

INTENTIONAL COMMUNICATION CONSULTANTS



The Leading Edge of Executive Leadership: Emotional Intelligence (EI)

"Executives who fail to develop self-awareness risk falling into an emotionally deadening routine that threatens their true self. Indeed a reluctance to explore your inner landscape not only weakens your own motivation but can also corrode your ability to inspire others."
Harvard Business Review

Summary:

This program is designed to raise the level of leadership and executive development beyond traditional learning programs by focusing on the process of **how a leader leads**.

As more organizations assess and identify the functional competencies required to achieve optimal performance levels, the argument could be made that strong EI core competencies are fundamental. Further, in order to effectively drive complex business processes, those with advanced emotional skills will benefit from possessing deeper reserves of flexibility and resilience.

- The brain processes information relating to emotions differently than analytical data and logical reasoning. Greater integration of the thinking and emotional processes is the goal of advancing skills in emotional intelligence.
- Since EI's appearance as a business application in the late 90's, research studies have shown it's not just IQ that determines a leader's success or outstanding performance, it is a leader's emotional intelligence that makes the difference. These studies indicate that IQ is a threshold competence...it can take you just so far.
- Emotional intelligence is the key ingredient that makes the difference between leaders who are good and those who excel in creating the conditions for self-motivation and generating enthusiasm, optimism and passion in others. Strong EI leaders stand out for their ability to create an environment for **trust** and collaboration.
- The emotional awareness and flexibility of a leader is critical to how culture is formed in an organization or team. People take their emotional cues from leaders that will set the tone for workplace climate and successful performance outcomes.

We envisioned leaders participating in this program already possessing the prerequisite business knowledge and thinking skills to make decisions. What recent research has shown is lacking in most leaders are the skills for self-awareness and analysis coupled with a high degree of social awareness and social intelligence. These are the primary areas covered in this program.

Program Outline

- **Module One Introduction to Emotional Intelligence**
 - Business implications and applications

Module Two Self-Directive Learning

- Assessing one's strengths and limitations
- Mindset Process Model® interconnections between thinking, feeling and behavior that impact communication, relationships and performance
- Developing ability to monitor and regulate thinking processes
- The role of beliefs and values systems in EI

Module Three - The Leadership Competencies

Personal Competencies - Self-Awareness/ Self-Management

Self-Awareness

- Emotional awareness
- Accurate self-assessment

Self-Management

- Emotional self-regulation
- Transparency, Trustworthiness
- Adaptability & Stress Resiliency
- Achievement & Motivation

Module Four – Social Intelligence Competencies - Social Awareness/ Relationship Management

Social Awareness

- Empathy
- Organizational awareness
- Service orientation

Relationship Management

- Communication Effectiveness
- Developing Others
- Assertiveness
- Conflict Management
- Collaboration & Teamwork

Module Five - Identifying Emotional Triggers and Developing Emotional Choice

Module Six - Relating The Six Leadership Types to Emotional Competencies

- Understanding how each style affects culture & performance outcomes
 - Visionary
 - Affiliative
 - Commanding
 - Coaching
 - Pacesetter
 - Democratic

Program Format & Audience

- Program can be customized to reach senior, middle level and emerging leaders

- Delivery formatted to 1 - 3 day formats with follow-up sessions and/or targeted coaching
- EI Self- Inventory and/or full 360 assessment tool available for inclusion in this program

Participant's Take Away:

- Heightened mental and emotional "self-mastery" and the abilities that enhance a "leader's mindset"
- A greater ability to develop and sustain higher levels of trust
- Advanced skills to enable use of emotional intelligence as a resource to build stronger teams and inspire others
- New levels of personal accountability based on values activation and alignment
- Enhanced skills in managing expectations, establishing boundaries and delegating effectively

Intentional Communication Consultants 2010

[Edit this page \(if you have permission\)](#) |
[Google Docs -- Web word processing, presentations and spreadsheets.](#)

•

Copyright 2008, Intentional Communications Consultants, All Rights Reserved