

EBW: Leadership In Times Of Change

*Understand the
Impact
Develop the potential*



Arthur Basley

Emotions & Behaviours at Work

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Why EQ Based Leadership

- Understand who you are – being authentic
- Explore how your EQ impacts on your leadership style
- Adopt styles to suit context and maximise success
- Reach interpersonal and intrapersonal mastery
- Develop Business Emotional Intelligence



At the core of this programme is a unique on-line assessment that provides deep insight at an individual level benchmarking against 8 business emotional intelligences



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Powerful Leadership Programme

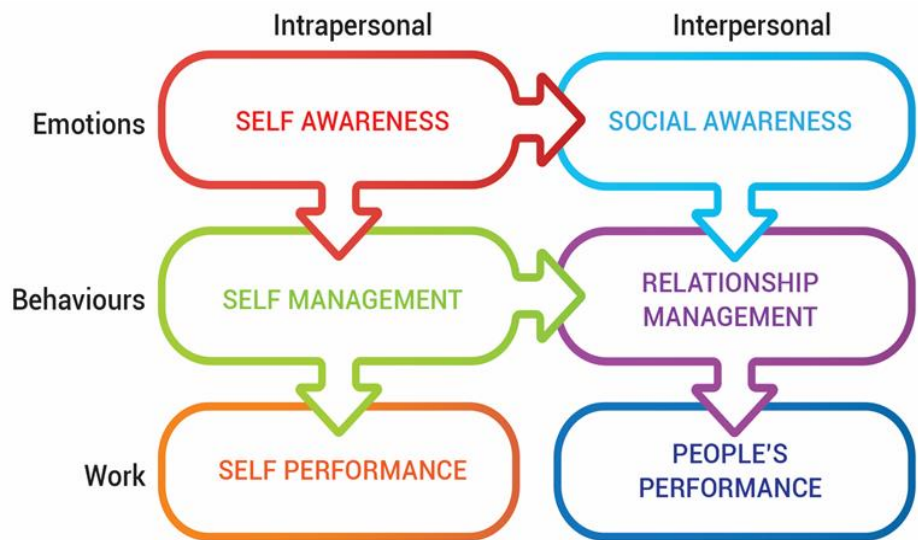
The lack of interpersonal skills and the inability to adapt are the two principal derailment factors in leadership performance, especially in times of change.

Our bespoke programmes, matched to your needs, provide a supportive forum for leaders to quickly learn, reflect and grow.

A typical online approach would include:

- Leadership Masterclass - Discover how the best leaders transform teams & organisations.
- Leadership Coaching - 1 to 1 leadership development.
- Building Authentic Leadership - A series of interactive sessions to explore how to use leadership to deliver different outcomes.
- Leading a Team – Practical workshops that explore how to empower a team to change how they work together

Business Emotional Intelligence For Leaders



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On-line Leadership Assessment

Business Emotional Intelligences



Decisiveness

Willingness to make decisions, the need for control and the level of comfort with decision making responsibility.



Empathy

The ability to recognise, be sensitive to and consider others' feelings, needs and perspectives. The need to understand, to help and work with others.



Motivation

Level of energy, passion, drive and enthusiasm for work, being optimistic and positive, the need for achievement and challenge.



Conscientiousness

The need to plan and have structure, be diligent and meet deadlines; the level of comfort with conforming and following the rules.



Influence

The drive to influence others and persuade them, to be heard and have an impact.



Stress Resilience

The capability to relax and deal with the day to day pressures of work; the level of comfort with showing and managing emotions e.g. can control/ hide temper when provoked.



Adaptability

The desire for, and enjoyment of, variety in the workplace; the capacity to keep an open mind and be flexible with different and creative approaches.



Self-Awareness

This scale is an index of the extent to which an individual's EBW scores is likely to correspond with the way that others would score them on the EBW scales.



