

# Admiral Flawmired Leader!

Galaxy Car-y  
①

• Thomas: Gave responsibility  
Always - "Throw me in the deep end"  
thinking! \*

• Alec: Im the boss - Super direct  
Results - Know where u stand!

• Vaughan: Demanded growth - P, P  
- Expected cont., clear in crisis  
- Displayed knowledge, 0 empathy

- Kyle: Took under wing  
Growth - Vent or help?

• Tim: Firm, but fair  
- Training & growth - Potential  
- Multi-skilled

• James: Part. Work ethic - Careless  
- Part of the team - For the group

• Tarru: Weapons, lead from front  
Results driven

Deployment driven - Cold hearted \*

Stewart: Organised & Structured!  
Ex-military

Danny: Supportive  
allowed growth empathy  
Build own team & own pace

Pat: Introverted, extroverted!

Growth  
Direct  
Empathy  
Energy  
David:  
- work ethic  
- Desire to teach  
- Family values  
Allen:  
- work ethic  
- Just do it!

Ben: F  
'Interaction' > Believe  
'CFO'

L's

Matrix

3

• Job is to engage  
with those they lead.

- Understand
- Empathic
- Honesty

Approachable

Consistency!

• Temperament

• Emot. Discipline

Fracture  
Pulp Fiction

3.45

Titanic

Snatch

Veterans

Seven

Sloth

# Expectations

- Follow the workbook! 20% ~

- Develop a leadership structure

→ - Buy in Joe

↳ Guidelines - growth & development

↳ Same knowledge pool! Joe!

↳ Clarity - R.O.R

↳ Everyone does everything

- why?

- PDs

↳ Back to Supervisor!

↳ Cover your tracks

- To not forget

↳ Build Culture

↳ Set Expectation

S  
KT

Confidence Sup

- This job as  
new

BE

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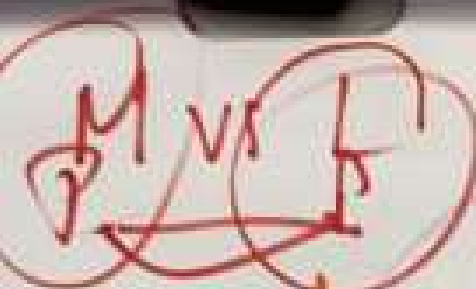
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I believe:

FEAR

7

- Leading by example
- Industry experience! KWYD
- Honesty is no! in communication  
     ↳ Realistic
- Dependable is core  
     ↳ Trust ← Critical  
         ↳ Thinking
- In being open to Challenge | understanding Past year  
     ↳ ideals, ideas, insights
- Planning, the job went happen



- Honest
  - Ethical
  - Realistic
- do w y  
Ri 8

Consequences

Intend  
Approach CG  
Beliefs

Uncan.

Values

Emotions

Consistency

Humanity

+ 9 Help ≠  
Heal ≠ Hurt





67%. Visual.

(9)

• Auditory

→ • Kinesthetic / Doing

(100%) / concur (Tactile)

• What's agree  
their word!

• Trust



(Rapport) Connection

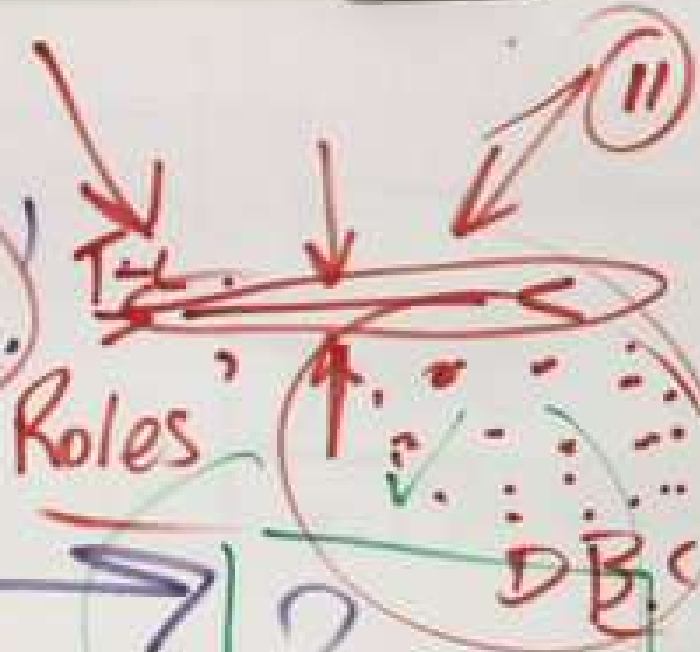
(CG) Goal! Repetition


Solutions ≠ problems.


