

Emotional Intelligence:

*The Science & Art of
Transformational Leadership
&
Organizational Resilience*

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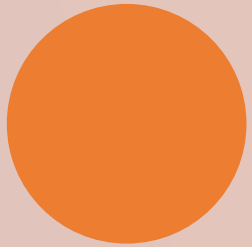
VITRUVIAN ADVANTAGE™



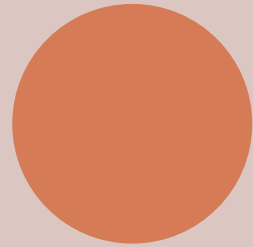
On a global scale
today's society is more
interconnected & dynamic
than ever before!

What does it take to maintain
the competitive advantage?

Emotional Intelligence (EI) is positively linked to a myriad of behaviors that characterize *high performing transformational leaders*

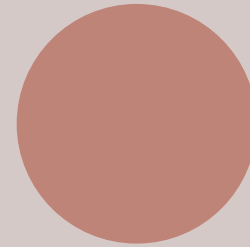


Effective
communication
&
healthy
interpersonal skills

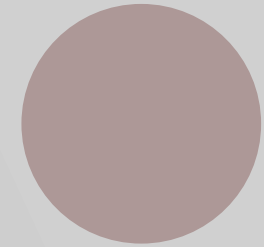


Enhanced decision
making-problem
solving

risk taking



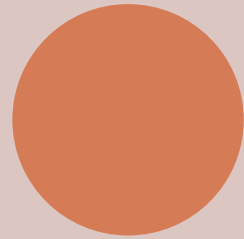
Self-motivation,
Forethought,
Innovation



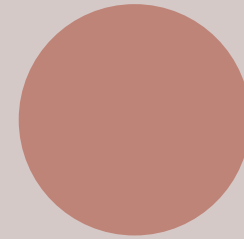
Conflict resolution



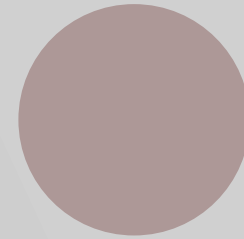
Reduced
occupational
stress & burnout



Optimism
Improved job
satisfaction &
job performance



Transformational
Leadership -
Objectivity

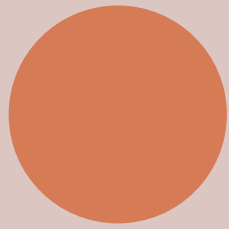


Adaptability -
performance
under pressure

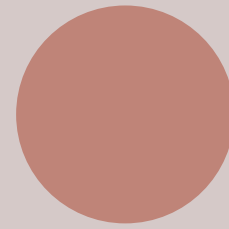
An emotionally intelligent workforce collectively contributes to a *resilient organization*



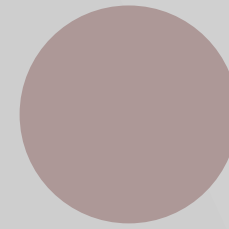
Improved team dynamics
&
Leader-member exchange



Reduction in adverse physical & mental health incident reporting



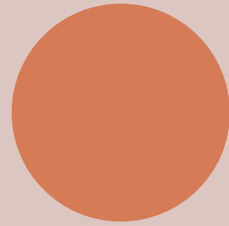
Reduced Attrition



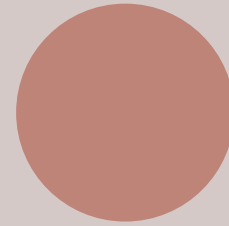
Increased Social Responsibility Initiatives



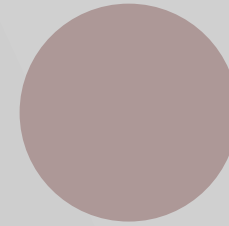
Growth
mindset



Positive
Organizational
Culture



Increased Job
Performance &
Satisfaction



Effective
Change
Management

Why Emotional Intelligence?

