



innovative
PATHWAYS

Leading with Emotional Intelligence

A Pathway to
Leadership Excellence

“Success in the new economy requires new skills. Business leaders and professionals are transforming themselves to excel not only in the traditional attributes of strategic leadership and business acumen but emotional resilience and self-awareness”

~ Daniel Goleman, Harvard Business Review

The EQ-i 2.0 Framework

Emotional intelligence is the unique repertoire of emotional skills that a person uses to navigate the everyday challenges of life. Research has demonstrated that an individual's EI or (EQ) is often a more accurate predictor of success than the individual's IQ. No matter how intellectually intelligent someone is, their success is still governed by how well they communicate their ideas and interact with their peers.



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The EQ-i^{2.0} by MHS measures five distinct aspects of emotional and social functioning:

- **Self-Perception** – understanding your emotions
- **Self-Expression** – expressing your emotions
- **Interpersonal** – develop and maintain relationships
- **Decision Making** – use emotions to make better decisions
- **Stress Management** – cope with challenges and be more resilient when navigating changes

Leaders will leave this learning session with greater clarity on their emotional self awareness and better equipped for expressing bravely, building productive relationships, and using emotions effectively when making decisions and dealing in stressful situations.

Improving **Emotional Intelligence** will not only help leaders be more successful at work, but outside of work too!

Using the EQ-I as the framework tool leaders get:

- An overall **EQ-i^{2.0} leadership report result**, as well as individual results for each component of the EQ-i framework.
- A proven and predictable way to **accurately assess strengths and blind spots**.
- A learning session for developing **strategies and emotional intelligence effectiveness** in order to improve performance.
- A **customized action plan** in order to ensure there is focus on the right EQ-i development needs.

Logistics

- Customizable in three formats:
1) a one to half day workshop;
2) a two-day session with a hands on dynamic, learning simulation and 3) leader 1:1 debrief and coaching.
- Available for individual leaders and groups of 8 – 32 people.
- Pricing available upon request

Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand's product development, and has led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, the Talent Trouble Matrix tool with TKB Hanna & Associates and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.