- Reliable > Consistent, Quality, Trust
- Innovation: w@H
- I believe Tasman built on commitment

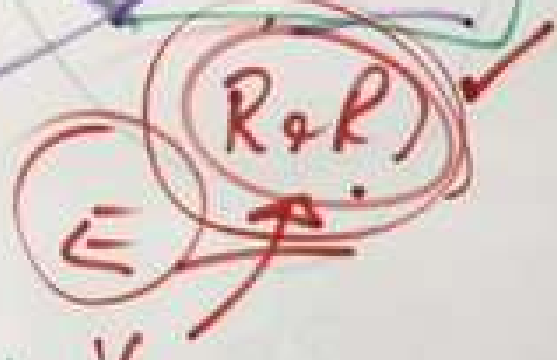


✓  
Is it    
Constructive



① RCT  
→ who  
Safety People\*  
changed.  Blame

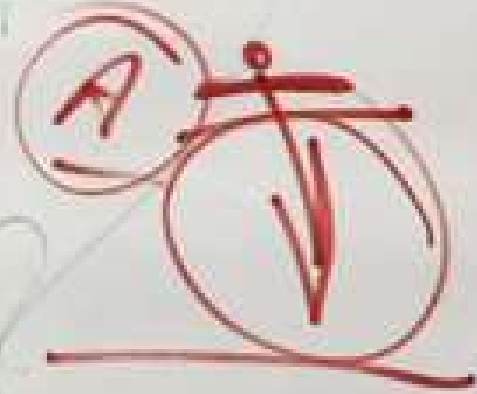
 - Barriers



Leadership

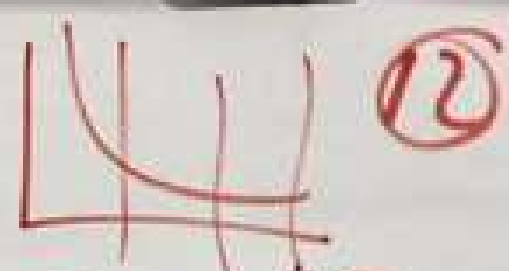


Permit



JAIC

① IS C 20!



Name	Us	Them	T/L %
S	IS	<del>IS</del> IS	80%
H	DSC	<del>DS/DC</del>	80%
C	IC <sup>①</sup>	<del>CS/IS</del>	95%
James	x c	<del>CS/SC</del>	85%
B	✓ ✓ ✓ ✓	<del>DS/CS</del>	85%
S	DS <del>①</del>	S <del>DS</del>	75%
S	D SC	DS DS	100%
Shawn	IS <sup>a</sup>	✓ SC/SI	60%
B		<del>CS/IS</del>	60%

Input!

EI

EQ

IQ 13

Self 5

Social

Smart

10%



Thanks Mark: ☺ ✓ (14)

- Very T driven
- Work late - Committed
- Got great team members
- People & culture

- Trust & support others!
- Stephen Young took Mark!
- Knows who he is
- Will do anything | with same goals
- SY, Don & Mark all different
- Check ins daily | , styles
- Sports analogies

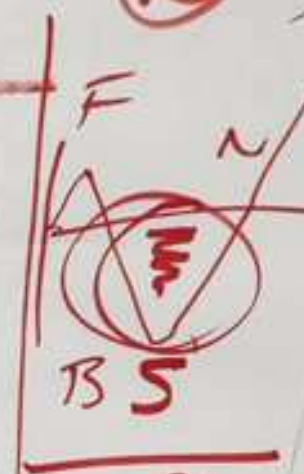
Care = Support 1:1

(15)

→ = Interest

what's going on = Understand!

