

PATH TO GROW by Lidia Iannacone

How to get smart with emotions, unleashing the power of Emotional Intelligence (EQ)

Agenda

1. What's in it for me?
2. Who I am
3. Clients and Partners
4. Services
5. Case Studies
6. Get started!



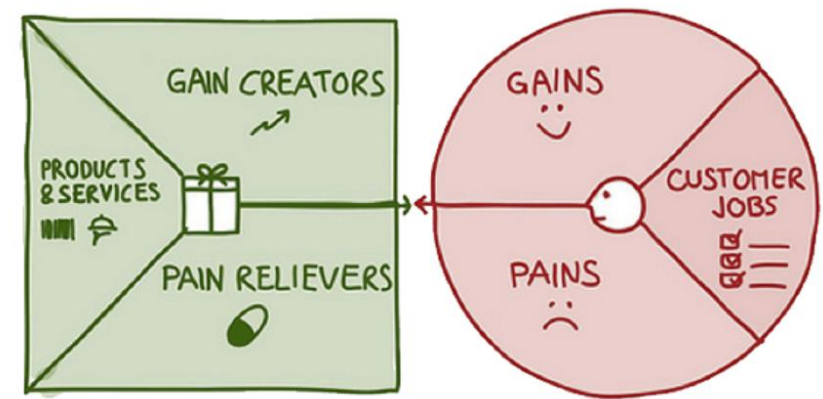
What's in it for me? 📩

Leaders **may be technically brilliant**, but if they are vulnerable in emotional intelligence, they **don't understand people**.

They are uncomfortable talking about feelings, so they either **minimize or generalize**. They are frequently **confused about what drives people** (including themselves) and surprised by the way others react.

The result: **Lost trust. Lost talent. Lost performance.**

Emotions can lead to our **worst** decisions or to our **best** ones: the difference is emotional intelligence (**EQ**).



What's in it for me?

- Emotions drive **behavior**. Developing EQ will help you understand **what motivates** you and others.
- Emotions are **data** – signals that give you information about yourself and others. Without enough EQ, you are probably not **picking up these important signals**.
- Emotions are **contagious**, but some leaders are unaware of the feelings they are spreading to others. They don't see how feelings can **drive performance** up or down.

Are you leading people, or walking alone?

How do organizations use EQ to drive value?



equipping middle-managers
to build culture



enhancing team leadership



coaching
people-leaders



building the leadership bench
for the next generation



equipping change agents to
accelerate transformation



enhancing the climate to
boost customer loyalty



supporting managers
to lead people



selecting talent
to improve sales



improving coaching for
technical leaders

How do organizations use EQ to drive value?

