



## The Emotionally Intelligent Team

*Using EQ & NLP as a framework for developing a high performing team*

*Emotional Intelligence is a set of skills that determine how well we understand and express ourselves, understand others and relate with them, and cope with daily demands, challenges and pressures (Adapted from Dr Reuven Bar-On's definition – the creator of the EQ-i® assessment)*

*Neuro-Linguistic Programming (NLP) helps us to discover how we can change our patterns and habits of thinking, language and behaviour to achieve the results we want.*

### Purpose

We all know when we understand each other better, we work better together. Sometimes we really 'click' with a colleague, we have the same sense of humour, or values or interests. Sometimes it's like walking through fog – hard to see where the other person is coming from.

The purpose of this programme is to dramatically increase the level of understanding amongst colleagues – to lift the fog and build highly effective working relationships. It aims to improve the Emotional Intelligence (EQ) skills of team members and build a tight group that actively supports its own EQ development.

Ultimately, through improved understanding of each other, better communication and enhanced commitment to team development, the purpose is to produce a *high performing team*.

### The Process

- Team/Individual Briefing
- Individual EQ-i ® Assessment and Feedback
- **Workshop 1** (Full Day) – Introduction to EQ & NLP, team outcomes and role/organisational context defined, EQ profiles shared
- Individual Outcomes and Plans built
- **Workshop 2** (Full Day) - Development planning, goal setting and skills enhancement
- Sustaining Processes – team reviews, appraisals, coaching, 'buddying' etc.

### The Investment

EQ-i ® Assessment & Feedback - £250 per person

Workshops (including planning, prep and post-workshop booklet) - £800 per day

Individual outcome planning - £185 per person

Follow-up coaching (only as required) - £125 per hour

Plus VAT and basic mileage rate

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