= Respect



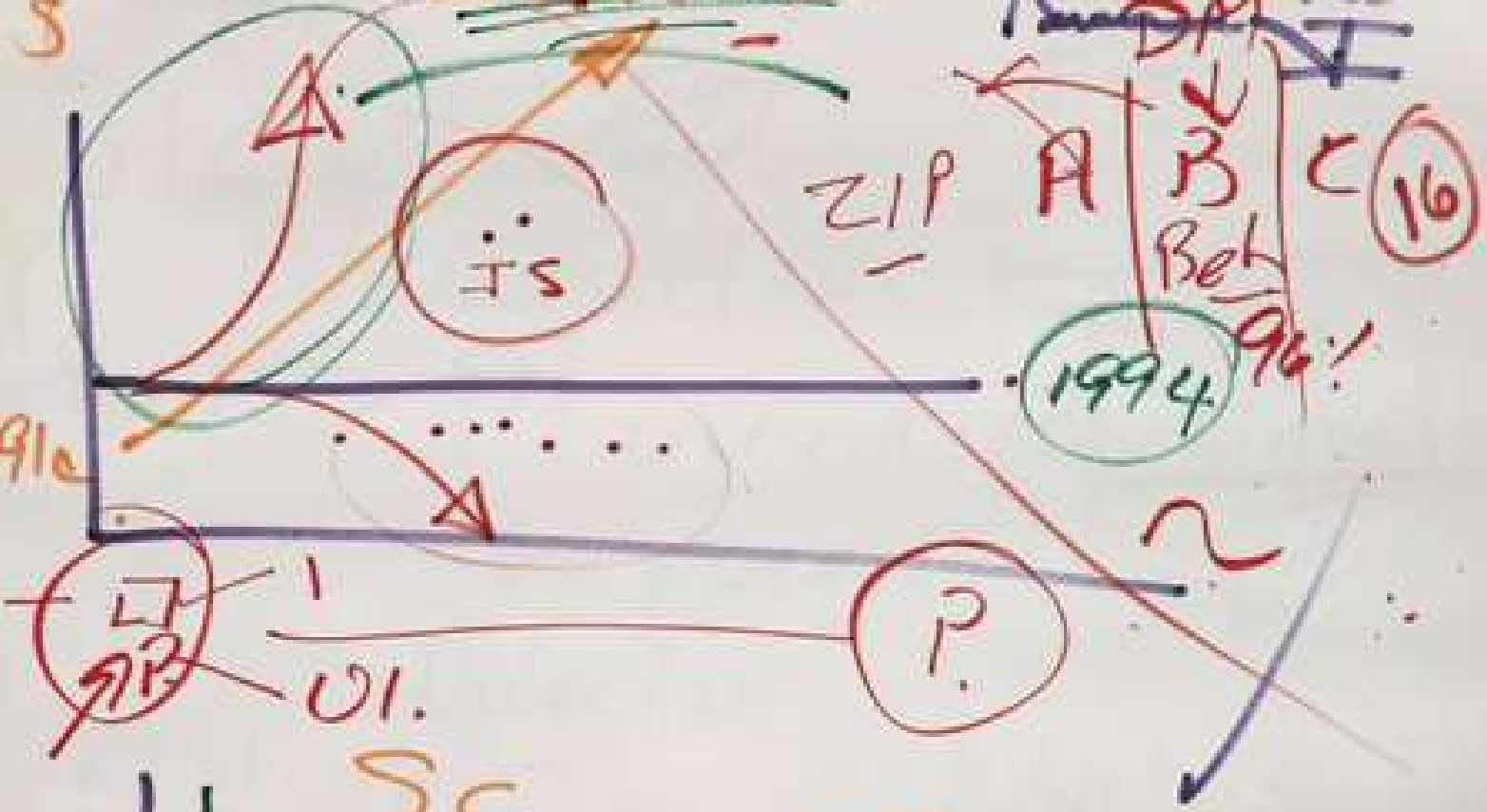
\*SD - Last week! 100%

- We had a win!!

- Consistent flow, right people, work well, right place!

Curly Rumors

5



Sc

Trades

Repos





DC



FEAR

17

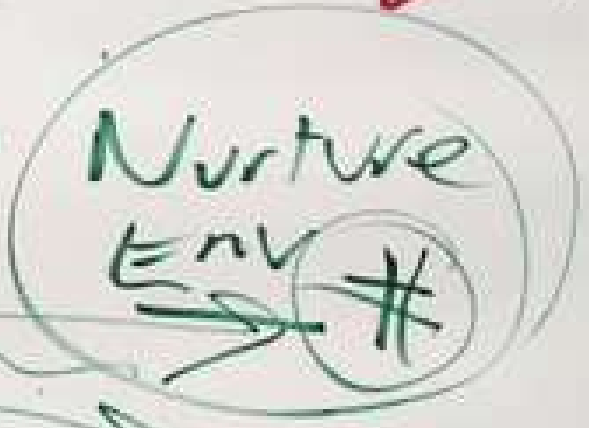
Structured  
Conversation  
Say > Planned to  
the power



Direction



or



Harder

Authentic

12

Outlook Calendar

\* Thanks Daniel!