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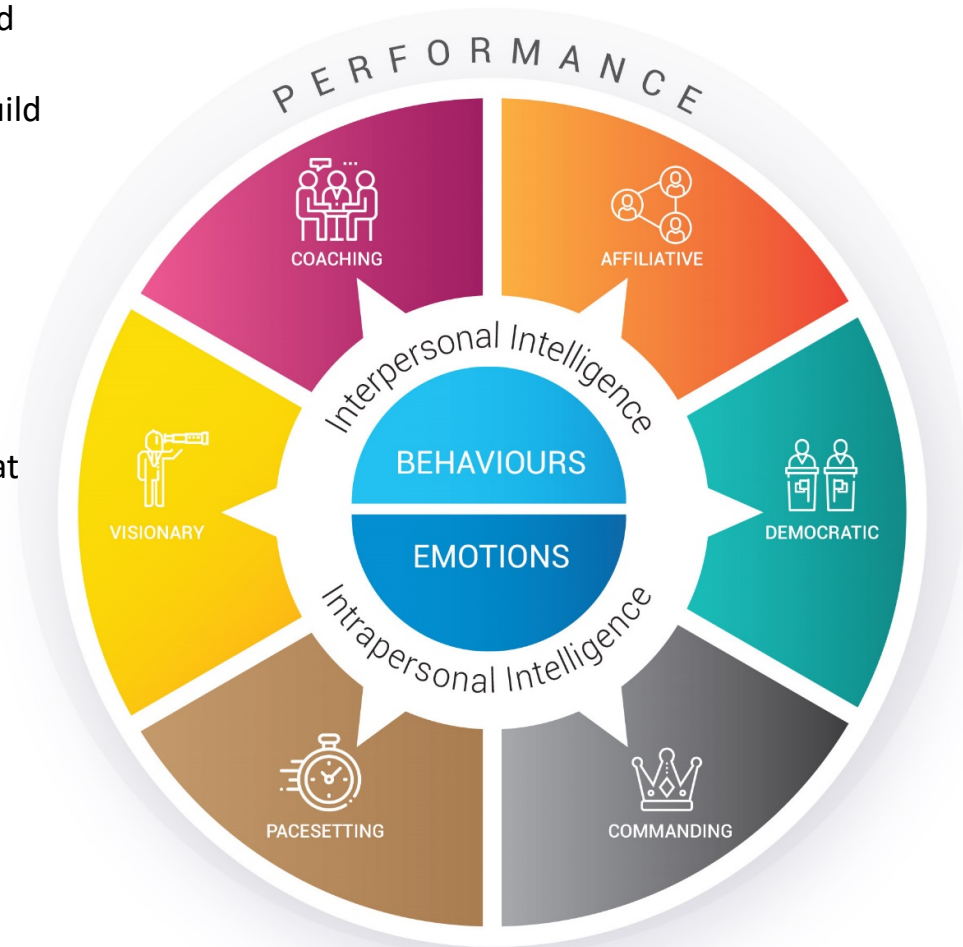
Module 1 – Building Leadership Masterclass

EBW Global uses Business Emotional Intelligence blended with practical research and Daniel Goleman's leadership model to provide a rich, research-based framework to build the skills, capabilities and financial potential of an organisation's talent.

It works at all levels of leadership providing:

- The latest practical leadership research
- Insights into blind spots that stop leadership potential
- A blueprint to shift leaders' ability to deliver results that achieve different outcomes.

Valuable insight into my leadership behaviours. I have learnt to acknowledge that the way I think about situations can affect my performance. I am much more self aware and as a result output of quality work has increased. *Richard Akinlawon, Development Director, Just Eat, UK.*



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Module 2 – Individual Coaching

Changing how people work together is the single most powerful and cost-effective way leaders can bring performance breakthroughs.

EBW Global is truly effective when coaching at both the personal (individual) and group (team/function) level to change performance in a sustainable way.

- Shift performance blocks by using unique insights & powerful conversations
- Successfully deal with turbulent change by using different leadership styles
- Build sustainable results by using Business EQ to develop leadership capabilities



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Module 3 – Interactive Sessions

Our authentic leadership sessions are shaped around waves of change in 90-day cycles based on adult learning methodology that:

- Focus on helping participants to 'learn by doing', whilst building capability and new emotional behaviours.
- Use live examples of issues to experiment with new emotional behaviours and focus on actions generating results
- Implement a series of reinforcing and embedding 'nudges' to develop and embed new behaviours (e.g. short cycle coaching, peer trios, relevant videos and reading material for deeper learning).

