

# Emotional Intelligence for Leadership Success

Equip your leaders with the EI to deliver better bottom-line results.



Research globally has shown that EI is twice as important as IQ — it's what differentiates the very best in the top 20% of leaders.

To succeed in today's increasingly uncertain and complex business environment, organizations require emotionally intelligent managers to bring a competitive advantage to the business through increased performance, enhanced innovation, and improved motivation and teamwork.

Built on the extensive research of Daniel Goleman and Richard Boyatzis, our *Emotional Intelligence for Leadership Success* program helps participants identify their strengths and development areas in managing team members, and gives them the opportunity to practice the core skills of emotional intelligence.

Your managers will leave the program with an enhanced understanding of the impact they have on others, and with a learned skillset that will enable them to manage their key relationships more effectively.

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## At a glance:

### Program summary:

An intensive one-day program developing the emotional intelligence behaviors that drive leadership effectiveness and business performance.

### Who should attend:

Frontline and middle managers.

### Program outcome:

Participants gain practical tools to help them have greater self-awareness, show more empathy toward others, and learn strategies to remain balanced in emotionally charged situations. This will drive leadership effectiveness and business performance.



## Session details

### Participants will...

1. Improve their ability to understand others, influence, lead teams, and build relationships.
2. Develop the emotional intelligence skillset needed to succeed.
3. Feel confident leveraging their learned skillset in challenging leadership situations.
4. Be able to create a more positive team environment with team members who are motivated, engaged, and enabled to do great work.

### Program format

- One-day program built around four key areas: self-awareness, social awareness, self-management, and relationship management.
- Incorporates multiple learning approaches including self-directed, peer coaching, reflection, simulations, and experiential activities.

### Learning methodologies

- **Social learning:** empowers individuals and groups to work together to share experiences, feedback and insights. They also form peer coaching groups, which they can take advantage of after the program.
- **Experiential exercises:** bring managers' emotions to the surface. As we raise levels of anxiety and excitement, participants will not only get an understanding of what their triggers are, but will also be provided with the techniques to effectively manage them.
- **Neuroscience meets management:** provides insights into how the workings of the brain impact how we behave and engage with others, allowing participants to make the connection with how this plays out in the workplace.
- **Action planning:** gives managers the chance to pull their learnings and insights together into a focused action plan based on increased self-awareness and new tools and techniques.

### Program outline:

#### Agenda

Welcome  
The business case for emotional intelligence  
Brain science and neuroplasticity  
The ESCI model and the Three Es  
Exploring the Three Es  
Practical application of the Three Es  
Action planning & closing

### Additional feature (optional)

- **Emotional and Social Intelligence Competency Inventory (ESCI):** using our online 360° tool, managers will not only complete an assessment of their own emotional intelligence but will also receive feedback from their peers. This provides a more rounded view of how an individual is impacting those they work with.
- **Add-on Coaching:** After completing the full-day session, participants will have the ability to supplement their learning. KF can provide expert coaches to not only reinforce knowledge and tools from the program, but to enhance the coachee's ability to utilize the skills in their role.

#### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.