



The Emotionally Intelligent Organization Workshop

The Emotionally Intelligent Organization Workshop is an innovative, experiential learning experience that combines emotional intelligence (EI) and complex organizational systems principles.

This two-day workshop explores individual* EI and the links between personal EI and effective leadership within complex organizational systems. Emotional intelligence is a set of emotional and social skills that collectively establish how well we perceive and express ourselves, how adept we are at developing and maintaining relationships, how effectively we cope with challenges and how we use emotional information in an effective and meaningful way including decision making.

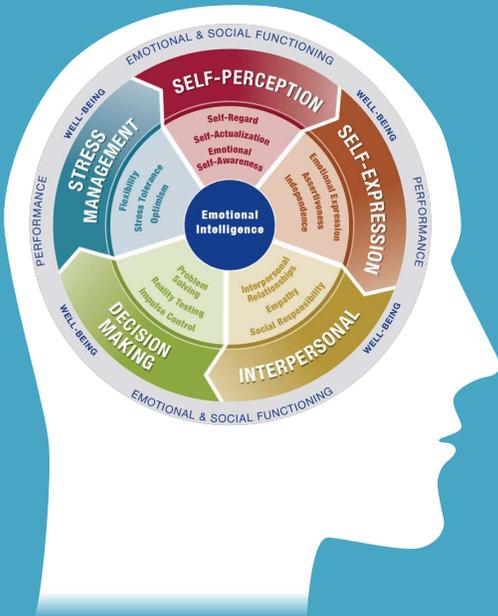
The Emotionally Intelligent Organization session looks at all aspects of emotional intelligence and explores the principles in a live, hands-on, Organizational Workshop. The Organization Workshop invites participants to share an intense interactive activity around human systems dynamics; connecting predictable system issues with how emotional

intelligence influences both dysfunction and effectiveness within those systems.

During the workshop, participants examine how misunderstanding happens across organizational lines, how we reflexively fall into traps that inhibit our ability to integrate across the organization and how partnership across boundaries (i.e., levels, functions, departments, organizations), as well as emotional intelligence increases productivity and effectiveness.

Finally, learning is made relevant to the workplace through a proven **1 - 2 - 3** action planning process.

*Participants complete an EI assessment and receive personal EQ-i Leadership Reports.



Program Objectives

- Increase participants understanding of Emotional Intelligence and its role in effective leadership.
- Enable participants to identify specific areas of their own emotional intelligence that they wish to develop.
- Explore key areas of leadership in relation to Emotional Intelligence.
- Identify how organizational systems, despite our best intentions, become dysfunctional and to develop workable strategies for creating effective, robust systems.
- Increase understanding of human systems dynamics – what powerful systems look like, what regularly gets in the way of their developing, and roles of emotionally intelligent leaders in creating them.
- Create individual action plans applying emotional intelligence and system principles to develop powerful, productive partnerships up, down and across organizational lines, including with customers.

Learn How and Why:

- Front-line employees can become disempowered and disengaged from the organization and its goals.
- Mid-Level Managers feel that no-one understands their struggles, and that despite their best intentions no-one seems happy with what they are doing.
- Senior Leaders, despite their best efforts, are perceived as disconnected and uncaring by others in the organization.



Comments from previous Organization Workshop Participants:

“The organization exercise was amazing. I've already successfully applied some of the concepts from this session and have increased empathy for those in other positions.”

“Outstanding exercise to have us role play different positions with limited knowledge and communication - this mirrored many of the frustrations around communication and the challenges of meeting or exceeding external and internal partner's expectations. Eye opener.”

“The Organization Workshop was profound.”



Want To Learn More?
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