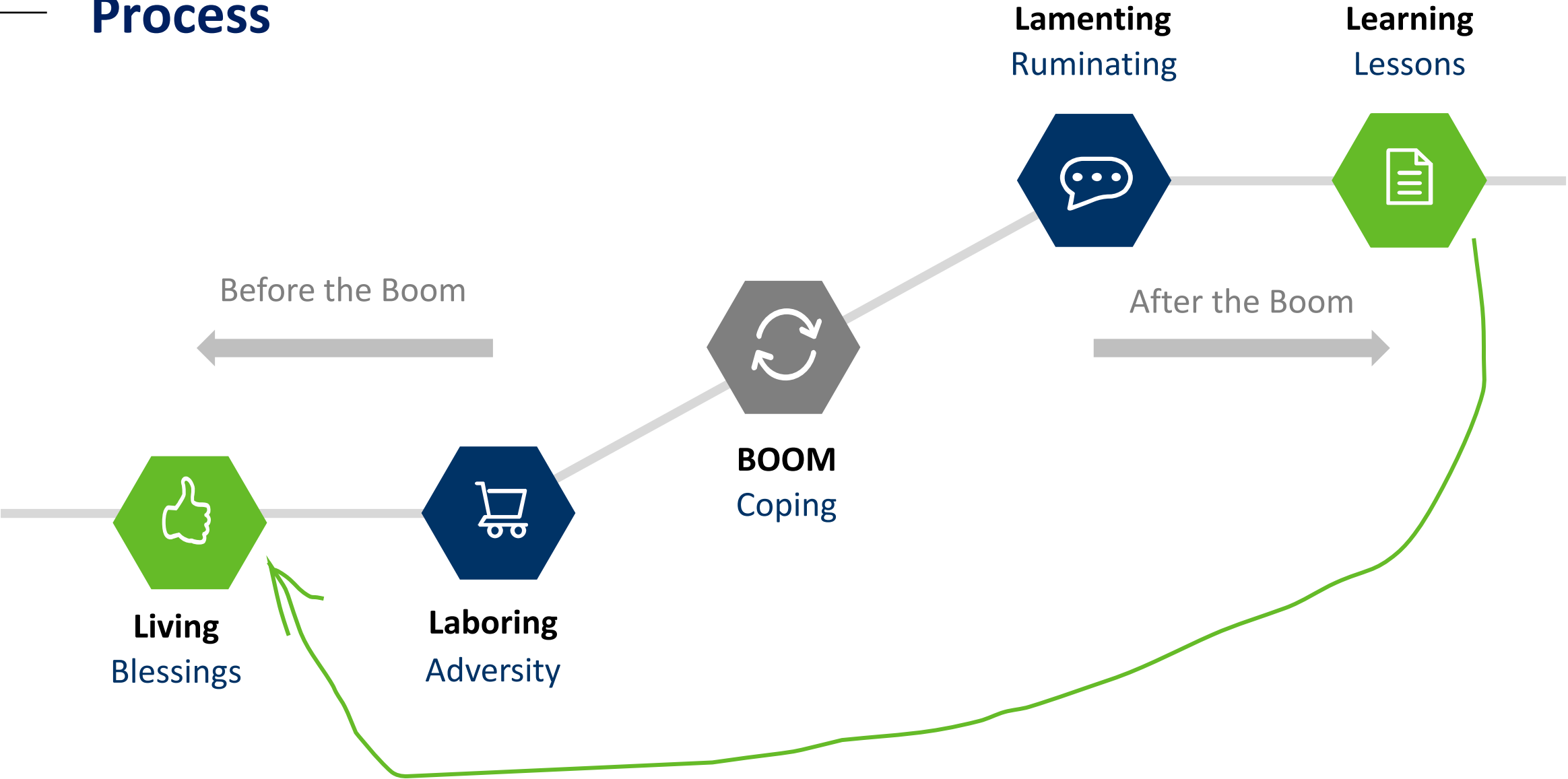


“Just breathe.”
Every human ever ...

