



# *Table time*

**As you wait please read the Case Study  
in your handout and consider the  
perspectives of those affected.**

# PRIMAL LEADERSHIP

LEADING THROUGH  
EMOTIONAL INTELLIGENCE



# SESSION GOALS

YOUR CHANCE TO ESCAPE!



## IDENTIFY

What drives *resonance* and increases performance in a team.



## EXPERIENCE

Greater success in all your leadership endeavors through applying principles of emotional intelligence.



# Table time

With those in your area please share your name, something you did not have time to do today, and a leader you admire.





# Emotional Intelligence

Emotionally intelligent leaders are **attuned** to people's **emotions and moods**. They are capable of both **empathizing** with their people as well as **expressing** a shared mood.

# Resonance | Dissonance

AWARENESS  
EMPATHY  
COMPASSION  
SAFETY  
EMPOWERMENT



CONFUSION  
FRUSTRATION  
ANGER  
TOXICITY  
BURN-OUT

Emotionally intelligent leaders are **attuned** to people's **emotions and moods**. They are capable of both **empathizing** with their people as well as **expressing** a shared mood.



*emotional  
intelligence*



# case study

Review the case study and consider the perspectives of those affected. Then:

- 1) Note examples of dissonance and resonance.
- 2) “Rewrite” the approach the executive should have taken.

It was decided that one executive would meet with the 200+ staff members to deliver the decision of the management team. He began his talk with a retelling of his recent “wonderful trip” to the French Riviera and continued with a glowing account of how rival operations were doing. For the journalists and editors present the news itself was bad enough; the delivery made things even worse. The anger of the staff was no longer confined to the decision of management but now extended to the bearer of the news. The atmosphere became so threatening that the executive nearly had to call security to help him leave the room safely.