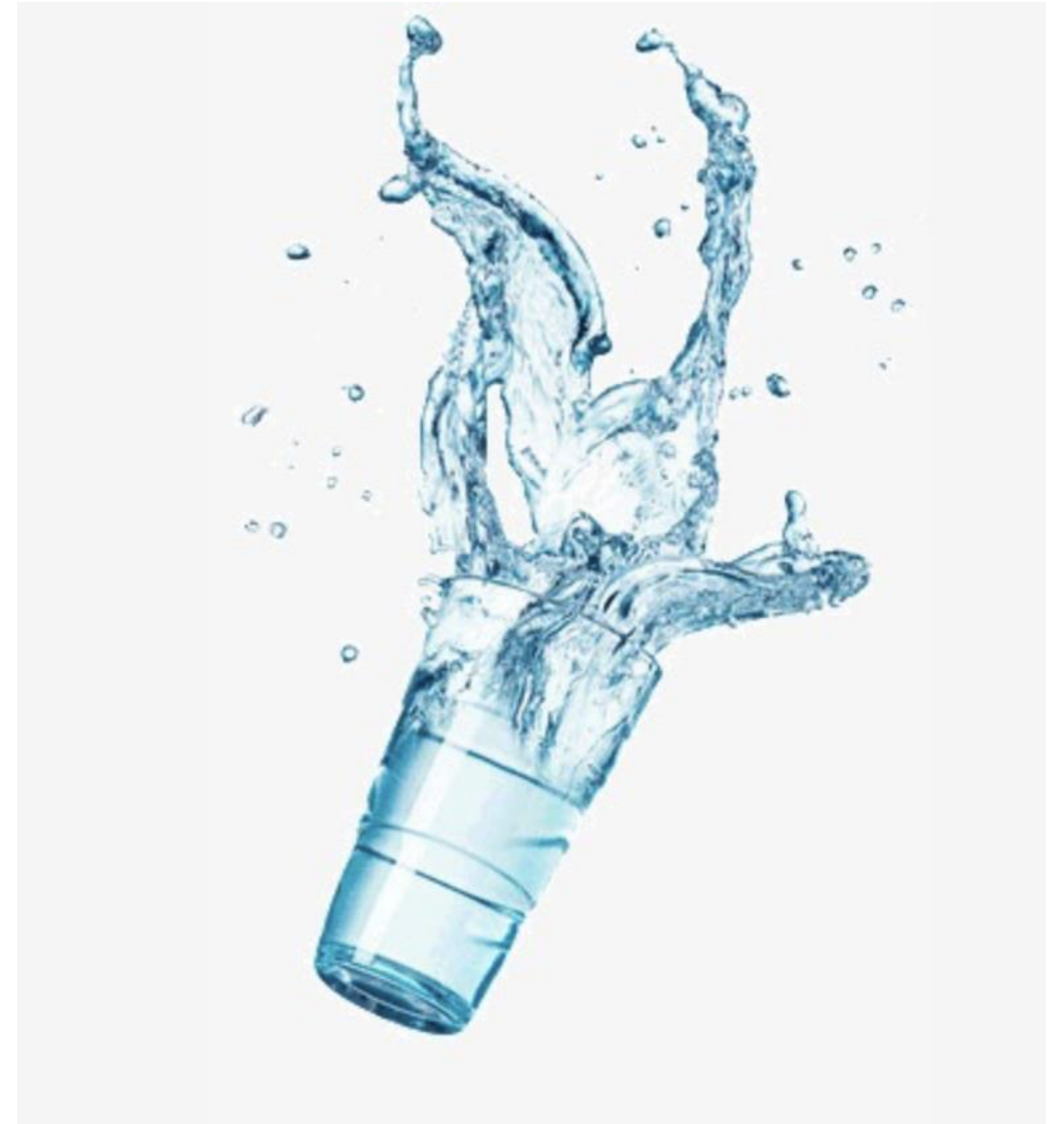
Emotions influence everything we do – every thought, every action, every decision.



What is Emotional Intelligence (EI)?

