It is often the case that after the initial spike in employees performance at the point of recruitment. A year after they have been in post- performance may have dipped and issues around retraining / retaining existing staff at their higher performance levels become paramount.

It is now widely understood that low EQi has a direct and negative impact on the ability to attract, motivate and retain staff and also on the bottom line.

Although we may think that we do not bring our emotional selves to work, the truth is different. We do. For those people with low levels of EQi competencies for example self-awareness they will have no idea about how their actions, positively or negatively, impact on others and what strategies they can use to achieve planned outcomes from their interactions with others.

The workshops, in this programme, will assist participants in deliberately identifying those skills, which can influence their colleagues and staff members toward achieving planned outcomes.

Spread over 3 days the Workshops aims to empower participants with an appreciation of EQi Competencies, as well as *their actual EQi strengths and core competencies. in addition to their EQi areas for improvement. The workshop will guide participants toward choosing relevant competencies to enable them get the best from themselves and from their colleagues and staff* - with a view to achieving agreed outcomes from themselves and others;

**MODULE CONTENT:\***

**MODULE 1:**

**UNDERSTANDING ONESELF**

EQI COMPETENCIES; WHAT ARE THEY AND WHY DO THEY MATTER? (CASE STUDY) EQI TEST, IDENTIFYING CORE STRENGTHS AND AREAS FOR IMPROVEMENT. HOW PARTICIPANTS SCORES IMPACTS ON THEIR WORK COLLEAGUES.

**MODULE 2:**

EQI FOR IMPROVED STAFF PERFORMANCE. (CASE STUDY)

THE CARROT OR THE STICK APPROACH TO MANAGEMENT – EFFECTIVE LEADERSHIP STRATEGIES USING EQI MEASURES. RAISING LOW STAFF MORALE REDUCING STAFF COMPLACENCY

**MODULE 3:**

EQI FOR IMPROVED PERFORMANCE MANAGEMENT. THIS IS A BESPOKE PROGRAMME DEVELOPED TO ADDRESS SPECIFIC MANAGEMENT ISSUES INCLUDING; SETTING SMART OBJECTIVES AND KEY PERFORMANCE INDICATORS. WRITING EFFECTIVE CODES OF CONDUCT AND STANDARD OPERATING PROCEDURES / POLICIES.

**COURSE OBJECTIVES**

At the end of the course, participants should be able to:

* Clearly identify their core EQi Competencies and how this supports their management style and work place relationships.
* Have a practical appreciation of various leadership strategies for achieving strategic and other outcomes.
* Have a full understanding of the benefits of setting SMART objectives against identified EQi strengths and core competencies and how this translates into the development of appropriate Standard Operating Procedures, Codes of Conduct and their associated Policies.

**Facilitator**

**Abiola Ajayi-Obe**

Abiola has extensive experience in the delivery of Training and Development programmes, Business Development and Turnaround Projects, Product Development and Distribution and Litigation and Governance Management. As an Award Winning Business owner, Abiola has a proven track record in leadership techniques behavioural management strategies & team building utilising Emotional Intelligence strategies that enable individuals and organisations to achieve their full potential. Abiola is dedicated in her aim of supporting others to be the best that they can be.

These workshops are engaging, fun and include a wealth of valuable advice. Packed full of role-play, and discussions around real issues, which participants have to deal with; the strategies provided promote measurable outcomes from all participants.

**Course (Content) Duration**

Each Module can be run individually as stand alone sessions or bought as a package of 2 or (all) 3 modules – depending on the needs of your staff. Each Module is for 2.5 hours.

**Course Fee**

**(TBA)**

**Location**

The training is held in-house at your preferred location

SmartChartz Republic Ltd

Hertfordshire, WD6 3HZ

[info@smartchartz.co.uk](mailto:info@smartchartz.co.uk)

Tel: 020 82070289