

INTELLIGENT
LEADERS

Leadership With Emotional Intelligence



The best leaders succeed with emotional intelligence.

How does having E.I. (emotional intelligence) set apart the star leaders?

Longitudinal studies of Harvard graduates and Foreign Service Officers found that test scores on entrance exams did not predict career success. EQ-i Assessments have more leadership predictive validity.

Hay McBer's study of hundreds of executives at 15 global organizations, including Pepsi, IBM, and Volvo found that two-thirds of the competencies deemed essential to success were emotional competencies. The best leaders have E.I.

Daniel Goleman's analysis of 181 jobs in 121 organizations found that emotional competencies were the best differentiators

between star performers and typical performers. E.I. is more reliable than I.Q.

Jack Welch, the former CEO of General Electric, stated that "sensing other's developmental needs and bolstering their abilities is a key characteristic of star leaders." He would act as a role model demonstrating daily that he knew the names and roles of over 1000 people at the company. Jack used E.I. for consistent results.

Individuals are increasingly being evaluated, compensated and promoted based on their ability to work effectively on teams. A significant variable to EI, emotional intelligence, is that it is much less fixed than IQ. Emotional Intelligence can develop over time. With the right training, coaching, and feedback, leadership skills can substantially improve through EI strategies.

E. I. Training Value

- Assess the job
- Assess the individual
- Deliver assessments with care
- Gauge readiness
- Motivate
- Make change self-directed
- Focus on clear, manageable goals
- Prevent relapse
- Give performance feedback
- Encourage practice
- Arrange support
- Provide models
- Encourage
- Reinforce
- Evaluate



Wayne Townsend, CEO, Peer Mentor.net Inc.

Learn about Emotional
Intelligence Assessments



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Emotional Intelligence will be increasingly important as there becomes more need for team-based collaboration across organizations, geography and cultures. Emotional Intelligence will be used more frequently in the selection, assessment, training and development of employees and aspiring leaders. Assessments are easy, confidential, time sensitive, well-researched with validity indexing, relatively inexpensive compared to other leadership profilers, and followed with strong consulting and leadership development. By developing the 'best of the best' leaders, you engage in the relentless pursuit of intelligent growth. For details contact Peer Mentor.net.

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