EI is our ability to effectively identify, assess, and manage emotional information from self, others, and the world around us, in any given situation, and appropriately use that information to guide our thoughts and behaviors

- * Reach an optimal outcome based on the desired end state



**Emotional Intelligence can be
objectively measured
&
developed!**



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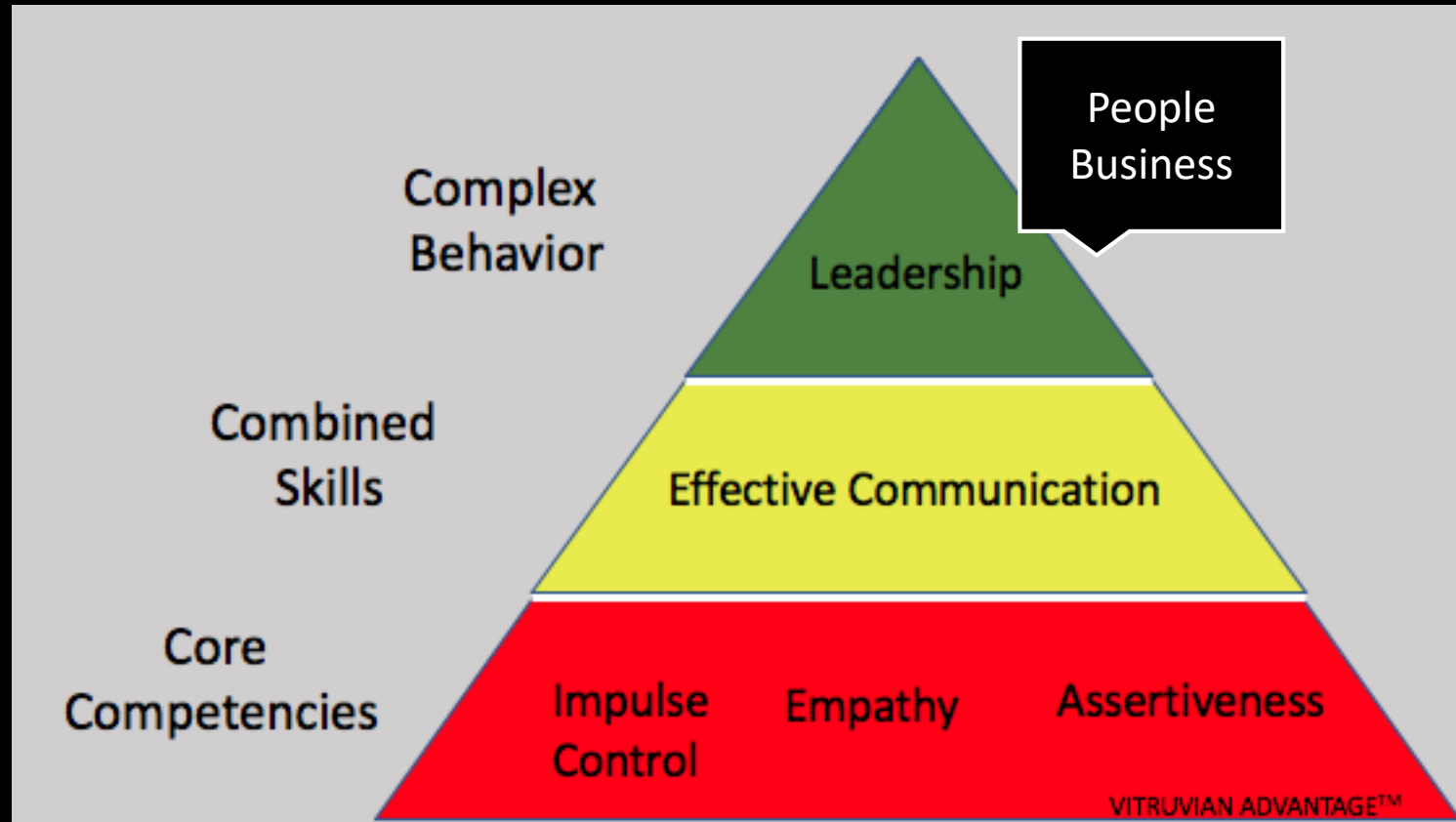
Fundamental
Building
Blocks

