



 THE GUINEA GROUP

THE LEADERSHIP UPGRADE

2023 SUMMIT

NAME:

DATE:

THE 4 OUTCOMES

01

DISC: THE DIFFERENT COMMUNICATION STYLES IN TEAM MEMBERS AND IN TEAMS

DISC

02

DYNAMICS: THE PROCESS OF DEVELOPING A STRONG CULTURE BUILT ON INTERDEPENDENCE

DYNAMICS

03

DEALING: WITH CONFRONTATION: THE 3-BULLET POINT PROCESS, AND THE 3PS

DISCUSSING

04

DIFFERENTLY: DECIDING WHAT YOU COULD UPGRADE

DECIDING

THE 3 PARTS

1

ABOUT YOU

Favourite leader?
Why?
Favourite Movie?

2

ABOUT ME

Resilience Coach
Married 27 Years
Triathlete

3

ABOUT US

Open
Honest
Safe

In an Emergency **Acknowledgement of Country** Mentally Healthy

WORKSHOP SLIDES

BEFORE WE START...

9 11 1 3 5

3

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THE 3 PARTS



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NOTES / REFLECTION


Safety Share

High Impact

Hearts



Minds



STORY 3

✓ Concise (3 – 5 min) – “Less is more”

✓ What are the critical details needed to land my point?

- Context?
- Characters?
- Challenge / Issue?

POINT 1

✓ What is the key learning / insight I want landed from my story?

- Outcome / Impact / Resolution?
- Lessons Learned (3 max)?

LINK 2

✓ Why is my point important & relevant to my audience?

- Personal benefit for them (WIFM)?
- Key take away?

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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. DISC

- What is your DISC profile?
- What are other's DISC profiles?
- The One Thing

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

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WHAT IS YOUR DISC PROFILE?



Part I Understanding DISC

BEHAVIOURAL STYLES
Historical and contemporary research reveal more than a dozen various models of our behavioural differences, but many share one common thread: the grouping of behaviour into four basic categories.

The DISC styles are **Dominance, Influence, Steadiness, and Conscientious**. There is no "best" style. Each style has its unique strengths and opportunities for continuing improvement and growth.

The DISCstyles™ assessment examines external and easily observable behaviours and measures tendencies using scales of directness and openness that each style exhibits.

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NOTES / REFLECTION


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What can you learn?


- WIIFM
- Make it a priority
- Watch for what works
- What is your style?
- How can you connect?
- **Check out pages 9, 13, 15**




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WHAT ARE OTHER'S DISC PROFILE?

- What is their style?
- How can you connect?
- Build rapport first?



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NOTES / REFLECTION

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WORKSHOP SLIDES

How can you serve?

- Turn up in service
- Change your style
- Make connection
- **Check out page 29**



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THE ONE THING

- One improvement action?
- Pick one thing to work on?
- **Check out pages 19**



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Moving forward

- Monitor your success
- Keep adapting
- Move forward with purpose



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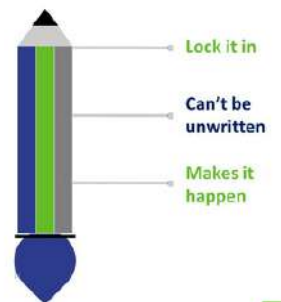
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ACTIVITY

In your Workbook:

Reflect on what your DISC means, and how you can apply what you have learnt to your leadership.



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ACTIVITY



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WORKSHOP SLIDES



It takes 20 years to build a reputation and five minutes to ruin it"
— Warren Buffet

2. DYNAMICS

- Values
- The Bradley Curve (Beliefs)
- Emotions

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VALUES



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NOTES / REFLECTION

Why are values important?

Leadership
Pride, Care, Respect & Excellence



6 Keys to Safety Leadership

- Lead by example
- Set clear expectations
- Engage & involve others
- Demonstrate care and commitment
- Be consistent in what we do
- Provide feedback, coach and mentor to high performance

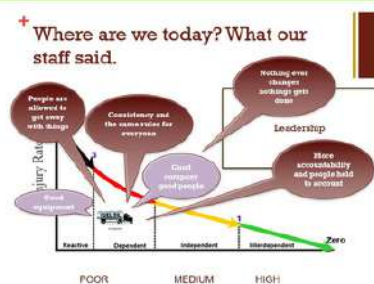
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THE BRADLEY CURVE (BELIEFS)

Where are we today? What our staff said.



