

EITC



Emotional Intelligence & Leader Performance Webinar: Innovation

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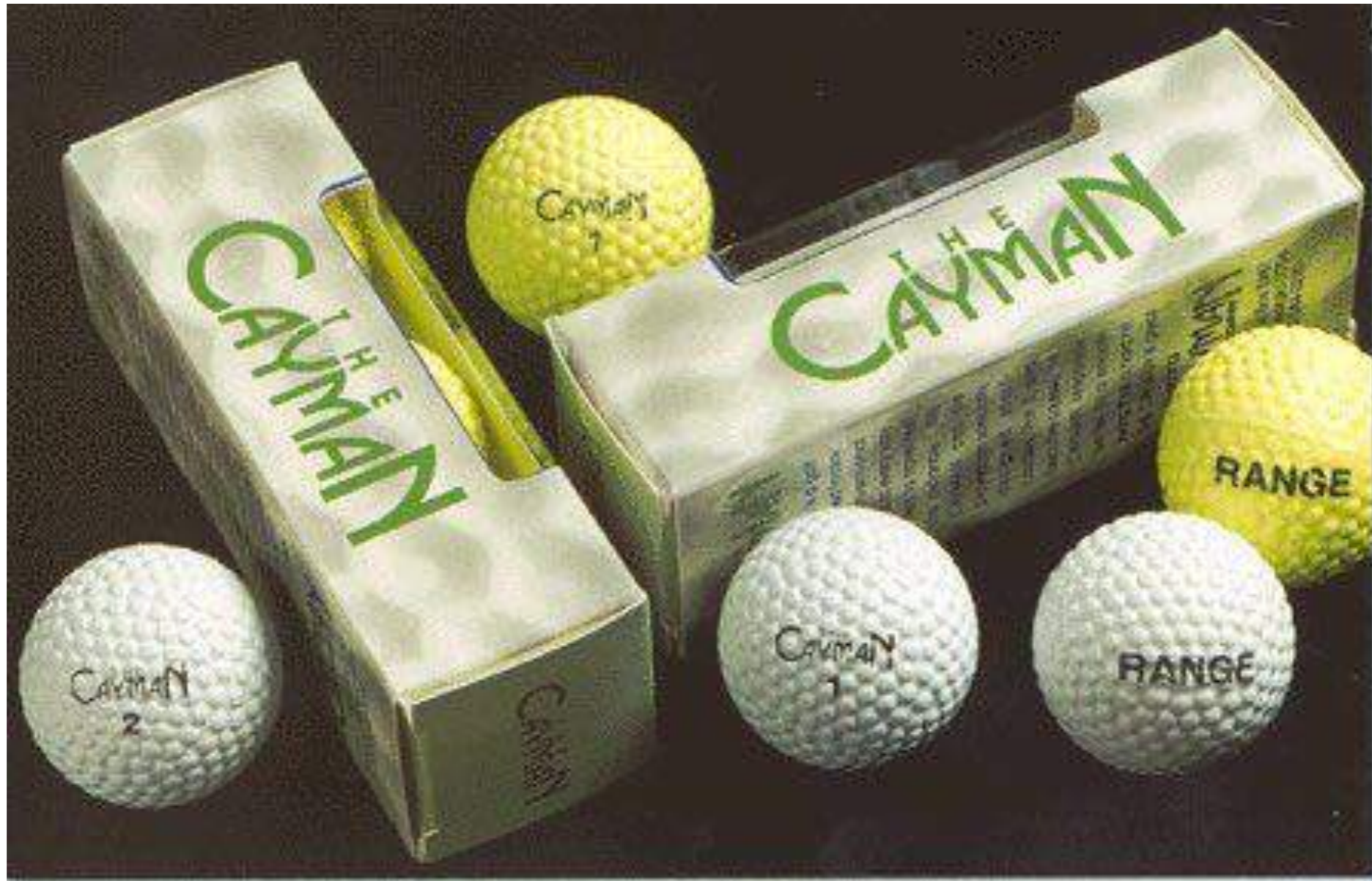


with David Cory, M.A.
Leadership Development Consultant
david@eittrainingcompany.com
[@davidrcory](#)



