Building a High-Performance Team

A 3-month coaching experience designed to help teams thrive by building Emotional Intelligence.

Rationale:

Emotional intelligence (EQ) is twice as important as IQ and technical skill for jobs at all levels. And in the top tier, EQ accounts for nearly 90% of the difference between average and star performers. (HBR)

Objectives:

1. Develop emotional intelligence as a foundation for team success.
2. Establish an environment that includes kind candor, personal vulnerability, and accountability.
3. Strengthen connection between team members.

The best results are achieved through relationships.

Logistics:

This is a customized coaching program that runs for three months.

- Take the Emotional Intelligence (EQ) assessment provided with the book, “Emotional Intelligence 2.0.” (Purchase before the program begins.)
- Design personal EQ development projects based on, “Emotional Intelligence 2.0.”
- Share individual projects with team members.
- 4 team meetings with Dan Rockwell. (Approximately 1 hour each in person or via video conference.)
- Weekly EQ focused conversations in small groups to discuss goals, projects, and progress.
- One-on-one coaching conversations with Dan Rockwell.
- Weekly email support.
- Read, “Emotional Intelligence 2.0,” as the program progresses.
- Re-take the EQ assessment before the end of the three-month coaching experience.

Weekly time commitment is approximately two hours/week.

The first conversation and objectives:

- Discuss the results of your EQ assessment. What surprised you? What is your focus?
- What’s important for this experience to be useful to you? To energize you?
- Discuss the section of the book, “Emotional Intelligence 2.0,” that aligns with your focus area. (There are four possible areas of focus.)
- Create small groups. (For teams that are six persons or larger. Minimum team size is three.)

Fee: Fees begin at $6,000 USD/team. Email inquiries to dan@leadershipfreak.com.