

Find out about **the Team Business EQ Certification Programme.**

If you are thinking of enrolling in the EBW Business EQ Certification for Individuals and Teams, this paper explains the 9 easy stages to the programme, what you will do and how we work with you to ensure you get the best results.

Stage 1	Online Training
Stage 2	An EBW assessment and personal report
Stage 3	Interactive Masterclass (face to face)
Stage 4	Practical Experience
Stage 5	Personal Coaching & EBW Certification Assessment
Stage 6	Online Team Training
Stage 7	Interactive Team Masterclass (face to face)
Stage 8	Practical Experience
Stage 9	Personal Coaching & EBW Certification Assessment



Plus, at each stage you are guaranteed fantastic support from EBW Psychologists and Support Team.

Stage 1 - Online Training

Two e-learning modules on psychometrics and Emotional Intelligence, which develop your subject knowledge on Emotional Intelligence and the EBW Psychometric System.

Module 1 includes:

- ✓ What is a psychometric test?
- ✓ Differences between ability tests and personality tests
- ✓ When to use a psychometric test
- ✓ Objectivity & Standardisation
- ✓ Reliability & Validity
- ✓ Normal Distribution & Standard Scores (Sten Scores)
- ✓ Standard Errors of Measurement
- ✓ Equal Opportunities

Module 1 is assessed through an online multiple-choice test.

Module 2 includes:

- ✓ Origins and theoretical background to EBW Business Emotional intelligence.
- ✓ EBW Emotional Behavioural Scales
- ✓ How to use the EBW assessment
- ✓ EBW Reports (when to use reports)

Module 2 is assessed through an online multiple-choice test.

Stage 1 Learning support is provided online or telephone.

Stage 1 Time Needed = 6 hours

Stage 2 - EBW Business EQ assessment and personal report

To help you understand your own Business Emotional Intelligence and the EBW Business EQ approach to improving performance.

Stage 2 Time Needed = 20 mins



Stage 3 – Live Interactive Masterclass (Online)

4 hours of interactive learning to maximise your learning, experience and application of this powerful tool. Includes detailed discussion on introducing and applying the EBW Business EQ methodology with your colleagues and new clients.

There are 4 sessions to the interactive masterclass with breaks in between each session.

Session One

- ✓ Introduction to Emotional Intelligence
- ✓ Background to the EBW Business EQ model
- ✓ Understanding the EBW Performance Compass
- ✓ Summary

Session Two – Understanding Business EQ

- ✓ Development of the delegates' understanding of the EBW scales
- ✓ The EBW Business EQ Report (Advance)
- ✓ Summary

Session Three – Using the EBW

- ✓ Deep dive into EBW scale interactions
- ✓ Understanding of the self-awareness concept
- ✓ Using the EBW model in practice – interpretation and ethics
- ✓ Introduce the EBW model and results feedback
- ✓ Summary

Session Four – Transforming People and Your Business

- ✓ Using the EBW System for Leadership Development, Coaching, Teams, Recruitment and large groups
- ✓ Gaining buy in, marketing materials and making the business case for different EBW programmes
- ✓ Next steps to gain EBW Certification
- ✓ Summary

Stage 3 Time = 4.5 hours



EBW Performance Compass

Stage 4 - Practical Experience

Three assessment and feedback sessions using the EBW psychometric, which enable you to practice assessing and providing feedback to others. This element of practical experience ensures you will become confident using the EBW.

Stage 4 learning support is provided online or telephone

Stage 4 Time = 12 hours

Stage 5 - Personal Coaching & EBW Certification Assessment

1. Submit written notes from Stage 4 assessment feedback sessions.
2. A one-to-one telephone coaching session with a Business Psychologist, on applying EBW methodology to improve performance and gain your certification.

Stage 5 Time = 2 hours

Stage 6 - Online Team Training

An e-learning module on developing teams and Emotional Intelligence, which develop your subject knowledge on Emotional Intelligence and a Business EQ System approach to developing high performing teams.

Plus, training packs that include facilitator team manuals, powerpoints, training exercises and materials to run:

1. Team Discovery Workshop (1 day)
2. Board/leadership Team Review (1 day)
3. Team Effectiveness Programme (9-month team coaching programme)

E-learning Team Module includes:

- ✓ Background to the EBWt Team Model and approach
- ✓ Overview to the team assessment Reports and Programmes
- ✓ Features and dynamics of successful teams
- ✓ Best practice when analysing team's profiles
- ✓ Building Awareness with EQ Team Maps
- ✓ Using EBWt Team Drivers and team exercises to improve performance
- ✓ Understanding different approaches to using the EBWt Team Reports

Module 6 is assessed through an online multiple-choice test.

Stage 6 Time = 6 hours

Stage 7 - Interactive Masterclass (Online)

This live masterclass is designed to maximise your learning, experience and application of the EBWt team tool. It includes detailed discussion on introducing and applying the EBWt Team Assessment and toolkit with your colleagues and new clients.

Participants are encouraged to bring their first EBWt Team Assessment Report to the masterclass to learn in real time how to understand the results and apply them to developing a team.



EBWt Team Compass

There are 2 sessions to the interactive masterclass with breaks in between each session.

The masterclass includes:

1. EBWt Team Approach Overview
2. Team Discovery Workshop
3. Break
4. Team Effectiveness Programme and Leadership Team Review
5. Reflections & Questions

Stage 8 - Team Toolkit Experience

Practice using the team assessment and toolkit whilst under the supervision of an EBW Global Psychologist. Learn with a team of your choice how the team assessment can be used as team diagnostic and a benchmark to drive forward team performance. This element of practical experience ensures you will become confident using the EBW assessment and toolkit to improve your or your clients' teams performance.

Stage 8 learning support is provided online or telephone.

Stage 8 Time = 24 hours

Stage 9 - Personal Coaching & EBW Certification Assessment

1. Submit written notes from Stage 8 Team toolkit experience of using the team assessment and tools with a team.
2. A one-to-one telephone coaching session with a Business Psychologist, on applying EBW methodology to improve performance and gain your certification.

Why Invest in the EBW Global EQ Certification?

The EBW Global Assessment Platform with its Business EQ assessments, tools and programmes - combined with your expertise - will turbo boost your impact with your clients.

The EBW knowledge library has marketing tools and templates that enables you to quickly create the business case for using you and the EBW toolkit with senior leaders and budget holders.

With a practitioners' network based on 6 continents, all of whom are licensed to use the EBW System, we guarantee that partnering with the EBW team will empower you to build your business that transforms leaders, teams and their organisations.

To ensure our practitioners can offer a bespoke scientific approach that differentiates them from their peers the EBW products and programmes are only sold through our global practitioners network.

Finally, if you want to make a lasting difference to people working lives, then partner with us and join our network to deliver programmes using EBW bestselling Business Emotional Intelligence products.