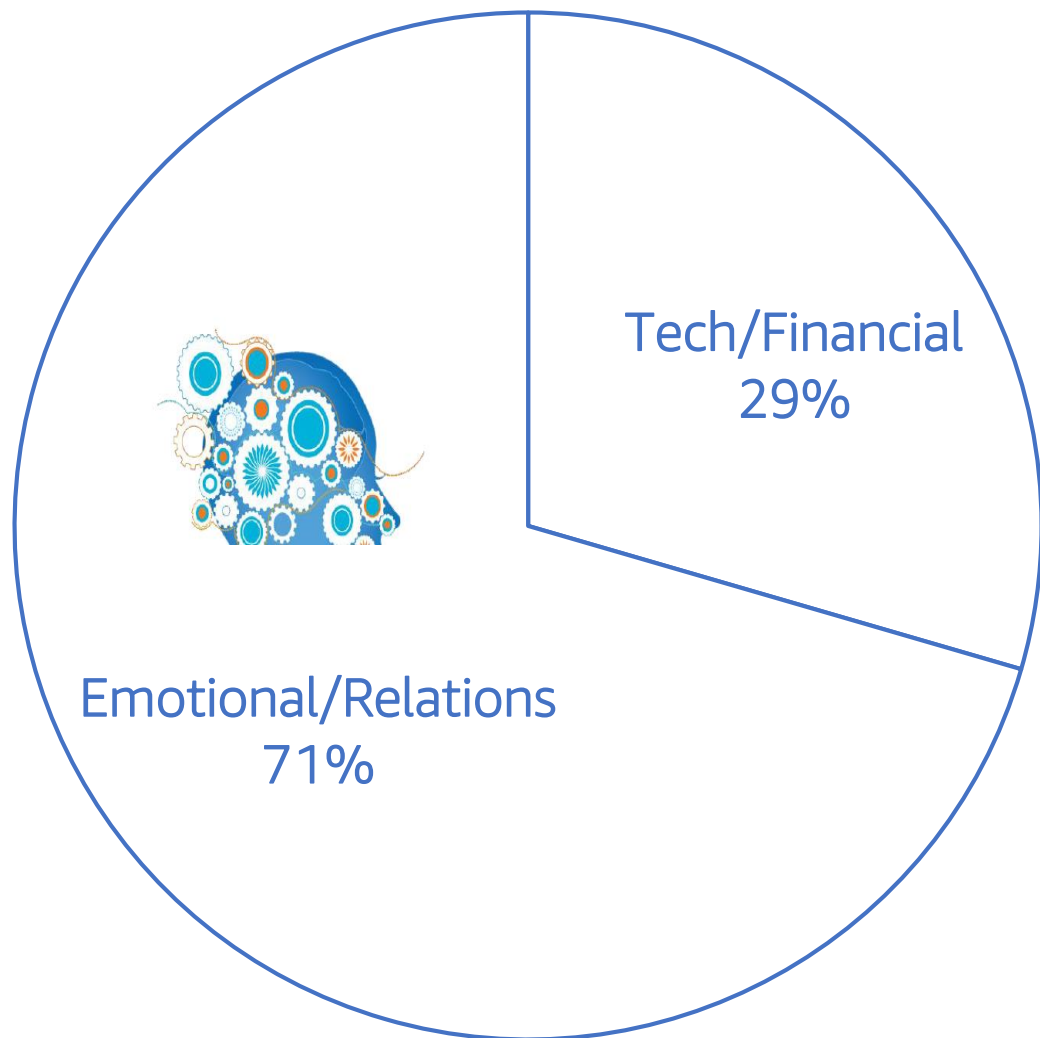
In a volatile and complex business environment, leaders need emotional intelligence more than ever before. EQ skills **predict 50-60% of the variation in performance**. Why? High EQ leaders **engage employees** and build a culture of **people-driven performance**.

One of our biggest challenges is how to get more employee engagement under challenging times with diminishing resources. EQ has been an effective approach for identifying issues and improving discretionary effort including 'real world' actions plans for improving emotional intelligence.

Bob Brooks, HR Advisor, FedEx



Which are the 2-3 top issues in your workplace?



71% of the top issues people face at work are **about people and relations**. Only the 29% are on the finance / technical side. Emotional Intelligence (EQ) is the ability to recognize our and others' emotions and to manage them in the most effective way.

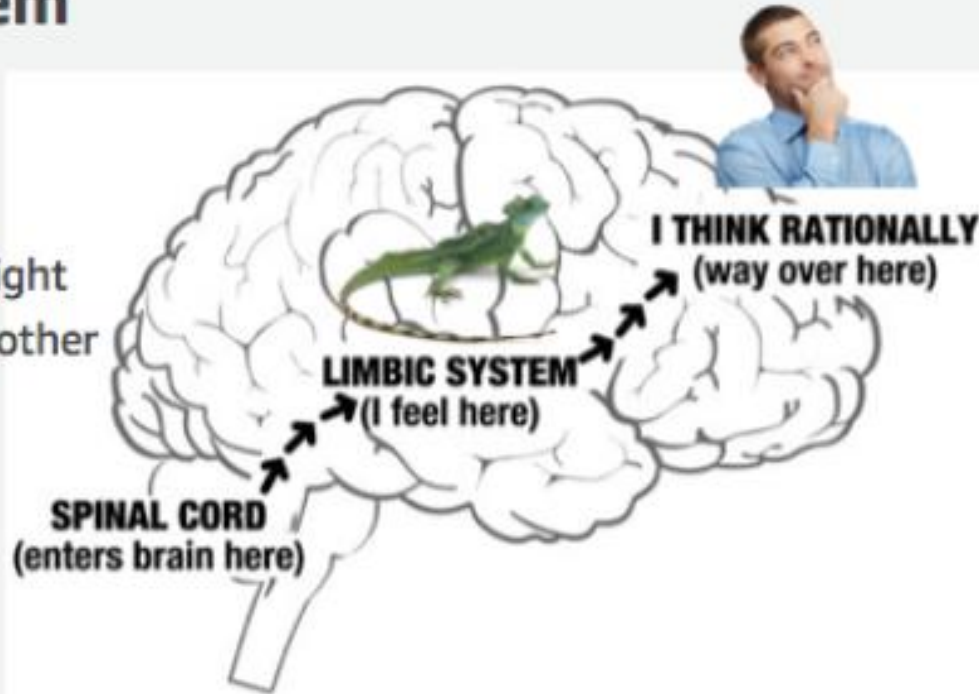
Let's work together to **exploit your potential** and to improve performance!

