



IEQdership

LEADERSHIP EXCELLENCE

THROUGH EMOTIONAL INTELLIGENCE

Description

"Excellence" is a quality of being outstanding, extremely good, and excellence in leadership cannot be attained without Emotional Intelligence.

Are you ready to transform from good to great to excellence?

Your IEQdership evolution begins with your personalized emotional intelligence profile and development plan. Then, within the group setting exploring key leadership topics and the underlying emotional intelligence skills to reach excellence. Be prepared for open discussions, shared experiences, challenging the status quo, and pushing yourself step by step to expand your comfort zone and deepen your leadership toolkit.

Who is it for?

This program is ideal for organizations that know they need to grow their **current** leadership capacities in order to stay ahead of the 8-ball, 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 – your **Emerging** Leaders. To set them up for success by building their emotional intelligence and leadership tool-kit

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

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: 10 people minimum, 20 people maximum.

Mode of Delivery:

Option A - virtual via ZOOM meeting. Links will be sent in advance to each class. Audio and video is 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 Tiers:

Tier 1

- 6 months
- 6, 1:1 coaching sessions
- 5, group sessions
- Choose your group IEQdership topics from the list provided

Tier 2

- 9 months
- 9, 1:1 coaching sessions
- 8, group sessions
- Choose your group IEQdership topics from the list provided

Tier 3

- 12 months
- 12, 1:1 coaching sessions
- 11, group sessions
- Choose your group IEQdership topics from the list provided

****Group IEQdership topics can be custom designed based on organizational needs**

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

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

Each participant completes their EQ-360 assessment and a 2 hour debrief in Month 1 of the Program.

Group Sessions: Monthly, 2 hours each.

Sessions will run on a monthly basis. 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 participants.

Leadership Topics and Program Objectives

1:1 Individual EQi Debrief – in this session, each participant will learn their Emotional quotient profile linking emotional intelligence and leadership development. The 360 rater 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 rater 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 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.

Monthly 1:1 Coaching Sessions – in these sessions 1:1 application of the leadership topics and emotional intelligence skill development provides the space for each individual to focus on their areas of greatest growth opportunity while leveraging their EI strengths. The Program Facilitator will be able to challenge limiting beliefs and behaviours to help these managers/leaders break through barriers and yield greater competency performance.

GROUP SESSION TOPICS (Based on the program Tier, select the appropriate # of group sessions)

AUTHENTICITY IN LEADERSHIP

This group session is focused on Authenticity and exploring the emotional intelligence skills of Self-Actualization, Reality Testing, Self-Regard, Emotional Self-Awareness, Social Responsibility, and Independence.

Application to leadership will occur in exercises focused on identifying one's life core values, one's 'centered' management style (including natural tendencies in management and the necessity to grow a deep leadership toolbox of skills), one's management philosophy, managing across generations, creating one's Owners Manual, and having a transparent approach in management that commands esteem.

This session has high value for groups of new or emerging leaders.

TIME MANAGEMENT, PRIORITIZATION, DELEGATION AND PRODUCTIVITY

Getting things done needs to be stress free for it to be masterful. And most often, productivity is under high stakes and high risks, making low stress often difficult.

Delegation and prioritization aren't much easier, and when a leader is incapable of these two things, time is not managed well. Tasks stack up. Stress mounts.

In this session we will leverage the EI skills of independence, self-actualization, and the realm of stress management in order to gain back hours of productivity by getting out of our own way and learning how to manage interruptions, prioritize work, delegate by knowing our teams strengths, and operating at lower levels of stress for higher levels of performance.

Participants will learn how to measure the ROI of their improved time management, delegation, prioritization and productivity skills.

COACHING, GIVING AND RECEIVING FEEDBACK

Any great leader is worth their weight in their ability to leverage the strengths and talents of each individual they have the privilege of leading.

Coaching requires 6 key emotional intelligence skills to be firing on all cylinders. In this session we will dive into the collective use of self-actualization, empathy, reality testing,

interpersonal relationships, assertiveness, and emotional self-awareness to advance our leadership skill of coaching.

