

Why is understanding Emotional Intelligence important when developing leadership?



Some people have been conditioned to believe that emotions are not welcome in the workplace and that work decisions should be based upon cold, logical reason. Leadership research tells us that the lack of interpersonal skills and the inability to adapt are the two principal derailment factors in careers. Today there is a growing body of science in the emerging field of Emotional Intelligence, indicating that proper understanding and use of emotions are critical in helping leaders and teams become more effective and better communicators.

How can the EBW System Help?

The EBW System assesses an individual preferred working style and Emotional Intelligence. It enables forward-looking organisations to access the power of emotions to create better leaders, more productive teams and team members.

Using a range of EBW assessments and reports leaders and teams can see instantly which behaviours are inhibitors and activators to effective leadership and team performance. Barriers to progress are easily identifiable.

Leaders don't listen, don't manage and don't have a clear vision!

A study of more than 1,400 leaders and managers found 41 per cent felt inappropriate use of communication or listening was the biggest mistake leaders made when working with others.

Conversely, the most critical skill a leader could possess was communicating and listening (cited by 43 per cent), followed by effective management skills, emotional intelligence and empathy, values and integrity, vision and empowerment.

Of the top five things leaders and managers failed to do when working with others, the one that came up the most was not providing appropriate feedback (cited a whopping 82 per cent). Failing to listen or involve others in the process was nearly as big a failing, cited by 81 per cent.

More than three quarters raised failing to use a leadership style that was appropriate to that person, task or situation, and a similar percentage (76 per cent) felt leaders failed to set clear goals and objectives. Nearly six out of 10 complained that leaders failed to train and develop their people.

Using an EBW Accredited Facilitator can help leaders and managers to:

- Assess and benchmark one's own Emotional Intelligence level
- Analyse relationships with others in the work environment
- Plot an "Emotional Intelligence" map of one's current team
- Create an action plan to develop more cohesive relationships with team members
- Explore one's own ability to behave as a high-performing team member
- Inventory strengths and challenges as a leader

Contact your EBW Facilitator to start developing your leaders and teams with the EBW System