



LEADING WITH EQ



Program Summary

This one-day Masterclass is for Leaders who want to design an employee experience that keeps their people engaged & working at their best. HR cannot do all the heavy lifting when it comes to providing an excellent employee experience.



Program Objectives

- Understand why emotionally intelligent leaders are good at fostering loyalty and obtaining discretionary effort.
- Gain appreciation for the different types of intelligence as presented by Howard Gardner in his work “Intelligence Reframed”.
- Deepen your level of self-awareness through the science and practice of mindfulness.
- Gain a basic understanding of the latest in neuroscience and how the rational (neocortex) and emotional (limbic) parts of the brain work together to make decisions (both rational and irrational).
- Understand the many different filters we have to perceive and process information and how our perceptions will always differ from others.
- Gain greater clarity of your values and beliefs and align these with your thoughts, feelings and behaviour to be a more authentic leader.
- Gain insight from the Johari Window model to understand 'blind' areas of your behaviour and exhibit a more 'constructive' leadership style.
- Understand the role of 'ego' in self-protection and how, if overused, can undermine leadership efforts.
- Apply the SCARF Model to regulate emotions when navigating the social environment in the workplace.
- Manage your triggers
- Recognise negative emotions that lurk below the surface in the form of hostility, passive-aggressive actions, sarcasm and complaining.

PARTICIPANTS

- Managers
- Directors
- Key Influences
- Project Managers
- HR Teams

LENGTH

One Day

TOPICS

- History of EQ
- Importance of EQ
- Self-Awareness
- Self Management
- Self Motivation
- Values Clarification
- SCARF Model
- Neuroscience
- Managing Triggers

