

# Emotional Intelligence Seminar

CULTIVATE SELF- AND SOCIAL-AWARENESS FOR SUSTAINABLE EFFECTIVENESS

*"It is only with the heart that one can see rightly; what is essential is invisible to the eye."*

*-Antoine de Saint-Exupery*



## Description and Benefits

Emotional Intelligence, or the ability to moderate behavior through self-awareness, is actually a set of competencies that can be learned and practiced. Our ei seminars use a cognitive-behavioral approach to sharpen self-awareness, and to launch new habits -- including impulse control, social awareness, empathy, and communication skills.

We frame Emotional Intelligence as an ongoing discipline, rather than as a final "end state," with results periodically measured by pre- and post-feedback analysis.

Using Richard Boyatzis' theory of self-directed learning, we walk participants through the following stages of development:

- Identification of "Ideal Self"
- Identification of "Current Self"
- Identification of Strengths and Alignment
- Identification of Gaps
- Learning Plan
- Experimentation through Experiential Simulation
- Integration and Practice Plan
- Building a Support Network
- Measurement of Results

Typical behavioral results include:

- Increased self-awareness
- Greater sensitivity to one's impact on others
- Greater internal locus of control
- Greater ability to articulate position and inquire about the mental models of others

Tools include:

- A personal development plan, including an action plan
- Learning models
- Mentor relationship

## The Benefits of Learning By Doing

Our programming mixes equal parts action, reflection, and dialogue. We feel that action "lubricates" introspection and self-awareness, and engages the Wheel of Learning — critical for creating new, more effective cognitive and behavioral habits.

Experiential learning confronts people with their freedom of choice, and also highlights the gap between their espoused action theories, and their actual behavior. Again, experiencing the rift between knowing and doing in real time, creates significant learning opportunities for participants.

## The Benefits of Self-Directed Learning

Adults learn best when they understand their need for learning, and then identify their own learning curriculum. Creating EI Learning Contracts charges participants with the responsibility of their own learning, accounts for different learning styles, and creates goals that are behavioral and trackable to chart progress. Taking charge of one's own learning is also a key EI competency.

## The Benefits of Learning Partnerships

Learning partnerships create a structure that not only creates a system of accountability and support, but also a deepening of self-awareness and communication skills.

## About Us:

We are a full-service organizational effectiveness consultancy devoted to maximizing your investment in human capital in a sustainable, socially responsible way.

Services we offer in addition to executive coaching include:

- Strategic planning
- Change management
- Team and leadership development
- Experiential learning simulations
- Competency modeling
- HR Scorecards
- Consultative facilitation
- Organizational alignment programs
- Culture change



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helping organizations achieve a sustainable advantage...in a sustainable way.

# Emotional Intelligence Seminar

## Pre-Program

- Read Goleman's Emotional Intelligence • Read Boyatzis Paper



## Day 1

Activity	Purpose
Welcome/Intros/Overview	Orientation
Simulation/Debrief	Bring people out of "hiding;" stimulate reflection.
Learning Zone Model/ 15 minute break	Introduce the notion of the optimal learning mindset; challenge by choice.
Teach Piece: The Johari Window	Give a theoretical construct to explain different levels of self-awareness.
Discussion in Dyads: What keeps us from truly knowing ourselves?	Understand the importance of congruence in thought and action.
Teach Piece: Espoused Theories vs. Theories in Action	Introduce the phenomenon of knowing/doing gap; introduce double-loop learning.
<b>Lunch</b>	
Experiential Simulation and Debrief	Activate the "wheel of learning;" bring people face to face with their social styles.
Teach Piece: The Results Model: Stop/Challenge/Choose	Cognitive-behavioral theory, and learning how to discipline oneself to choose actions in alignment with desired results.
Overview: Learning Partnerships/ Choose Learning Partner	Familiarize participants with benefits of coaching/mentoring; select a member of group as coach, for remainder of session, and possibly to continue post-session.
Dinner with Learning Partner	Opportunity to connect, share, practice deep listening.
Optional if off-site: Life Map Exercise (small groups) or Amulet Bag (whole group).	Self-disclosure; risk-taking; appreciation of diversity.

## Day 2

Activity	Purpose
Pre-breakfast (If offsite): optional Yoga session	Create body awareness
Overview of Agenda	
Group Check-In/Guided Meditation	Risk-taking, take pulse of group, center selves for day.
Learning Partner Check-In	Reconnect with learning partner, debrief and sharing, and state day's intention.
<b>Break</b>	
Wind/Fire/Water Somatic Partner Exercise — Forms of Engagement	Familiarize learners with the difference between passive and active resistance; create in-body sensation of all choices; movement.
Guided reflection/solo writing: gap analysis	Step into self-awareness and identification of the barriers that might prevent ideal personal vision.
EI Learning Contract: Overview	Primer on how to create an effective strategic learning contract.
<b>Lunch</b>	
Work on EI Learning Contracts; Identify Next Steps	Creation of EI Learning Contract and Action Plan.
Share with Learning Partner	Share goals with learning partner; identify places where will need help and support.
Individual reflection: solo time	Reflection and intention; self-awareness.
Group debrief	Group reflection and sense-making
Guided imagery	Anchoring the intention
Depart	