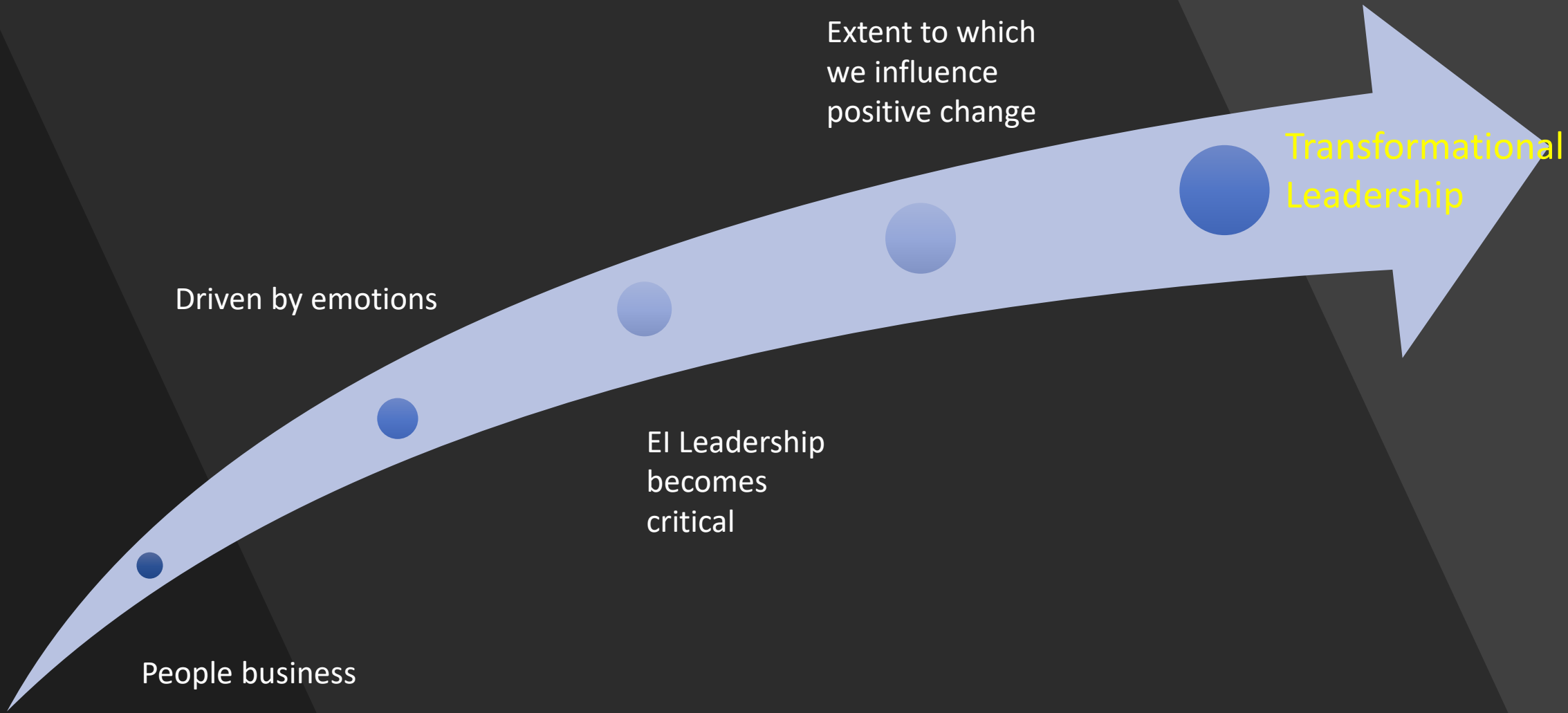


Leadership



EI competencies are the *fundamental building blocks* that help evolve complex human performance outcomes and characterize *high performing leaders*.



