



Quixote
consulting

What's your quest?

Emotional Intelligence Works

The rules for work are changing. Outstanding business leaders are not just defined by their IQs or even their job skills, but by their Emotional Intelligence (EI); a set of competencies that distinguishes how people manage feelings, interact, and communicate. In fact, analysis done of 500 corporations concludes that EI is the barometer of excellence on virtually any job. An extraordinary amount of research that shows how successfully handling emotions contribute to almost every aspect of business success, in areas as far ranging as customer loyalty, influence, leadership, and employee retention.



I.Q. and academic skills are entry-level requirements for jobs of all kinds...but have little to do with how you'll succeed once you get there. Emotional intelligence accounts for 90 percent of what's required for leadership.
-Daniel Goleman

Identify your team's talents, build them into strengths, and become the consistently high-performing team you were meant to be. By learning each other's strengths and seeing real-world examples of them in action, you build a database of talent that each team member can access to target project roles for maximum efficiency and engagement. By engaging these virtues your team will be able to give you more effort, more enthusiasm and better results.

This lively and informative workshop will examine key personal EI competencies as well as critical EI relationship skills for success. As Daniel Goleman says, "Emotional intelligence includes self-awareness – knowing what we're feeling and why we're feeling it. It's self-management. It also involves empathy – being tuned in to other people – and social skills." Your team will learn practical ways to develop such intrapersonal skills as self-awareness, self-regulation, flexibility and resiliency, and interpersonal skills such as empathy, building rapport, and persuading others.

Unlike IQ, emotional intelligence (EQ) can keep growing – it continues to develop with life experiences. However, it does need to be practiced in order to grow. Emotional Intelligence Works will provide you with the practical guidance and all the tools you need to optimize your team's Emotional Intelligence and unleash their hidden potential.

Practical and Applicable

At Quixote, we know how important it is for any new training knowledge to be practical and applicable. That's why we put such great emphasis on immediate and realistic application. Participants leave with a plan in place for employing their strengths in the coming week and beyond.



Energetic and Fun

We also know that people respond best to presentations that are energetic, interactive and fun. There is always laughter in the session. And the unique methodologies we employ definitely help – we've used the modalities of chocolate and even wine pairing to explore team strengths. Any of our fun team building programs is easily combined with our training programs to create that magical mix of meaningful fun.

Emotional intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships.
-Daniel Goleman

In those fields I have studied, emotional intelligence is much more powerful than I.Q. in determining who emerges as a leader. I.Q. is a threshold competence. You need it, but it doesn't make you a star. Emotional intelligence can.
-Warren Bennis

Best of the Best

Our research team gathers the latest management and leadership research and sifts through that impressive collection of knowledge and wisdom. We then distill what we've found into what is most important, memorable and applicable to you and your team. In short, we do the work so your people can benefit the most. Emotional Intelligence Works draws on the research of such thought leaders as Daniel Goleman, Howard Gardner, Dan Pink, Malcolm Gladwell, Steven Pinker, Martin Seligman and Marshall Rosenberg.

Lasting Impact

Participants walk away from the session with practical tools that can be immediately applied to their individual work situations, as well as a vision of the powerful productivity possible in a team that recognizes and leverages all team members' strengths. We stretch our time together (and your training dollars) by including (optional) pre-workshop assignments, post-event success tools and coaching.

Customization

We customize key components of the training to ensure that you get the right material to the right people at the right time, maximizing the return on your investment. We take into account your unique team situation and your desired outcomes.

Results

- + Understand what Emotional Intelligence is (and isn't) and leverage its power to work more effectively together as a team, with clients and in your community.
- + Learn how to detect subtle emotional cues and determine whether others are emotionally engaged or not.
- + Find simple techniques to stay calm, cool and collected during challenging conversations and high-pressure situations.
- + Understand the science of the human brain and how the way we are wired influences behavior.
- + Identify, build, and leverage specific 'influence moments' when people are most ready to listen and agree to your point.