The (neuro)science behind

Amygdala/ Limbic System

*Your Emotional
Watchman*

Detects Threats
Freeze, Fight, or Flight
Ability to override other
parts of brain



Pre-Frontal Cortex

Thinking Center

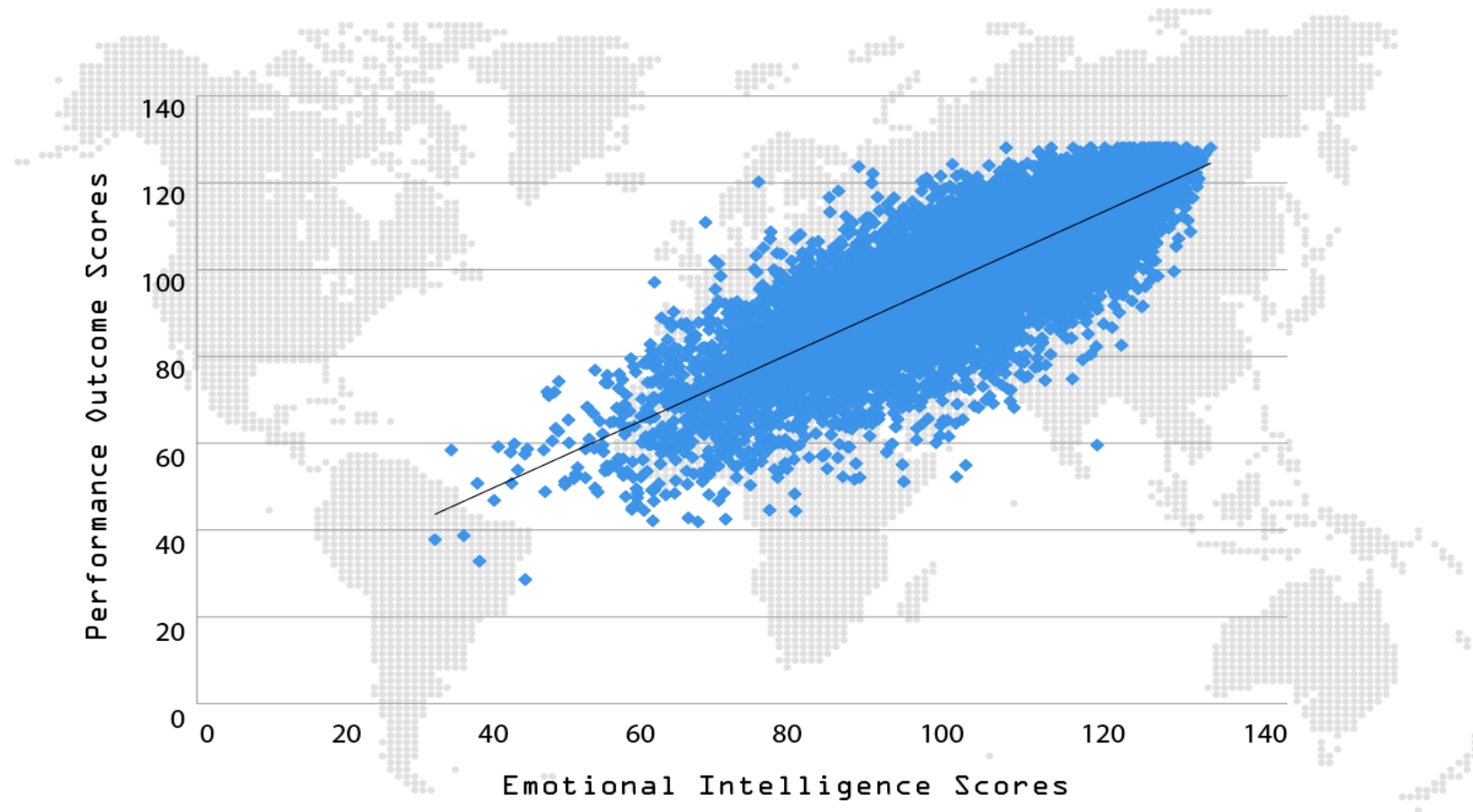
Filter
Judgment
Decision Making
Reasoning

*Emotional
intelligence =*

*Smarter
about
feelings*

The emotional intelligence is the capacity to **integrate thinking and feeling to make optimal decisions.**

