

Leading with Emotional Intelligence

Objective:

This 1 day program will enable participants to understand the significance of Emotional Intelligence. Also to identify the individual's strengths and areas of development and develop individual action plans for moving forward. To understand how Emotional Intelligence applies to Leadership and its implications in the workplace.

Description:

This one-day workshop examines emotional intelligence™ (EI), which is basically the ability to make your emotions work for you by using them in ways that produce the results you want. The good news is that, unlike IQ and other traditional measures of intelligence, EI can be developed and dramatically increased.

Recent research has shown that emotional skills can be twice as important as IQ and technical skills in the workplace. Emotional intelligence is not "touch-feely"; it has been validated with scientific research.

Everyone knows that the possession of brainpower alone does not necessarily translate into success either at work or in life. Conversely it's possible for someone lacking in brainpower to have extraordinary success in life. The explanation for this seeming conundrum is the realization over the past decade of the importance of another form of intelligence...emotional intelligence.

From psychology's earliest days, researchers felt that success was due to more than mere cognitive skills, that the possession of good memory and problem-solving skills were not enough, that social intelligence was equally as important a predictor of success as possession of a high I.Q. Early studies suggested that the ability to think rationally and act purposefully made for effective leadership. By 1956 the corporate world was looking for individuals with social and emotional competencies such as sensitivity, initiative, communication and interpersonal skills to be its leaders. By the time Harvard University's Daniel Goleman had coined the word "emotional intelligence", corporations were already seeking ways to assess "the ability to monitor one's own and others' feelings and emotions to guide one's thinking and actions". Goleman found that emotional and social skills actually helped improve cognitive functioning.

According to Goleman, emotional intelligence can be learned and developed, and that it increases with age and maturity. As far as he can see, leaders of the future will require these skills in order to serve as catalysts for change, to be adaptable, to be trustworthy, and to be able to leverage diversity in order to be able to effectively manage teams.

Components: Pre work – Completion of the EQi Assessment (Bar-On Emotional Quotient Inventory) on line along with a confidential interview prior to the workshop to ensure each person has a good understanding of their results.