

## **Developing Emotional Intelligence as a Leader**

Developing your Emotional Intelligence is a 'must do' learning process if you are going to become a successful Leader in any organization and especially when you need to develop power to influence others in your organization.

- Emotional Intelligence (referred to as EQ) is the 'capability' to recognize emotions of yourself and others to achieve better results by managing those relationships.
- The 'capability' refers to usage of intellect, the discriminating power - emotional competencies. It is about how we are able to notice our own feelings and those of others working around us.
- It is connecting head and heart with an objective of enhancing 'people relationships'.
- A leader who is able to recognize and manage his/her own emotions will be able to manage their 'self' better. Once you manage the 'self' better, you will then find that you be able to be more empathetic with others, and then manage them more effectively too.
- It is a basic understanding in EQ that there is a simple and logical connection between emotions and high performance. Our emotions drive our thoughts and therefore greatly impact our performance and the performance of others that work around us.

This self-paced learning opportunity will introduce you to the impact of Emotional Intelligence on your job and associated competencies. This opportunity will also challenge you to identify your EQ, uncover your strengths and shortfalls in EQ and develop a plan for improving your EQ. The goal of this activity is to assess your current level of EQ, develop a plan for improving your Emotional Intelligence as it relates to your Leadership role and achieving your organizational or department goals.

### **ABOUT THIS EXPERIENCE**

This self-paced learning experience requires you to first assess your EQ through input from your peers within your sphere of influence. After completing a map of your immediate system of influence, you will interview individuals to gain deeper insight into their motivating goals and strengths and weaknesses.

Following completion of this you are encouraged to identify specific initiatives to which you can apply your influence network.

### **Upon completion you should be able to:**

- Recognize your current levels of EQ and the impact this is having on your Leadership activities
- Understand your emotional intelligence to ignite your internal passion and achieve the best performance from your team and peers
- Know how to use EQ to impart strategic messages and data to your team. The 'how' to deliver strategic messages is more important than the 'do' in these messages
- See how much your employees believe that managers, teams, or organizations in your sphere of influence are integrated and impacted by your EQ
- Unleash the 'will' (potential) in others and provide the 'skills' (access to the best skills, knowledge, people) for your team to accomplish their goals