

Business Emotional Intelligence Assessments

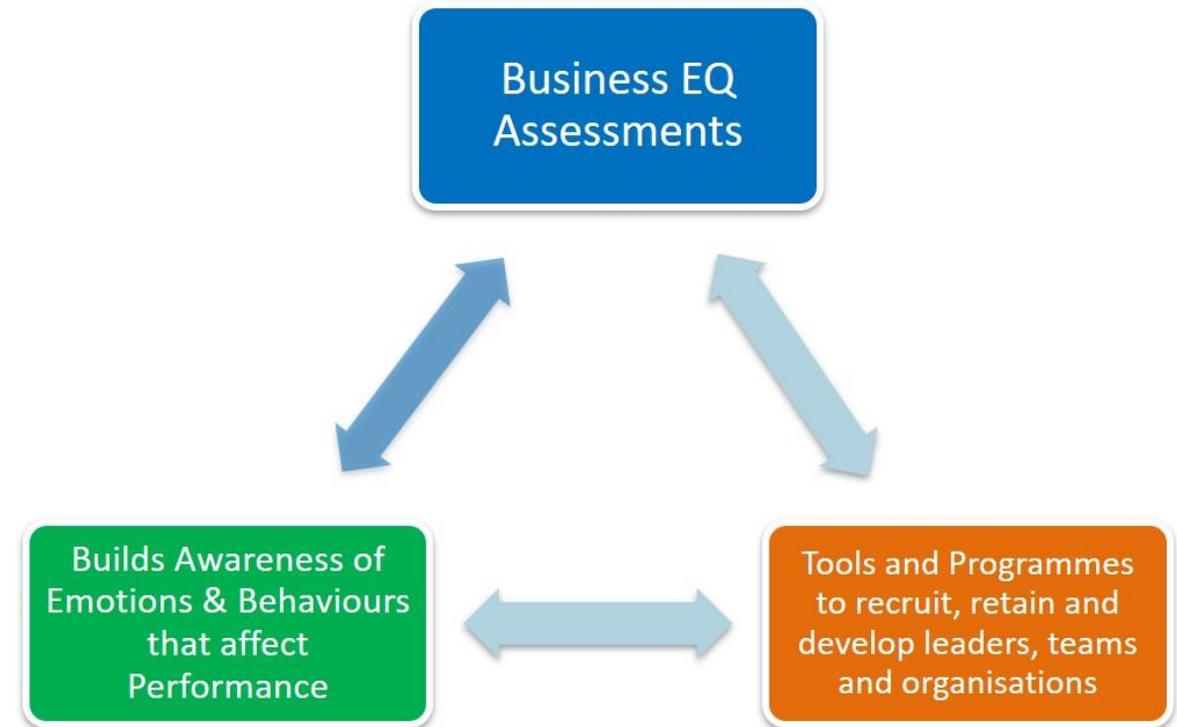
*Understand the Impact
Know the full potential*

Supporting HR and L&D Professionals to
Assess & Develop their People

About EBW Global

- We have been providing Business Emotional Intelligence Psychometrics & Tools worldwide for 20 years (assessments available in multi-languages)
- First assessment developed in 1997 by Dr Neil Scott et al. and it has continued to be refined and developed into the innovative global tool it is today
- Our psychologists supervise annual research with UK Universities (Leadership, Police Recruitment, Mental Wellbeing, Teams...)
- We offer sustainable development by certifying individuals* to use our assessments, tools and bespoke programmes to transform the way people work.

**Our EBW Certified Partner network, based on 6 continents, will support and empower you to help your leaders and teams to transform themselves and their organisations.*



EBW Global Distinctive Benefits

As an in-house HR or L&D professional, leadership expert or a psychologist, you will recognise the need for solutions that provide real value to your colleagues and clients, that are guaranteed to change the way they think and behave at work.

That is why for 20 years the EBW Global assessments have been used all over the world by forward thinking leaders, teams and organisations who recognise the importance of using Business Emotional Intelligence to change peoples' performance.

EBW Global assessments are different from other psychometric assessments because they focus on Business Emotional Intelligence whilst being combined with a set of powerful tools and practical programmes that improve leaders' and teams' performance.

Plus, our online EBW knowledge library with its case studies, white papers, tools and programme templates enable you to quickly create the business case with senior leaders and budget holders to invest in Business Emotional Intelligence to solve their issues.

