& EI Use-Cases & our Emotionally Effective Leader Workshop

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75 percent of careers are derailed for reasons related to emotional competencies, including inability to handle interpersonal problems; unsatisfactory team leadership during times of difficulty or conflict; or inability to adapt to change or elicit trust.

- Center for Creative Leadership

Reach **new levels of performance** by developing your team's **Emotional Intelligence.**

Popular Use-Cases

EQ impacts people's performance and interactions in nearly every aspect of their work. The following use cases and interventions are the most common with our clients:

Use Case	Intervention
I have a high performer that is currently an individual contributor. I am considering him/her for a people leader role. I want to help him/her be more aware of their behavioural needs from a leadership perspective, as well as possible leadership derailers which may cause self sabotage. I want a written summary from the assessor about the main outputs of the debrief were and in what ways the leadership learning curve will be challenging for him/her.	EQi2.0 Leadership Assessment
A high performing direct report of mine is a recognized expert in their specialty. They have recently been promoted into a leadership role. They are struggling to show effectively leadership to their staff. I want to appoint a suitable coach to help them to develop identified behaviours over 6 months. I also want a quantitative stakeholder feedback review at the end of the process to determine if these target behaviours have improved.	EQi2.0 1:1 Executive Coaching for six months
I want help my direct report to review and act on his/her company 360 report with an external coach. I want them to translate insights from this review session into tangible actions that the coach, myself and my direct report can review together – Possibly for their annual development plan	360 Feedback, Debrief and coaching
I want a 90 minute interactive learning intervention for my general staff. The goal is to generate a better appreciation of how EI impacts staff performance and wellbeing – And what each person can do to foster these behaviours. This intervention has to be suitable for large groups and should be fun but engaging (e.g. 20-120)	EQi2.0 Learning Bites
A technically high performing direct report, who I suspect has poor self awareness, is failing to develop and maintain key relationships. Others are repeatedly highlighting his/her EI challenges. I want to help him/her understand what exactly they need to concentrate on, to develop their relationship effectiveness – Through an EQi2.0 360 assessment and debrief. I want a written summary from the assessor about what the main outputs of the debrief were.	EQi2.0 360 Degree Leadership Assessment **Or** EQi2.0 360 Degree Workplace Assessment (Individual Contributor)
There is a strong business case for my team/function to be highly emotionally intelligent (e.g. Sales, Marketing, Communications etc.). There are function specific case studies and considerations I want to be taken into account in a bespoke way – To have the necessary business impact. I want to work with the training provider to co-design the course.	EQi2.0 Bespoke emotional Intelligence Leadership Training
My Function/Department's performance relies on staff maintaining effective relationships with internal and/or external customers or stakeholders. I want to understand the overall EI profile of my team, to compare it to target skills and behaviours. Do I have a diverse team or are they prone to 'group think' for example? I want each staff member to be better aware their own EI capabilities/needs. Each person needs to have their own report and have a group debrief and training session to understand how they can develop it and perhaps integrate it into the ADP.	EQi2.0 Emotional Intelligence Group Report **And** EQi2.0 ***The Emotionally Effective Leader Workshop***

Emotionally Effective Leader Workshop

EMOTIONAL INTELLIGENCE (EQ)

is the capacity to be aware of, control, and express one's emotions and handle interpersonal relationships judiciously and empathetically.

The skills of EQ are not locked away, accessible only to a select few who were born with natural abilities. EQ skills can be learned. The Unlocking EQ program teaches people to be aware of their emotional states and how those states impact others. Once people have awareness, the program teaches practical skills and tactics for using EQ in the workplace.

PROGRAM FORMAT & DELIVERY:

The Emotionally Effective Leader Workshop has three parts:

1. **Participants complete their own Leadership EQ assessment to complete.**
2. **Personal reflection to help participants assess their own EQ strengths and weaknesses.**
3. **Group debrief & workshop focused on understanding other people's perspectives and applying EQ to daily work.**

The workshop delivery can be customized to your organization's needs. An example delivery is a four or eight hour session. Participants would complete an online EQi2.0 Leadership Assessment, prior to the live workshop on Zoom or other video conferencing platform. Onsite delivery is also possible.

The full course description can be found here.

[1] https://hbr.org/2001/03/building-the-emotional-intelligence-of-groups

[2] Find links to studies at: https://www.talentsmarteq.com/blog/the-case-for-team-emotional-intelligence-team-eq/

[3] https://www.forbes.com/sites/travisbradberry/2014/01/09/emotional-intelligence/?sh=f0852aa1ac0e

BENEFITS OF OUR WORKSHOP

- **High EQ teams have more effective individual interactions, higher group productivity, and make high cross-functional contributions.[1]**
- **Research shows that high EQ teams are better able to achieve goals, build trust, complete tasks quickly, and manage stress during emotionally charged situations.[2]**
- **EQ explains 58% of success in all types of jobs, and 90% of top performers are also high in emotional intelligence.[3] Investing in the EQ of your team will lead to better performance.**

Contact us to schedule the Emotionally Effective Leader Workshop your company.

We look forward to talking with you!

Emotional Agility

FOR INTENTIONAL LEADERS

If you want to know more about our approach to developing emotionally agile leaders, contact Desmond at +65 91157584 or desmond@tribusagile.com

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We are a performance development agency with a founding belief that business evolution begins with the courage of individuals. We are committed to walking the talk. We are not afraid to go through the emotional weeds with you, get to the heart of current challenges, and have tough conversations while modeling the power of vulnerability. We'll be at your side to initiate and co-design change in your organization.

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