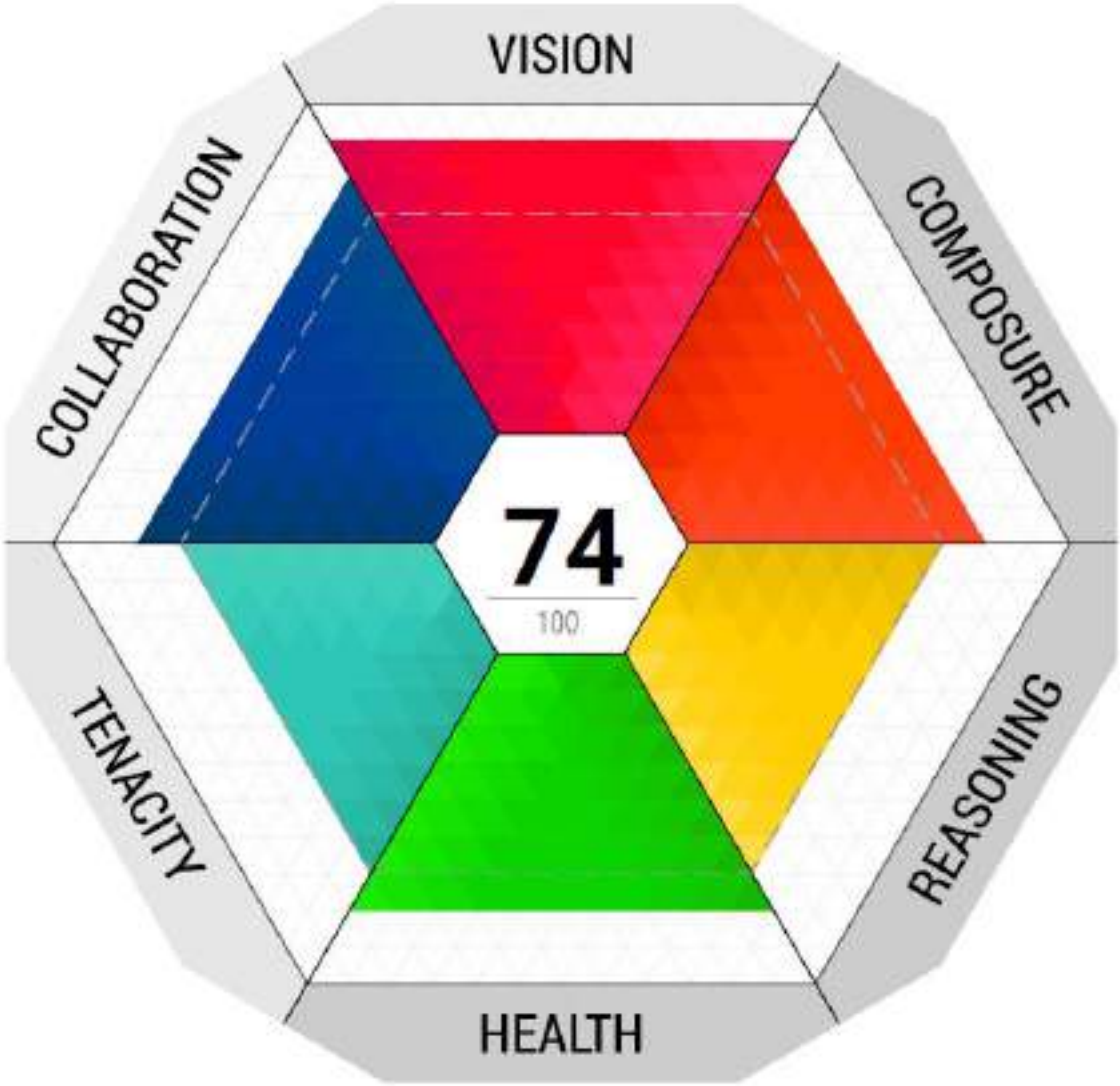
4 RESILIENCE

1. Process
2. PR6
3. Plan

Process

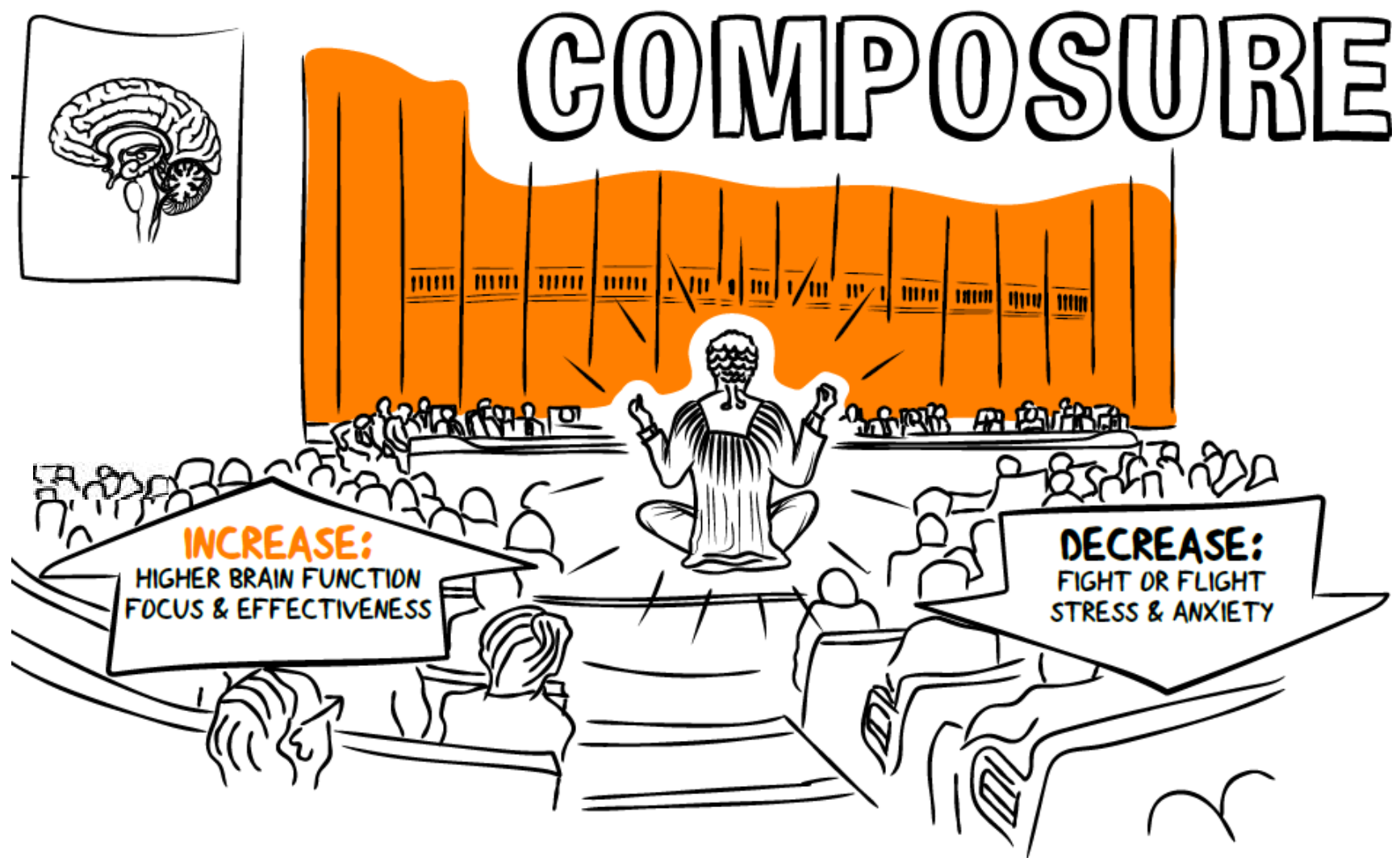


