



LEADERSHIP EXCELLENCE THROUGH EMOTIONAL INTELLIGENCE

Leadership Excellence through Emotional Intelligence is a combination of Group and 1:1 Development; taking advantage of the benefits of both types of learning and growth.

Learning with peers in the group/team environment provides the diversity of experiences, learning styles, perspective, and the vibrant nature of a consortium of IQ and EQ abilities.

Learning 1:1 in the coach/client space permits the deeper dives into the self and releasing the individuals' potential.

Each month, this program runs 1 CLASS session

This program is CUSTOMIZABLE. Together, based on your organizational needs, we determine the structure of the program including:

Structure Options:

1. Semi-Private (up to 8 people). Group sessions are 1.5-2 hours.
2. Group (9+ people). Group sessions are 2-2.5 hours.

Length of Time Options:

1. Tier 1: 6 months
2. Tier 2: 9 months
3. Tier 3: 12 months

With or Without the EQ 360 Assessment/Profile/Report:

1. With. Each person completes the Assessment along with a group of selected raters and has a 1:1 2 hour debrief session. Each person receives a client report with their profile results and in-depth recommendations for development, exercises, strategies.
2. Without. 1:1 and Group coaching will follow the pillars of emotional intelligence development – Self Perception, Self Expression, Interpersonal, Decision Making and Stress Management minus the customization that comes with having the EQ profile.



Monthly Leadership Class Topics:

1. Leadership Excellence: Authenticity in Leadership, Leadership Philosophy and Styles.
2. Time Management, Prioritization, Delegation, and Productivity.
3. Coaching to Performance.
4. Building Relationships Across Teams and Departments.
5. Crucial Accountability: How to have Difficult Conversations.
6. Building High Performing and Dynamic Teams.
7. Performance Management.
8. Decision Making, Problem Solving and Creating Spaces for Innovation.
9. Communication Excellence: How to inspire and motivate others.
10. Feedback: Creating a Culture of Continuous Learning.
11. Leading Remotely.
12. Leading through Change and Difficult Times.
13. Creating Cultural Maturity.
14. Trust: Cultivating the Foundation.

Once the Leadership Excellence Program structure is decided, the program implementation is as such.

Step 1

The announcement and on-boarding into the program, for every participant. Clarity in communication is key to kick starting this experience on the right foot.

Step 2

IF the EQ 360 assessment is being used, administration of this occurs for 4-6 weeks (depending upon group size). Once assessments and reports are complete, individual 1:1 2-hour Debrief sessions are booked and completed.

If the EQ 360 assessment is NOT being used, see Step 3.

Step 3

Leadership Classes begin. At the beginning of the month, all participants engage in the group class experience. This is the first session for all participants each month.



Step 4

1:1 Coaching Sessions. Every participant engages in their 1:1 Coaching session. This is the second session for all participants each month.

Steps 3 and 4 continue for the duration of the program.

RESULTS and OUTCOMES

Summative and Formative Reporting is provided each month highlighting stages of the program complete, survey responses from participants, and scores to any Emotional Intelligence assessment results.

CONTACT ME for our discovery call and associated cost.