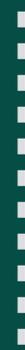


THE EMOTIONAL  
**BRAIN**

**OPEN LOOP**



**SYNCING**



**INFLUENCE**



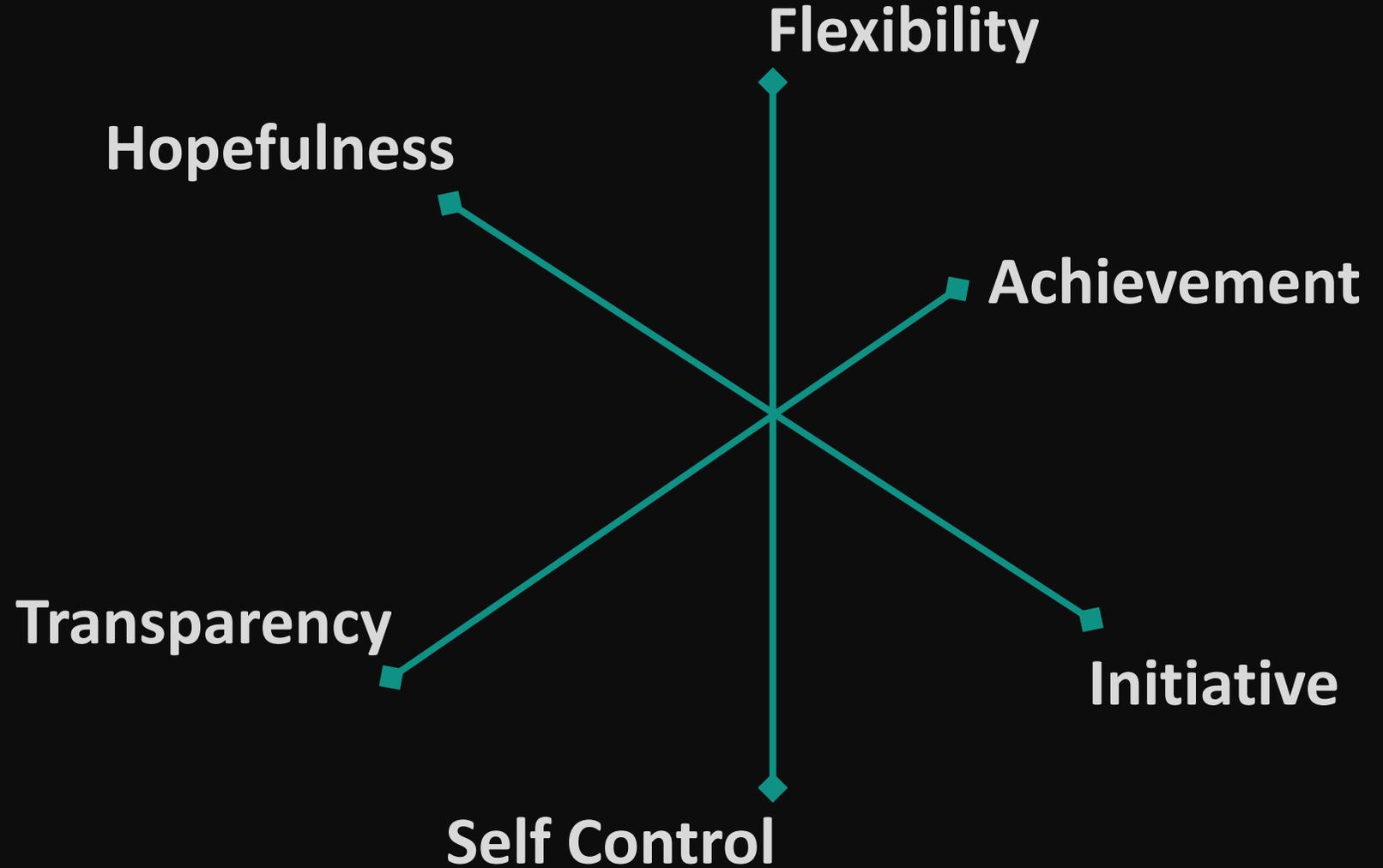


THE EMOTIONAL  
**BRAIN**

Emotional intelligence is expressed through  
management.

