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My presentations focus on the five Emotional Intelligence competencies consistently found in high performing leaders.

EMOTIONAL INTELLIGENCE GROUP TRAINING CREATE THE CONDITIONS FOR HIGH PERFORMANCE ON YOUR TEAM.

Once sidelined as a soft skill, [emotional intelligence](#) has emerged as the essential competitive advantage of high performing teams. The [research](#) is clear: emotional intelligence is the most important predictor of leadership performance, employee productivity, engagement, and innovation.

My 2-Part Introduction to Emotional Intelligence offers teams:

- A common-sense framework for how emotional intelligence creates the conditions for high performance.
- Hands-on practice for improving outcomes in day-to-day conversations.

A Two-Part Group Introduction to Emotional Intelligence for Leaders

Session 1:

A Framework for Emotional Intelligence

- The difference between emotions and emotional intelligence
- The difference between a boss and a leader [\(more\)](#)
- Two foundational EI competencies:
 - [Self-regard](#)
 - [Emotional Self-Awareness](#)
- Research, self-assessments, and discussion. Stories bring ideas to life.

Session 2:

Practicing Emotional Intelligence

- Role playing spurs conversation about Emotional Intelligence skills that make a difference at work:
 - [Emotional self-expression](#)
 - [Empathy](#)
 - [Decision Making](#)
- Research on leadership styles that get results.
- Emotional intelligence cheat-sheet recaps important concepts.

Emotional Intelligence isn't about being emotional



Our emotions are a highly evolved system for assessing our surroundings and responding.

We feel changes in our environment before we think about them.

Your feelings are telling you something. Other people's feelings are telling you something.

Top Five Threats in the Workplace

2: TRIGGERS



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1. Lack of Respect
2. Being treated unfairly
3. Not being listened to
4. Being held to unrealistic deadlines
5. Being unappreciated for your efforts

These threats trigger a fight, flight, or freeze response, leading to distractions like territorialism, competition, and mistrust.

3: WHAT EMOTIONAL INTELLIGENCE IS

Emotional Intelligence is:
The ability to be aware of your own and others' emotions and to use that information *strategically* to make better decisions.

As a leader, you trigger the reward center or the threat-response center for those around you every time you interact with them.

Take the temperature of your office.

How often do you observe these behaviors in your workspace or team?

At this point, we break for a 3-minute self-reflective written exercise. Attendees rate the frequency of 32 office behaviors classified as fight, flight, freeze or safety behaviors. They are asked to estimate the number of hours per week spent by their team in defensive—and unproductive—behavior.



Learning Outcomes

5 Key Takeaways

THE RESEARCH

- [Harvard Professor Rebecca Henderson](#)
- [Korn Ferry](#)
- [McKinsey](#)

1

Good leaders are aware of and manage their own emotions first.

2

Leaders who consciously tune into how other people feel build better relationships and are more effective managers.

3

Even subtle threats in a workplace set off a fight, flight, or freeze response that distracts significantly from productivity, safety, and accuracy.

4

Effective leaders use emotional intelligence to bring calm and safety to a workplace, lowering stress, minimizing distractions, and increasing engagement.

5

Good leaders practice the six actions that promote trust and safety: empathy, listening, recognition, curiosity, compassion, and gratitude.

The Details

CONTACT ME FOR A QUOTE

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- 2 presentations at 90-minutes each
 - half presentation and research
 - half discussion and interaction
- Includes emotional Intelligence self-assessments for reflection.
- Stories bring concepts to life and illustrate how emotional awareness increases leadership effectiveness.
- Coaching homework after each session encourages further thought and discussion.
- Time for Q&A at the end.
- Presentations are designed for 15-25 attendees for maximum participation.