PR6

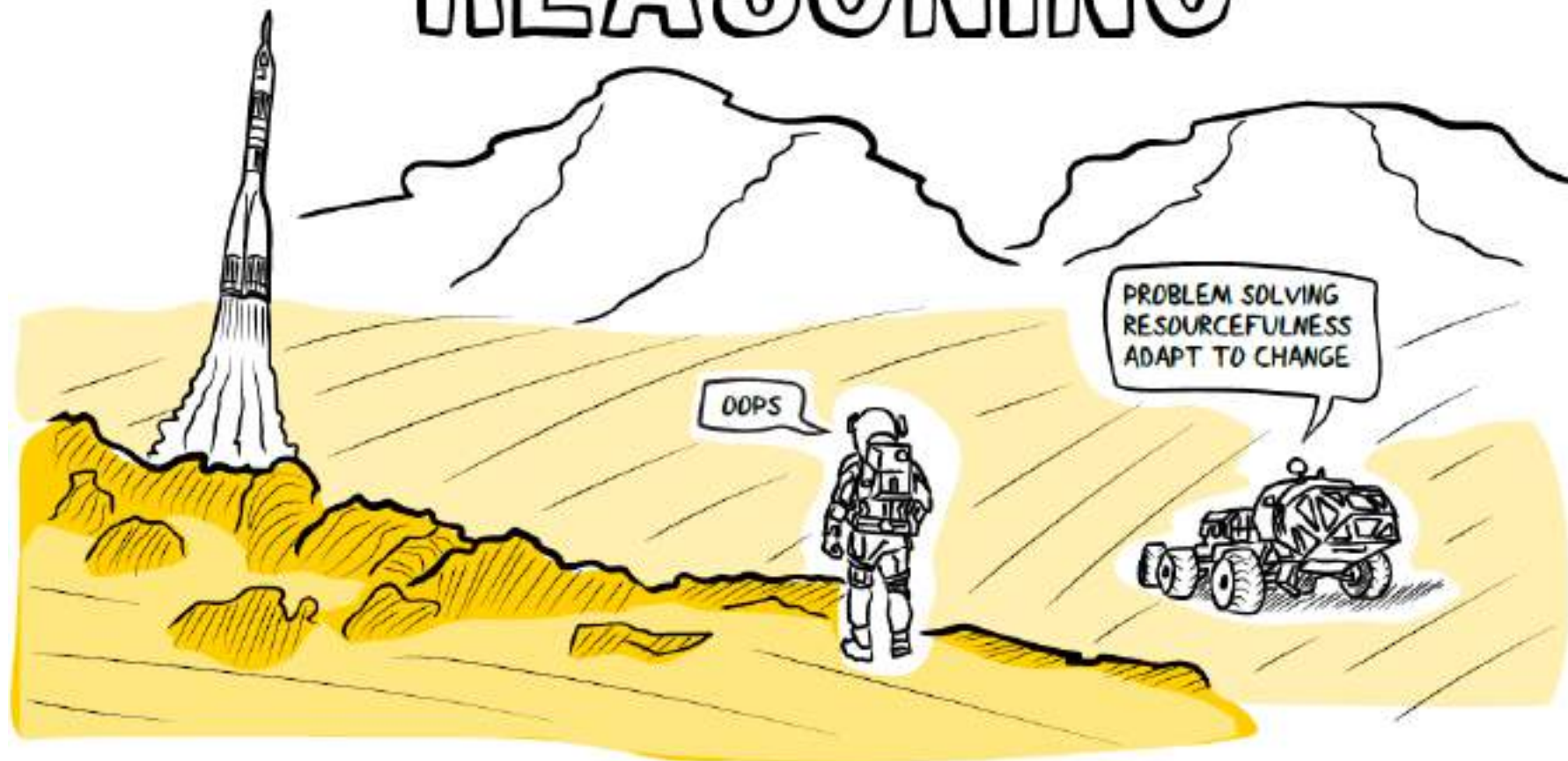


VISION

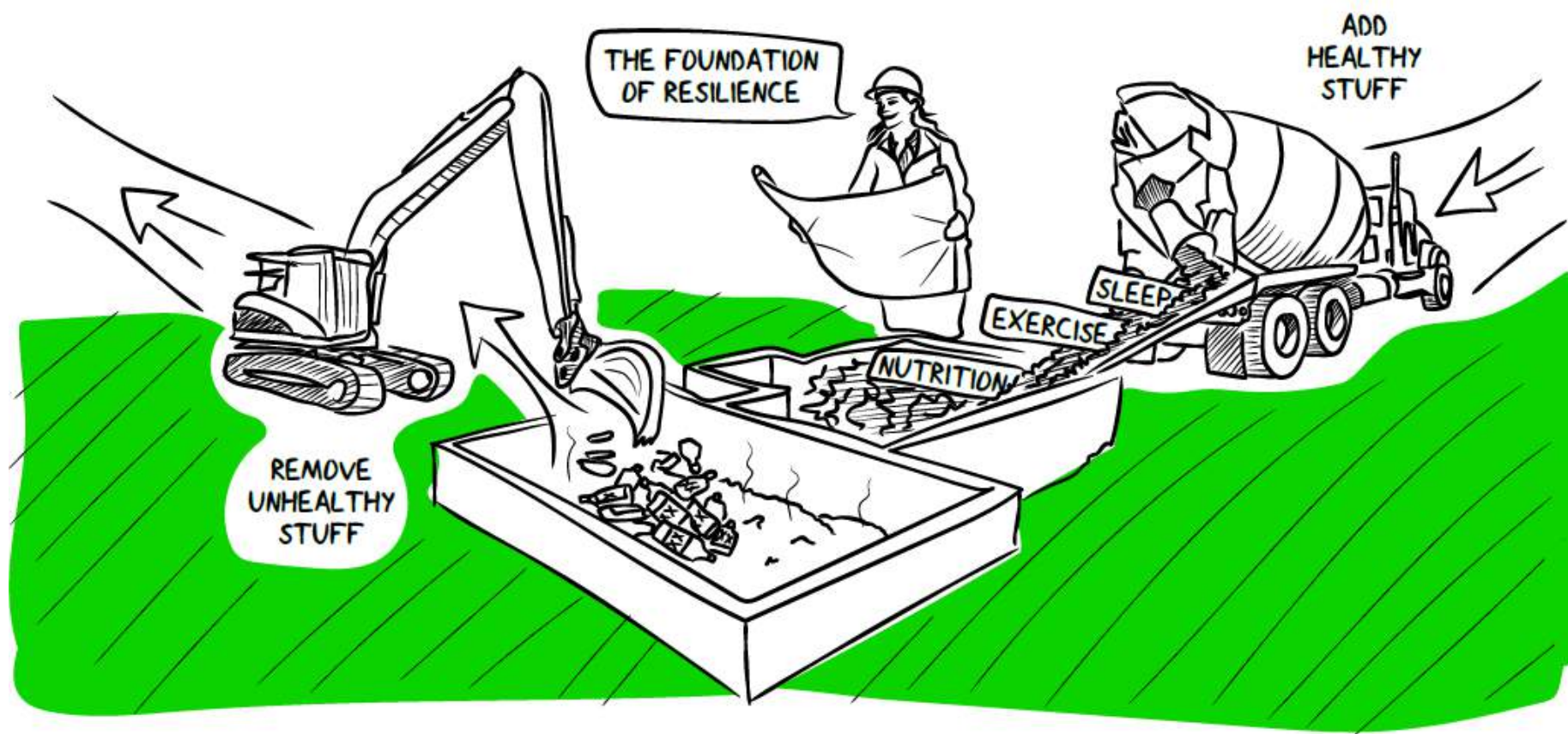




