NEWSLETTER | June 2025

How a coffee break stopped a team conflict from escalating ☕

Years ago, I facilitated a group training session, where the team had clearly hit a wall. Two strong personalities dominated discussions, tensions simmered, and everyone else sat in silence. After the morning coffee break, I asked them all to simply talk about how they wanted to feel during the session - not what they wanted to learn.

At first, awkwardness. But slowly, the words *heard*, *safe*, and *respected* began to surface. That shift in energy was noticeable. One participant later said, *"That was the first time I felt like part of the team rather than a spectator."* It reminded me: mastering group dynamics isn't about controlling behaviour. It's about guiding awareness.

"The strength of a team is each individual member.
The strength of each member is the team."
Phil Jackson

This lesson has stuck with me through hundreds of group training and leadership strategy sessions. We often want to jump into problem-solving, but the real magic happens when we take a step back and *see* the system first. Understanding the underlying group dynamic (how people show up, interact, and manage conflict) creates the conditions for better communication, deeper trust, and lasting collaboration. This applies both to professional and personal environments.

In this *Leadership Talk*, I'm sharing insights from a powerful group dynamic model so you can spot and shift the energy in your team, family, or friendship circle. I'll also share a *Quick Win* strategy, an 'almost' freebie, free upcoming professional development opportunities, and a peak behind the scenes!

Keep scrolling!
Martin

📄 On this topic: LEADERSHIP ARTICLE

A guide to reading the room and managing conflict styles for powerful interactions.

If group dynamics feel unpredictable, understanding how different conflict styles show up in your sessions can give you the confidence to lead effectively. In this practicle article, I share 3 simple steps:

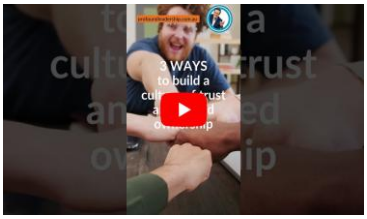
1. How to recognise recognising patterns
2. How to respond with purpose
3. How to foster collaboration

This will help you create powerful, respectful, and safe environments.

Discover more in the full article here →

🎥 On this topic: YOUTUBE SHORTS

Prefer to watch a short? Here are the links to the 3 article key points and tips:



🎁 'Almost' Freebie of the month: PDF EBOOK FOR ONLY $1

We've made it super easy for you to take the next step in improving your interactions with others.

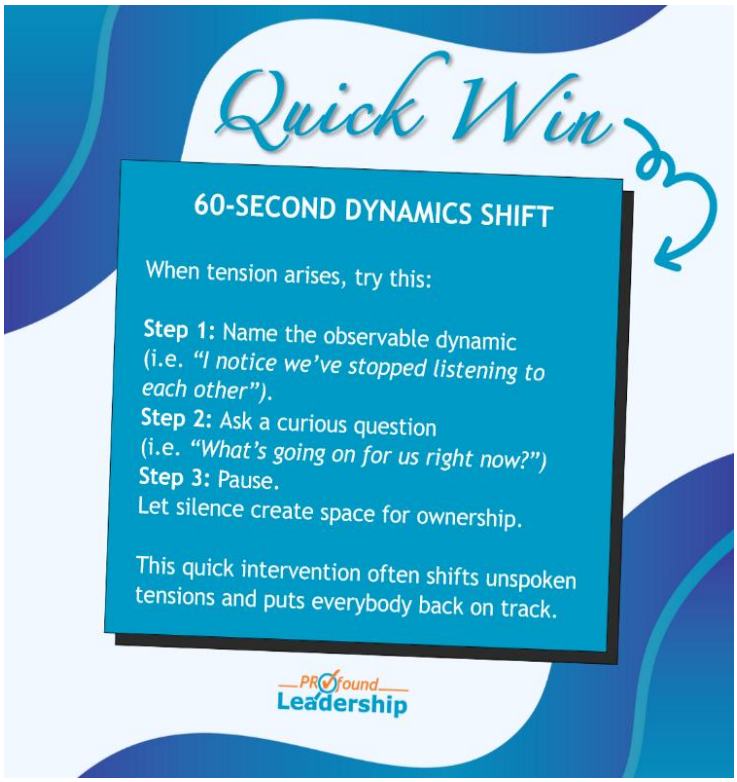
This practical and insightful ebook, *From Avoidance to Collaboration*, is now available for only $1 on our eLearning Hub!

