

Building High Performing team programme

The EBW Emotional Intelligence System for Business

Understand the Impact - Know the Full Potential



Using Business Emotional Intelligence to develop high performing teams

Groups of people working together have an Emotional Intelligence just like an individual. How individuals in a team manage emotions and behaviours impacts on:

- How members relate to one another
- How work gets done
- The effectiveness of the team



When a team is underperforming, has had or is facing, a big membership change, emotions and unproductive behaviour regularly spiral out of control.

In these situations, many want their leaders to be different – less critical or more understanding. Or leaders want their staff to be different – to buy in to their ideas and respond positively to change.

They say things like: *“they don’t respect me”, “they don’t work as hard as me” or “he doesn’t make good decisions.”*

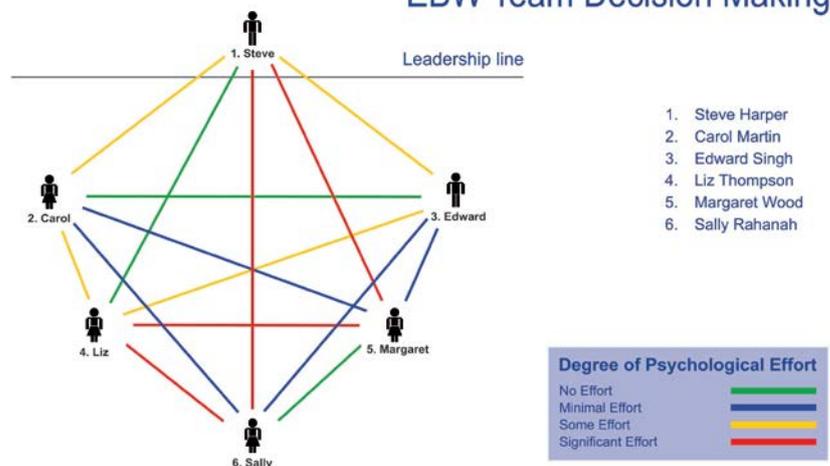
The EBW Emotional Intelligence System provides a benchmark and a clear picture of a team, that shows the impact each member has on colleagues and the performance of the team.

The EBW Emotional Intelligence Team Programme is a powerful experience for delegates, it improves performance by operating at a deeper level of emotions and feelings that underpin behaviour within the team.

“Understanding the team's comfort zones and what different colleagues found challenging about our team was a real eye opener.”

Senior Manager NHS

EBW Team Decision Making



How we develop a high performance team?

- Stage 1** Analyse, benchmark and agree design, success indicators and objectives for the leader/team programme.
- Stage 2** EBW assessment and a 1 to 1 coaching session on the results of team members' EBW Business EQ Report.
- Stage 3** A '360' intensive team coaching session or a number of short sessions to develop a team's optimal performance.
- Stage 4** Evaluate team performance and agree future target setting with personal individual and team Business Emotional Intelligence Maps.

"The EBWt Report showed very quickly where the team issues were. The team exercises we carried out with Karen (EBW Facilitator) were insightful and valuable as was the individual feedback sessions. The process has, and will, continue to be very useful in generating a common understanding of how we can achieve success."

Robert Johest, Sales Director

What will the team get out of it?



- A personal Business EQ Report and a 1 to 1 coaching session on improving their performance.
- The skills to read and respond effectively to the emotions and behaviours of others, in and outside the team.
- An opportunity to learn and practice how to manage emotions and behaviours to function as a high performing team.
- A personal Business EQ Map, to continue developing theirs and the team's success after the programme.

Who is it for?

For those working in team environments where there are frequent and challenging interactions with colleagues and customers. Particularly useful for leaders who want to understand the underlying nature of their own and others' responses and who need to improve their team's performance (e.g. senior management teams, virtual teams, global teams consisting of different nationalities etc.).

The EBWt Team System

Developing Leadership Potential & High Performing Teams