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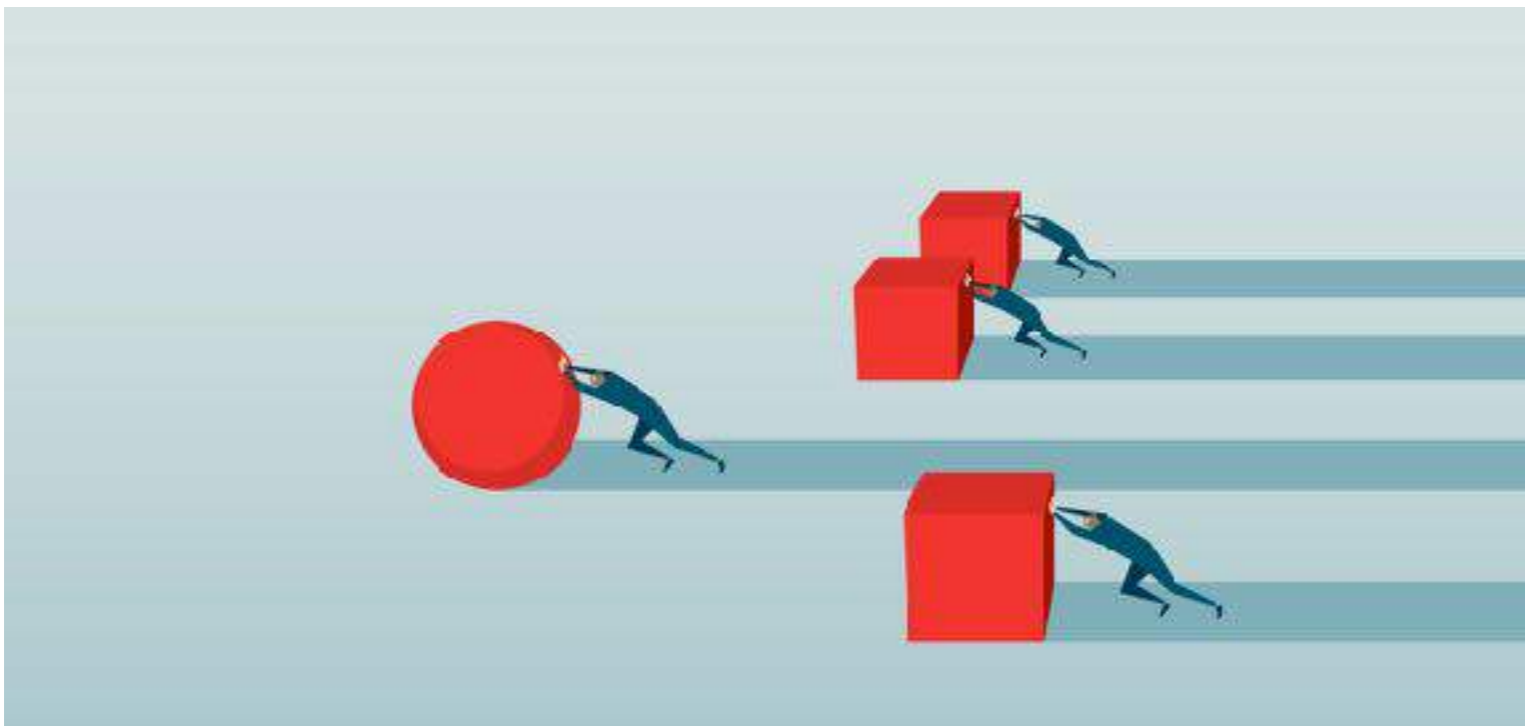






Innovation Definition

The application of original ideas.



Why? Leads to continuous improvement, greater organizational effectiveness and, ultimately, competitive advantage.



“Ask the audience”





EQ-i^{2.0}

assess. predict. perform.

Welcome to a new way of examining your emotional intelligence (EI) skills! You will find this report has many unique features linking EI and leadership development. These features provide you with a snapshot of how your EI compares to that of other leaders and insight into your leadership strengths and potential areas for development. This report examines your results on the EQ-i 2.0 through four key dimensions of leadership:

Authenticity	Coaching	Insight	Innovation
<p>An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.</p>	<p>A leader who coaches effectively is seen as a mentor who supports employee growth. Employees are nurtured towards achieving their highest levels of performance.</p>	<p>A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.</p>	<p>An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.</p>





Self-Actualization



- ***Inspiration***
- ***Meaning***
- ***Purpose***
- ***Fulfilment***
- ***Dedication to continuous improvement***
- ***Exceptional team performance***
- ***Bring out the best in others***
- ***Culture of achievement***



Independence



- *Self-Directed*
- *Unimpeded*
- *Not limited by others*
- *Knows own thoughts and opinions*
- *Able to offer unique perspective*
- *Able to influence the thinking of others*
- *An active participant in a creative process rather than a passive observer*



Problem Solving



- ***Can be decisive***
- ***Doesn't hesitate to respond when needed***
- ***Move through the process when emotions are running high***
- ***Keep a process moving forward without getting stuck***
- ***Know when to push the group and know when to take a break***
- ***Able to proceed without worry***



Assertiveness



- ***Can get your point across in a clear, confident manner***
- ***Help to give voice to your opinion and contribute to the organization***
- ***Can convey strong convictions***
- ***Helps to gain team buy-in***
- ***Can inspire innovative solutions***



Flexibility



- *At ease with change*
- *Helps fuel ideas and creativity*
- *Receptive to improving business processes*
- *Can change leadership style when necessary*
- *Ensures new perspectives are considered*
- *Challenges to traditional procedures are the norm*
- *Encourages 'out-of-the-box' thinking*



Optimism



- ***Helps view possibilities***
- ***Able to overcome adversity, learn from mistakes, and inspire others to do the same***
- ***Will set an inspiring vision and mission***
- ***Become a role model for positive thinking***
- ***Organization prospers during uncertainty***
- ***Encourages perseverance in the face of challenges***



Steps for Leaders to Creating a Culture of Innovation



1. **Self-Actualization** - ensure your role has meaning and purpose for you
2. **Independence** - be free from dependence on others
3. **Problem Solving** - be able to deal with the emotions involved
4. **Assertiveness** - speak up and make your voice heard
5. **Flexibility** - consider many options and don't accept the status quo
6. **Optimism** - focus on what's possible



Summary

An innovative leader focuses on taking risks, spurring colleagues ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.

EQ Competencies provide the foundation for a leader to support a culture of Innovation.

To create a culture of innovation, focus on: Self-Actualization, Independence, Problem Solving, Assertiveness, Flexibility, and Optimism

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