

# Evolving Employee Growth

## The Client

A small, digital marketing firm

## Their Challenge

They wanted to give their high-functioning employees a learning program that would challenge them and aid in their personal and professional growth.

## Our Approach

We designed and facilitated a multi-modal year-long learning program focused on Emotional Intelligence. The program included quarterly sessions for all employees and bi-monthly coaching sessions for team leads.

## Results and Outcomes

- All employees were exposed to the concepts of emotional intelligence and given tools to increase their own EQ.
- Team leads were given additional support to enhance their self-awareness so they can better manage and coach their team members.
- Positive impact was felt throughout the organization, from leaders who employed the tools to strengthen relationships to individuals who continued the conversations using the company's chat application.
- Needing to grow their employee size by 20%, the hiring team leveraged the learning program as a benefit to candidates, aiding in their ability to acquire top talent .

## Sample Deliverables

### Learning Series: Emotional Intelligence

Emotional intelligence is the capacity to understand and manage your emotions. This learning series will guide employees through development in critical areas of self-awareness, self-regulation, motivation, social skills, and empathy.



#### VISION & STRATEGY

Embracing the nuances of human emotions at work can have pragmatic benefits, such as better collaboration among employees and a happier workplace.

A series of bite-sized learning sessions, focused on the five critical components of emotional intelligence, are designed to elevate each employee's self-awareness and ability to connect with others.

#### What It Is:

- Relevant, approachable, and thought-provoking
- Designed with the learner in mind, with a focus on fun
- Facilitated virtually



#### ALL EMPLOYEES

A high EQ helps individuals to communicate better, reduce their anxiety and stress, defuse conflicts, improve relationships, empathize with others, and effectively overcome life's challenges.

Our emotional intelligence affects the quality of our lives because it influences our behavior and relationships.

#### What It Is:

- Quarterly sessions that include a blend of virtual instruction and eLearning modules



#### TEAM LEADS

Managers with high emotional intelligence can help build the important foundation of trust, respect, and positive attitudes among their staff.

#### What It Is:

- Monthly small group coaching sessions designed to focus on each individual's opportunities to improve their emotional intelligence and work through challenging workplace scenarios

#### SMALL GROUP COACHING SESSIONS FOR TEAM LEADS

With training and practice in the five key areas, you can improve your emotional intelligence at work. The small group coaching sessions will present the team leads with the opportunity to:

- Develop greater self-awareness
- Practice self-regulation
- Cultivate their intrinsic motivation
- Become more empathetic
- Improve social skills
- Better manage their people