Included in this session is the art of giving and receiving feedback. Feedback is a critical skill for every leader and most are unproductive in this arena. The most common errors are giving feedback 'formally' within our prescriptive authority as the manager, providing sandwich feedback (good-bad-good), and sticking to feedback at only certain times of the year (surprise! performance review!). This session will challenge the status quo of old thinking and behaviours for feedback by expanding our personal views on how individuals grow, our capacity to lead effectively by focusing on strength based feedback just as often, if not more often than weakness based feedback, and creating a culture of feedback the entire team/organization is a part of.

EXPECTATIONS AND RELATIONSHIPS

Just because one was exceptional at the job, does not mean they will be exceptional at leading others doing the job. And yet, promotions often happen for those individuals that are top performers, rather than those that are natural leaders. Because of this, it is necessary to develop skills in building relationships and setting expectations.

Being a part of the team and transitioning to leading the team is hard; especially when the leader misses a critical component – the new relationship, the new norm, the responsibilities of a manager to set expectations and then hold individuals accountable to those expectations.

This session dives into the interpersonal realm of emotional intelligence focusing on 3 primary skills – interpersonal relationships, empathy, and social responsibility to learn skills for building mutually satisfying relationships on trust and compassion. Teams built on this foundation flourish when times are tough – when stakes are high, when deadlines are tight, when change is upon us. These skills prove most valuable in any organization that is striving for innovation and growth and needs a leader that can skillfully guide and lead their team through the bumps.

ACCOUNTABILITY AND DIFFICULT CONVERSATIONS

Conflict resolution and conflict management are 2 of the most avoided leadership responsibilities. It isn't that people don't have the stomach for conflict, it's that they lack the skills.

The first step in developing the capacity for leaning into difficult conversations is changing one's identity 'container'. Leaders who lack in this area often have limiting beliefs of who they are. These limiting beliefs then negatively impact one's ability to 'do' accountability and lean into difficult conversations related to performance, behaviour, expectations.

In this session, participants will be guided through their own limiting self-beliefs, will alter their sub-conscious training to focus on their strengths, and will learn to dial up their skills in assertiveness, empathy, reality testing, optimism, and interpersonal relationships.

BUILDING DYNAMIC AND HIGH FUNCTIONING TEAMS

Wolf pack mentality versus Micromanaging.

Dynamic and high functioning teams need an alpha. An alpha manager needs to understand the big picture. Needs the skills of critical and strategic thinking. Needs to know the strengths of every individual on the team.

Leading people is messy and challenging and is not for the faint of heart. This session focuses on exploiting the behaviours and skills of the alpha wolf into our workplaces and teams.

We will explore the combination of self-regard, emotional self-awareness, stress tolerance, flexibility, assertiveness, social responsibility, and problem solving in this action packed, hyper-cognitive fuelled session on building a dynamic team and orchestrating the highest possible levels of performance.

DECISION MAKING AND PROBLEM SOLVING

Often, the new leader has less experience or education than members of the team and this creates, for leaders with low self-esteem or confidence, Imposter Syndrome. The worst symptom of imposter syndrome is a leader with low capacity in decision making and problem solving.

Often leaning on others too heavily for their opinion, often deferring to a team member to make the decision, often taking too long to solve a problem, often holding off on difficult decisions to avoid hurting feelings, often making rash decisions, often repeating the same formula for problem solving or the same solutions over and over again. The

death of a team and a department, comes from poor decision making and problem solving. This is the fastest way to lose respect and esteem for a leader.

This session will lean into the Decision Making realm of emotional intelligence and grow skills in problem solving, reality testing, and impulse control.

COMMUNICATION AND INSIGHT

Strong communication can define a leader's success. A leader provides insight by sharing a purpose and hopeful vision for employees to follow. Employees are then compelled and inspired to exceed goals set before them.

