

Developing Leadership Capability in Times of Change

*Understand the Impact
Know the full potential*



Powerful Leadership Programmes

The lack of interpersonal skills and the inability to adapt are the two principal derailment factors in leadership performance, especially in times of change.

EBW Certified Partners bespoke programmes, matched to your needs, provide a supportive forum for leaders to quickly learn, reflect and grow.

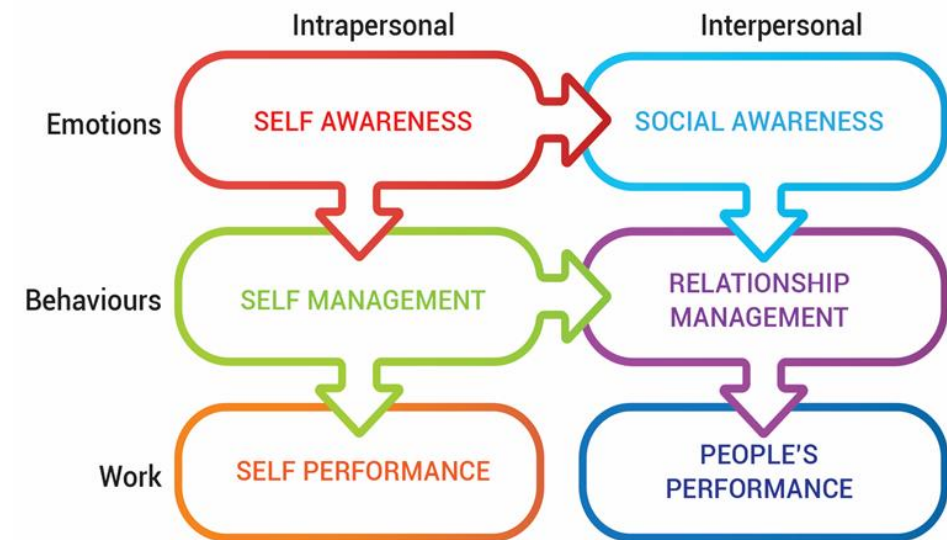
A typical online approach would include:

- Leadership Masterclass - Discover how the best leaders transform teams & organisations.
- Leadership Coaching - 1 to 1 leadership development.
- Building Authentic Leadership - A series of interactive sessions to explore how to use leadership to deliver different outcomes.
- Leading a Team – Practical sessions that explore how to empower a team to change how they work together

Sustainable Performance Change

We ensure our interventions are sustainable by certifying and partnering with individuals and organisations to use our global Business Emotional Intelligence assessments, tools and bespoke programmes.

