



International **Emotional Intelligence**

8 days that make a difference

We have 20 years of experience with »*Emotional Intelligence*« working together with very diverse organisations, personalities and groups. The results of the trainings are very impressive. Our participants develop sustainable choices, in situations where leaders found themselves acting with automatic behaviours in the past. They gain the ability to stop and consciously choose the appropriate attitude and behaviour for that moment, the person in front of them. This opens up the door for new solutions and new opportunities. They improve their self-leadership, empathy and the building of relationships.

Meaning of Emotional Intelligence

As managers and leaders of people we want to bring the best out of ourselves and from the people we work with. We want to be effective throughout our day when we are guiding our employees, making decisions, negotiating with others and getting our daily work done.

We want to be clear. Understanding how the inner world works and improving our emotional intelligence skills can help us do this.



Aims

Part 1:

Intrapersonal Aspects of Emotional Intelligence

You learn to tap into your own feelings, sense inner signals and recognize, how your feelings affect you and your performance. You become more proficient in self-awareness and have a greater capacity to be aware what is impacting you and others. You gain more space between something that triggers your emotions and your response to it, ensuring a more conscious and skilful approach. You understand different parts of your personality better and develop effective skills in self-leadership.

Part 2:

Interpersonal Aspects of Emotional Intelligence

You learn to observe and listen to the emotions of others. You understand more deeply why certain behaviours arise and how you can deal with them in a more empathetic and effective way thus ensuring sustainable collaboration. You experience what triggers vicious circles between you and someone else and how to intervene. You become more aware of how you can be both assertive – representing and expressing your needs – as well as at the same time showing empathy. You learn more about the personality of others and about your impact on them. With this awareness, you can shape more rewarding interactions and relationships.

Our approach

We focus on your specific questions, interests and concerns. The seminar has a max. of 12 delegates supported by two trainers. We ensure a very good and secure support for all. The learning is intense, with a lot of time for reflection, sharing of experience, practicing, personal feedback and coaching. Respect and appreciation for you and your personal boundaries are most important to us.

Safety and Trust

We start from the premise that the feeling of trust, emotional safety and self-determination are crucial factors when working with emotions in a learning environment. We do not use provocation, hidden agendas or an instructional approach towards personality issues. Instead, we make sure that you can discover your own coherent new options for your personal development. Our aim is, that you see and develop more effective ways of dealing with yourself and others whilst remaining authentic.

Intense and Practical Experience

Emotions, motivation and impulses are steered by the limbic system of the brain. This emotional centre of the brain learns by the intensity of an experience, continuous practice and feedback. This takes time and demands individual support. We offer many practical exercises, with personal feedback and coaching that make new experiences possible.

Mindfulness

We work with mindfulness - exploring our automatic internal processes and overt behaviours with great precision. Serving this purpose we use a variety of exercises in which participants can explore their impact on others. Self-regulation and self-leadership is fostered in individual coaching sessions and practical exercises.

Internal Family Systems

A systemic model of personality (Internal Family Systems) is very useful to better see and understand yourself and your impact on others. You reflect and explore different parts of your own personality, their specific limitations and their resources. One result of the seminar is that you leave with a picture of the parts of your personality. This gives you so much more understanding and transparency and it is something practical to work with. Useful for you to understand why you behave the way you do in certain situations, to understand where caring parts take the lead and where you learn to lead the parts yourself.

Coaching

About a third of the time is spent with personal coaching in two sub-groups of six people and one trainer. Here you can explore individual questions or difficult situations, receive personal feedback, discuss topics important to you, deepen your understanding of topics presented during the seminar. This can help you to find new options and solutions.

Delegates

Delegates come from all over the world. They have different values, different histories and many of them attend with the common experience of being foreign abroad, without the native language, national values and rituals. This combination creates a very special atmosphere of openness and trust, and a deeper understanding which is much more effective than any intercultural training could be. If you are German speaking and communicate often in English, you will profit a lot in this training and gain more security in dealing with challenging situations.

Over the last few years we have had delegates from Asian and Arab countries, from the UK, Australia and most European countries. It is a special privilege to experience personally, that we have many similarities to others, that our personal ways of feeling and responding are really very similar.

We invite delegates to take part with a good use of the English language, it does not have to be perfect. We have a good mixture of international people where English is their second language, Germans, who communicate a lot in English and native English speakers. We are used to working with people having different language skills.

We have delivered our seminars to a wide range of organizations both as »open« seminars and »in house« seminars. The training »*Emotional Intelligence*« can be tailored to the needs of each organization, focusing on specific aspects of emotional intelligence.

Dates and Registration

Dates, Location and Costs

You will find the current information concerning dates, location and costs on our website.

After registration you will receive an invoice from us for the seminar 4 weeks before the start of the first module and we ask for payment within 30 days.

Participants and Trainers:

The training is held with 12 participants and two trainers. In the case of a smaller group with 8 participants, only one trainer will be leading the training.

Registration:

You may register online on our website. You will then receive a confirmation from us.



Contact

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