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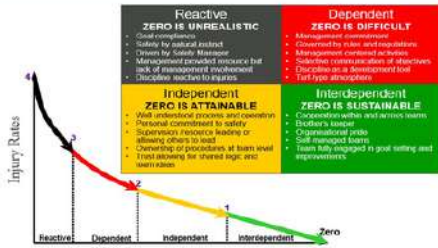
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What it means



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EMOTIONS



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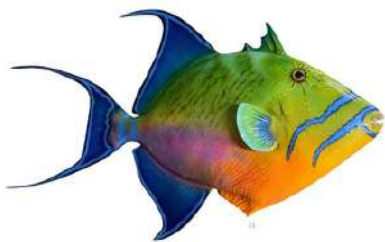
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Triggers



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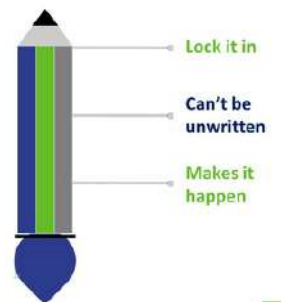
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ACTIVITY

In your Workbook:

What are your triggers, and what can you do to be prepared to regulate your emotions?



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ACTIVITY



What are your triggers, and what can you do to be prepared to regulate your emotions?

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WORKSHOP SLIDES



3. DEALING WITH CONFRONTATION


- Commitments
- Systems Leadership
- Difficult Conversations

"A good leader is one who knows the way, goes the way, and shows the way."
— John C Maxwell

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COMMITMENTS



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How are you tracking?

Let's score it

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SYSTEMS LEADERSHIP

Systems Leadership Theory (SLT) is a cohesive set of models that analyses and explains behaviours. Understanding and Organising Work. Work is defined as turning intention into reality. That is, the development and selection of a pathway that moves us towards a goal.

It is in the "micro-decisions" made by these frontline managers and the degree to which day-in and day-out they reinforce and signal the importance of safety where the "rubber meets the road" so to speak with respect to safety.

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Your calendar is a micro-decision



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DIFFICULT CONVERSATIONS

- Interrogate reality
- Provoke learning
- End with a commitment

- Point 1
- Point 2
- Point 3




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NOTES / REFLECTION

It is not fair not to...

- Name the issue
- Select a specific example that illustrates the behaviour or situation you want to change
- Describe your emotion about the issue
- Clarify what is at stake
- Identify your contribution to this problem
- Indicate your wish to resolve the issue
- Invite your partner to respond



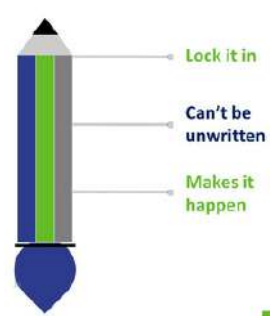
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ACTIVITY

In your Workbook:

What robust conversation do you need to prepare for?



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ACTIVITY



What robust conversation do you need to prepare for?

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WORKSHOP SLIDES



4. DEMONSTRATION

- The importance of Recognition
- Demonstrating Empathy
- Transformational Leadership

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."
—President John Quincy Adams

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THE IMPORTANCE OF RECOGNITION

In a 2013 survey, 1,200 Americans studied:

83% of respondents said recognition for contributions was more fulfilling than any rewards or gifts:

"Recognition is proven as among the best method of improving work motivation and employee engagement"

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1 minute of recognition ...

1 Minute
Recognition

100
Minutes
Initiative

Yet, 2 out of 3 people receive no workplace recognition in a given year

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DEMONSTRATING EMPATHY

Apathy	Empathy	Sympathy
Your care factor is low	Cognitive Emotional Compassionate	Your care factor is high
Automatic Reaction	Non-automatic Reaction	Automatic Reaction
	<p>Caring is time</p> <p>Valuing is listening</p> <p>Supporting is trusting</p>	
	Just be present	

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Leadership characteristics

Integrity
The word that I think best generally describes the concept of leadership is:



Core Factor
Which is the most important character trait in your leader?



Transformational
I would describe my leader's style as:



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TRANSFORMATIONAL LEADERSHIP

Transactional	Vs	Transformational
Leadership is reactive		Leadership is proactive
Works within organisational culture		Works to change the organisational culture by implementing new ideas
Motivates team members by fear or failure		Motivates followers by reward and recognition, and team success
Management by Exception: Maintains the status quo, corrective actions to change behaviour DIRECTION		Leadership by Observation: Behaviours are considered, corrective actions are about coaching behaviour! CONNECTION

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Transformational Leadership

Creates more Leaders


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ACTIVITY

In your Workbook:

Reflect on how you could be more transformational!



- Lock it in
- Can't be unwritten
- Makes it happen

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ACTIVITY



Reflect on how you could be more transformational!

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WORKSHOP SLIDES

The great leadership philosophers




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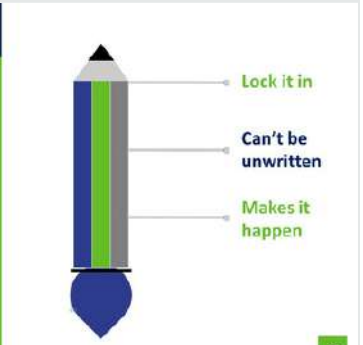

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ACTIVITY

In your Workbook:

What else would you add to your leadership action plan?

What else would you add to your leadership action plan?



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ACTIVITY



What else would you add to your leadership action plan?

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WORKSHOP SLIDES

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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