



Facilitated Solutions

ELEVATE
The leadership intensive

Session:1

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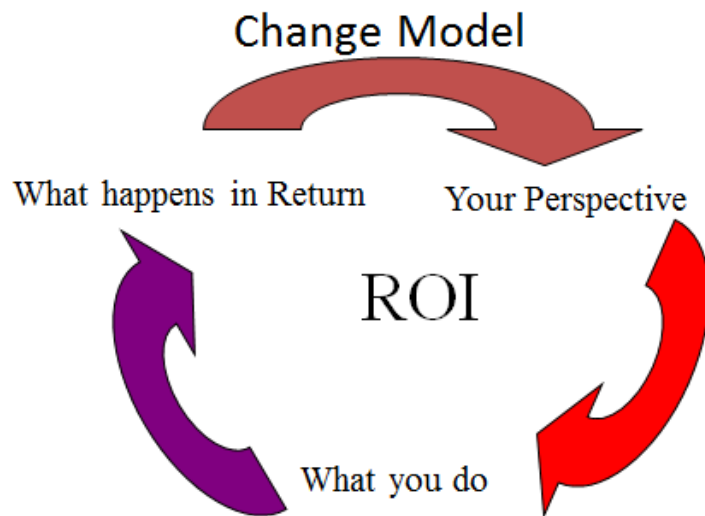
Foundations

*Nothing can make you feel inferior
without your consent.*

– Eleanor Roosevelt

The power of a paradigm

The way we see a situation or perceive a person's actions can drive how we react to the situation, how we react drives what we get in return. What we get in return often reinforces how we see a situation.



Four Endowments

Think of a situation over the last two weeks when you may have said or done something you wish you hadn't in an important relationship.

Self-Awareness

Our ability to recognize how we feel.

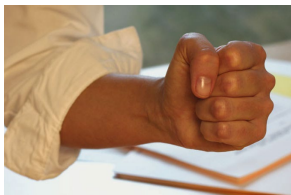
Imagination

Our ability to imagine what can be.

Conscience

Understanding right and wrong

Independent Will



The Dimensions of Emotional Intelligence

A proficiency in managing relationships and building networks.

The ability to understand and recognize your mood, your strengths, your weaknesses, and your emotions and drives and the effect they have on others.

The ability to understand the emotional makeup of other people.

The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



A passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Apply the four endowments to the situation that you identified in the first part of this session.

How will you use them	Application
Self-Awareness	How did you feel?
Conscience	Were you right or wrong?
Imagination	What could you have done, or could you do to make the situation better?
Independent Will	If you are put in a similar situation, would you do something different?

Emotional Intelligence

The ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity.

*Being responsible means, we are
"Response - Able."*

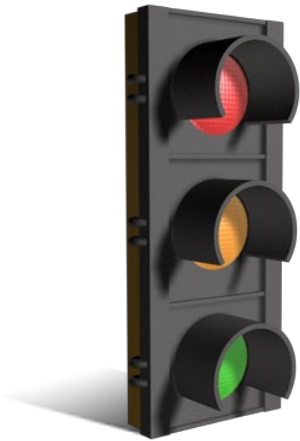
- Stephen R. Covey

EQ v IQ

IQ is unchanging, EQ can be developed.

Your EQ is the foundation for a host of critical skills - it impacts most everything you do and say daily.

Introduction

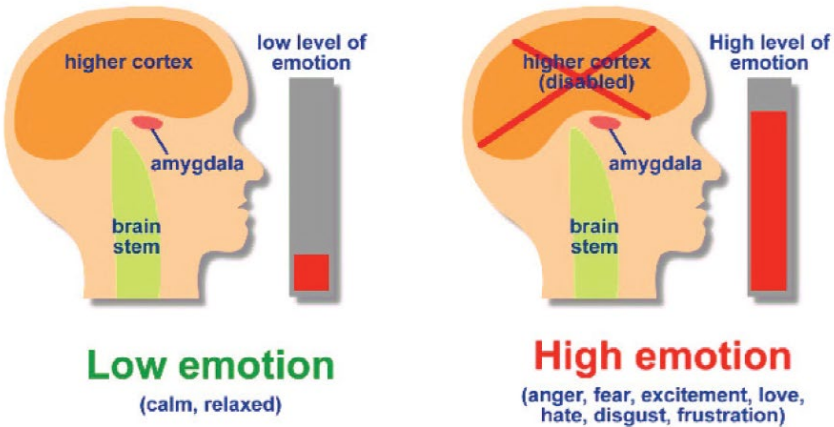


Emotional Intelligence

IQ is responsible for 10% to 20 % of our professional success while EQ takes up the rest of the percentage points, 90% to 80%.

How do emotions affect your day

My Desired Results



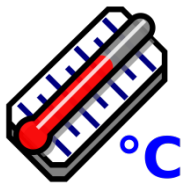
Intrapersonal Intelligence



SELF-AWARENESS

The ability to understand and recognize your mood, your strengths, your weaknesses, your emotions and drives and the effect they have on others.

Emotional Disablers	Emotional Enablers



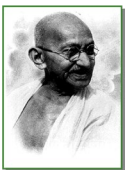
By Self Regulating your thought process rather than your emotions determines your judgment and response

SELF – REGULATION

The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

S	Stop - Choose to stop an escalating emotion, Interrupt a hijacking emotion.
T	Think - The moment that you decide what you want, the power to create the outcome you want.
A	Assess - To determine the best course of action to get you there.
R	Respond - How you want to, there is a big difference between reacting and responding.
R	Review - Immediately review and think about what you might have done better.

The power of humility in the moment of truth

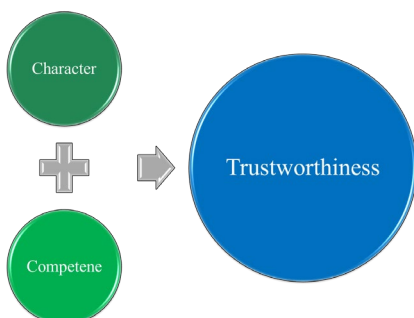


Attributes of a Leader

What do you consider to be the most important attributes of a leader?



Trustworthiness



- *Most organizations are overmanaged and under led – Stephen Covey*

Management (vital)	Leadership (vital)
Doing things right Efficiency Speed Bottom line Methods Practices In the system Climbing the ladder fast	Doing the right things Effectiveness Direction Top line Purposes Principles On the system “Is the ladder leaning against the right wall?”

Management’s purpose is to keep the current system functioning.

Leadership’s is to produce useful change, especially non incremental change.

Strong leadership with no management risks chaos; the organization might walk right off a cliff.

Strong management with no leadership tends to entrench an organization in deadly bureaucracy.

Your Leadership Legacy