

# Inner Reaches of Outer Excellence: Building Emotional Intelligence

## CLIENT

This Program was conducted for the entire organization of a big accounting and financial advisory firm. The company has pan India presence with offices in ten cities offering accounting, tax and advisory services.

## INTERVENTION

This was a training intervention based on the work of Chade-Meng Tan at Google that he later converted into a book, 'Search Inside Yourself'. The intervention included training the entire organization to build their emotional intelligence. The intervention had two components -

First, training the entire senior and mid level executives on building their emotional intelligence.

Second, creating an Emotional Intelligence Training Kit and training the internal trainer (TTT) to deliver the module to the junior level executives.

## OBJECTIVES

- To build the emotional intelligence of the executives in the organization
- To understand emotional intelligence and why it is important
- To enhance the emotional intelligence competence
- To manage one's emotions for improved performance and happiness
- To use emotional information in an effective and meaningful way

## EI TRAINING PROGRAM CONTENT

- Building Emotional Intelligence: The Rationale
- The Psychobiology of Emotional Intelligence
- Components of Emotional Intelligence
- EQ Measurement: Psychometric Instrument
- Skill Builder: Enhancing Emotional Intelligence
- Leading with EI: Emotionally Intelligent Leadership

## EI TRAINING KIT CONTENT

- Presentation Deck
- Facilitators Guide
- Workbook
- Games, Exercises and Activities
- Role Plays, Caselets and Film Clippings
- Learning quiz