

## **EMOTIONAL INTELLIGENCE: THE KEY TO ENHANCING LEADERSHIP SKILLS AND POSITIVE RELATIONSHIPS**

**Coordinator:** Lynne Davidson

Emotional Intelligence is an increasingly useful concept rooted in empirical and theoretical rigor. EI, as it is referred to, helps us to understand and manage one's-self and one's relationships with others. This study group will introduce the two most effective models to understand the critical importance of "EI" in enhancing one's self-awareness and regulation, the ability to understand and manage others and to increase performance. Several of the readings and videos will feature the work of Dr. Richard Boyatzis of Case Western University. Emphasis will be given to such topics as resonant leadership, women's leadership and presence, peer coaching with compassion, and stress management through mindfulness. Given a sample EI assessment, what do you think your emotional intelligence is? Do you want to improve it? What steps might you take?

**Lynne Davidson** is a retired Professor and Chair for 25 years at NYU with a Ph.D. in Social Psychology and a Post Doc in Business. She is a Certified Emotional Intelligence and Change Coach representing numerous diverse industries and major corporations.

**Type of Study Group:** Presentations, videos, slides, and discussions

### **Readings and Other Materials/Online Services:**

Readings will not be extensive and will mainly be articles and excerpts from books which will be distributed the week prior to each session. There will be a PowerPoint presentation for each class and the use of several videos (no subscription needed) as both homework and as presentations in the study group. Links to readings/videos and other materials will be provided.

\*\*\*\*\* SYLLABUS - A WORK IN PROGRESS \*\*\*\*\*

## WEEK 1

**TOPIC:** Introduction to emotional intelligence: its usefulness and the ECI model

**READINGS/VIDEOS AND OTHER MATERIALS:**

View:

Dr. Richard Boyatzis video: <https://vimeo.com/73711463>

Read:

[What is Emotional Intelligence? Ohio State University Extension, by: Crystal Ott](#)

**QUESTIONS:**

Why is emotional intelligence important? How do we use it in everyday life? Do you think EQ trumps IQ? Explain the 4 quadrants of the ECI model. Which quadrant is the foundation? What competency would you like to work on?

## WEEK 2

**TOPIC:** RX for Doctors: Take 2 Emotional Intelligence Pills and Call Me in the Morning

**READINGS/VIDEOS AND OTHER MATERIALS:**

"Medical Immunity? Male Ideology and the Profession of Medicine" by Lynne Davidson;

Review of ECI self-assessment report.

**QUESTIONS:**

Using the ECI model, what changes have you observed in the medical profession since Covid? What are the societal indicators of physician burnout? How important is the role of self-expression in advocating for your health?

## WEEK 3

**TOPIC:**

Resonant Leadership and Introduction of the EQi-2.0 Model.

**READINGS/VIDEOS AND OTHER MATERIALS:**

Read:

*Resonant Leadership* by Richard Boyatzis and Annie McKee:  
Chapter 4. "Waking Up to Resonance and Renewal",  
Chapter 5. "Intentional Change".

View:

"Resonant Leadership" by Richard Boyatzis.

**QUESTIONS:**

What is the meaning of Resonant Leadership according to Boyatzis? How does the EQi-2.0 model differ from the ECI model? What is the role of mindfulness? Why are positive vision and the ideal self so important to intentional change theory?

**WEEK 4**

**TOPIC:** Women's leadership and presence

**QUESTIONS:**

Do women have higher emotional intelligence than men? Does the application of the EQi-2.0 model differ for men and women? How can women enhance their non-verbal communication?

**WEEK 5**

**TOPIC:** Peer coaching with compassion: the importance of optimism in emotional intelligence

**READINGS/VIDEOS AND OTHER MATERIALS:**

"Neuroscience of Coaching" by Richard Boyatzis;  
Excerpts from *Helping People Change: Coaching with Compassion for Lifelong Learning and Growth*, by Boyatzis, Smith, and Van Osten.

**QUESTIONS:**

Why are Positive Emotional Attractors so important to one's desired change? Why are negative emotional attractors used so frequently? How do personal visions differ from goals? Can you practice PEA coaching with a friend?

**WEEK 6**

**TOPIC:** Stress management, renewal, and mindfulness

**READINGS/VIDEOS AND OTHER MATERIALS:**

*Resonant Leadership* by Richard Boyatzis and Annie McKee:

Chapter 6. "Mindfulness",

Chapter 7. "Hope",

Chapter 8. "Compassion".

**QUESTIONS:**

Why are mindfulness, hope and compassion the main components of resonant relationships? What competencies help us fight chronic stress? How is emotional intelligence a positive addition to your life experience?