

Emotional Intelligence



Developing High Performers

Emotional Intelligence - The Facts

Emotional Intelligence is the capacity for recognising our own feelings and those of others, for motivating ourselves, for managing emotions well in ourselves and in our relationships. While IQ underlies technical expertise, EI underlies a significant percentage of intrapersonal and interpersonal skills, such as effective leadership, stress management and the capacity to build an effective team. In modern management these competencies are increasingly seen as indicators of how well individuals will perform.

The key to Emotional Intelligence is that it is a learned competency therefore it can be developed through training, coaching and on the job development to build and retain the kind of talent that will give organisations a competitive-edge.

Our program builds the framework for understanding EI and integrates it into employee's personal development plans to ensure high performing employees are developed.

Program Outline –Employees

1. Understand the Emotional Intelligence model and competency framework
2. Experience and integrate your EI data
3. Analyse your EI data
4. Integrate EI data into personal development plan

Program Outline – Manager

1. Understand the Emotional Intelligence model and competency framework
2. Analyse EI data
3. Develop skills to present EI feedback
4. Integrate EI data into employee development plan
5. Develop coaching skills within the development framework

Our Emotional Intelligence programs are customised based on the organisation's business objectives, its employees' competencies and their job functions. This provides the organisation and employees with a clear understanding of what they can achieve from the training and the returns from employees from increased competencies in emotional intelligence.



Challenge

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