Business Emotional Intelligence For Leaders



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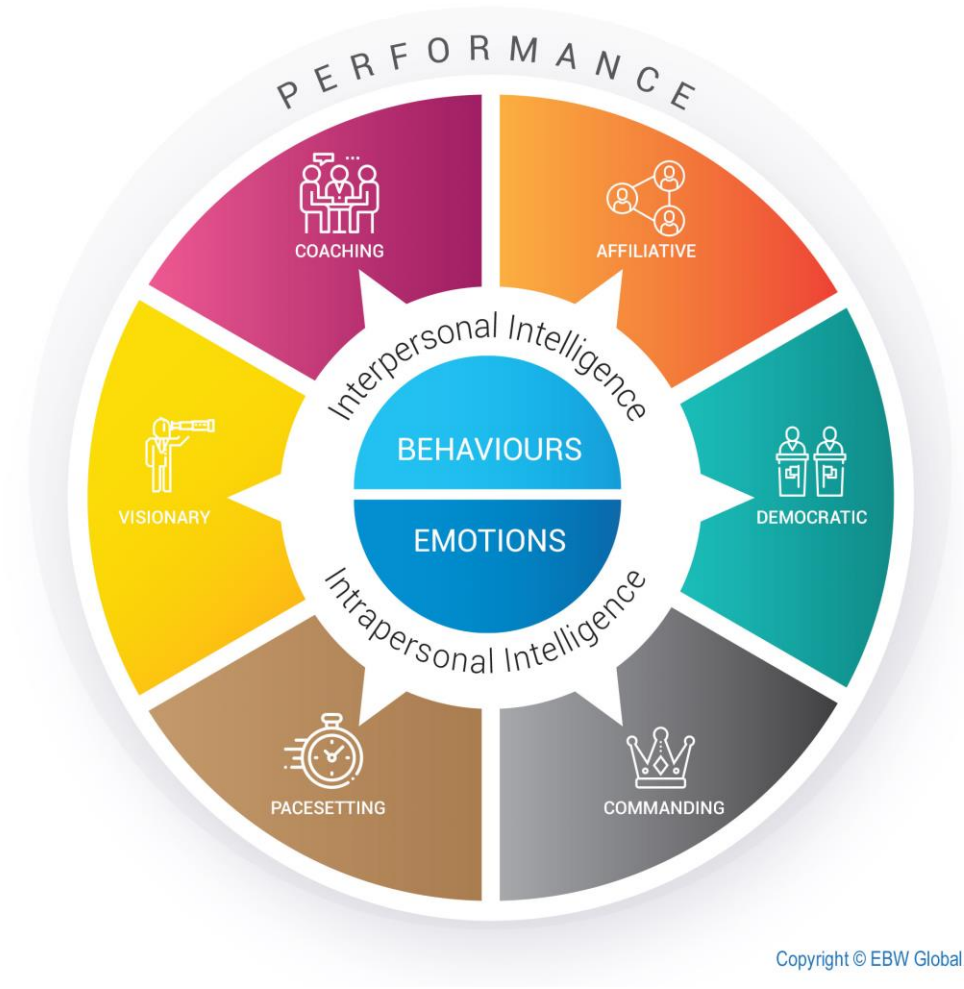
Building Leadership Masterclass

EBW Global uses Business Emotional Intelligence blended with practical research and Daniel Goleman's leadership model to provide a rich, research-based framework to build the skills, capabilities and financial potential of an organisation's talent.

It works at all levels of leadership providing:

- The latest practical leadership research
- Insights into blind spots that stop leadership potential
- A blueprint to shift leaders' ability to deliver results that achieve different outcomes.

I was extremely pleased with the EBW session itself as I found the clarifications and explanations given by Jill (EBW Business EQ Partner) to be extremely thorough, clear and useful. She helped me tremendously in highlighting how my trust in others and "hold back" attitude could lead to misunderstanding and how I could be much more assertive and influential.
Commercial Director



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Shifting Leaders' Ability to Deliver Different Outcomes

Changing how people work together is the single most powerful and cost-effective way leaders can bring performance breakthroughs.

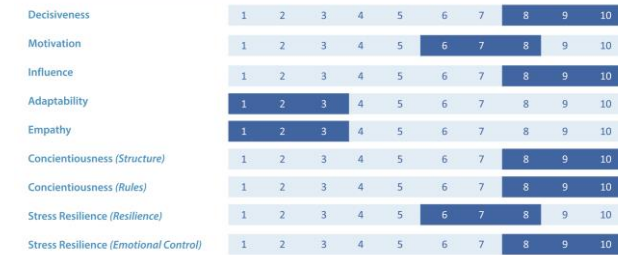
EBW Global approach is to assess your leaders against 5000 international leaders and provide a blueprint to a leaders most authentic leadership style. Using a coaching EBW Certified Partners:

- Shift performance blocks by using unique insights & powerful conversations
- Successfully deal with turbulent change by using different leadership styles
- Build sustainable results by using Business EQ to develop leadership capabilities

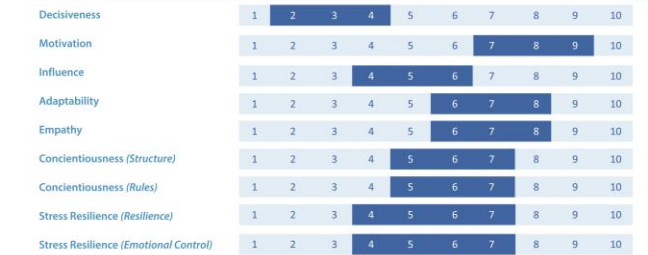
It occurred to me if my managers read my EBW Report it would resonate much better with them and provide them with more insights into what makes me tick than if they read my OPQ 32 personality profile. FYI I will be recommending that we use the EBW in the future.
HR Director