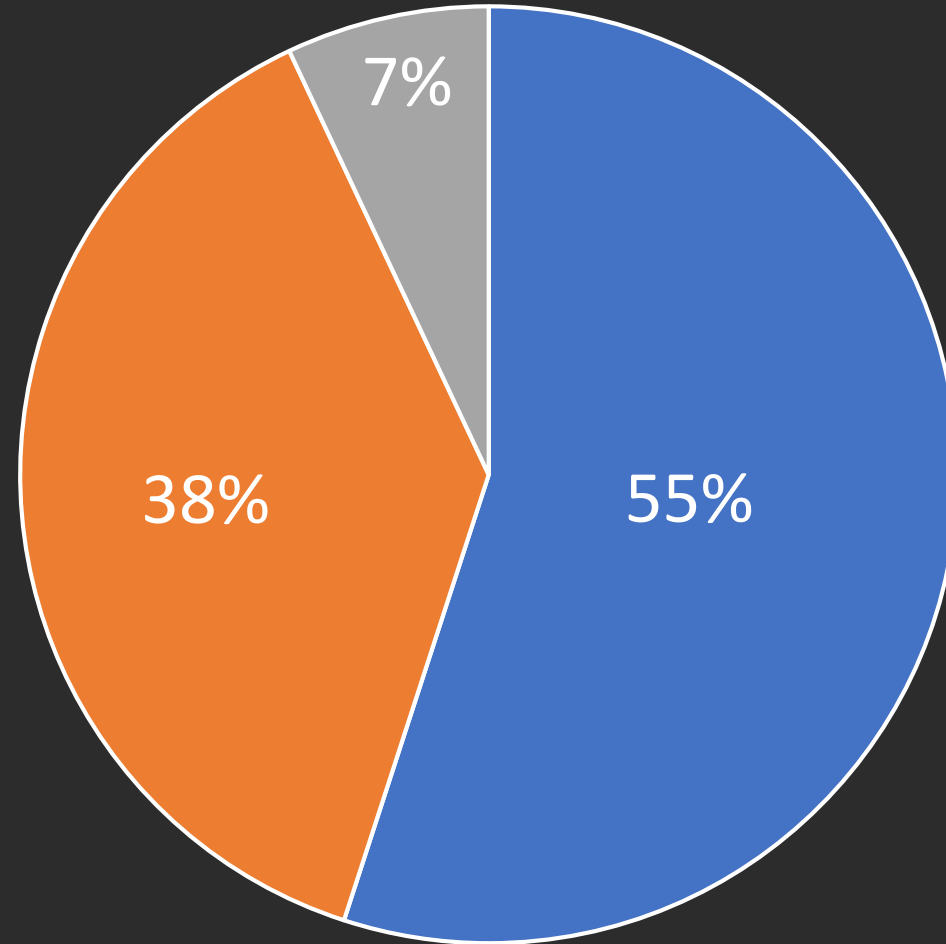


Techniques to evolve your EI

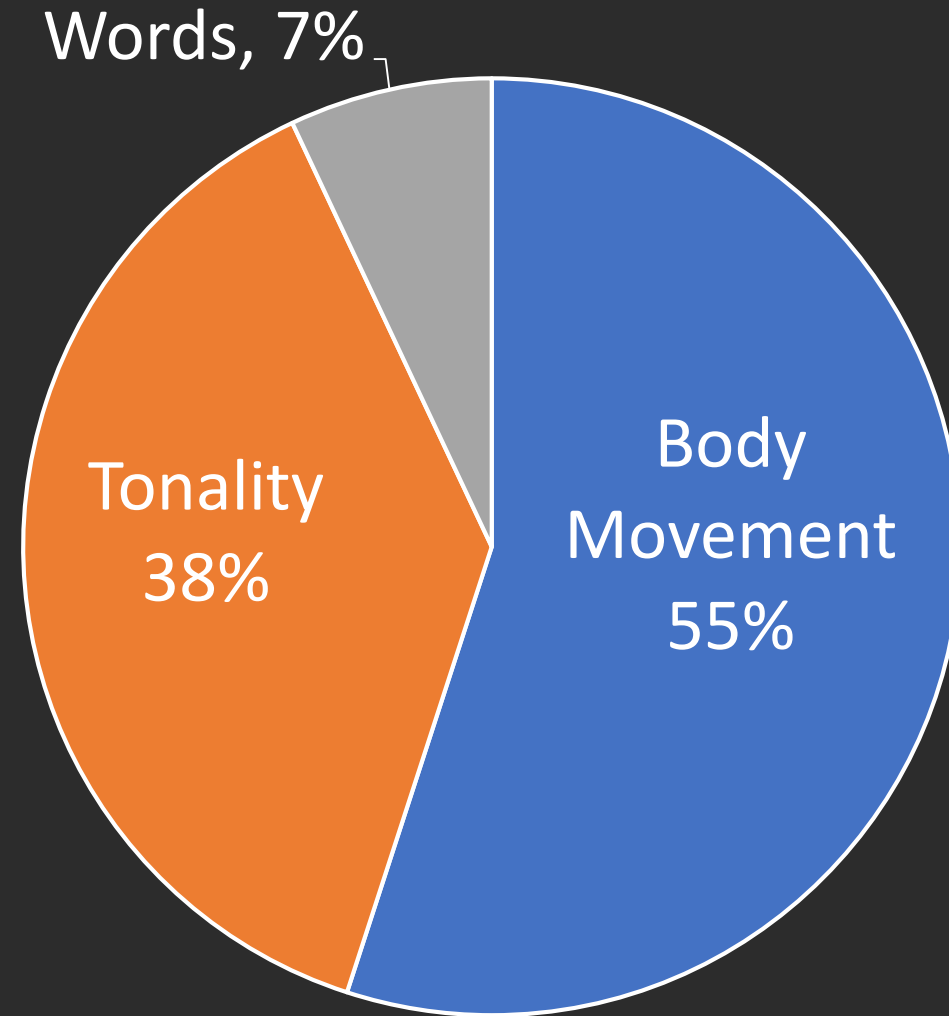
Techniques to Improve Self-Expression

