

# THE CASE FOR EMOTIONAL INTELLIGENCE

## Whats in it for you?

- Want more engagement from your people?
- Want evidence based data to get your people to address specific development points as part of your performance plans?
- Want a proven system to identify and grow key talent?
- A fool proof system for identifying and preparing your future leaders?
- Improved Team agility and Organisational culture?

### Here's the good news!

**"In a study of 300 top-level executives from 15 global companies, 85-90% of leadership success was linked to social and emotional intelligence."**

Competency Assessment Methods: History and State of the Art, Lyle Spencer

These behaviours can be measured. And unlike IQ, EI can be developed. With feedback on their EI, all employees can choose to improve their impact

## What is EI - Emotional intelligence?

**The ability to manage our emotions and actions, and to skilfully interact with those around you.**

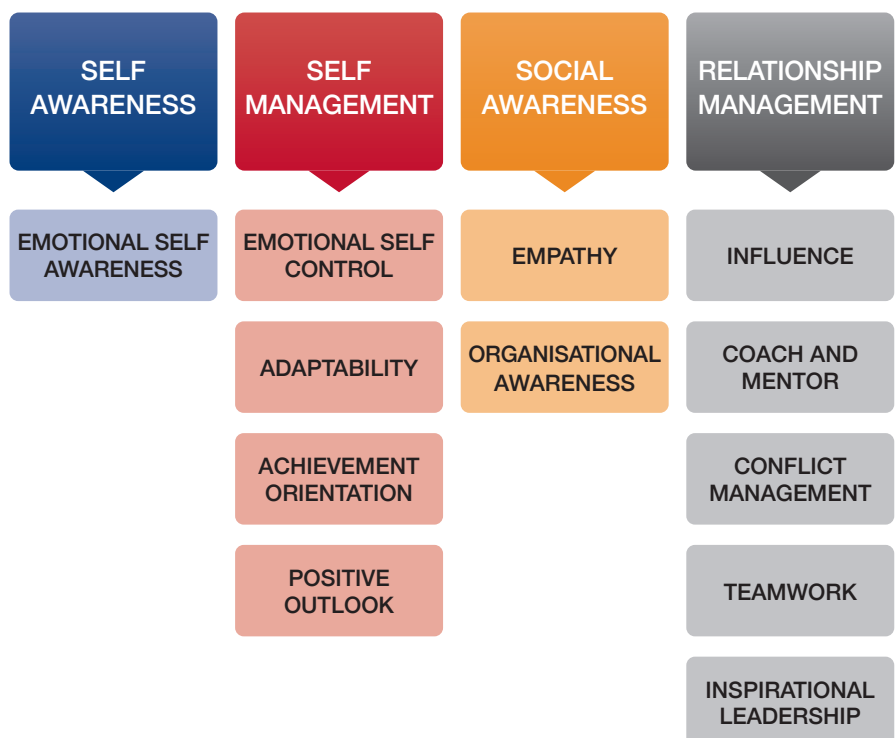
Emotional and Social intelligences enable us to bring out the best in ourselves and others and so produce outstanding organisational performance. People with strengths in emotional and social intelligence understand unspoken emotions and group dynamics. You build influence as you cultivate positive and powerful relationships.

People with deficits in any of the competencies of EI can lack the motivation and planning required to achieve aspirational goals or to lead others effectively.

EI identifies the competencies /behaviours that allow people to deliver results – as individuals and in teams:

- Motivating yourselves and your team members in addressing and resolving conflicts
- Influencing individuals and groups to work co-operatively or collaboratively
- Inspiring a team by developing or mentoring others

### Emotional & Social Intelligence Leadership Competencies



# The 360° online Emotional and Social Competency Inventory (ESCI)



We'd like to introduce the ESCI tool. Research by Korn Ferry - in partnership with Richard Boyatzis and Daniel Goleman - has created the Emotional and Social Competency Inventory, an online assessment tool that assesses and measures behaviours which people can change. ESCI measures 12 competencies that set excellent performers apart and provides a 360° assessment of an employee's emotional and social behaviour at work. It's a "good to great" tool -intended for individuals, teams and organisations who truly want to shine and succeed.

**The 12 competencies account for the multifaceted nature of EI by including the person's self-perceptions as well as the perspectives of people they work with.**

- Measures the twelve competencies that deliver performance across many roles and levels
- Compares the individual's self-view with the perceptions of a range of raters
- Describes each competency and explains the feedback data
- Offers suggestions and tips on how to use each competency effectively
- Benchmarks the feedback data against an international norm group.

Reference: Korn Ferry (2017), "Emotional and social competency inventory" Research Guide and Technical Manual.

At Coaching Pacific we are accredited practitioners for ESCI and we are credentialed ICF coaches with expertise in feedback/ coaching to enable change. Using our understanding of Neuroscience through Coaching we can explore your best options for how to develop your people in emotional and social intelligence behaviours – and enable success!

## Our offers

- ESCI Assessment and Administration + Debrief (one hour) = **\$495 (+gst)**
- ESCI Assessment and Administration + three Coaching Conversations plan to implement ESCI (one hour each) = **\$995 (+gst)**
- ESCI Assessment and Administration + ESCI Leadership Success Coaching Series over 6 months (6 one hour coaching sessions) = **\$1,695 (+gst)**
- Group/Team discounts available.

And the ESCI group report provides summary data for the whole team if participating.

## Your Coaching Pacific ESCI team



### Mary Britton, PCC

Co-founder, Co-Director and Co-creator of Coaching Pacific and all of the programmes, Mary trained for Results Coaching (now NLG) before working with Linley Rose, MCC, to develop a programme that takes Coach training to a new level. Mary has spoken at global coaching conferences in Korea (APAC), India, London and ICF Australasia.

Mary is a trained supervisor, a member of the Association of Coaching Supervisors, has a BA (Massey), and a Diploma in Te Reo Maori (TWA).

*"When we are self-aware we speak from a place of compassion, courage and creativity. Together we can learn to think more clearly, act in innovative ways, and achieve results we are proud of."* Mary Britton



### Andy Britton, ACC

Andy was an Audit partner with PWC for 16 years and since leaving the firm has specialised in professional mentoring and executive coaching, consulting with large private and public sector businesses in both New Zealand and Australia.

He also has served as Chair of several Boards. He is now a Director and co-owner of Coaching Pacific.

Andy has a BSC (Hons) in Science, is a Fellow Chartered Accountant (FCA) with both CAANZ and the ICAEW, and a member of the Institute of Directors.

*"Leaders with great EI who know how to and when to use Coaching language make the biggest difference in the workplace. It is an essential skill if you want to generate greater engagement and cultural alignment in business."* Andy Britton



### Lisa Mullions, ACC

My philosophy as a Coach is to coach for the best future focused outcomes that have the heart and spirit of people at the centre - even in the most difficult and challenging contexts.

The coach walks alongside the coachee, mirroring thinking, providing clarity, actions, stretch and accountability. Often this is against a backdrop of challenge, change and difficulty.

*"Together we can face any challenges as deep as the ocean and as high as the sky"* Sonia Gandhi

This is what I believe and see that the power of coaching provides."

## Contact us

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