Business EQ Leadership Styles Blueprints

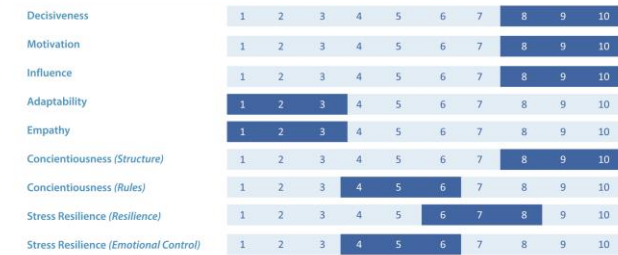
Commanding Leadership Style



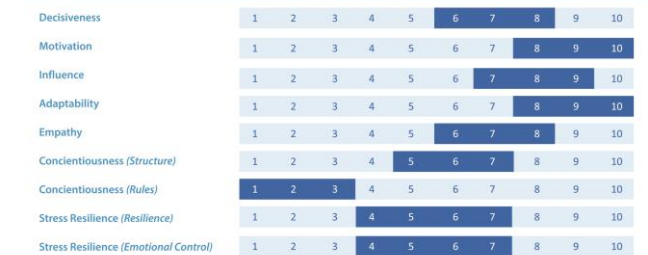
Coaching Leadership Style



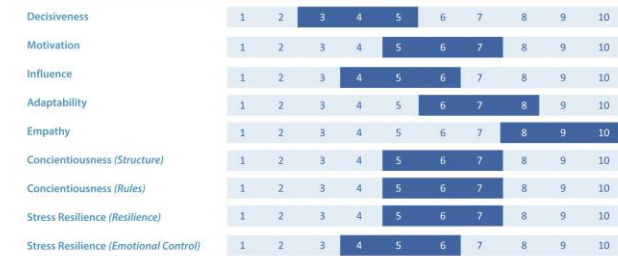
Pace-Setting Leadership Style



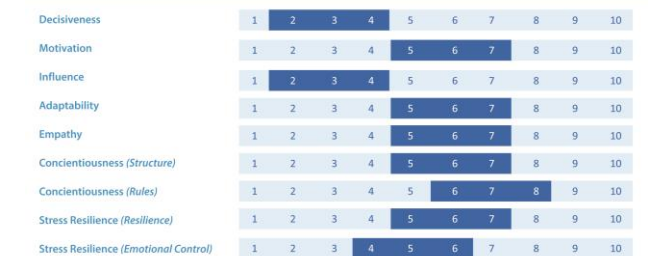
Visionary Leadership Style



Affiliative Leadership Style



Democratic Leadership Style



Building Authentic Leadership Sessions

Our authentic leadership sessions are shaped around waves of change in 90-day cycles based on adult learning theory that:

- Focus on helping participants to 'learn by doing', whilst building capability and new emotional behaviours.
- Use live examples of issues to experiment with new emotional behaviours and focus on actions generating results
- Implement a series of reinforcing and embedding 'nudges' to develop and embed new behaviours (e.g. short cycle coaching, peer trios, relevant videos and reading material for deeper learning).