⇒ 

1. SC
2. FC

(18)

• Knowledge & Passion

• Loves what he does!

• Great style / Confident

• Bought in - genuine

• Humble

• Energy

• Team, work together

• Relationships / Conversation

• Tailor-made leadership

• How they want to be treated

19

R	Sc	Sc/SI 27	7%
A	Sc	CS/SCI	90%
S	Sc	CS/CI5	70%

Empathy  
RPM

Assessor

1:1 - Process  
Development  
Quarterly

# Improve ownership of tools

## Vehicles

20

vans, utes, work crew

Set standard.  
connect to personal life.

Why?  
How?

1 \* Log books / pre-starts / hand book  
post shift

Near cars

2 \* Toolbox talks

promote.

assigning / planning. Add a line

have con. / discussion of what follows  
happens if the cars are not clean.

- set a standard.
- crib room / cars
- Change culture
- Make it a priority
- Another job
- How to implement

3 \* Link to values - People

Why haven't workers brought into ownership

- Respect

- Inspections

- Delegate

- Better communication

R is R

- Relationships, building a culture
- Input Trust. Engaging!
- Buy in - Feel like it flows

(21)

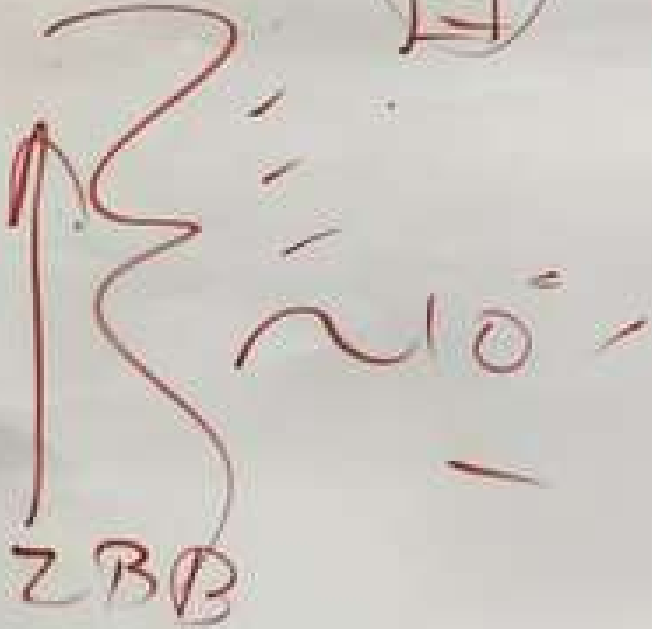
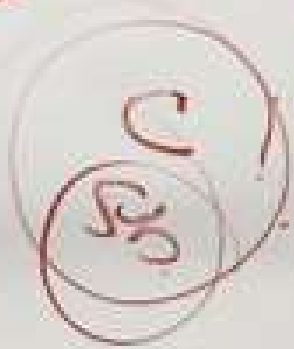
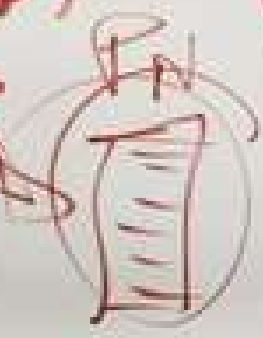
Mark selling - Team  
 David living - genuine  
 GL Feel - PWS  
 Inclusion

Relatability

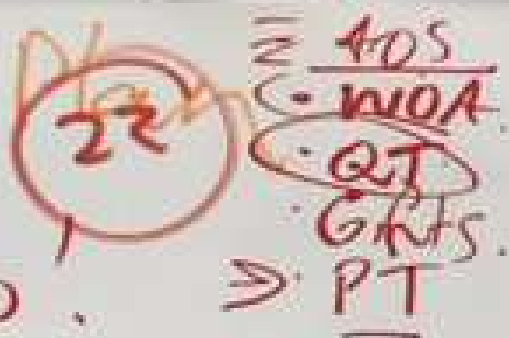
Vibe ←

- Empathy
- KYA ✓
- Rapport
- Influence

(26)



# Leadership Action Plan



- Gather more info!
  - Learn more about task!
  - Understand my limits]

to engage, not be solo, (ED)

- Quality time, & not be too busy

- Identify your triggers,  
- Respond & react

\* Schedule time for  
self growth!

1 word: ☺

23

- Engaging
- Thought-provoking
- Growth
- Interesting
- Encouraging
- Unpack!
- Diverse
- Informative
- Safe
- Influential.

Thanks Mark: 😊 ✓

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