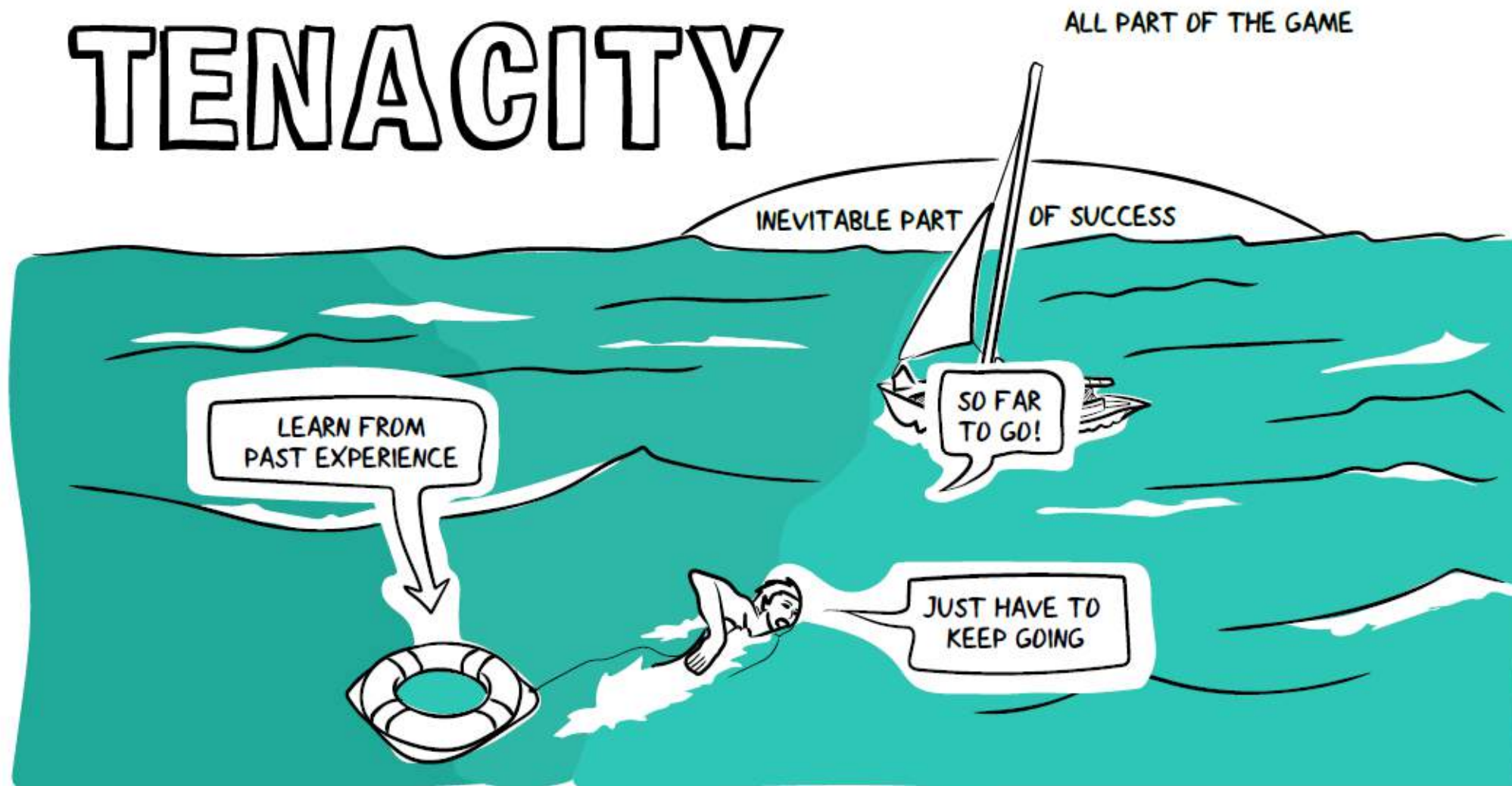
REASONING



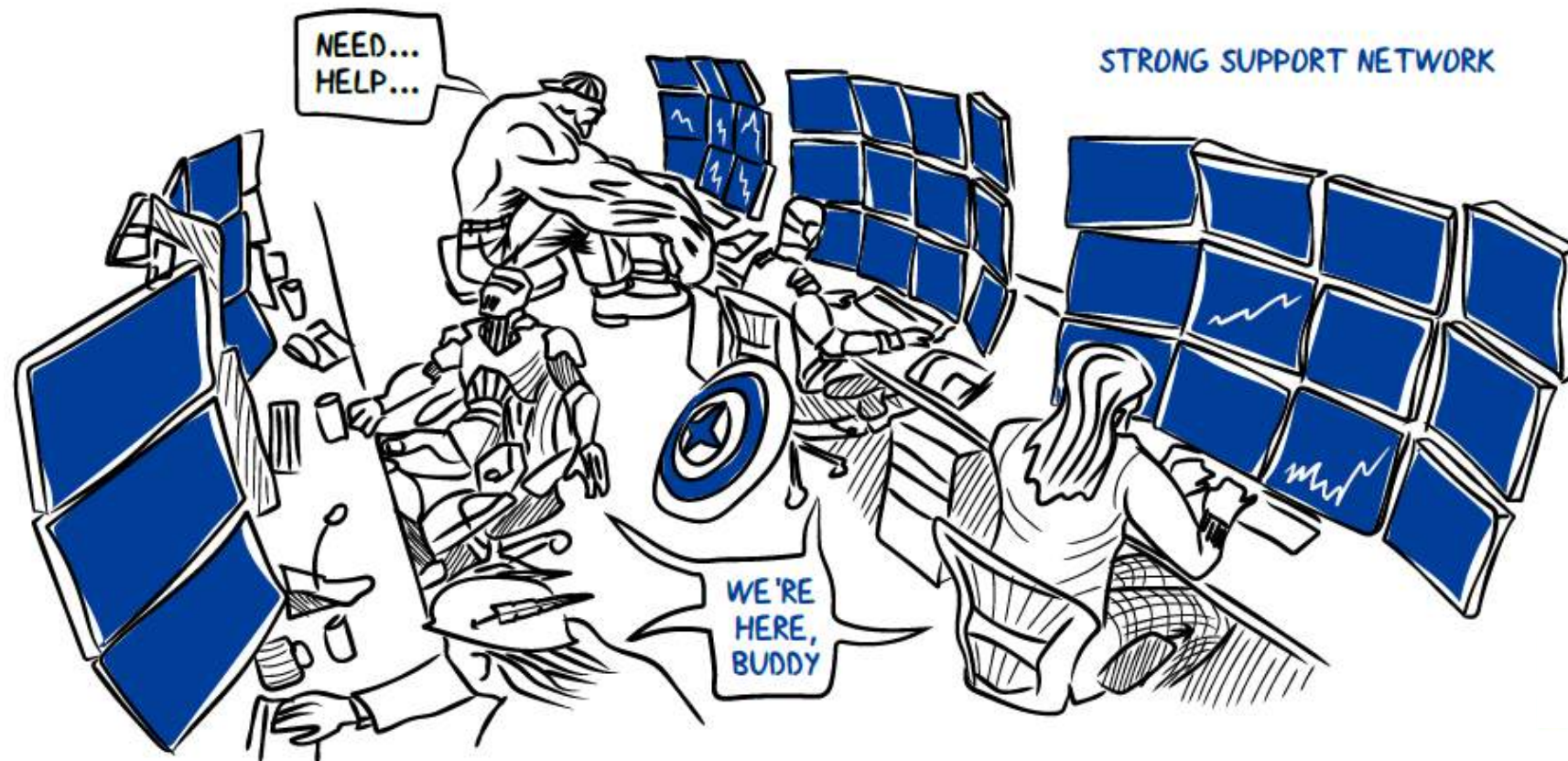
HEALTH



TENACITY

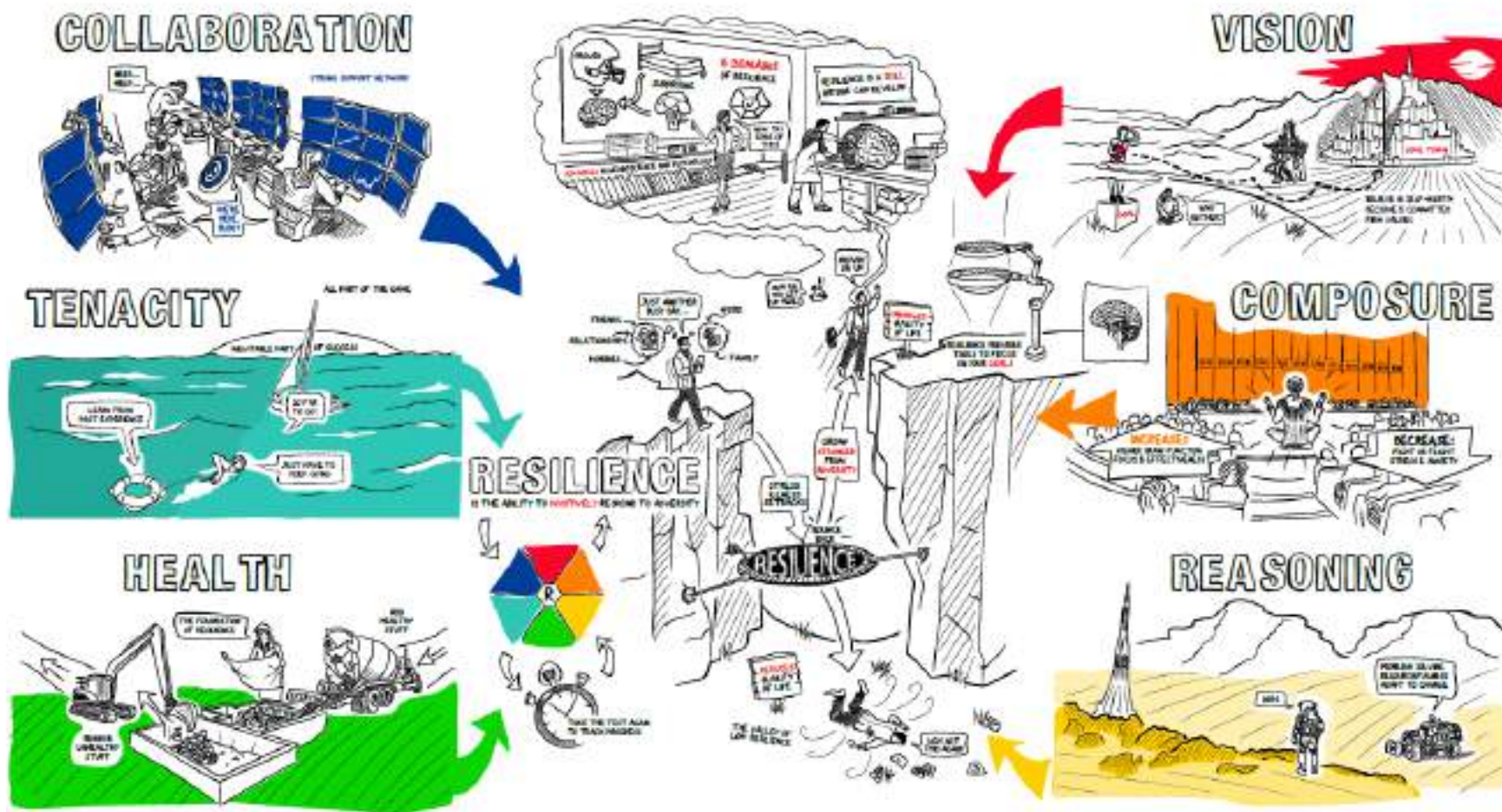


