

## Enhanced Leadership through Emotional Intelligence

- Emotional Intelligence is becoming the "new yardstick" by which leaders are being evaluated.
- An organization thrives on the energy and enthusiasm of a leader.
- Or...flounders if the leader spreads negativity and dissonance.
- This breakthrough concept charges leaders with channelizing emotions in the right direction to have a positive impact on earnings or strategy.
- Eighty-five percent of senior management promotions happened because of Emotional Intelligence, (Technical Competence is presumed). The competencies at that level mostly have to do with people, power and influence.

The Leading with Emotional Intelligence workshop is designed to train leaders in emotional intelligence skills development. It provides executives with a new mind-set, skill-set and tool-set to enhance their own leadership potential and to assist them in driving a high performance culture through the development of high EQ teams. Motivational in design, this workshop offers to expand individual potential of the leaders by introducing elements of Emotional Quotient – the basic 'inside-out' logic.

### Objectives

#### Help participants:

- Channelizing emotions more effectively by becoming more self aware
- Get to know how understanding emotions is the key to relationships.
- Understand how emotions can influence thoughts, behavior, goals and decisions
- Recognize what emotional skills relate to leadership success
- How managing emotions can drive higher performance in the workplace
- Leverage findings of a psychometric instrument for personal and professional excellence
- Unleash emotional intelligence in those that work with them

### Program Outline

#### *Pre-work:*

*Online psychometric instruments completion*

*Session Flow: (INDICATIVE)*

#### Day One:

##### **Session I**

- Emotional Intelligence: What and why.

##### **Session II**

- Emotional Intelligence: The Five Keys.
- EQ Framework: Concept/ Application/ Measurement

##### **Session III**

- Enhancing Self Awareness
- Empathic Listening

##### **Session IV**

- Self Regulation: Meaningful Asserting
- Enhancing Empathy

#### Day Two:

##### **Session I**

- Group assignment followed by Presentations and Discussions
- Authenticity/ Adaptability

##### **Session II**

- Social Skills: Interpersonal Relations and Networking
- EQ in Groups: Leveraging Synergy

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### **Session II**

- Social Skills: Interpersonal Relations and Networking
- EQ in Groups: Leveraging Synergy

### **Session III**

Psychometric Instrument: Score Interpretation and Debrief  
Applications for Self-Development

### **Session IV**

- Motivation: Alignment/ Envisioning/ Resilience

Conclusion:

- Bringing it All Together
- Plan of Action for Personal Transformation

### **Methodology**

Training sessions will be a mix of –

- Classroom discussion
- Group sessions
- Role plays
- Skill builder sessions
- Part film screening and analysis
- Group presentation, discussion and feedback
- Main role- plays will be caught on digital video, played back with a debrief.

Day three and day 4 will be practice, personalized coaching, exercises, and skill development activities.

### **Duration**

Fourdays

Maximum Number of Participants:

12 per batch

**Main Trainer: Sajidarjuna Peerbhoy**

(Certified Executive Coach for MHS EQ-I 2.0)