

## Coaching Programmes for Middle Managers

### Emotional Intelligence 360 and coaching

Understanding emotional intelligence significantly improves the way that managers and colleagues can relate to the people around them. It gives them a framework and a language in which to engage colleagues and employees to a point where they perform better.

Managers that are interested in understanding more about emotional intelligence will increase their team's productivity by understanding emotional intelligence to a deeper level. It will give them a language around which to approach what had previously been difficult subjects. Managers who have been through this process have reported significantly enhanced relationships with employers who had, in the past, been difficult to work with.

The programme may also be employed by team leaders that are looking to enhance their teams understanding of emotional intelligence. A group programme would allow team members to tackle previously complex emotional issues with a business like and professional approach

The 360-degree element of the programme is conducted using the JCA Global emotional intelligence survey. This will take into account feedback from the persons, peers, managers, reports and other influencers where required. The subsequent report will be used to start off the coaching programme of up to 6 one to one sessions.

The 360 degree allows managers to assess themselves against 6 core elements of emotional intelligence.

1. Self-management
2. Self-awareness
3. Self-regard
4. Relationship Management
5. Awareness of others
6. Regard for others

This information will start the conversation with a coach on a one-to-one basis, where the information is not only fed back to the candidate it is also used as the basis for the coaching programme.

This deep dive coaching programme uses the 360 tool to accelerate the learning and helps managers challenge their current emotions and how they affect others around them. It then looks at how they can change things to bring about a different response in others.

This powerful programme will lead to significant results in both the individual involved and also the people around the individual who are affected by their emotional wake.

#### Who's it for?

All middle managers looking to improve and understand their emotional intelligence.

**How does it work?**