Shifting Leaders' Ability To Provide Different Outcomes



- Theory
- Benchmarks
- Expertise
- Rich insights
- Experience
- Results

Peer Leadership Sessions

Interactive Videos

Learning Experiments

Nudges and Postcards

Leading and Developing a Team

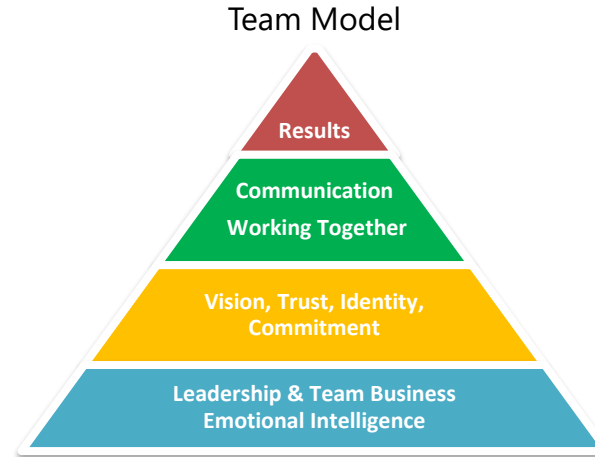
The leading a team module uses the EBW team assessment to provide insight at a leadership and team level, benchmarking a team against other teams on performance indicators:

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

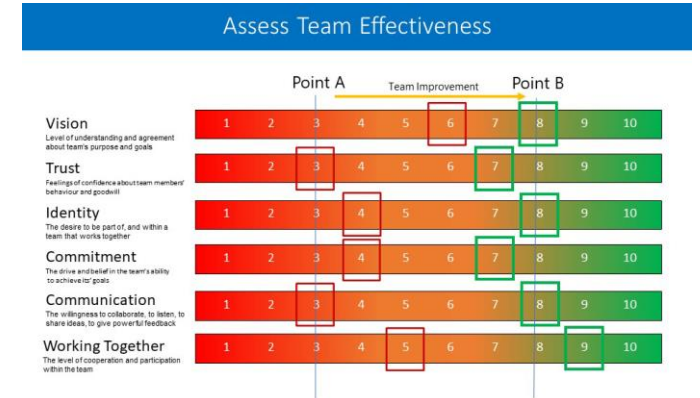
Using the series of Business EQ Maps that show the impact each member has on colleagues, EBW Global Partners work with the leader to change the way teams work together

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.



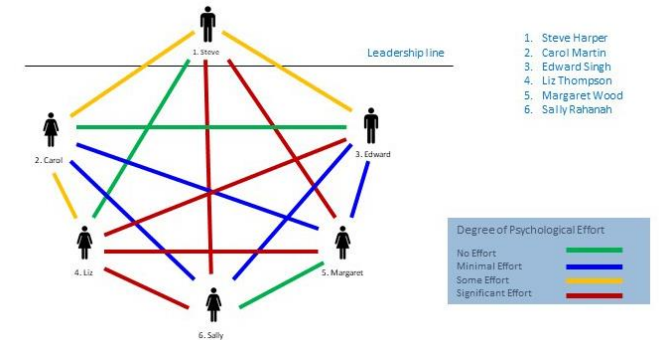
Assess Teams (ROI)



Assess Team Members' Business EQ

| EBW Business Emotional Intelligence Results | | |
|---|----------------------|------|
| EBW Self-Assessment Sheet | Name | Date |
| Discretion I consider things ahead of time, think in advance of the future, take in too much, have a detailed knowledge of the situation. | 1 2 3 4 5 6 7 8 9 10 | |
| Initiation I take on a new task or project without being asked, I start things, I get things done, I take initiative, I start things, I get things done, I take initiative. | 1 2 3 4 5 6 7 8 9 10 | |
| Influence I can persuade and lead people, I can get things done, I can get things done, I can get things done. | 1 2 3 4 5 6 7 8 9 10 | |
| Adaptability I can change and adjust to new situations, I can change and adjust to new situations, I can change and adjust to new situations. | 1 2 3 4 5 6 7 8 9 10 | |
| Empathy I can understand and feel the feelings of others, I can understand and feel the feelings of others, I can understand and feel the feelings of others. | 1 2 3 4 5 6 7 8 9 10 | |
| Conscientiousness I am careful, I am careful, I am careful, I am careful, I am careful, I am careful, I am careful, I am careful, I am careful, I am careful. | 1 2 3 4 5 6 7 8 9 10 | |
| Stress Resilience I can handle stress, I can handle stress, I can handle stress, I can handle stress, I can handle stress, I can handle stress, I can handle stress, I can handle stress, I can handle stress, I can handle stress. | 1 2 3 4 5 6 7 8 9 10 | |

Discover Team Dynamics with EQ Maps



Powerful Leadership Programme Elements

EBW Global Partners shape the different elements of programmes into practical learning journeys for leaders.