EQ & Performance

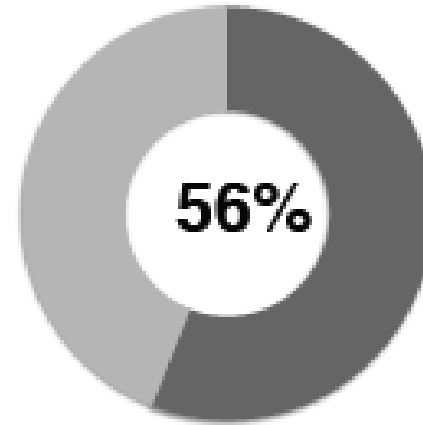


Emotions drive people, people drive performance

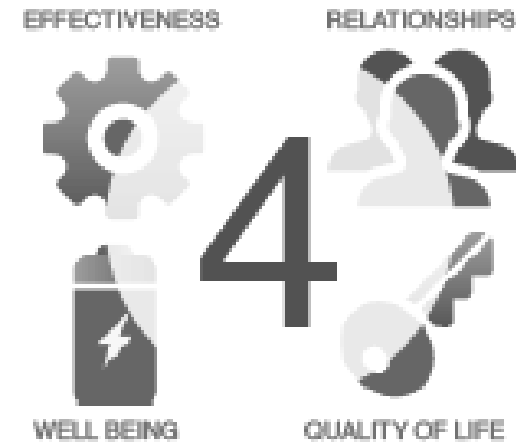
EQ & Performance



NUMBER OF COUNTRIES USING SEI



VARIATION OF PERFORMANCE PREDICTED



LIFE SUCCESS FACTORS

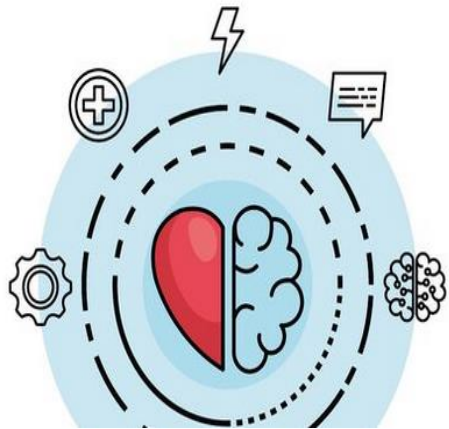
- EQ is two times **more reliable than QI** to predict top performances and identify top leaders, and **it is coachable!** (Goleman, 1995)
- SEI **predicts 56% of overall performance**. And identifies the **correlation** between **emotional competences** and each **single area of performance**.

Who I am

Born in Campobasso, living in Bologna (Italy) with husband and **two kids!**

Got a Master Degree in Automation Engineering, and then:

- started working as **Software Developer** in **Stellantis Group**, up to becoming the **Head of Product Management** and achieving a 2nd Level Master in Industrial Automation
- after joining the Cambridge General Management Program, started a new adventure in **Philip Morris International**, always managing teams as **Sr Manager** for Logistics, Automation, Continuous Improvement
- moved to **Amazon** as **Sr Program Manager**, working on end-to-end Supply Chain



I continuously asked myself what fueled passion and enthusiasm in the various working experiences and the answer is always one: **dealing with people and helping them to grow and exploit their potential!** So I decided to become a **business executive coach**. I am certified with Six Seconds, the largest global organization supporting the growth of EQ.

Who I am

Clients & Partners (so far)



Certifications



Services



IMPROVE YOURSELF

EQ for individuals: development and leadership reports, coaching paths.



IMPROVE THE TEAM

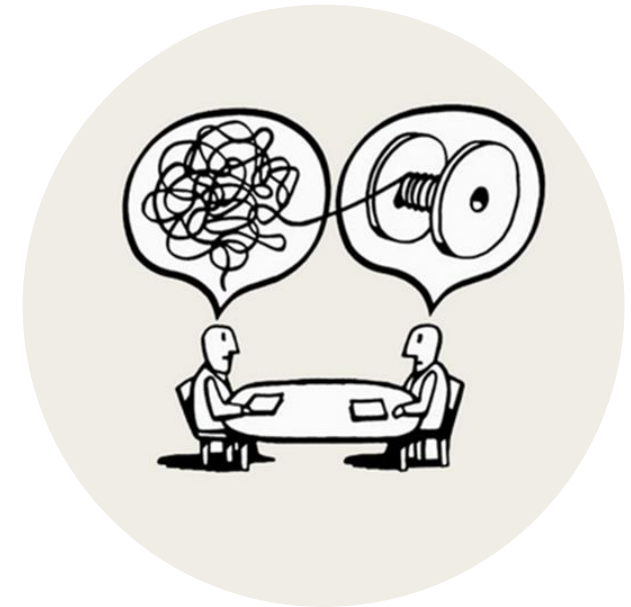
EQ for teams: different reports, workshops, team building activities, action plans.