Our assessments, tools and bespoke programmes are used for:

Leadership Development

Team Building

Diversity & Inclusion

Sales & Customer Service

Growth Mindset &
Cultural Transformation

Stress Management

Attracting & Managing
Multigenerational Talent

Selection & Recruitment

What is Business Emotional Intelligence?

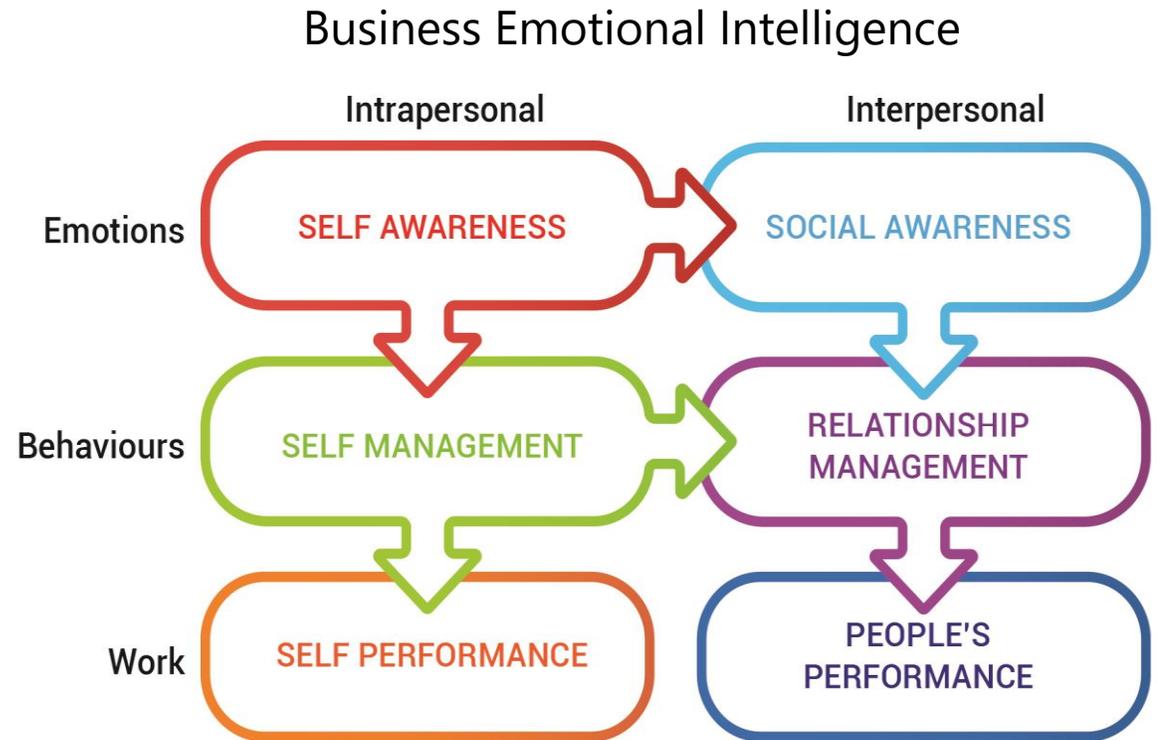
Business Emotional Intelligence is a practical, work based approach to Emotional Intelligence.

Using Business EQ, individuals and teams understand why people behave the way they do and how to maximise their engagement with, and performance at, work.

It is an exciting advance in our understanding of how the management of critical emotions and behaviours are linked to the success of leaders and teams.

"I have found the EBW to be beneficial in giving a greater insight to candidates during recruitment. I particularly like the way the reports focus on Business Emotional Intelligence which results in the nature of the information provided mapping quite readily onto those areas that are applicable to business success."

Tom Esser CPsychol (Psychologist)



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Business Emotional Intelligence Assessment

Our Business EQ assessment is a normative measure based on multi-dimensional emotional behavioural traits specifically focussed on occupational performance.

Available in multi-languages it provides:

- An awareness of how emotions impact on behaviour leading to performance change
- Comparison against others (leaders, doctors...)
- Insights into blind spots that stop individuals' and teams' potential
- A road map to different authentic leadership styles
- A blueprint to shift individuals' ability to change emotional behaviour to improve their own and others' performance.
- Different reports options; including, individual feedback, group feedback and selection reports

Confidence In Results

One of the many unique features of EBW is its self-awareness scale and impression management tool that provides insight into an individual's level of awareness and what they are trying to hide from themselves and others.