By focusing on the inter-personal and intra-personal we shift leaders' capability to deliver different outcomes by providing:

- Better self insight & personal responsibility for leadership performance.
- Better decision making and risk assessment.
- Enhanced communication & cultural awareness.
- Increased mental toughness.
- More efficient teamwork.
- More effective organisations.
- Better business results!

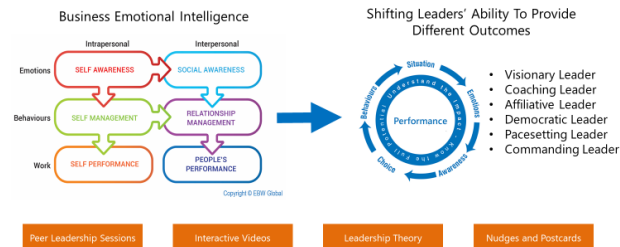
Module 1 – Leadership Masterclass

Online Leadership Masterclass



Module 3 - Interactive Sessions

Building Authentic Leadership Sessions



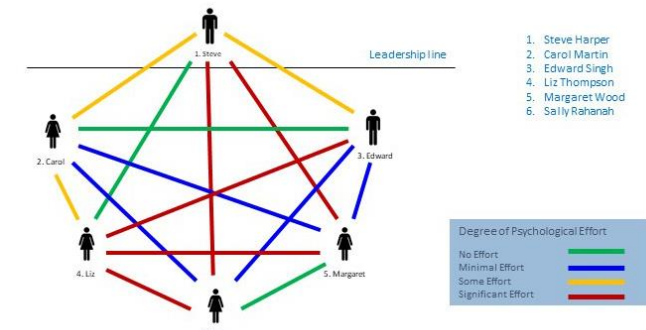
Module 2 - Individual Coaching

EBW Business Emotional Intelligence Results

EBW Self-Assessment Sheet

| Question | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|----|
| Decisiveness I am comfortable being a lead from others, need to control the system, need to have enough time to evaluate the outcomes of the decision only. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Motivation I don't rely on others to do my job, I am self-motivated, I am a self-starter, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Influence I have a strong and positive influence on others, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Adaptability I am comfortable in the working environment, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Empathy I am comfortable working without the support of others, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Conscientiousness I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Stress Resilience I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer, I am a go-getter, I am a go-doer. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Module 4 – Leading a Team



"Thank you so much. I've just been going through a really really tough time which has actually caused me to doubt my sanity, so this programme was very timely. And, I will always encourage people never to underestimate emotional intelligence and the behavioural consequences. In future, I shall be recommending you wherever I can."

Typical Leadership Challenges

| Client Challenge | Example Project Focus | Impact |
|---|---|--|
| <i>"Our senior management are not demonstrating the calibre we need to lead our future business..."</i> | Assess external and internal talent and develop a programme of activity to build the capability, beliefs and emotional behaviours aligned with future business direction | Identification and shaping of future leaders who will more effectively guide the organisation and lead employees |
| <i>"My virtual team are not working effectively together, decision making is difficult, they act as individuals not a group..."</i> | Build shared understanding of the current situation and work at the individual and team levels, supported by diagnostics, workshops and coaching, to shift emotional behaviours | Group shifts from being ' <i>individually right to be collectively powerful</i> ' which enables better decision making, more effective use of time and a supporting cohesive culture |
| <i>"I need my direct reports to build the skills and capabilities of their teams to embrace our changing workplace..."</i> | Help leaders understand the existing gap and how they and the teams they run need to shift behaviours/capabilities to meet the changing needs of the future | A more aware and savvy group of leaders able to build and align their teams to the needs of the changing business to deliver sustainable results |
| <i>"I want to be effective from Day One in my new role as a senior executive in this business..."</i> | Support the new business head transition into their new role through a tailored 100-day programme | Accelerated on-boarding and visible impact in the organisation, built on an understanding of the individual's Business EQ to harness their full potential |

EBW Global Assessment and Tools

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