Services | Improve Yourself 📶

Someone said we are the change we seek for... everything starts from us! Get ready to:

1. **Assess** your level of EQ
2. Dive deep into specific **emotional competences**
3. Explore your **brain style** and know more about your **talents**
4. Work on your emotional competences to achieve **your goals**

Individual sessions offer the opportunity to have a dedicated and customizable path. We can **co-create** the best offer that meet your needs, and ensures **dedicated coaching** to achieve the desired performance.



Services | Improve the Team

Take individual **EQ skills or brain styles**, add a **team consolidated view** and finally add a **business goal** to be achieved: this is the perfect receipt to win! Get ready to:

- Enhance **self-awareness** of team members and managers
- Enhance **mutual awareness** of team members and managers
- Improve **team communication** and **team-building**
- Define **talents-driven action plan** to achieve a **business goal**

You can have access to smart and business-oriented **language** through tools providing a **fast understanding**, facilitating **team building activities** and guaranteeing strong **engagement**. We can define a **customized package** to fit the specific customer need.



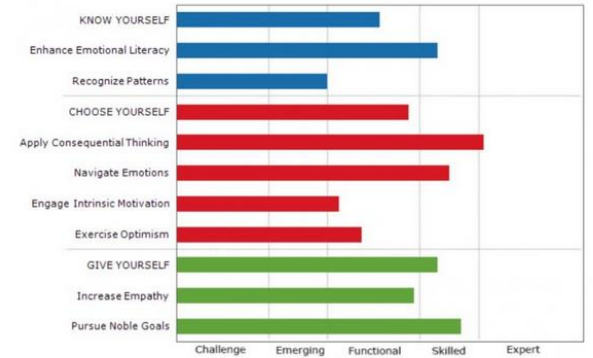
Services | Tools

SEI Development Report (DR). Profound insights on your current EQ and strategies to apply it to improve your life (work/private).

SEI Leadership Report (LR). Links EQ to influencing, engaging and setting direction with hard-hitting data and workplace practical strategies.

SEI Neural Network Report. Powered by advanced analytics to provide a clear, practical action plan to achieve your performance goal in the most effective way.

SEI 360 Report. Equips you to answer questions like: How is your EQ impacting others? How does your self-assessment compare with others' assessments of you? How can you leverage your EQ?



Your AI Insights

To improve relationships, leverage your EQ. Where should you start?
The SEI Neural Network recommends these powerful paths based on your specific EQ scores:

Navigate Emotions

Am I generating feelings that will help me be open and supportive?

What do I want others to feel? Am I supporting that through my own feelings?

I can create emotions that inspire positive interactions and help me connect with

Enhance Emotional Literacy

Am I sending emotional signals to others that tell them to connect?

How clearly am I identifying feelings that help me relate to others?

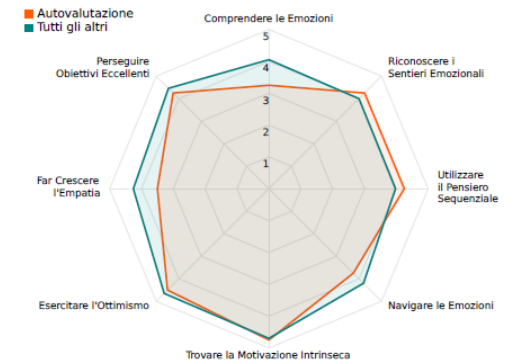
Consider emotions like clues, or hints, of how to better connect with others.

Exercise Optimism

To improve my close relationships: Am I looking at all the options?

What opportunities are there to better relationships with people in my network?

Notice when my internal voice is saying "this will never change" & see what



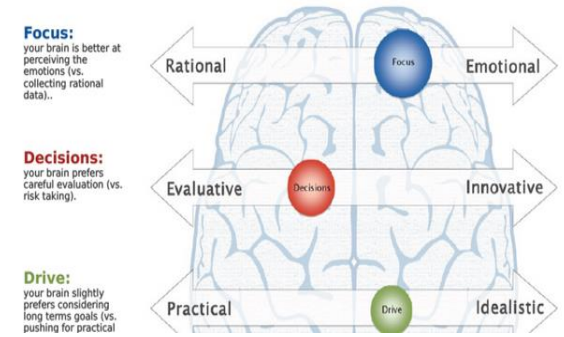
Services | Tools

Brain Brief Profile. Simple, practical summary of how you integrate thinking & feeling to drive results. Effective for development, coaching, team communication development.