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Business Emotional Intelligence Team Assessment

Our team assessment works at an individual and group level, benchmarking a team against other teams on performance indicators:

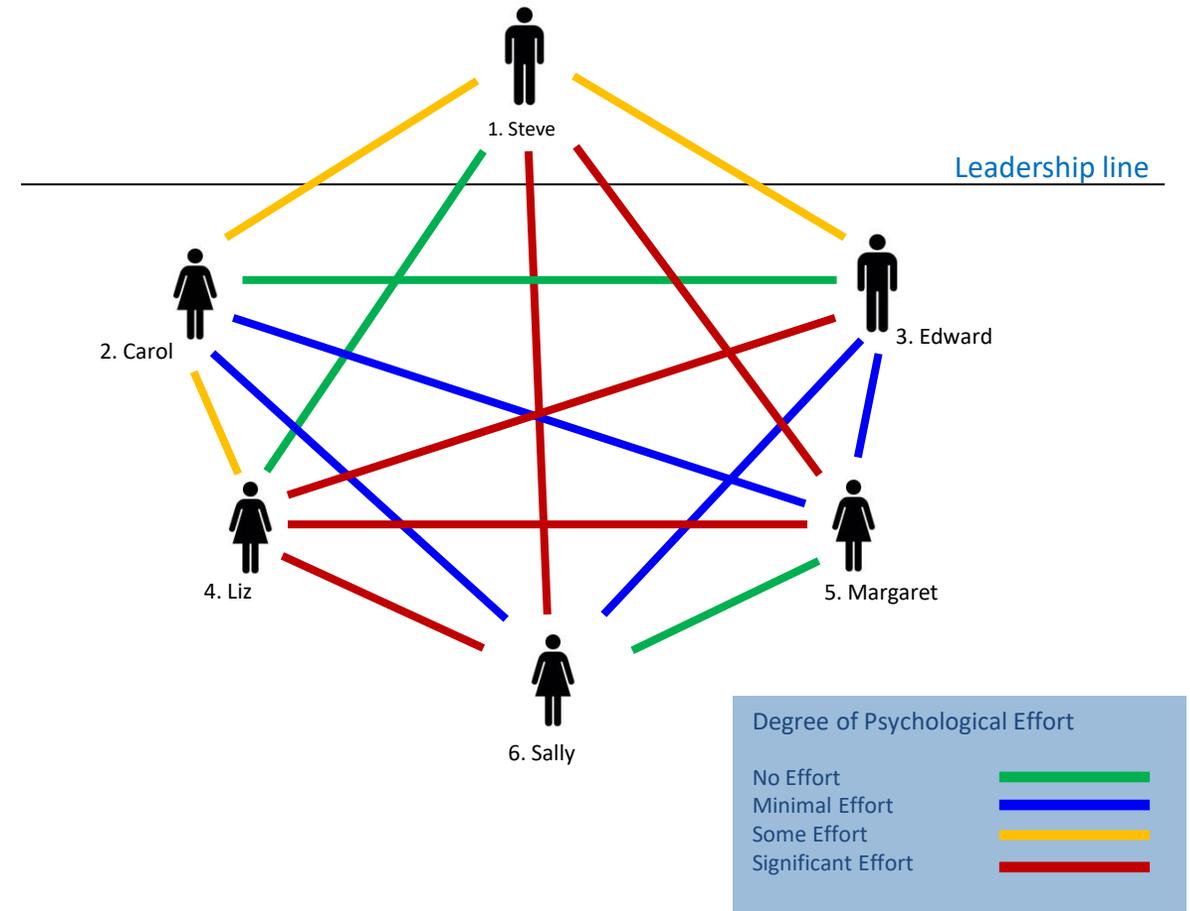
- Clarity of team vision and purpose
- Levels of trust in the team
- Team Identity (loyalty & accountability)
- Commitment to team's goals
- Communication
- Capability to work together

It creates a series of Business EQ Maps showing the impact each member has on colleagues and the performance of the team.

Team Assessment ROI

One of the powerful features of the team assessment is its ability to be used not only as a diagnostic but to measure the team before and after an intervention to provide a measure of team performance change.

