

Enthuse Your Leadership – Emotional Intelligence

Below are facilitator notes and handouts for you to run three of my favourite activities that develop Emotional Intelligence in leaders. Each activity is aimed at raising particular Emotional Intelligence capabilities and provide a fun way of learning and bringing the key messages to life without a heavy reliance on theory.

The activities can be run with leaders at all levels and work both face-to-face and virtually. There is a need for you to have a good level of understanding of Emotional Intelligence so you can add your own experience to the activities and explain the key components that each activity will help leaders with.

Enjoy running the activities – add to them, make them your own, make them fun, used them over-and-over again and most importantly – be yourself when facilitating.

If you would like to discuss how to Enthuse your learning; get in touch tim.roberts@enthusecoaching.com

Keep smiling. Keep being you.

Map of the World	Wall of Inspiration	Does your Team need maintenance?
<p>An activity that has its origins in NLP. It is really effective in raising leaders’ self-awareness in a non-invasive way.</p> <p>Works really well when participants can peer-coach each other on their completed maps to further raise their awareness of how their personal values & beliefs align with their leadership.</p> <p>Enables you to develop leaders to be more aware of how beliefs are created & how they impact on a team & enables an ability to see things from other’s point of view – “you’re not leading job titles & tasks; you’re leading human beings with their own set of personal values & beliefs”.</p>	<p>One of my personal creations which raises a lot of fun & positive emotions for leaders. Can be particularly effective in reminding leaders that they need to be authentic & show themselves in their leadership.</p> <p>This can be a tangible transfer of learning as you encourage leaders to do this with their teams & create their own Wall of Inspiration & share it with you. That’s how the Wall of Inspiration came to exist when I did this with teams whom I led.</p> <p>Works well as an ‘intro’ activity or to raise some energy after breaks.</p> <p>“The gift of leadership is helping others to learn more about themselves”.</p>	<p>This is a popular activity I have used for many years. It works equally well as part of a development programme, stand-alone workshop or even bitesize online sessions.</p> <p>When introducing it, focus on the energy & culture created by the leader’s relationships with their team.</p> <p>This highlights that all relationships take hard work & it helps to identify potential barriers to high performance.</p> <p>Getting leaders to ‘interview’ each other with this has a really strong impact as they share their own challenges & peer-coach to find solutions.</p> <p>“You are only as strong as the relationships you build”.</p>

Engage – raise self-awareness with your Map of the World

Timing	Activity	How	Resources
30 mins	<p>Introduce the activity by explaining how important self-awareness is to leaders & the more aware we become of our personal beliefs & values, the more we can align our leadership to them.</p> <p>Issue the Map of the World handout & ask participants to complete it for themselves. Allow 5 minutes for them to complete this.</p> <p>After 5 minutes, split the group into pairs or trios & ask them to share their Map of the World with each other – raising your self-awareness comes from talking about yourself.</p> <p>Allow up to 10 minutes for conversations then facilitate a group discussion & ask the group to share some of what they have just learnt about themselves. Record some of what they share on a flipchart (or digital whiteboard for virtual) to demonstrate all of the different beliefs & values that exist amongst a group of people & relate this to the teams that they lead.</p> <p>Debrief by asking some of the questions on a flipchart or slide: -</p> <ul style="list-style-type: none"> • What have you learnt about yourself from your map of the world? • What can you recognise about how your leadership style aligns with your personal beliefs? • How do your beliefs conflict or align with those whom you lead? • Where do your beliefs come from? <p>Close the activity by encouraging the group to share their Map of the World with their team & to ask their teams to create their own Map of the World & share with each other to raise collective self-awareness.</p>	<p>Tutor input</p> <p>Individual reflection</p> <p>Pairs activity</p> <p>Group discussion</p>	<p>Map of the world handout</p> <p>Flipchart (face-to-face)</p> <p>Slides (virtual)</p>

Your Map of the World

Write below the names of people, cultures, experiences that shape your map of the world – consider your upbringing, religions, firmly held beliefs to recognise where your beliefs come from to understand what drives your responses to the world around you.



