



TEAMS, EMPLOYEE WORKSHOPS AND SPEAKING ENGAGEMENTS

How we come together as groups of people is what defines an organization.

After all, it is the people, working together toward a unified goal, that achieves greatness.

TEAMS

Equilibrium – Developing Individual Emotional Intelligence for Team Excellence

Group Coaching Program

This 12-week, group EQ coaching program, targets your personal EQ development in a team/group setting. Each hour is dedicated to teaching the most influential EQ skills for greater levels of well-being for stronger abilities in stress management, elevated abilities in emotional functioning and regulation for enhanced skills in self-esteem and confidence, improvements in social functioning for heightened competencies in relationship management, and increases in performance (personally and professionally) for direct impact to the bottom line.

The team sessions occur weekly at a pre-determined date/time, in the virtual space using the ZOOM platform. Group Program Size limited to 10 people/class.

Each session is 2 hours. Total 24 hours of group coaching.

Week 1: Welcome and Well-Being. We start strong by first building the relationships of each person within the group dynamic. This first hour will reveal limiting self-beliefs that contribute to the individuals' barrier in performance. This revelation will lead directly to practical action toward establishing greater levels of well-being under 4 EQ skills - self-regard, self-actualization, interpersonal relationships, and optimism.

Week 2: Well-Being Part 2. The continuation of focus on well-being leads us into hands on application of the 4 EQ skills contributing to well-being for an overall rise in



happiness. Since happiness is a proven predictor of success, starting here immediately impacts an individual's abilities to their overall performance by improving competency in 4 specific emotional intelligence skills.

Week 3 and 4: Emotional Self-Awareness Part 1. Research demonstrates that only 11% of the population is emotionally self-aware. In this coach-led program, we spend 2 weeks on what is the foundation for emotional intelligence - understanding your own emotions and their triggers. Removing personal interference barriers provided breakthroughs as the group amplifies skills in emotional literacy and management through key EQ exercises that remain with the individual for life; impacting not only themselves, also those around them, to manage their emotions more effectively.

Week 5: Empathy. You cannot have assertiveness without empathy and week 5 focuses on the elegance of this EQ skill which bridges gaps in relationships fast and deep. We will learn how to recognize our default listening style and turn up our ability to ask questions for greater understanding.

Week 6: Assertiveness. There is tremendous value in knowing how to express your thoughts, feelings, beliefs, and emotions in a way that is non-offensive, non-destructive, and socially acceptable. This is how we influence.

Week 7: Empathy and Assertiveness in Balance. Using emotional intelligence is about using skills in balance with each other. In this session the group learns how to combine the skills of empathy and assertiveness so they can eloquently demonstrate understanding another's perspective AND asserting their own beliefs and feelings. This skill set is most important for collaboration, expectations and accountability, teamwork, and problem solving.

Week 8: Impulse Control. This skill, when developed, keeps us from derailing our success in all areas of life; in particular, the depths and quality of our relationships and decision-making abilities. Coupled with developments in Emotional Self-Awareness, Empathy, and Assertiveness (from previous weeks), individuals will recognize advancements in their abilities to regulate their emotional information and influence, positively, the emotional states of others by avoid rash decision making and caving to temptation.

Week 9: Flexibility. Emotional flexibility and mental gymnastics. Week 7 runs exercise after exercise training ourselves to adapt our thoughts and emotional choices when we are triggered.



Week 10: Impulse Control and Flexibility Together. This combination of EQ skill creates the vibrant skill of being able to actively pause, consider other perspectives, adjust our emotional state, and step into constructive dialogue. We have all experienced a lack of impulse control and flexibility. It shows up detrimentally as interruption and forcing of personal agendas or ideas. This alienates and destroys relationships. Often this is referred to as the 'Ego' or the 'Power Move' and rarely does this result in helpful or positive outcomes.

Week 11: Case Study Applications. EQ skills work together, and this week is all about case study application – REAL LIFE. The participants will provide the scene and will work through the application of EQ skills to achieve the greatest outcomes possible.

Week 12: The Continued Journey. As the group program ends, we create the plan for the continued journey of EQ growth and development rooted in the foundation of exercises, skills, and strategies learned in the previous 10 weeks. All loose ends are tied neatly to instill personal levels of competence and confidence in lifelong EQ exploration and growth.

Investment: \$1200+HST/participant (does not include travel, if required)



TEAM EQ

Team EQ is different from the small group/team EQuilibrium program because it begins with the EQi-2.0 Assessment. This assessment keeps individual EQ results private while exploring the dynamic of the team.

Team development begins with identifying the top 3 derailers to the teams' performance.

The Group EQi profiles team-level implications of their emotional intelligence while providing anonymity to any individuals' results.

The Team Debrief enables discussion around team-level implications of emotional intelligence for laser focused development toward greater team success in collaboration, innovation, and communication.

Development, as a group, leverages the strengths of EQ within the team, while focusing on raising the collective EQ to remove interpersonal barriers to leverage the team potential and increase performance results.

The TEAM EQ includes:

- Individual EQi-2.0 Assessments for each member of the team
- Team EQi report
- ½ day (3.5 hour) team EQi debrief
- 1-day (8 hours) workshop focused on key development for 3 derailing EQ skills identified in the Team report
- Monthly 1-hour follow up group coaching sessions for 4 months (virtual or live)

Investment: \$10,000 + HST (does not include travel, if required)



WORKSHOPS

Impact the whole organization with this 2-day Emotional Intelligence workshop!

Highly interactive to bring the best out of each person and immediately impact their emotional intelligence journey, my 2-day workshop experience is designed to tap into 4 critical areas:

1. Self Awareness
2. Self Regulation
3. Social Awareness
4. Relationships and Working Together

Each day is packed with hands on activities allowing everyone the time to dig into the major barriers in their own way for leveraging their potential by removing critical barriers created by low emotional intelligence.

Investment: \$12,000 + HST (does not include travel, if required).

SPEAKING ENGAGEMENTS

From monthly meetings, to lunch and learns, to conferences, to professional development days, to keynote addresses, a speaking engagement brings emotional intelligence into the environment in a way that is exciting, safe, and thought-provoking for everyone.

Speaking engagements can be customized for any length of time, for any group of people, and for any desired outcome.

Contact me for a list of topics and to plan your event.