Emotional Intelligence Program Outline

Leadership Development Series

_____

There is growing evidence to suggest emotionally intelligent leaders achieve superior workplace outcomes. With this in mind, many organisations are focusing on selecting individuals who possess high levels of Emotional Intelligence (EI), and developing the EI of existing leaders.

The 'Emotional Intelligence Program', a workshop style program designed and facilitated by Organisational Psychologist, Vicki Carter, provides an opportunity for individuals to develop real insights into strengths and development opportunities by tapping into the specific factors of EI that affect work performance.

KENDALL WANT ASSOCIATES
Management Psychologists

What will be covered

1 Day
Emotional Intelligence Program
9:00am – 4:00pm

- **The 5 domains of 'Emotional Intelligence'** – increase self-awareness with the assistance of an 'Emotional and Social Competence' (ESC) Report, derived from the Kendall Want Associates questionnaire completed prior to the program commencing.
- **Self-regulation** – learn strategies to increase self-control and build resilience so you can better deal with workplace stress and adversity.
- **Self-motivation** – how to do the things you set out to do, whether they are personal goals or dealing with workplace challenges. The importance of harnessing the power within will be discussed and practiced.
- **Empathy** – how to recognise and understand other people's emotions through empathy will be discussed and practiced for improved working relationships with others.
- **Building relationship** – skills to increase your personal power and impact in the workplace.

PRE-PROGRAM REQUIREMENT

Participants are required to complete the online OPQ32 ESC questionnaire at least two weeks prior to the program commencing and will receive a personal, confidential OPQ32 ESC Report during the program. This report gives participants feedback on key emotional and social competencies which will be discussed.

The Facilitator

Vicki Carter
Executive Coach & Psychologist

Vicki is passionate about helping people reach their leadership potential. With a background as a Senior Corporate HRM and Workplace Psychologist, she now
manages her own practice centered on leadership development and executive
coaching. Vicki is a registered Psychologist, and brings the benefits of psychology
to people and organisations wishing to make the most of the capability that lies
within the individual.

About the
OPQ32 Emotional and
Social Competence Report

By Kendall Want Associates

The OPQ32 Emotional and Social Competence (ESC) 360 tool was developed by Ian Kendall and Richard Want of Kendall Want Associates, following extensive research
that demonstrated emotional and social competence is embedded in personality.
The ESC report is based on Daniel Goleman's theory of Emotional Intelligence, and provides a framework within which important workplace behaviours can be evaluated. Five areas of Emotional and Social Competence combine to form Emotional Intelligence which are: self-awareness, self-control, drive and motivation, social awareness, and interpersonal skills. The report provides information on each of these domains, presented in a Competency Profile Chart, with a rating summary and relevant positive, moderate, and negative indicators. The report provides deep insights into a person's strengths and development needs against the emotional intelligence and personality factor research, identifying keys strengths and areas for improvement.

"*IQ and technical skills are important, but Emotional Intelligence is the Sine Qua Non of Leadership.*"

Daniel Goleman