

**Purposeful Leadership – Module 2**  
**Emotional Intelligence**



On headset with working mic	No headset, using chat box

# Purposeful Leadership



Leadership  
and Personal  
Accountability

*Emotional  
Intelligence*

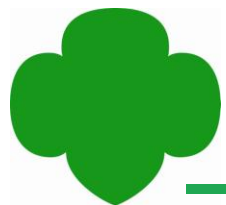
Balancing  
structure  
and freedom

Leading  
Change

Coaching  
Opportunities

Hard  
Conversations

*They build on each other, **AND**  
they stand alone*

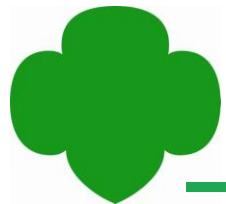


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# Learning Objectives



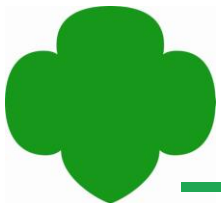
- Describe the relationship between transparency with the team and your credibility as leader
- Describe the relationship between self-awareness and effective leadership
- Identify your key strengths and potential blind spots



# Agenda



- Who's here? (:10)
- EI recap
  - Breakout discussion (:10)
  - Main room discussion (:10)
  - EI explained (:05)
- Seeking feedback as leaders
  - Breakout discussion (:10)
  - Main room discussion (:10)
- What are my strengths?
  - Breakout discussion (:10)
  - Main room discussion (:05)
- Summary (:05)



AUDIO & VIDEO



Talk Video

PARTICIPANTS

**Amanda**  
Moderator

0 1 Clear

MAIN ROOM (8)

- Amanda**  
Moderator (You)
- Alejandro
- Doug Hyche
- Emma
- Gabriel

CHAT - Supervised

Did you finish the essay?  
Sharri 11:39 AM  
Also, I need help on Q3  
Shannon Forte 11:39 AM  
I need more help in Q3 also 😊  
Sharri 11:39 AM  
Glad I wasn't the only one Shannon!

Room Moderators



New Page Clear Page Remove Page Fit Page

Load Content Record Bb Blackboard

Slide navigation and drawing tools. Includes a toolbar with icons for selection, erasing, and drawing. A drawing tool is active, showing a stroke width of 100% and Stroke 2. The main area contains a large purple arrow graphic and the text "Blackboard collaborate." in the bottom right corner.

# Writing on whiteboard in breakout rooms

## Breakout Discussion

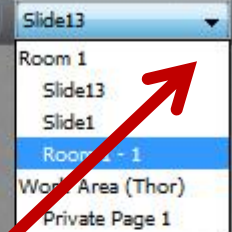
1. In your breakout group, .....
2. Read the quote and .....
3. Summarize your thoughts using .....

Once you are in your breakout room and the instructions slide is pushed out, you will see a menu like above where you can navigate to a blank page and enter group discussion Notes. Use this same menu to go back and forth between the instructions slide and your “notes” page.



1. In your breakout group, .....
2. Read the quote and .....
3. Summarize your thoughts using .....

Click on the drop down menu then pick the blank page you want to go to jot down thoughts/notes.



© Nations Online Project

CANADA

MEXICO

other





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# Breakout Discussion



What were your takeaways for leaders from the Emotional Intelligence video and the Johari Window video?