Shifting Leaders' Ability To Deliver Different Outcomes



- Research
- Benchmarks
- Expertise
- Rich insights
- Experience
- Results

Peer
Sessions

Interactive
Videos

Learning
Experiments

Nudges and
Postcards



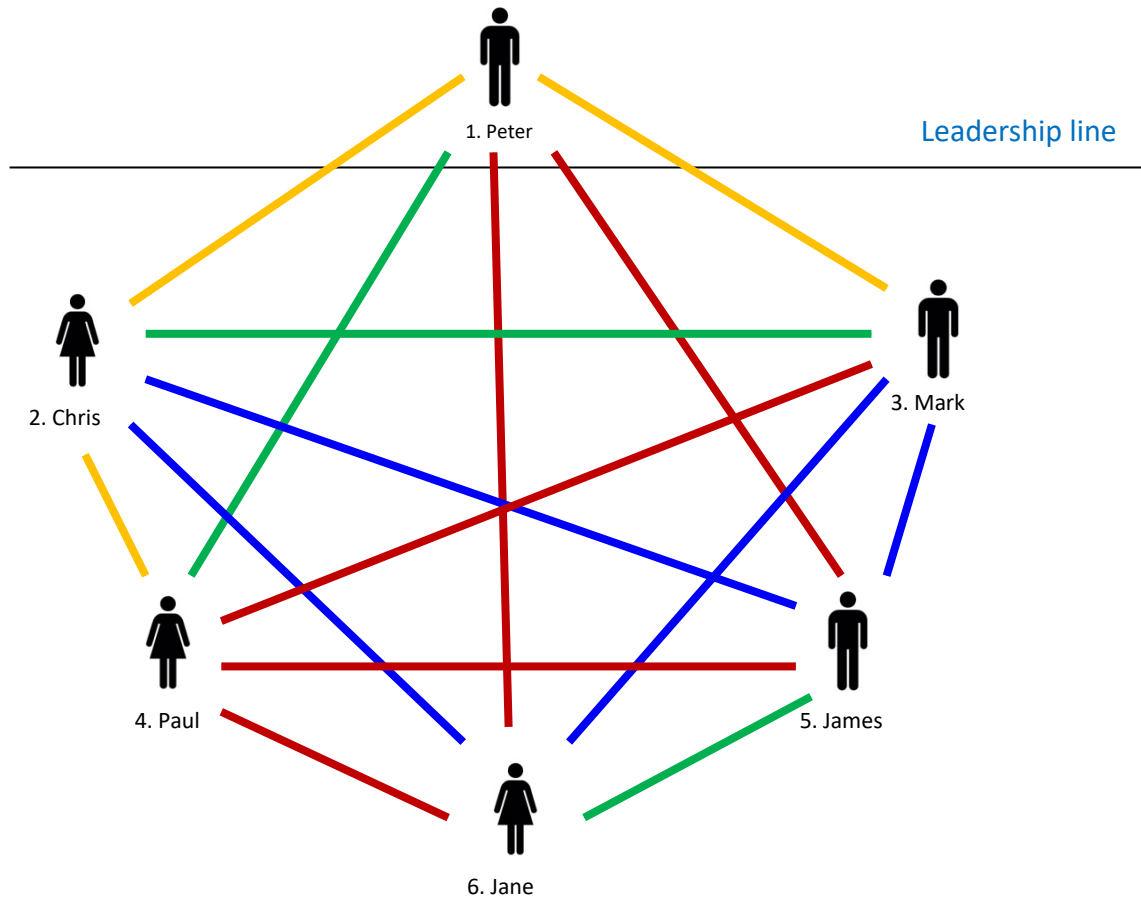
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Module 4 - Building Teams with EQ Maps



Team analysis is used to inform a workshop or virtual session that helps you understand the impact of different EQ levels within your team.

- What behaviours to look out for
- Which relationships work best?
- Which relationships are strained?
- How the team can improve its performance?

Degree of Psychological Effort

No Effort	Green line
Minimal Effort	Blue line
Some Effort	Yellow line
Significant Effort	Red line



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EBW Approach

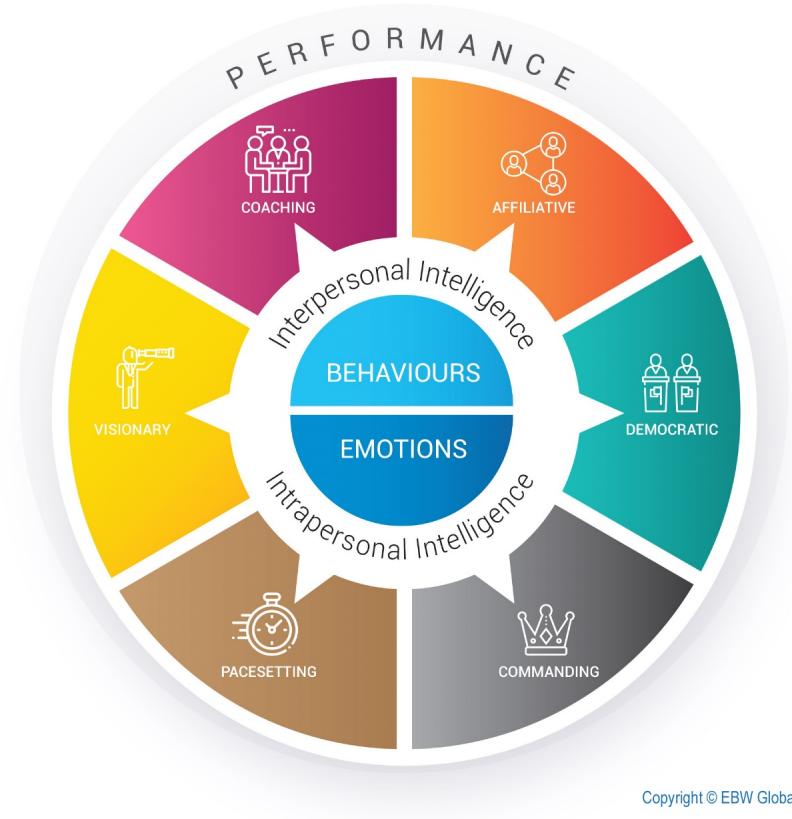
Our psychologists and expert facilitators shape the different elements of programmes into practical learning journeys for leaders.

By focusing on the inter-personal and intra- personal we shift leaders' capability to deliver different outcomes by providing:

- Better self insight & personal responsibility for leadership performance.
- Better decision making and risk assessment.
- Enhanced communication & cultural awareness.
- Increased mental toughness.
- More efficient teamwork.
- More effective organisations.
- Better business results!

Click [here](#) to contact us
and discuss

What Is Your Next Step?



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