

A diagram consisting of three overlapping circles. The first circle on the left contains the text 'IQ'. The second circle in the middle contains the text '+ EQ'. The third circle on the right contains the text '= TQ'. The circles overlap such that the second circle overlaps the first, and the third circle overlaps the second.

# IEQdership

LEADERSHIP EXCELLENCE

THROUGH EMOTIONAL INTELLIGENCE

## **WHY EMOTIONAL INTELLIGENCE IN LEADERSHIP EXCELLENCE?**

30% of occupational performance is based on emotional intelligence skills.

This number rises to 67% in leadership – 2/3<sup>rd</sup>s of a leaders' performance is based on their emotional intelligence skill set.

The most powerful contributors to leadership performance can be described in a few statements related to emotional intelligence skills:

- Ability to be aware of and accept oneself
- Ability to be aware of other's feelings, concerns, and needs
- Ability to manage emotions
- Ability to be realistic and put things in correct perspective
- Ability to have a positive disposition and outlook on life

In particular, high leadership potential is measured under what leaders need to DO most effectively **when stress-tested**; deadlines are tight, resources are low, chaos and ambiguity are present, performance expectations are not being met, and change is happening.

Leaders must be able to maintain a high level of composure and focus, to remain articulate toward the goal, to rally the troops toward a united vision, and to create spaces of trust for innovation and psychological safety.

Leaders must be able to lead by example.

This is accomplished through some key EQ skills including:

1. Self-regard: knowing and accepting one's strengths and weaknesses; having inner strength, confidence, respect, and esteem.
2. Empathy: being able to recognize, understand, and accept the perspective of others and then behave within that understanding of respect for others' feelings.
3. Stress tolerance: coping with, and having strategies for, managing stressful situations with the ability to influence situations in a positive manner.
4. Reality testing: remaining objective to what is really going on by recognizing how one's emotions and personal bias can cause one to be less objective.
5. Flexibility: adapting emotions, thoughts, and behaviors when things are unfamiliar, unpredictable, and dynamic (changing!).
6. Assertiveness: effectively articulating one's beliefs, thoughts, and feelings, while defending personal rights and values, in a non-offensive and non-destructive manner.
7. Independence: being self-directed and free from emotional dependency on others when decision making and completing daily tasks.
8. Impulse Control: resisting or delaying impulse to react to temptation or make rash decisions within reactive emotional responses.

### **Who is it for?**

This program is ideal for organizations that know they need to grow their **current** leadership capacities in order to achieve the targeted goals; to drive successfully through change, to create the psychological safety needed for innovation, and to

positively impact their bottom line by reducing the 3 primary problems related to poor leadership: low employee engagement, high employee turnover, ineffectiveness through change, high risk, and tight deadlines.

This program is also exceptional for Succession Planning – **Emerging** Leader development; to set them up for success by building their emotional intelligence and leadership toolkit BEFORE promoting them into the leadership role. This allows them to hit the ground running and avoid the pitfalls most new leaders make. This kind of development programming, ensures greater success as a new leader, allowing them to not just manage stress better, to also build strong relationships, identify their management philosophy, cultivate their own sense of well-being-self confidence-self esteem, and be able to manage the most confrontational of situations with poise.

## **Program Structure**

Class Size: 20 people maximum.

Mode of Delivery:

Option A - virtual via ZOOM. Audio and video are required for each session.

Option B – live via On-Site meeting. Available in the Kitchener/Waterloo region. Travel arrangements can be discussed for outside this region for live on-site events.

Program Structure:

- 12 months
  - o 12, 1:1 coaching session
  - o 11, group sessions

1:1 Sessions: Monthly, 2 hours for the debrief session (#1), 1 hour each month afterward.

Each participant completes their EQ-360 assessment and receives a 2 hour debrief in Month 1 of the Program. The 360 assessment provides tremendous value in how the rater groups view the participant. Rater groups include: Manager, Direct reports, Peers, Family/Friends, Other (i.e. stakeholders, clients). The 360 profile indicates blind spots the leader may not be aware of, enhancing exploration into why certain groups may view the leader differently than they view themselves.

