

Leadership Inside Out

$$\text{IQ} + \text{EQ} = \text{BQ}$$

Background

Forget IQ and EQ tomorrows leaders need BQ: Leadership Re Defined

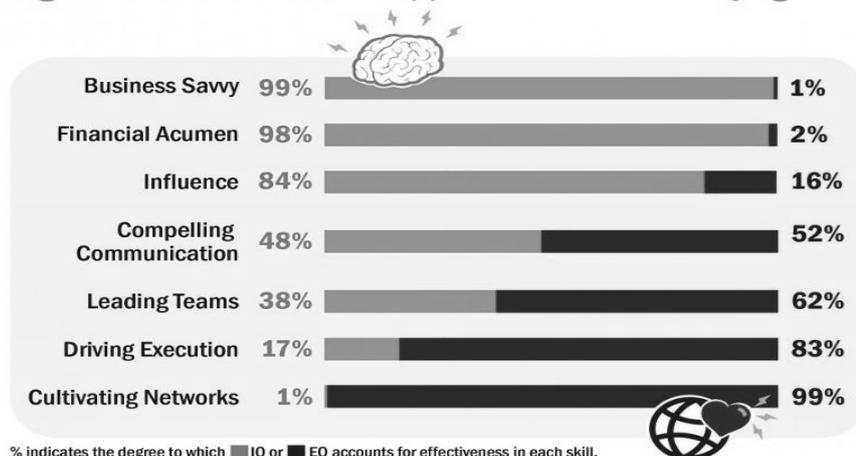
It turns out that emotional intelligence isn't the biggest aspect of a leader's success, based on a comprehensive big data-driven assessment recently released by Development Dimensions International (DDI).

After assessing 15,000 leaders and managers in 300 organisations spanning 20 industries and 18 countries, they found the following five skills to be most important to the financial bottom line:

- Entrepreneurship
- Business Savvy
- Driving Execution
- Decision Making
- Leading Change

In short, the successful leader, according to this DDI report, is a well-rounded leader with genuine intellectual talent—not just an emotionally well-balanced person who avoids caffeine and resists yelling at people and holds daily meditation sessions for employees, as some modern gurus would have you believe. It takes a combination and balance of skills and talents—and those seeking to build the best organisations need to continue to look for all those skills when developing themselves and identifying and promoting leaders of the future.

Predicting Leader Skills—What Happens When We Pit IQ Against EQ



% indicates the degree to which ■ IQ or ■ EQ accounts for effectiveness in each skill.

So, what is IQ?

Intelligence quotient (IQ) is an evaluation of a person's technical intelligence and logical reasoning. If you take an IQ test, you will be presented with questions to assess the following competence:

- Spatial ability, a person's capacity to visualise space and shapes
- Mathematical ability, how a person uses logic in solving problems
- Language ability, the recognition of meaning from incomplete sentences and jumbled letters
- Memory ability, how a person recalls information

Summary: Logically Intelligent leaders are more comfortable working with logic, truths, facts and data. These hard skills are often overvalued in leaders

So, what is EQ?

Emotional intelligence (EQ) is the measure of a person's capacity to be aware of his own feelings and the feelings of others. Daniel Goleman, author of the book *Emotional Intelligence* (2005), indicated the different facets of emotional intelligence. It revolves among the following:

- Self-awareness, the ability to understand one's emotions
- Self-management, the ability to have control over emotions
- Social-awareness, how a person develops relationships
- Relationship management, how a person treats others with compassion

There are five categories of EQ, these are:

- Self-awareness – the ability to recognise and manage your own emotions.
- Self-regulation – being able to control negative emotions and adapt to required changes with ease.
- Motivation – the ability to set clear and achievable goals, and then work consistently towards them.
- Empathy – being able to recognise how other people feel is key to being able to motivate them to develop their own skills and achieve their potential.
- Social skills – people skills are vital in good leaders and successful influencers. Clear communication and collaboration leads to the best decisions being agreed upon and good conflict resolution.

Summary: Emotionally Intelligent leaders are more comfortable working with feeling, imagination, creativity and intuition. These soft skills are often undervalued in leaders.

So, what is BQ?

Having BQ simply means you use “hard” or logical intelligence, plus “soft” or emotional intelligence combined, resulting in balanced intelligence. Applied to a business leader’s role, this can result in game changing leadership.

Summary: Balanced Intelligence leaders learn to effortlessly combine both. This ability is rare in leaders but makes those possessing it successful and unstoppable.

“Introduce your head to your heart and make them great mates. It’s the best relationship you’ll ever make.”

Introduction to the Simply Balanced Leadership workshop

Those in charge spend time planning. Developing Values, Visions, Missions, strategies, cultures, business plans, and the list is endless.

Before any of these sessions take place I would ask you to consider:

- Are you using all thinking available to us to ensure you leave no growth stone unturned?
- Do you use logic and facts, emotions and creativity? In other words do you demonstrate balanced thinking?
- Are your behaviours open and encouraging to different points of view or are you closed and dismissive of things you don’t agree with?
- Learning to develop open balanced thinking and positive behaviours then start your development and performance planning processes.

Often all we control is our thinking and behaviours. We are who and what we choose to think we are. The Balance Button program helps you to find the very best you by learning to fully utilise both your logical and emotional thinking.

Program Overview

To see you at your very best by supporting the creation, implementation and measurement of your very own unique and flexible way of operating, you’re BALANCE BUTTON.

Who are you?

Tools and techniques

- Self-awareness questionnaire
- Your Beliefs
- Strengths and weaknesses assessment
- Developing self confidence
- Change cycle

What do you want?

Tools and techniques

- Creating your vision of the future

Why do you want it?

Tools and techniques

- Create your mission and purpose statement
- Define your core Values

How will you get it?

Tools and techniques

- Create your unique balance button
- Current / Barriers / Future
- Big picture thinking
- No more negative behaviours
- Developing influence
- Goals and timeline
- Review process

Balance Button helps you develop

Below are some of the key benefits from the program

- Develop self-awareness and self confidence
- Improve your self-management and effectiveness
- Set and Focus on delivering your goals with renewed energy
- Motivate and inspire yourself and those around you
- Get out of ruts and build greater resilience
- Develop more fulfilling relationships and partnerships
- Find creative ways to solve problems in both your career and personal life
- Smile and laugh more
- Deliver a more open, diverse and inclusive way of working
- Improve results and outcomes in all you do.

Why not arrange a complimentary session to talk things over; We would love to hear your story.