

making a case for Emotional Intelligence

common mission

spirit & culture

communication

teamwork

Gung Ho

Purpose

4 Teams

4

Essential

Questions

Certainty in an Uncertain World

DKDK

Focused Effort

Deep Work

big ideas

changes in leadership

willing & able

collaboration

innovation thinking

creative abrasion

Collective Genius

Emotional Intelligence

Mindfulness

awareness

attachment

acceptance

5 skills

6 Leadership Styles

conflict

Do you take things personally?

Learn to compartmentalize feelings.

The Emotionally Intelligent Leader

Seeking Certainty in an Uncertain World by Dave Ulrich

“we don’t know what we don’t know”

KK

DKK

KDK

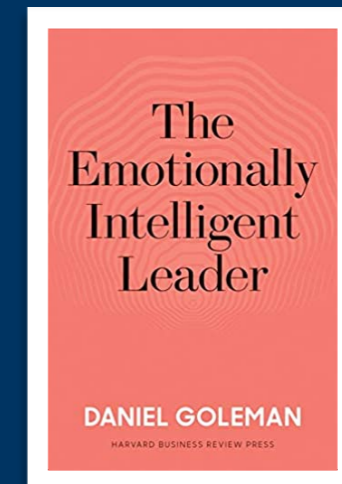
DKDK

The Emotionally Intelligent Leader

What Makes A Leader

The Focused Leader

Leadership That Gets Results



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The Six Leadership Styles

Coercive leaders demand immediate compliance.

Authoritative leaders mobilize people toward a vision.

Affiliative leaders create emotional bonds and harmony.

Democratic leaders build consensus through participation.

Pacesetting leaders expect excellence and self-direction.

Coaching leaders develop people for the future.

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The 5 Emotional Intelligence Skills

Self-awareness

The ability to recognize and understand your moods, emotions, and drives as well as their affect on others.

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Self-regulation

The ability to control and redirect disruptive impulses and moods.

The propensity to suspend judgment... to think before acting.

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Motivation

A passion to work that goes beyond money and status.

A propensity to pursue goals with energy and persistence.

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The 5 Emotional Intelligence Skills

Empathy

The ability to understand the emotional makeup of other people.

Skill in treating people according to their emotional reactions.

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The 5 Emotional Intelligence Skills

Social Skill

Proficiency in managing relationships
and building networks.

An ability to find common ground and
build rapport.

put on your awareness lens



Observe your thoughts
Notice your feelings
Do not attach
Come back to now

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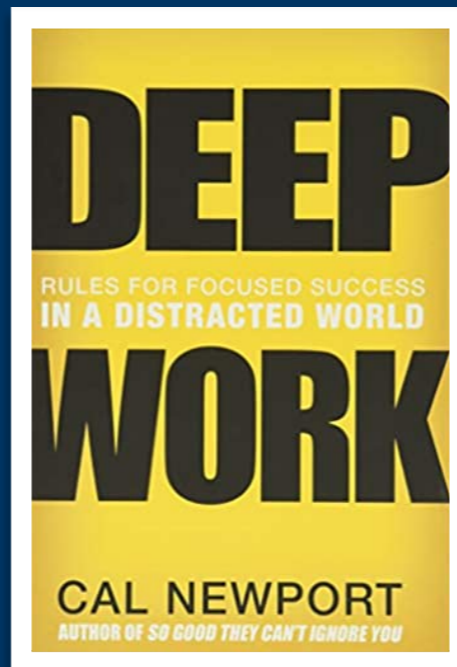


In A Nutshell

- complex work environment
- emotions we can't control
- unable to focus without interruption

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Focused Effort



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1. What emotions do you experience at work? At home?

Tony

Jason B

Joe

Derrick

Dan

Leon

Javan

Cynthia

Wayne

Leonard

Alex

Sir

Revette

Jason L

Mike

Sherrie

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2. Can we agree on the top 5 work emotions in priority order.

Tony

Jason B

Joe

Derrick

Dan

Leon

Javan

Cynthia

Wayne

Leonard

Alex

Sir

Revette

Jason L

Mike

Sherrie

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3. What problems do these emotions cause at work for employees and supervisors?

Tony

Jason B

Joe

Derrick

Dan

Leon

Javan

Cynthia

Wayne

Leonard

Alex

Sir

Revette

Jason L

Mike

Sherrie

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4. What are some strategy/solutions that would address those emotions?

Tony

Jason B

Joe

Derrick

Dan

Leon

Javan

Cynthia

Wayne

Leonard

Alex

Sir

Revette

Jason L

Mike

Sherrie