Inspire – develop your self-management through your Wall of Inspiration

Timing	Activity	How	Resources
30 mins	<p>Show the group the definition of Inspire (on flipchart or slide) – ‘fill someone, you or others, with the urge or ability to do or feel something positive’ & explain how this relates to leadership & achieving high performance.</p> <p>Ask the group ‘how do you currently inspire yourself & your team?’.</p> <p>Respond to their answers & share your own anecdotes & experiences to bring to life how important it is for leaders to first inspire ourselves & in turn inspire those whom we lead to create positive influence.</p> <p>Explain how building our own Wall of Inspiration can provide a daily reminder of those who inspire us – It Always Starts With You.</p> <p>Issue a blank piece of paper to the group & ask them to create their Wall by writing down the names or people & things who inspire them.</p> <p>Share examples including those of your own to bring this to life: -</p> <ul style="list-style-type: none"> • Family • Friends • Famous inspirations – music, sport, leaders • Places & things <p>Allow 5 minutes to create their own walls then create a massive Wall of Inspiration by asking the group to write down who & what is on their wall on post-its & stick them to a flipchart or annotate on to a digital whiteboard & share pictures with them after the workshop & encourage them to do the same with their teams.</p> <p>Close the activity by explaining how adopting an Inspire mindset starts with inspiring yourself & the Wall of Inspiration is a simple, fun activity to do with your team to fuel positive emotions every day to fuel your self-management & ability to manage your emotional triggers.</p> <p><i>*Be creative with this activity – create a Wall handout or give lots of colour pens or even craft bits, Lego etc for participants to create their Wall*</i></p>	<p>Tutor input</p> <p>Individual reflection</p> <p>Group discussion</p>	<p>Pen & paper</p> <p>Post-it notes</p> <p>Flipchart (face-to-face)</p> <p>Slides (virtual)</p>

Enthuse – build your relationships

Timing	Activity	How	Resources
30 mins	<p>Introduce this activity by asking the group to share what they are already doing to build relationships with their teams.</p> <p>Respond to their suggestions & share why relationships are so important for us as leaders & how our ability to develop & manage our relationships are key to our success – ‘you are only as good as the relationships you build’.</p> <p>Raise their awareness of how we can reflect on our existing relationships to identify where our time & energy should be spent to maintain the most effective way for us to work as a team.</p> <p>Split the group into pairs & invite them to interview each other to complete the handout or alternatively, allow time for delegates to complete this alone. Allow 10 minutes per person then debrief with some general feedback about what they have found out about their teams found from using this tool.</p> <p>Close the activity by asking – what are the key behaviours you can demonstrate to build trust in the relationships with your team?</p> <p>Record their answers on a flipchart or digital whiteboard & share your own anecdotes & experiences to highlight the importance of building positive influence through relationship management.</p>	<p>Tutor input</p> <p>Pairs activity or individual reflection</p> <p>Group discussion</p>	<p>Does your team need maintenance handout</p> <p>Flipchart (face-to-face)</p> <p>Slides (virtual)</p>

Does your team need maintenance?

The following checklist will help you decide if you need to implement actions to build relationships with your team:

Consider	Comments / action required	Consider	Comments / action required
Are there any symptoms of low morale, such as a decline in the team's confidence or a loss of a sense of purpose?		Are there signs that people do not trust each other within the team?	
Has the team lost its direction?		Are divisions forming between individuals or sub-groups?	
Is each person within the team clear about the team's purpose and targets?		Have standards declined?	
Is the atmosphere within the group negative or cynical?		Are there examples of procedures not being followed?	
Are individual team members lacking in enthusiasm for their work?		Are any individuals under-achieving compared with the rest of the team?	
Is communication between team members ineffective?		Are their complaints about your leadership?	