Clarity in communication is kind. Improving one's conversational IQ amplifies a leader's effectiveness in their communication; whether when setting expectations, providing feedback, communicating change, or expressing ideas in strategic/project meetings. This session focuses on the interplay of 6 key emotional intelligence skills to amp up communication: self-actualization, optimism, self-regard, social responsibility, interpersonal relationships, and emotional expression.

STRESS MANAGEMENT

High stakes, high risk, innovation, constant change.

A recipe for disaster when a leader is low in their skills related to stress management.

This session focuses on the stress management realm of emotional intelligence and 3 particular skills: flexibility, stress tolerance, and optimism.

The outcomes of growing one's stress management skills is the ability to move through the most trying of times with greater ease, less down time, minimal emotional turmoil, and greater levels of optimism and well-being.

The improvement to stress management is often seen immediately in levels of overall happiness and so this session will take a focused look at the interaction of the 4 pillars of happiness: optimism, self-regard, self-actualization, and interpersonal relationships.

LEADING REMOTELY

One of the most challenging leadership skills is leading remotely. This requires the ability to establish and maintain a high degree of trust between individuals and throughout a team. The climate of trust is one that many leaders struggle with; often

defaulting to toxic management extremes including micromanaging and avoidance. Here we will focus on the EQ skills of interpersonal relationships, social responsibility and independence.

This session focuses primarily on the obstacles related to leading remotely and infuses group discussions to collectively dive into creative problem solving. Participants will expand their leading remotely skills and toolkit so that they can lead under any circumstances, with any individuals, at any time in the business.

MANAGING THROUGH CHANGE

Change is a part of growth. Or rather...growth leads to the ability to adapt. Every business and every individual within that business must develop the skill of adaptation. This is how one innovates. This is how one pushes the envelope of greatness. This is how a culture becomes permeated with learning and feedback.

This group session concentrates on the dynamic of each stage of the Kubler-Ross Change Curve, imparting skills to successfully lead oneself and others through the change process from shock and denial, to experimentation and integration. In less time and with less uncertainty. The emotional intelligence skills at the forefront of this session are self-actualization, optimism, self-regard, social responsibility, interpersonal relationships, and emotional expression; the combination of 6 EQ skills for the leadership pillar of INSIGHT.

SAMPLE DEPLOYMENT SCHEDULE

Month 1 – Participant EQ 360 Profile Assessment, Debrief Session and Program Welcome

Month 2 – Group Session 1 and 2nd 1:1 Coaching Session

Month 3 – Group Session 2 and 3rd 1:1 Coaching Session

Month 4 – Group Session 3 and 4th 1:1 Coaching Session

Tier 1 Formative Deliverables Report

Month 5 – Group Session 4 and 5th 1:1 Coaching Session

Month 6 – Group Session 5 and 6th 1:1 Coaching Session

Tier 1 Post Program re-assessment (Self only)

Tier 1 Summative Deliverables Report

Tier 2 Formative Deliverables Report

Tier 3 Formative Deliverables Report #1

-----END of TIER 1 PROGRAM-----

Month 7 – Group Session 6 and 7th 1:1 Coaching Session

Month 8 – Group Session 7 and 8th 1:1 Coaching Session

Month 9 – Group Session 8 and 9th 1:1 Coaching Session

Tier 2 Post Program re-assessment (Self only)

Tier 2 Summative Deliverables Report

Tier 3 Formative Deliverables Report #2

-----END of TIER 2 PROGRAM-----

Month 10 - Group Session 9 and 10th 1:1 Coaching Session

Month 11 – Group Session 10 and 11th 1:1 Coaching Session

Month 12 – Group Session 11 and 12th 1:1 Coaching Session

Tier 3 Post Program re-assessment (Self only) AND Tier 3 Summative Deliverables Report

-----END of TIER 3 PROGRAM-----

Registration Fee

Tier 1: \$3500/person +HST

Tier 2: \$5000/person +HST

Tier 3: \$6500/person +HST

All participants receive a certificate to confirm completion.

QUESTIONS?

Email: teresa@iqeqtq.com or fill in the CONTACT ME form on this website.