- ✓ Refine your personal communication skills

Elements of Personal Communications

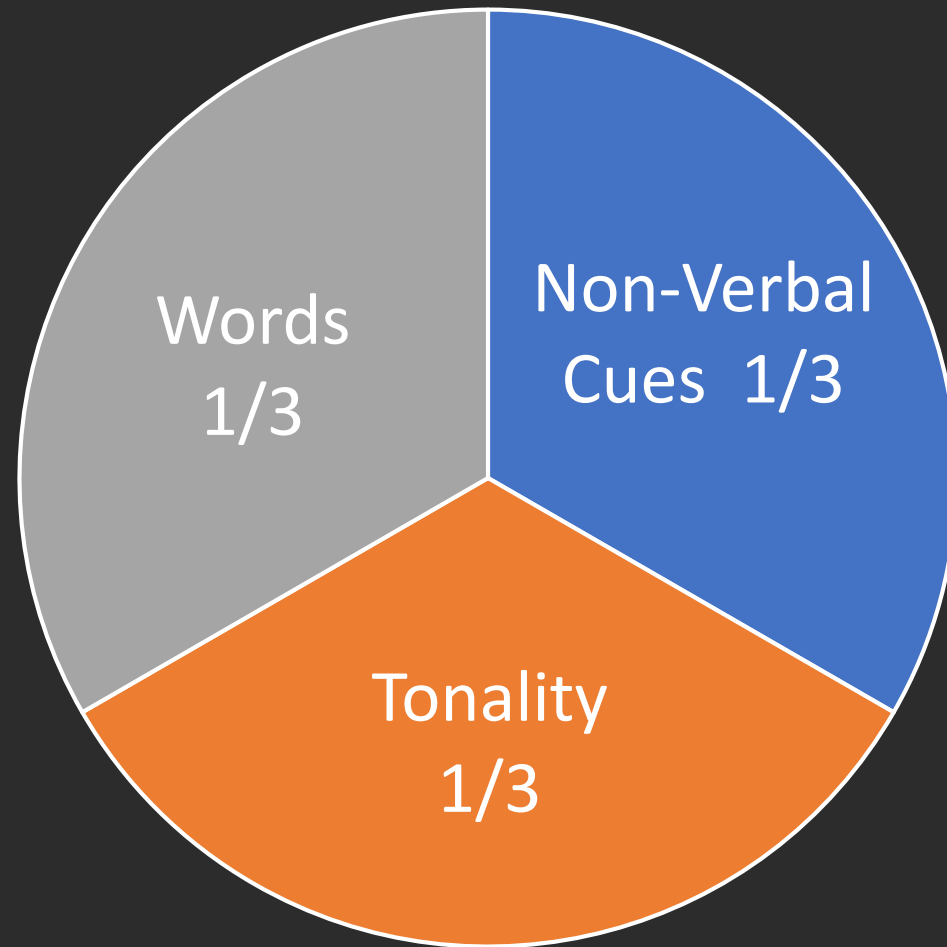


Elements of Personal Communications



Would you all please stand?