Brain Talents Profile. How can you best use your brain's capabilities? What are the top talents in your team? Are you using them? Ideal for career and performance coaching, team forming, and a wide range of training & development.

Brain Discovery Profile. Similar to the Brain Talent, limiting the top talents to three, but also revealing the bottom three. Great to focus on how to avoid derailing factors.

Dashboard. One-page report consolidating: (1) team EQ level and distribution, (2) team aggregated brain style, (3) 18 talents (from top to lowest) and (4) Performances scoring (from top to lowest).



Case Studies



Business

How can we integrate EQ in day-by-day business?

by Lidia Iannacone on Dic 27

I answered this key question leading few workshops in Amazon. I introduced EQ to the leadership and we co-created an effective package aiming to introduce EQ to the teams, enhance EQ practice for the day-by-day usage, link EQ to a business goal and define an action plan to achieve it.

[Read more →](#)



Business

How does your brain prefer working?

by Lidia Iannacone on Gen 2

How many times did you feel like doing what really matches your strengths? And how many times, instead, did you feel like working in a "foreign" country (e.g. like driving on the opposite side)? How many times did you feel frustrated as your boss/colleagues were focused on the day-by-day, without a vision? Or viceversa? There is a specific common ground and precise science explaining how our brains prefer to work!

[Read more →](#)



Business

What if we start using our superpowers?

by Lidia Iannacone on Gen 8

"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid!". Each of us has talents and we should pause for a while to realize which they are and leverage them to work at the best of our possibilities.

[Read more →](#)

Get Started! Unlock your EQ for free

Why UEQ? Simple tool to introduce you to emotional intelligence. Delivers clear feedback and an action plan for using EQ to achieve your goals, thanks to personalized algorithm.

1

Click [here](#) and take the SEI[®] survey, you will answer to questions about “how you are doing” about your effectiveness, relationships, quality of life, and wellbeing (**performance**). This section reflects how you answered these questions, suggesting key benefits of using your emotional intelligence more actively.

ACTION. *Is there anything here you want to sustain your performance or grow?* To the right, please **write a goal for the next few months.**

UEQ profile Unlock your Emotional Intelligence
For: Sample Report
Date: November 7, 2018
sixseconds
BE THE BEST OF YOUR BEST MOMENTS

Life Success
The questionnaire asked about your current results. Here's how you're seeing your success now. To the right, set a goal of what you want to sustain or change.

Now
Your answers suggest you would like to make improvements in many areas of life. One of your strong areas is Effectiveness. You appear to be least satisfied with your Wellbeing. You reported that your performance outcomes are currently a bit out of balance (eg personal vs professional).

Future

Leveraging your EQ
To put your EQ into action, use this 3-step process; it's a cycle to repeat. Here they are shown in order of your strengths.

Choose Yourself
Your self management is your strongest asset. You prefer to start from the "how", and choose the best approach to a situation.

Give Yourself
Another of your EQ resources is your ability to connect with others. Your long-term purpose.

Know Yourself
You may prefer to go into action instead of pausing to notice your own emotions & reactions. This could cause you to miss useful EQ data.

Action steps
How can you use your EQ to help you reach your goals (written above)? Here's a recommendation from the EQ AI

Slow down & notice your reactions. Can you name recurring reactions that help you get to your goals? Are there others that block you from getting what you want?

It can be hard reach goals, we all get stuck sometimes. What are some options you are not considering? What if you listed 10 possible options, then experimented?

Think about the goals you have. Is it possible to get there with others' help? How can you connect with them, emotionally, so they want to help you get there?

1
2
3

Get Started! Unlock your EQ for free

2

We are interested in emotional intelligence as a **PROCESS for using emotions thinking to support better decisions and drive better outcomes**. Based on how you answered the SEI, this section briefly explains what you are doing right now with your EQ process.

Consider: How are these three steps working for you now, and, what if you could do these three steps more consistently and effortlessly?

3

Based on your personal scores, this part **is suggesting these three steps for you to use your emotional intelligence** – for the goals you wrote in step 1.

Which of these key advises appeals to you? Try one out!

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