



MASTERY  
SQUARED

# DEVELOPING EMOTIONAL INTELLIGENCE

*The Secret Sauce of Leadership*

## DESCRIPTION

Industrial psychology studies have shown that in the case of “star leaders,” EQ skills always trump IQ skills by a factor of 7:1. Competency models in Fortune 100 companies have shifted significantly reflecting 66% EQ skills and only 33% technical skills as the desired mix. The top derailleurs for executives have been found to include inadequate team skills, poor interpersonal skills, and rigidity with respect to change. These facts overwhelmingly suggest that the “secret sauce of leadership” lies in the development of emotional intelligence. The wave of the future for business success is in cracking the EQ nut.

Mastery Squared provides 2, 4 and 8-hour workshops focused on Developing EQ. The workshops are stand-alone or can be integrated easily into an existing curriculum.

- Our 1-day program is a highly experiential workshop that provides a foundational understanding of your leadership strengths and disruptive tendencies, as well as the opportunity to transform them through the application of quality EI skills, tools and processes that support excellence in leadership.
- Our 4-hour program is a fun, interactive seminar that provides an introduction to emotional intelligence, its central role and relevance in business as a leadership differentiator, and the identification and application of skills in improving leadership behavior, relationships and decisions.
- Our “EQ Light” 2-hour session is an espresso learning session meant as a light introduction to the world of EQ.

## OBJECTIVES

By the end of the workshop, leaders will be able to:

- Explain the difference between EQ & IQ, their role & relevance in business today, & how they impact your leadership.
- Describe the interrelationship between the human brain, emotions, and thoughts & why it's a critical success factor for leadership.
- Increase capability in the seven EI skills of self-awareness, self-regulation, self-regard, mood, resilience, empathy, & interpersonal relationships.
- Identify the key strengths and disruptive tendencies most critical to growing your current leadership capability.
- Use EI skills & tools that will strategically expand your strengths and manage your disruptive tendencies.
- Create an action plan utilizing the three cornerstones of behavior change: practice, mental rehearsal, and sponsorship.

# AGENDAS

1 Day Session	Half Day Session
<p><b>Introduction</b></p> <ul style="list-style-type: none"><li>• Welcome, purpose, workshop overview and approach</li><li>• Expectations &amp; introductions</li></ul> <p><b>The Two Minds of Leaders</b></p> <ul style="list-style-type: none"><li>• Definition of EQ and IQ</li><li>• The brain, emotions, and thoughts</li><li>• Self &amp; other EQ model</li><li>• Application exercise</li></ul> <p><b>EQ Profiles of Great Leaders</b></p> <ul style="list-style-type: none"><li>• Discussion</li><li>• Application exercise</li></ul> <p><b>Get Committed</b></p> <ul style="list-style-type: none"><li>• Power of left pre-frontal cortex</li><li>• Application exercise</li></ul> <p><b>Get Practical</b></p> <ul style="list-style-type: none"><li>• Strengths and disruptive tendencies</li><li>• Application exercise</li></ul> <p><b>Get Going</b></p> <ul style="list-style-type: none"><li>• Three cornerstones of behavior change (role play, mental rehearsal/visualization, sponsorship)</li><li>• Action planning</li></ul> <p><b>Close</b></p> <ul style="list-style-type: none"><li>• Celebration</li><li>• Evaluation</li></ul>	<p><b>Introduction</b></p> <ul style="list-style-type: none"><li>• Welcome, purpose, workshop overview and approach</li><li>• Expectations &amp; introductions</li></ul> <p><b>What is EQ?</b></p> <ul style="list-style-type: none"><li>• EQ versus IQ</li><li>• How thoughts &amp; emotions help or hinder</li><li>• The Seven EQ skills</li><li>• Application exercise</li></ul> <p><b>EQ Charades</b></p> <ul style="list-style-type: none"><li>• Application exercise</li></ul> <p><b>Path to Transformation</b></p> <ul style="list-style-type: none"><li>• Intrapersonal scan &amp; reflection</li><li>• Action planning</li></ul> <p><b>Close</b></p> <ul style="list-style-type: none"><li>• Celebration</li><li>• Evaluation</li></ul> <p><b>Note:</b></p> <p>Our 2-hour workshop is based on our half-day session but does not include the neuroscience or brain psychology overview and omits application exercises.</p>

Mastery Squared Mission: To support the creation of vibrant and successful organizations by raising leadership consciousness. We do this by offering unique consulting, coaching, and leadership development experiences that demystify and make practical best practices from neuro-science, emotional intelligence and mindfulness.

CONTACT

[contact@masterysquared.com](mailto:contact@masterysquared.com)

650-520-4361