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Developing Emotional Intelligence in Leaders Increases Leadership Effectiveness

Katelyn Komisarek | M.S. in Leadership

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Granite State College

ABSTRACT

- Emotional intelligence is a shared quality among some of the most effective leaders
- Teaching and developing emotional intelligence in leaders creates a positive, productive, healthy, and trusting work environment
- Emotional intelligence is central to the relationship between leaders and followers

EQ	IQ
self awareness	logic
self management	mathematical reasoning
responsible decision making	spatial reasoning
relationship skills	verbal reasoning
social awareness	memory and recall

INTRODUCTION

- Emotional intelligence (EQ) traits in leaders is a far superior quality than cognitive intelligence (IQ)
- Improves self-awareness, fosters communication, and builds long-term trusting relationships
- Leader effectiveness is a leader's ability to influence followers and others to achieve goals, communicate well, and offer empathy



*High Concentration
Intense Focus
Better Comprehension
Analytical Skills
Excellent Memory*

*Self Awareness
Self Regulation
Empathy
Social Skills*

Success

EMOTIONAL INTELLIGENCE AND LEADERSHIP

- Emotional intelligence skills combined with leadership skills prove the key to success in an ever-evolving world
- Emotional intelligence has been found to have significant power over employee performance in the workplace
- Leaders who possess a high level of emotional intelligence manage relationships better and foster employees who are confident to share their own ideas and goals



DETERMINING EMOTIONAL INTELLIGENCE STRENGTHS AND WEAKNESSES

- Group development facilitates effective teamwork by knowing each others' strengths and weaknesses
- Knowing your strengths, limits, and weaknesses allows leaders to use them as a foundation to learn
- An effective leader is open to constructive criticism and continuously seeks improvement



LEADERS INFLUENCE TOWARD LEADERSHIP EFFECTIVENESS

- The effectiveness of a leader is greatly influenced by which subordinates have the willingness to demonstrate abilities and complete tasks
- Emotional intelligence and leadership practices impact relations between leaders and subordinates
- Emotions spread from the top down; if a leader is optimistic, energetic, and enthusiastic, the team will respond with the same



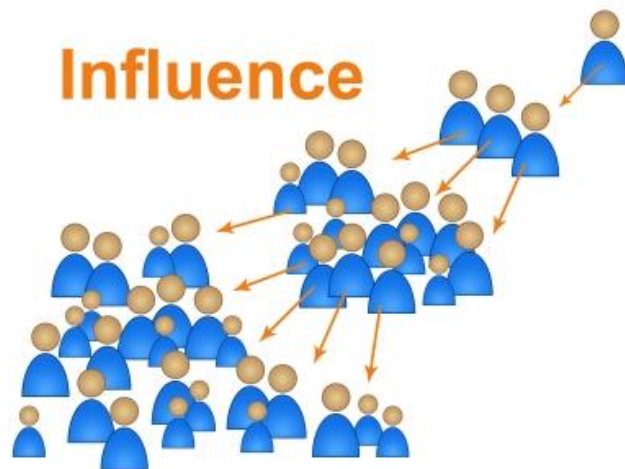
EMOTIONALLY INTELLIGENCE LEADERS AND FUNCTIONAL TEAM BEHAVIORS

- Nurturing team effectiveness, efficient decision-making, brainstorming creative solutions, and a high-level of productivity regard the crucial role of emotional intelligence
- Helps develop a sense of trust and a shared identity
- Leaders who encourage and embrace trusting environments will find employees feel safe to share their ideas and take calculated risks



CONCLUSION

- Emotionally intelligent leaders use their abilities to enrich the thought process and decision-making abilities of others
- Leaders with a high level of emotional intelligence develop a deep level of trust and increased team performance
- Self-confident leaders are flexible and handle any problems or conflicts directly and immediately and are more likely to facilitate a positive outcome



Questions?

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