You'll discover the five conflict styles, learn how to recognise them in your professional and personal settings, and explore strategies to shift unproductive tension into constructive collaboration.

Grab the 'ALMOST' FREEBIE for just $1

Quick win: 60-SECOND DYNAMICS SHIFT

Tensions in a team meeting or at the dinner table? Try this powerful approach:



📖 On this topic: BOOK RECOMMENDATION

Crucial Conversations **by Patterson, Grenny, McMillan & Switzler**

When stakes are high, opinions vary, and emotions run strong, you have three choices: Avoid a crucial conversation and suffer the consequences; handle the conversation poorly and suffer the consequences; or apply the lessons and strategies of Crucial Conversations and improve relationships and results.

Whether they take place at work or at home, with your coworkers or your spouse, crucial conversations have a profound impact on your career, your happiness, and your future. With the skills you learn in this book, you'll never have to worry about the outcome of a crucial conversation again.

Get it on Amazon →

📅 Growth opportunity: UPCOMING TRAINING

📝 **Topic: Conversations that 'GROW' people**
📅 Thursday, 10 July 2025 | 7pm-9pm
📍 Online: Zoom

💡 What to expect: In this practical and interactive online experience, you'll discover how to structure conversations that foster insight, confidence and momentum. Learn how to use the powerful 'GROW' Model framework to guide coaching, and decision-making conversations with ease and impact.

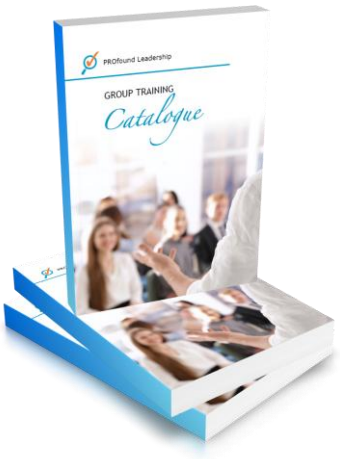
✨ Cost: FREE, but you must sign up to receive the details.

Secure your spot now →

*** Don't have a MeetUp Account? ***
In order to receive details for this session, you must have a Meetup account and join our group "Leadership, Personal Development and Business Networking".
-> It will take you 30 seconds… Click on the ticket link, click on "Request to join", sign up, and voila!

NEWSLETTER | June 2025

💻 New: GROUP TRAINING CATALOGUE



If you're looking to bring impactful leadership development into your workplace, our new **Group Training Catalogue** is ready to download!

It outlines all in-house and online group training offerings, from emotional intelligence to confident communication.

🔊 Delivered in-person or online

🧠 Based on proven strategies

📍 Can be tailored to your workplace

🔗 [Download the catalogue now]

👀 Behind the scenes: MOMENTS IN MOTION

Here's a snapshot from a recent *Mastering Effective Communication* workshop I facilitated. This moment - captured just before diving into an activity - reminded me how powerful body language, clarity, and intention can be in shaping team dynamics. Whether it's a boardroom or a project group, how we show up truly matters.

Got any questions, suggestions, or a topic you'd love us to cover next month? Simply get in touch with us via email or reach out on social media. We are on your support team!

Looking forward to another month of learning and growing together!

Dare to make a difference!

Martin Probst
CEO - Chief Education Officer
0421 936 313
martin@profoundleadership.com.au

Gerda Probst
CEO - Chief Efficiency Officer
0439 936 313
gerda@profoundleadership.com.au

PROfound Leadership
HUMAN-CENTRED LEADERSHIP TRAINING