



**Course Name: Emotional Intelligence & Effective Leadership**

**Contact Hours: 12**

**Pre-requisites: None**

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### **Abstract**

**"When you become a leader, you must transition from being responsible for the job, to being responsible for the people who are responsible for the job."** - Simon Sinek – Author, Motivational Speaker, Organisational Consultant.

The World of Leadership from the outside looking in may seem a place we all want to aspire to go to. We have climbed the traditional hierarchical organisational structures for years and years trying to self-actualize, to get to the top.

Alternately, we may have changed a number of jobs and grew our careers diagonally, across organisations, gaining more experience, money, challenge, acquisitions and responsibilities as we traversed different organisations.

So when we get there, to the elusive top, are we happy? Can we get all this strategy implemented and carry the collective responsibility for the wins and losses of the entire organisation? Is it as lonely as they say it is up there? What do your "followers" - those who don't have the desire to lead but to help you implement strategy and get key performance indicators (KPIs) met, say about you? How would you describe your relationship with them?

If you have any of these questions, whether you are already a Leader or an aspiring one, whether you have already created and worked with successful teams, attained strategic and organisational deliverables, but believe in kaizen (continuous improvement), and want to hone your Leadership skills, it starts with revisiting who you are, the emotional intelligence skills you possess, and the Leadership style you currently operate out of.

It starts right here, with this course, which aims to give you the tools and techniques to influence, motivate and inspire others towards the attainment of more meaningful, tangible and intangible positive outcomes, and by extension a more agile, sustainable organisation.

In this online series of six, two-hour sessions each, participants will learn how to:

1. Master the understanding of self – know your core values, and personality. (Personality Diagnostic)
2. Identify and employ the Emotional Intelligence components.
3. Identify your Leadership Style and choose from a repertoire of Leadership Theory and Best Practice, to use it more effectively.
4. Identify some of the key challenges for Leaders in our contemporary times and how to navigate them.
5. Use your Leadership Style and Emotional Intelligence to Coach, Counsel and Mentor your Team Members and positively influence others, and the organisational culture.
6. Develop an action Plan to lead with Emotional Intelligence

## **Learning Outcomes**

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### ***Session 1:***

***Expectation Levelling*** – Introduce yourself to your online session Team Members, share why you are pursuing this course and what your personal learning objectives are. Your facilitator will apprise you of the flow and format of the sessions.

### ***Session 1 – Part 2: Understanding Self***

You will engage in a quick valid and reliable diagnostic exercise, which will determine key aspects of your personality.

### ***Session 2: Emotional Intelligence Components***

The Key Components of Emotional Intelligence (EI) include Self-Awareness, Self-Management, Social Awareness, Relationship Management, Empathy and Self-Motivation. Engage in a diagnostic exercise on this to get an idea of your EQ (Emotional Quotient). The good news is that EI competencies can be infinitely learned!

### ***Session 3: A quick journey into Leadership Theory: Trait, Situational, Servant, and Distributive Leadership***

You will take a concise journey through the first and early Leadership theories through to more contemporary options from which we can now choose. These will inform the Leadership Style you eventually choose.

**Take the Leadership Questionnaire:** Participants locate the leadership dimension they normally operate out of. (Leadership Style)

***Session 4: Emotional Intelligence & Leadership***

You will find out how effective leaders use Emotional Intelligence to lead Individuals, Teams and Organisations to success.

***Session 5: Leadership in Our time – Contemporary issues***

Understand how Leaders need to and treat with Gender, Ethics, Diversity, Change and Crises in their roles.

***Session 6: The Authentic Leader***

Find out what it means to be an Authentic Leader and how it can influence followers and the organisational culture in positive ways.

***Session 6: Series Wrap-Up***

Team members will engage in reflective exercises and produce an action plan for their Leadership and Emotional Intelligence Approaches going forward.

**Resources, Learning Methodology and Materials** to be used during the sessions include PowerPoint presentations, Videos, Case Studies, Breakout Sessions, Discussions, Diagnostic exercises.