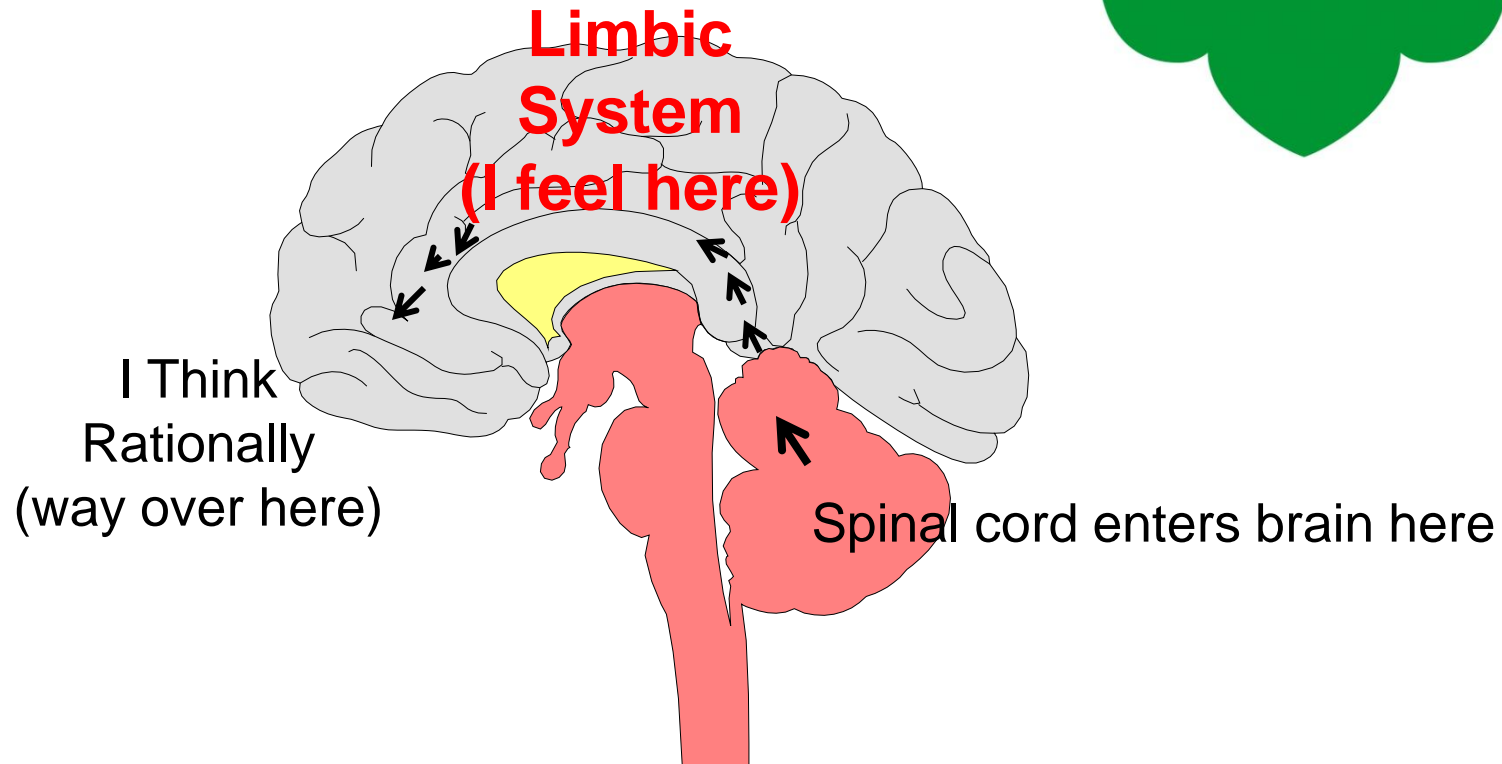
Take :10 to discuss and capture your thoughts on the whiteboard page in your breakout room

Have someone ready to summarize when we come back to the main room



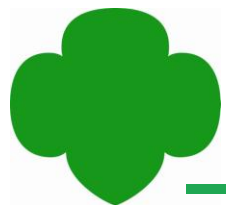


# EQ and The Brain

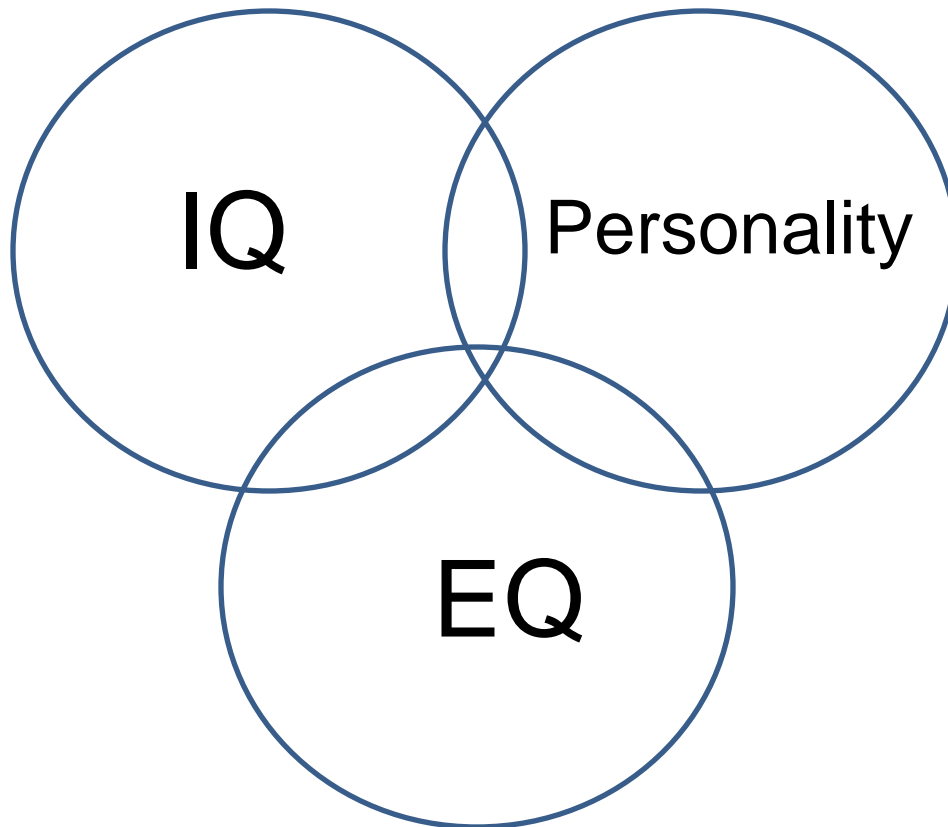


*“Since our brains are wired to make us emotional creatures, your **first** reaction to an event is always going to be an emotional one.”*

