

The Emotionally Intelligent Leader (Code: EIL)

Evolution-U Leadership & Management Business Suite

Duration: 360 assessment* + 2 days** - Level: Advanced



The Evolution-U Leadership & Management Business Suite is a focused offer of engaging soft skills trainings, providing usable tools for better & measurable performance praised by our clients

Course Outline

With the corporate environment undergoing the greatest labour transformation in a generation due to the twin forces of millennials and diversity initiatives, and with research suggesting that up to 90% of leadership effectiveness is derived from emotional intelligence, this training addresses a critical skill required to be a leader in today's world. Using the Genos Emotional Intelligence Model, this advanced leadership training gives participants a detailed understanding of the six domains of emotional intelligence, their personal strengths and weaknesses in each, and a road map for becoming an inspiring and emotionally intelligent leader.

Learning Objectives

By taking this course, participants will:

- Complete the Genos Emotional Intelligence Self-Assessment, receive a personalised report and review their results in class;
- Complete either the Genos Emotional Intelligence 180 or 360 Assessment, receive a personalized report, review their results in a one-on-one coaching session and develop an action plan to build on areas of strength and improve areas of weakness;
- Learn the principles of emotional intelligence and why it is a critical leadership competency;
- Participate in multiple case studies, breakout sessions and class discussions;
- Learn the Six Dimensions of Emotional Intelligence;
- Map the Six Dimensions to the Six EI Leadership Styles;
- Be introduced to an EI based tool for driving employee engagement.

This training is designed for senior management and leadership track talents of up to 10 attendees. Additional participants can be added upon request and subject to additional time budgeted for one on one coaching sessions.

* Self-Assessment, 180 and 360 formats are available (see below)

** Day 1 consists of instructor led classroom-based training. In day 2, each participant receives one-on-one coaching on their 360 assessment results which will be emailed to them at the end of day 1.

Course Content

PRE-TRAINING

Complete Genos Self-Assessment plus 180 or 360 Genos Assessment Tools

Prior to the training, participants will receive a link to complete the Genos Emotional Intelligence Self-Assessment, and will invite a selection of their managers, peers and direct reports to complete the assessment tool. For a 360 evaluation all three groups will provide feedback, for a 180 only managers and peers provide feedback. Each participant will receive by email their individual self-assessment in advance of the training, and their personal 180 or 360 report after Day 1 of the training.

TRAINING DAY 1

Introduction to Emotional Intelligence

The training day starts with an introduction to Emotional Intelligence, equipping participants with the core knowledge required to understand and explain the value of emotional intelligence in business. In this opening session, we summarise the key principles of EI and how to harness its power in the field of leadership using group breakouts, video support and instructor led presentation.

Case Study: The Straight Talker

A case study is introduced to encourage discussion and build awareness of common deficiencies in EI leadership. Participants debate the case study in groups before presenting their analysis to the class.

The Six Dimensions of Emotional Intelligence

The core content of the training is a detailed analysis of the six domains of emotional intelligence; Self Awareness, Awareness of Others, Authenticity, Emotional Reasoning, Self-Management and Inspiring Performance. Each of the six dimensions is introduced in depth by the trainer with group breakouts designed to relate each of the domains back to real life business situations. Class participation is strongly encouraged, and the case study used as a reference tool to help the sharing of information.

Mapping the Six Domains to Six EI Leadership Styles

Each of the six domains of emotional intelligence corresponds to an EI leadership style; Aware, Empathetic, Genuine, Expansive, Resilient and Empowering. After introducing the six EI leadership styles, participants are invited to reflect on their Self-Assessment results and discuss strategies for achieving the desired personal balance. This section is instructor facilitated with participants expected to drive discussion and enable learning from each other.

EI as a driver for Employee Engagement

Employee engagement is one of the largest challenges in today's organisation and research shows a strong positive correlation between a leader's emotional intelligence and employee engagement. In this final section, a strategy for improved employee engagement is introduced, leveraging off the principles taught during day 1.

TRAINING DAY 2

One on One 360 Review

Each attendee has a one on one instructor review of their 180/360 assessment results where areas of strength and areas for attention are highlighted, and a plan to improve in areas requiring attention is discussed. All participants will receive a copy of the Genos EI Leadership Development Tips Workbook.

Who Should Take This Training

This workshop will be beneficial for senior management, management track key talents, and anyone who wants to display inspirational leadership qualities including team leaders, project leaders, senior executives and business owners.

This training course is fully certified by Evolution-U.

**For more information & reservations please contact Jessica
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