

# LEADING TEAMS WITH EMOTIONAL INTELLIGENCE

IMMERSE YOUR MANAGERS IN THE SECRETS BEHIND SUCCESSFUL TEAMS

**LEADING TEAMS WITH EMOTIONAL INTELLIGENCE DELIVERS WORLD-CLASS CONTENT THAT SHARPENS CRITICAL THINKING AND DECISION-MAKING SKILLS IN REALISTIC BUSINESS SITUATIONS**

**LEADING TEAMS WITH EMOTIONAL INTELLIGENCE** from Harvard Business Publishing immerses managers in dialogue-based situations that foster learning by doing, where they make key decisions that drive the dialogue and ensuing results. The course puts your managers into situations where they must flex their own emotional intelligence skills to drive high team performance. Engaging interactive exercises reveal the secret behind exceptionally productive teams.

## CONTENT

### SCENARIO-BASED LEARNING, INTERACTIVE TOOLS, FOLLOW-UP GUIDANCE

**Leading Teams with Emotional Intelligence** helps your managers improve business results by gaining the ability to recognize and regulate their teams' emotions. The situation-based practice serves up immediate consequences for decisions and shows your managers how to create an environment of true collaboration and cooperation. Your managers will gain powerful insights into people and how to make team members work genuinely well together and fulfill their highest potential.

The course provides firsthand experiences in a safe environment and gives managers the opportunity to use interactive tools and apply follow-up action plans. *Leading Teams with Emotional Intelligence* will enable your managers to:

- o **Recognize**, regulate, and improve the emotional dimensions of team behavior.
- o **Gain** more influence as a team leader and more effectively solve problems with a team.
- o **Understand** and appreciate the impact of a leader's emotional intelligence on workplace climate.
- o **Establish** group norms to build a foundation for team collaboration that in turn drives high performance.
- o **Manage** emotional relationships with other groups for improved productivity.
- o **Understand** the key components of emotional intelligence that leaders need to be successful: self-awareness, self-management, social awareness, and relationship management.

All course activities are short and modular, with no portion taking more than twenty minutes. The entire program requires two to three hours to complete.



## HIGHLIGHTS

- > World-class, award-winning content
- > Rich interactivity with video and gaming aspects
- > Ongoing dialogue for immediate feedback
- > Customizable on-the-job action plans
- > Improved productivity from stronger teams
- > Flexible learning paths
- > On-screen Guide provides direction
- > Learn by doing

## EXPERTS

### DANIEL GOLEMAN

- o Author, *Emotional Intelligence*
- o Co-author, *Primal Leadership*
- o Co-director, Consortium of Research on Emotional Intelligence in Organizations, Rutgers University

### RICHARD BOYATZIS

- o Co-author, *Primal Leadership*
- o Chair, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University

### ANNIE MCKEE

- o Co-author, *Primal Leadership*
- o Co-author, *Resonant Leadership*
- o Co-chair, Teleos Leadership Institute
- o Professor, University of Pennsylvania

## COURSE ELEMENTS

### STEPS AND TOOLS TO BETTER TEAM WORK

**Leading Teams with Emotional Intelligence** takes managers through expert content in a fast-paced interactive format. Just as with live conversations, each situation offers alternative paths that produce different outcomes for each challenge. Realistic practice scenarios and interactive tools enable time-pressed managers to grasp key concepts quickly and retain them permanently.

**Simulations** enhance Harvard Business Publishing's award-winning courses to a new level of learning. Rich, multiple-media formats offer a wide breadth of video, audio, and print content.

#### ANALYZING YOUR TEAM'S EI

How to assess a team's relative strengths and weaknesses in emotional intelligence.

#### IMPROVING YOUR TEAM'S EI

How to work with a team to improve overall emotional intelligence.

#### INTERACTIVE SCENARIO

Puts the learner in situations that lead to decision-driven consequences that affect people, processes, and productive outcomes.

#### UNIQUE, CUSTOMIZED PATHS

As in real conversations, each learner will experience a different path through challenging situations.

#### DECISION POINTS

There are seventeen instances that prompt the learner to make decisions and face consequences.

#### RESOURCE LIBRARY

Nine expert perspectives from *Harvard Business Review* and other top sources.

#### FOLLOW-UP ACTION PLANS

Guidance for establishing on-the-job goals.

#### QUIZ

Evaluate comprehension of the content with built-in assessments.

### ADDITIONAL FEATURES

**Gaming aspects and video** (45 minutes) make for a memorable learning experience.

**Realistic scenario** learning and an on-screen Guide provide immediate feedback.

**Guidance for working with a mentor** to analyze new skills and apply new concepts on the job.

**Facilitation Guide** shows how to incorporate course elements into learning program.

## SUPPORT

### IMPLEMENTATION SERVICES

**LEADING TEAMS WITH EMOTIONAL INTELLIGENCE** is quick and easy to deploy via your LMS or intranet. Our Implementation Services Team can help you develop an effective rollout strategy. Your organization can create a tailored deployment or use a Facilitation Guide for the course.

Many more Harvard Business Publishing offerings are available to help you achieve your leadership and management development objectives. Please contact us for information on our comprehensive portfolio of strategic content, programs, and services.

## TARGET AUDIENCE

### LEADING TEAMS WITH EMOTIONAL INTELLIGENCE

provides high-impact practice for mid-level managers who must establish and lead strong, productive teams.

Building and refining your managers' ability to create a stronger team culture will directly affect your organization's success.

## COMPLEMENTARY OFFERINGS

Extend the course's impact with additional leadership development simulations:

- **NEGOTIATING FOR RESULTS**  
How to prepare for and conduct effective negotiations.
- **PRODUCTIVE BUSINESS DIALOGUE**  
How to improve communication effectiveness for actionable outcomes.
- **MANAGING DIFFICULT CONVERSATIONS**  
The natural follow-on to **Productive Business Dialogue**, this simulation course shows how to uncover the real data and reasoning underlying disagreements, and how to build collaborative conclusions.

Or select from our deep well of print and digital content. Ask your relationship manager for recommendations to match your current strategic initiatives.

## LEARN MORE

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