The Individual profile provides a snapshot of how their EI compares to other leaders, insights into your leadership strengths and potential areas for development. Discussion around the 4 key dimensions of leadership: authenticity, coaching, insight, and

IEQdership, Leadership Excellence through Emotional Intelligence and IQ+EQ=TQ is proprietary of Teresa Quinlan. Not for resale.

innovation will guide specific development focuses that narrow in on specific skills that underlie broader leadership competencies, making EQ the perfect building blocks to reaching leadership excellence.

Each month, the 1:1 session dives deeper into application of the leadership topics and emotional intelligence skill development for everyone in order to focus on their areas of greatest growth opportunity while leveraging their EI strengths. Limiting beliefs and behaviours will be challenged to help these managers/leaders break through barriers and yield greater competency performance.

Group Sessions: Monthly, 4 hours each.

Sessions will run monthly. Group sessions will be booked the same day of the week, at the same time. This is preferred for consistency in scheduling and makes it easier to accommodate for participant schedules.

All group session topics include application to several important/strategic areas of leadership and organizational success including, but not limited to:

- Profiling for roles, top performance criteria, selection/interview/hiring
- Onboarding new employees and Training/Development of direct reports
- Coaching, Giving and Receiving Feedback, Performance Management
- Strategic and Critical Thinking
- Communication and Driving Toward Results
- Leading through Change
- Leading remotely/virtually
- Difficult Conversations for Expectations and Accountability
- Time Management, Prioritization, Delegation, Productivity
- Building Dynamic Teams and Leading High Functioning Teams
- Decision Making and Problem Solving
- Creating Psychological Safety
- Sparking Innovation and Creativity
- Cultural Maturity and KPI (Key Performance Indicators)

\*\*The DISCOVERY MEETING reveals the most important gaps to close which will be included in the list of application topics above to ensure leadership goals for performance and bottom-line impact, are achieved.

## **PROGRAM SCHEDULE**

Month 1 – Group Welcome, Well Being and Stress Management Part 1 and EQ 360 Assessments with 1:1 Debrief Sessions

Month 2 – Group Session 1: Well Being and Stress Management Part 2 and 2<sup>nd</sup> 1:1 Coaching Session

Month 3 – Group Session 2: Authenticity Pillar of Leadership Part 1 and 3<sup>rd</sup> 1:1 Coaching Session

Month 4 – Group Session 3: Authenticity Pillar of Leadership Part 2 and 4<sup>th</sup> 1:1 Coaching Session

----- Formative Deliverables Report -----

Month 5 – Group Session 4: Coaching Pillar of Leadership Part 1 and 5<sup>th</sup> 1:1 Coaching Session

Month 6 – Group Session 5: Coaching Pillar of Leadership Part 2 and 6<sup>th</sup> 1:1 Coaching Session

----- Formative Deliverables Report -----

Month 7 – Group Session 6: Insight Pillar of Leadership Part 1 and 7<sup>th</sup> 1:1 Coaching Session

Month 8 – Group Session 7: Insight Pillar of Leadership Part 2 and 8<sup>th</sup> 1:1 Coaching Session

Month 9 – Group Session 8: Innovation Pillar of Leadership Part 1 and 9<sup>th</sup> 1:1 Coaching Session

----- Formative Deliverables Report -----

Month 10 - Group Session 9: Innovation Pillar of Leadership Part 2 and 10<sup>th</sup> 1:1 Coaching Session

Month 11 – Group Session 10: Leadership Derailers Part 1 and 11<sup>th</sup> 1:1 Coaching Session

Month 12 – Group Session 11: Leadership Derailers Part 2, Program Summary and 12<sup>th</sup> 1:1 Coaching Session

----- EQ 360 Re-Assessment and Summative Deliverables Report -----

## **Registration Fee**

\$6500/person +HST (CAD)

All participants receive their initial EQ 360 report, their final EQ 360 report, 12 group Coaching sessions, 11-1:1 Coaching sessions, handouts and worksheets for the program, recorded copies of all group sessions, and certificate of completion for the program.

In total, each participant receives 13 hours of 1:1 EQ Development and Coaching and 48 hours of Group Leadership Development training/coaching.

**TOTAL of 61 hours of EQ coaching and leadership development per participant.**

This does not include the daily/weekly hours spent in application of learning exercises, strategies, and worksheets throughout the course; approximately 7 hours per week per participant (1 hour daily).

## **QUESTIONS?**

Email: [teresa@iqeqtq.com](mailto:teresa@iqeqtq.com) or fill in the CONTACT ME form on this website to set up your FREE Discovery Call.