



Emotionally Intelligent Leader

**Explore
New Pathways**



What is Inspired Performance?

Gallop reports that approximately 80% of employees are not highly engaged. How much better could companies be doing if the role of leader at every level provided coaching that employees viewed as inspiring? The dissatisfaction that employees report about their companies often is directly related to the feelings of support they receive from their immediate supervisor. When employees feel that leaders trust, value and respect them they often will perform in a highly engaged and inspired manner.

**Envision
Lofty Dreams**



How do we help supervisors, at all levels, to be the kind of leader we all want?

First there are foundational principles that need to be aligned with a company's vision and strategic direction. Next, it is critical for leaders to know how to leverage strengths, develop potential, and if a serious weakness exists, how to create compensating strategies. Most important is the leader's ability to engage in honest, open, practical, and meaningful feedback. The science of leading is concerned with setting direction, communicating goals clearly, managing change and conflict, analyzing performance, and applying appropriate rewards, recognition, and consequences. The art in leading involves identifying, using, understanding and managing the unique needs of each person, and each team.

**Establish
New Beginnings**



What do leaders need to know?

Some leaders are born with the gift to coach inspirationally but most need guidance. Like the diamond cutter who knows where and how to strike to create the effect that results in priceless beauty, the leader needs to know what to say, and how to say it, to create performance that is inspired. A unique tool that has been created to help people to manage their own emotions and their emotional relationships with others is the Emotion Roadmap™. By learning how to use the Emotion Roadmap™ to enhance leadership effectiveness, participants will gain competence and confidence, to become the leader everyone wants and needs, who helps them, to adapt to change, manage conflict, and give and receive feedback.

**Harvest
New Growth**



Leaders will practice and improve how they:

- **Generate high levels of engagement, and inspired performance, by addressing each individual, and each team's unique needs**
- **Manage their own, and others' emotions, in strategic situations, such as leading change, and tactically, in managing conflict, and giving feedback**