*~ T. Bradberry and J. Greaves, *Emotional Intelligence 2.0**



# The good news!

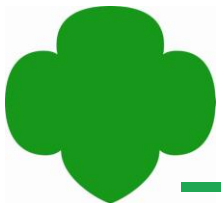


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# Emotional Intelligence\*



- Self-awareness
- Managing your emotions
- Motivating oneself
- Recognizing emotions in others
- Handling Group Discussions (Social Intelligence)




\* Emotional Intelligence, Daniel Goleman, Bantam Books, 2006

# Emotional Intelligence\*

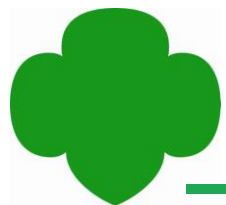


- Self-awareness
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A diagram showing a horizontal rectangle with a pointed right side, connected by a line to the top-left corner of the Johari Window table.

Johari	Window





# JOHARI Window

Known by others    Unknown by others

Known to me

*Public Self*

*Self-disclosure - engenders TRUST*



*Private Self*

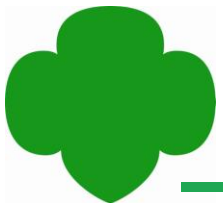
Unknown to me



*Feedback - decrease blind spot to increase effectiveness*

*Blind Spot*

*Hidden Potential*



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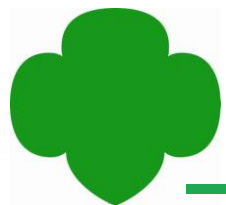
# Breakout Group Discussion



If you believe that leaders should make themselves available to feedback, what might give you pause about going thru this process yourself? What do you think of the process described in the video?

Take :10 to discuss and capture your thoughts on the whiteboard page in your breakout room.

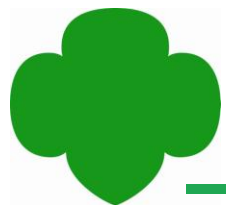
Have someone ready to summarize when we come back to the main room.





“I really dislike job descriptions. They tend to put people in boxes and hold them back from realizing their full potential. Rather, I prefer to reevaluate our entire team and **match the needs of the program with the strengths of the individuals running the program**. I never let a person’s weakness get in the way of his strength.”

~ Coach “K”, Duke University, *Leading from the Heart*



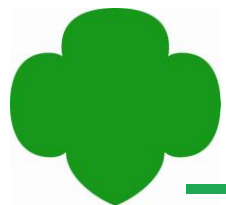


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# Identifying Your Strengths



- Through feedback
- Through assessments (mbti, DISC, TMI, Stanford LBG, etc.)
- Your own observations (mining those stories when your strengths shined through)



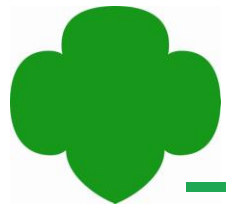
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# Reflective question



(Jot down your response and be ready to discuss in a breakout room)

My 3-4 key strengths are...





and of those 3-4, the one  
I sometimes overuse is...



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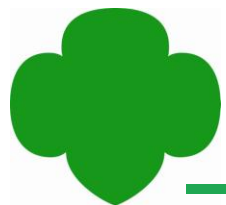
# Breakout Group Discussion



Share your responses around strengths and how they serve you well.

Discuss how you can enlist the help of others to help you with your “blind spots”.

Take :10



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# Suggestions...



1) When problem-solving with others, make your assumptions and beliefs public to help you stay aware of and manage them

*“Hey guys, my bias is that ....., so help me if I get too adamant about...”*

2) When discussing “facts” and “data”, ask yourself, *“am I looking only at the data that supports my position/beliefs?”*



# Closing Thought.....



“To live in a quantum world, to weave here and there with ease and grace, we will need to change what we do. We will need to stop describing these tasks and instead facilitate process. We will need to become savvy about how to build relationships, how to nurture growing, evolving things. All of us will need better skills in listening, communicating and facilitating groups because these are the talents that build strong relationships.”



~ Meg Wheatley, *Leadership and the New Science*





**Questions?**

**Comments?**