Trusting and Influential Communication



Techniques to Improve Interpersonal

- ✓ Deliver EI feedback - create positive behavior contagions

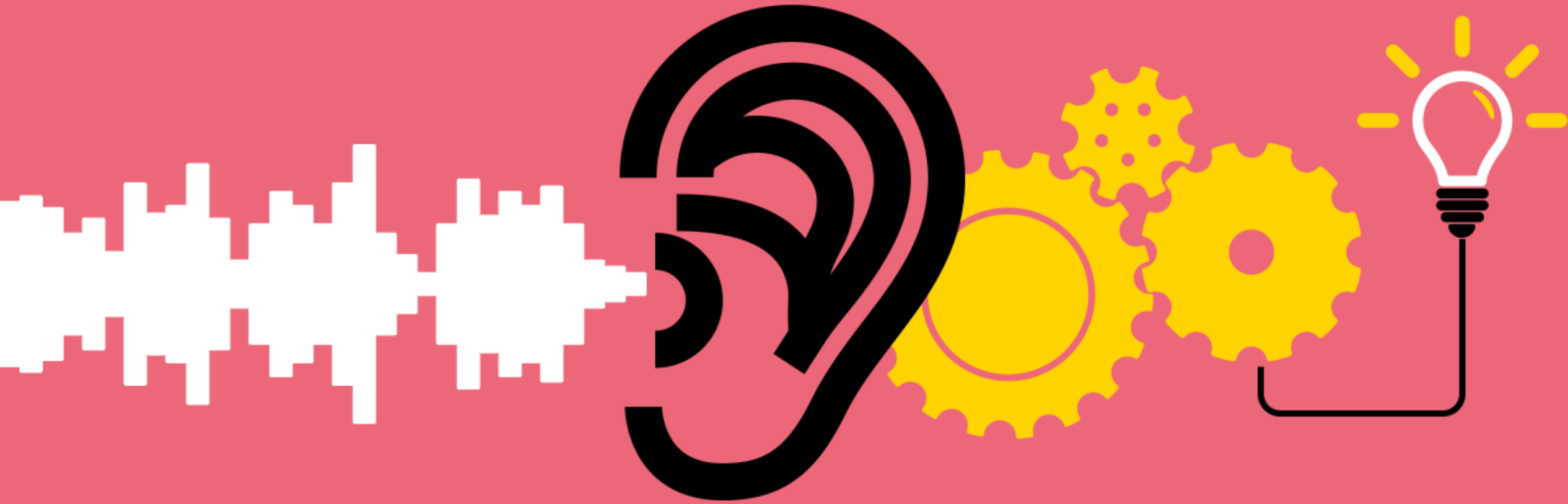


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Techniques to Improve Interpersonal

- ✓ Deliver EI feedback – create positive behavior contagions
- ✓ Active and mindful listening drills

Active Listening



Techniques to Improve Decision Making

- ✓ Apply the EI3 Method

THE EI³™ METHOD

A PRACTICAL ROADMAP FOR DEVELOPING
EMOTIONAL INTELLIGENCE

3 Step process to optimize the application of Emotional Information:

Efficiently **I**dentify the dynamics of a situation then,

Engage **I**nsightfully in those dynamics in order to

Effectively **I**nfluence the outcome of the situation

A Day in Review

1. *EI is a foundational skill set*
2. *Refine your communication skills – match your words, tonality, and non-verbal cues*
3. *Deliver EI feedback*
4. *Teach others how to actively listen*
5. *Apply the EI3 Method*

“If you know the enemy and know yourself, you need not fear the result of a hundred battles.

If you know yourself but not the enemy, for every victory gained you will also suffer a defeat.

If you know neither the enemy nor yourself, you will succumb in every battle.” - Sun Tzu, Art of War