Team Business Emotional Intelligence Maps



EBW Global Assessments & Tools

Become an EBW Global Certified Partner to access Assessments, Tools & Programmes that change the way your people work

Business EQ Assessments

Benchmarking & building awareness of leaders', teams' and groups' Business Emotional Intelligence to improve performance.

Executive Coaching

Improve leadership performance with the EBW assessments, tools & 10 step coaching programme

Coaching Leader

The coaching leader programme provides leaders with the EBW assessments, tools & the skills to enable them to coach their direct reports

Leadership Programmes

Develop your own bespoke leadership programmes using EBW leadership assessment, tools and leadership programme modules

Team Development

Build disruptive high performing teams with EBWt team assessment, team coaching programmes or a 1 day team workshop

EQ Skills Training

Boost peoples' communication, personal interactions & performance in a one day workshop for large groups.

Recruitment

Use the EBW to recruit the right candidate or provide the EBW to clients to assess their own candidates

EBW Global Certified Partners Case Studies

Business Culture Change

Property Management Firm



Background: Due to rapid expansion a shift in organisational culture was necessary to meet the growing demands of the environment in which the organisation operated in.

Solution: A bespoke 18-month leadership/team programme was designed for all levels, with individual coaching, nudges and team sessions that focused on “hot spots” and blockers to cultural change.

Results:

- Increased business results (net profit margins)
- Planned expansion rather than organic growth
- Better recruiting and retention, by integrating key attributes within teams across the business
- Leadership team developed their ability to communicate effectively and challenge their peers and reports
- Improved results in staff engagement survey .

Management Development

Global Recruitment Company



Background: Despite business success, industry accolades and great feedback from customers, the company had noted a steady increase in leavers and management issues.

Solution: A short Business EQ Programme, with 1 to 1 EBW sessions, experiential exercises and role plays, focusing on empowering managers to take personal responsibility for the emotional behaviours that impact on their own and their reports' performance.

Results:

- 5/6 highest billers that year were teams whose managers had attended the pilot programme
- Reduction in HR cases by 75%
- Ability to better identify potential managers
- EBW assessments used for recruitment
- New leadership development programme designed for the executive board

Team Development

European Manufacturing



Background: European Manufacturing Director, whose management style was to ‘go for the jugular’ did not recognise the adverse impact on financial performance and team development.

Solution: Coaching programme focused on recognising personal emotions and behavioural ‘derailers’. Development plans included changing from being autocratic to a more coaching leader.

Results:

- Greater self awareness and better management
- After the first 3 months the management style remained equally demanding but integrated with effective coaching
- Support focused on the issue rather than judging the individual
- After 9 months the team became the benchmark within the group, both for financial results and for consistent excellence.

EBW Global Certifications

EBW Global offer a range of certification programmes and products that provide an in-depth understanding of Business Emotional Intelligence and how to use it to change performance, such as:

Business EQ Certification

This blended learning programme using either face to face training or online training to provide you with the qualification and the skills to deliver the EBW assessment reports. Plus, it provides a lifetime access to the EBW knowledge library with tools, research papers and programmes.

Fast-Track Business EQ Certification

The fast-track programme builds on the knowledge of those practitioners who are qualified to use personality assessments, so they quickly have the ability and the skills to deliver the EBW assessment reports. This programmes also provide a lifetime access to the EBW knowledge library with tools, research papers and programmes.

Team Business EQ Certification

This programme is the next step in understanding how to measure and develop Business Emotional Intelligence to improve team performance. This online programme builds on the Business EQ certification to provide you with the skills and the tools to use the team assessment to run team workshops and programmes to improve team performance.

"I have found the EBW assessment and approach a valuable addition to my set of tools for developing people towards fulfilling more of their potential. In terms of the accreditation process, the 'one-day masterclass plus mentoring support' format has worked well for me. It makes accreditation accessible, is well delivered, and the ongoing support and supervision has provided invaluable additional insight as I have learned to use the tool in a range of situations".

Colin Wilson. Telos Partners International

EBW Global Contact Details

EBW Global Support
Brentfield House,
15 Brentfield Road,
Dartford,
Kent,
England DA1 1YJ
Tel: +44 (0)1322 286826
Email: info@ebwglobal.com

The EBW is the Business EQ assessment of choice for many family run businesses, public sector agencies & world-leading organisations, including:

