



## Become a Certified Emotional Intelligence Practitioner



Sep 1 - Sep 29 2020

# What is 'Heart Work'?

Present times are seeing organizations in a constant state of flux. Changes in the external environment have brought about changes in the internal environment as the ways and means they adopted earlier no longer suffice. Increasingly organizations are expected to collaborate across geographies and stretch to achieve their goals.

With competition becoming fierce, organizations adopt aggressive growth plans leading to increasing demands on the leaders of today. As leaders take on added responsibilities- stress, productivity, engagement, attrition - have become real challenges in this new reality.

EI tackles these issues at the source by dealing with

**4 Virtual Coaching Sessions**

**Pre-Post Feedback Sessions**

**5 PEQM™ Tools**

**Post Program Certification**

thoughts and feelings, rather than temporarily curing the symptoms. The result is stronger leaders who create a long-lasting impact.

Heart Work focuses on enabling leaders to stay afloat in the increasingly volatile and competitive environment. To make this happen, Heart Work utilizes our trademark PEQM™ tool to help leaders diagnose complex problems and devise appropriate solutions.

As a certified EI practitioner, you will be able to build self awareness and self motivation in your teams, foster strong relationships, thereby driving a positive change. You will be able to give your leaders insights around managing emotions to navigate in this challenging VUCA world.

## What is PEQM™?

The PEQM™ is an online assessment designed by Claus Moller and Reuven Bar-on to assess a Personal Emotional Quotient (EQ). It measures 15 critical components of Emotional Intelligence within 5 main areas: Self Awareness, Self Management, Self Motivation, Social Awareness, and Social Skills. This tool is administered in conjunction with a comprehensive workbook and full consultation feedback by a specialist consultant. The PEQM™ helps the individual in understanding his/ her Personal EQ Profile and is linked to InspireOne's flagship program on Building Human

Capital.

TMI | InspireOne's Personal EQ Meter™ is a trademark tool that can accurately assess and visually represent an individual's emotional intelligence profile. The tool has been utilized in India since the year 2000, covering 8000 profiles in India, and many more globally. This Certification would empower you to use the tool to build emotional capabilities or competencies in your leaders, as well as identify EI themes within your teams.

# Heart Work Will Certify You To

01

Use the PEQM™ tool in your organization

02

Give feedback to enhance EI

03

Develop individual development plans

## Objectives

01

Understand EI concepts and the 15 components of EI

02

Apply learnt concepts to the PEQM tool and feedback process

03

Link EI to individual and leadership performance

04

Learn to prepare IDPs and understand how EI can be developed through coaching

## Who Should Attend?

CHROs, CLOs, Business Leaders wanting to learn coaching, Individual Coaches and Consultants



# Program Structure

- Introductory call: Introduction of self/ facilitator/ process
- Administration of PEQM™ tool by each participant
- 1: 1 Feedback session

## Week 1

## Week 2

- **Virtual Session #1 on PEQM™ - 2 Capacities/ 5 Areas/ 15 Components**
- 30 minutes individual call to validate understanding
- **Virtual Session #2 on PEQM™ - Creating linkages between the components to understand profiles**

- **Virtual Session #3 on PEQM™ - Giving Feedback**
- **Virtual Session #4 on PEQM™ - Development Planning**

## Week 3

## Week 4

- EI mentor from IO listen in one on of these calls
- Individual/ Group coaching on the experience of giving feedback
- Certification session on feedback of 1 profile given to them during the session

# Takeaways

Through a robust assessment process, followed by feedback and self-reflection, you will start to understand who you are and become more comfortable with who you are.

You can use the certification to:

## 01

Develop EI competencies in your organization

## 02

Design comprehensive learning interventions in your companies. EI can be combined with a number of skill based programs like - Negotiation, Team building, Inspiring & Influencing others etc.

## 03

Self - Realize the impact of one's beliefs/ thoughts/ feelings on other's emotions, impact of such emotions on team engagement and results delivery

## 04

Develop ability to support internal customers

## 05

Become a true strategic HR partner by learning to deal with the intangible aspects

## 06

Build an internal support system to deal with concerns like pressure, succession planning, change management

## 07

Assume the responsibility of a change catalyst within your organization and survive change

## 08

Drive interventions like:

- Organizational Change
- Building Engagement
- Coaching
- Developing an EI Culture in the organization and cascading it throughout the organization

## 09

- Become self-aware
- Manage self in change situations
- Liberate yourself from your own traps and bring out the best in yourself and others

## Cost

INR 1,25,000 per participant + GST (Inclusive of 5 Free PEQM™ Tools)







# About Tack TMI and InspireOne

## Tack TMI

With over 110 years combined experience and expertise, Tack TMI is the trusted global partner to some of the world's leading organizations.

Tack TMI inspires and enables your people and your organization to release true potential and achieve sustainable results.

Their learning and development solutions are practical and powerful - teaching skills, developing knowledge, increasing confidence, changing mindsets, delivering lasting change and transforming performance.



## InspireOne

InspireOne is India's leading consulting firm offering organizational and leadership development solutions. With more than two decades of experience in the consulting domain, we help organizations convert their people and organizational capabilities into corporate value.

Our solutions are developed on the global know-how of our partners- Tack TMI and IBM Smarter Workforce.

Our footprints of delivery capabilities are both national and international backed up by a team of 1000 consultants across 55 countries. We deliver solutions globally and in 37 different languages.



## For More Details

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