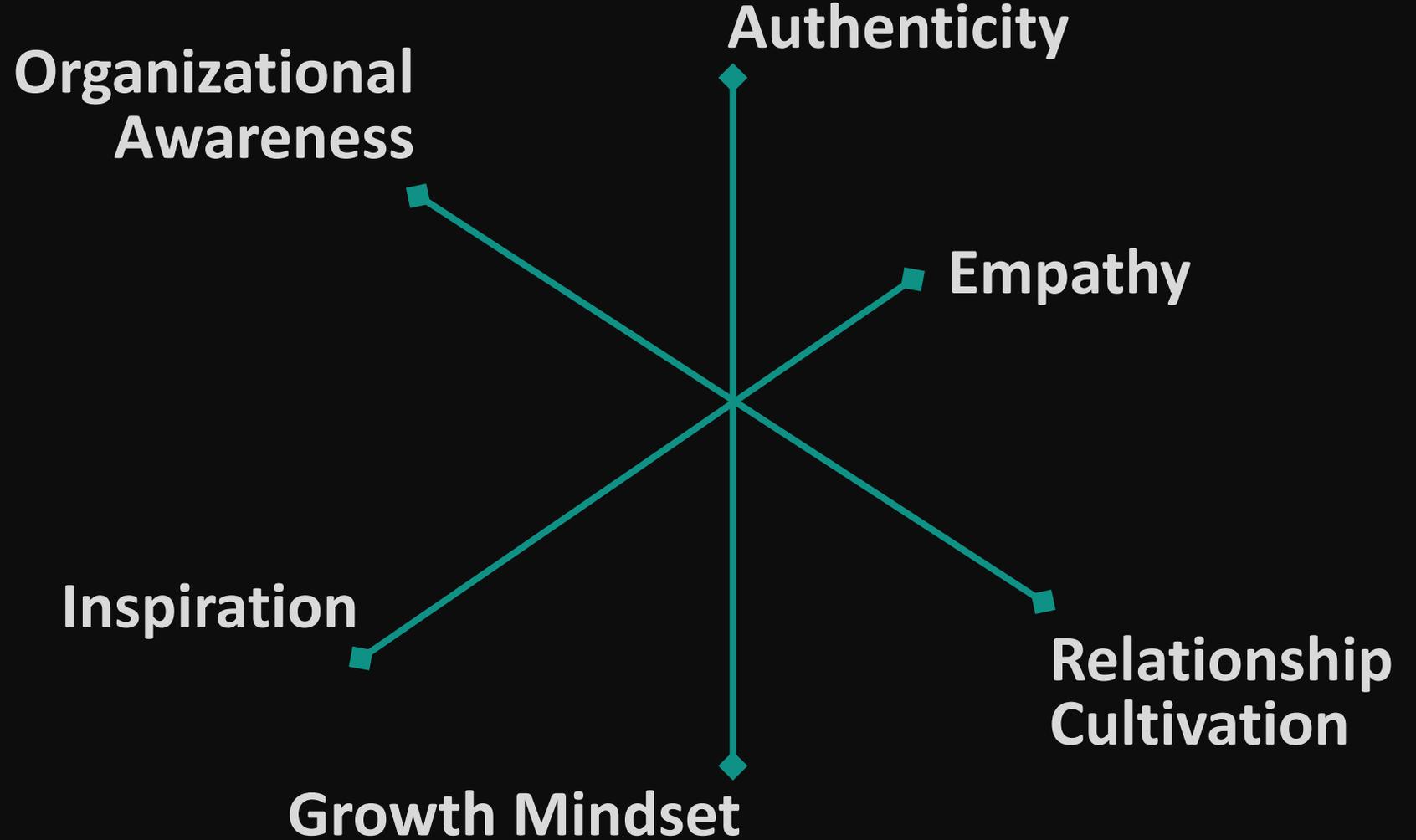
# EI ATTRIBUTES

*self  
management*



# EI ATTRIBUTES

*Relationship  
management*



# measure yourself



**Use the provided grid and descriptions to measure your current EI.**

Keep specific leadership scenarios in mind as you do this. This helps with accuracy.



*how did  
you do?*



**Use the provided grid and descriptions to measure your current EI.**

Keep specific leadership scenarios in mind as you do this. This helps with accuracy.



# *Approaches for the emotionally intelligent leader*



“the best and most effective leaders act according to (these) six styles and can skillfully switch between them depending upon the situation”  
– D. Goleman

# RESONANT **STYLES**

USE GENEROUSLY



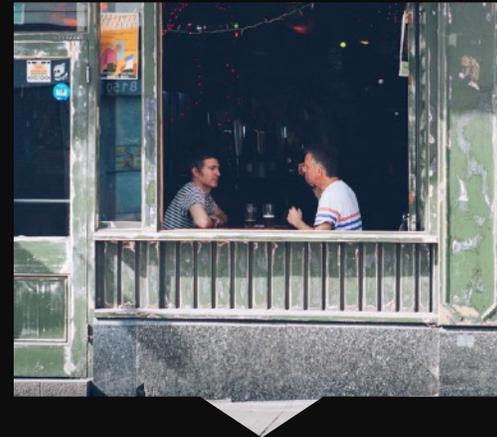
## **VISIONARY**

*moves people towards  
a shared goal*



## **COACHING**

*connects what a  
person wants with the  
organization's bigger  
goals*



## **AFFILIATIVE**

*creates harmony by  
connecting people to  
each other*



## **DEMOCRATIC**

*values people's input  
and gets commitment  
through participation*

# DISONANT **STYLES**

USE SPARINGLY



## **PACE SETTING**

*meets challenging goals;  
but can is poorly executed.*



## **COMMANDING**

*calms fears by giving clear  
direction in emergencies;  
but often abused.*



# *Table time*

Consider the 6 approaches.  
Who have you witnessed using one  
or more well?

# *Approaches for the emotionally intelligent leader*



“the best and most effective leaders act according to (these) six styles and can skillfully switch between them depending upon the situation”  
– D. Goleman

*thanks for engaging*

Go to  
[lozanosays.com](https://lozanosays.com)  
for a pdf of this  
presentation.

