



 THE GUINEA GROUP

LEADERSHIP TEAM UPGRADE

LEADERSHIP COACHING PROGRAM

NAME:

DATE:

THE 4 OUTCOMES



1. REVIEW

To Date



2. VISION

Tomorrow



3. FACILITATION

Asking



4. RESILIENCE

Acting

BEFORE WE START...

8

10

12

2

WORKSHOP SLIDES

First things first ...

In an Emerging
Acknowledgment of Country
Acknowledgment of mental health



About You

Definition of Leadership?
Why?
Favorite Food?



About Me

Resilience Coach
Mentor/ 25 years
Trauma
Psychology (award
Tuned 200's)



About Us

**Open
Honest
Safe**




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Expectations

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

Leadership Plan



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NOTES / REFLECTION

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1 REVIEW

"Coming together is a beginning, staying together is progress, and working together is success."
Henry Ford

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

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2 days together

- 01 **CULTURE**
LEADING A CULTURE OF COLLABORATION
- 02 **WELC**
LEADING A CULTURE OF ENGAGEMENT
- 03 **SAFETY**
LEADING A CULTURE OF SAFE PRODUCTION
- 04 **EXAMPLE**
LEADING A CULTURE OF CONSCIOUSNESS & W

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NOTES / REFLECTION

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WORKSHOP SLIDES

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 6 ways you can build good collaboration.



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

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We're all in this together

4. Encourage employee socialisation
5. Inject Innovation
6. Minimise conflicts



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NOTES / REFLECTION

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OUR MISSION

Providing engineering services to be the preferred supplier of quality products and services in the heavy construction, engineering and service field through a professional, committed and ethical approach that achieves customer expectations.

- Our objective is to deliver quality products and services with commitment to the highest standards in safety.
- We give a committed, flexible approach to provide customer requirements & satisfaction.
- Heavy engineering is provided in offering a variety of packages of services that ensuring customer through the delivery of value.
- Our key strength is the ability to deliver a professional and ethical support services to our customers in a timely manner.

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Part of something bigger than yourself



WE HAVE ESTABLISHED A REPUTATION FOR DELIVERING QUALITY SERVICES

Heavy engineering, a reputation of providing a full service portfolio for various project areas. From mechanical & electrical, we can handle various packages of services to provide project with a wide range of quality including: The World Bank Access, Specialist HSE Requirements, Large Equipment, Road Haulage, 24/7 full emergency response, Planting, Water, the Building, Mechanical Areas, etc & more.

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NOTES / REFLECTION

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WORKSHOP SLIDES

Learnings so far



DISC

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Facilitation Training



Purpose Process People Performance Polish

AM and PM

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NOTES / REFLECTION

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Questions are the answer

The quality of your questions make or break your session:

- 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



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The outcomes

Flip Chart



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NOTES / REFLECTION

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WORKSHOP SLIDES



"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

- 1. Identify a single, measurable goal
- 2. Set measurable goals for the next 30, 60, 90, 180, and 360 days
- 3. Do not put too many goals in one bucket
- 4. Do not set unrealistic goals
- 5. Do not set goals that are not aligned with the business strategy

Goals are important!

NOTES / REFLECTION



Clarifying

Where to from here?



Communicating

LANGUAGING IT

Consistent Communication?

NOTES / REFLECTION

WORKSHOP SLIDES



"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?

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NOTES / REFLECTION

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Organisational Chart



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Next Stages

Actions

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NOTES / REFLECTION

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WORKSHOP SLIDES



4 RESILIENCE

"Just breathe." Every human ever...

1. Process
2. PR6
3. Plan



NOTES / REFLECTION

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NOTES / REFLECTION

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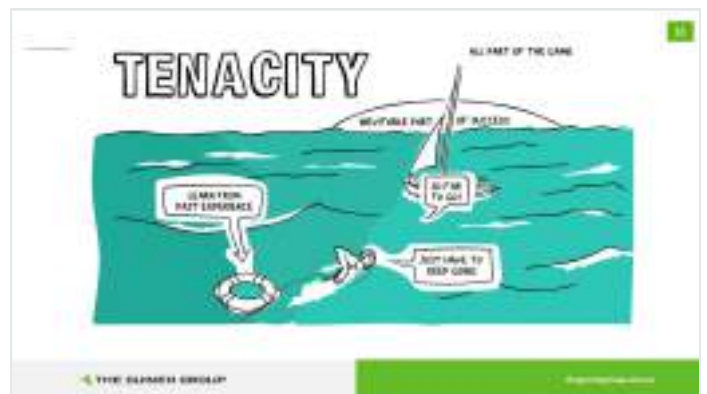
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WORKSHOP SLIDES



NOTES / REFLECTION



NOTES / REFLECTION

WORKSHOP SLIDES



NOTES / REFLECTION

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NOTES / REFLECTION

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NOTES / REFLECTION

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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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