COLLABORATION

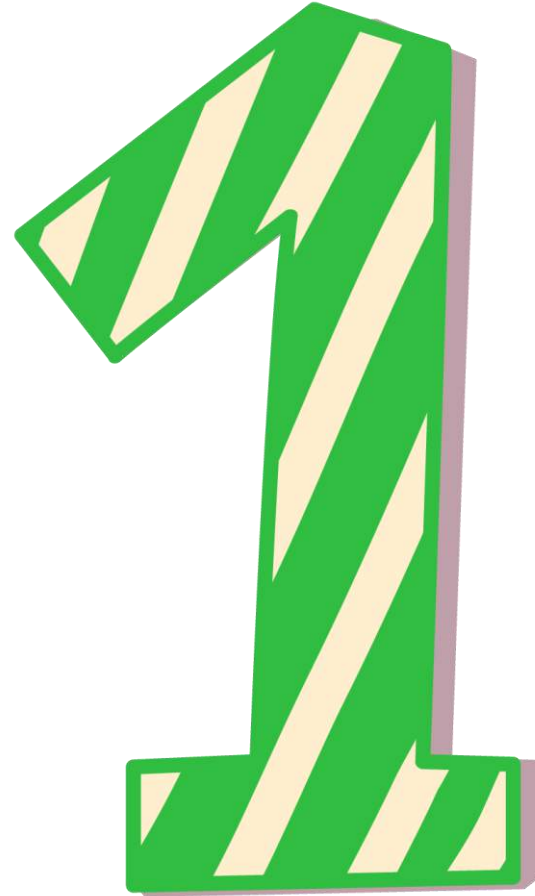


6 Domains of Resilience

Based on the neurobiological foundations of the Predictive 6 Factor Resilience Scale



Feedback – In one word



— The great leadership philosophers



Any Questions?

We're here to help

We partner with leaders and teams who are under pressure to help them create conscious control, so that they can create psychologically safe and high performing teams!

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