



Immersion Program

Overview

Pivotal Perspective: *Emotional Intelligence AT WORK™* (EIW) Immersion program is a uniquely powerful hands-on integration experience that revitalizes and reinforces your professional passion and drive. This concentrated program's schedule includes two half- and 2 full days to explore the often-untapped emotional core of effective professional relationships. Day/Evening and Evening/Weekend sessions are available to provide busy professionals with the opportunity to participate fully while remaining available for customers and staff. *Learn tools and techniques to stay grounded and focused in the most challenging situations. Translate your passion for business into greater effectiveness, productivity, and success.*

Method

Daily 'discovery assignments' reinforce the day's topics, and are designed to facilitate introspection, reflection, and the benefit of immediate application. Participants are encouraged to practice and integrate these lifelong leadership and relationship tools both inside and outside the program. Workplace application of the EIW tools and concepts is reinforced by a staff-led 'Reality Check' group integration and coaching session approximately 10 days after immersion program completion. This post-immersion session provides participants with both peer support and a personal accountability structure—factors often missing in the modern workplace. The dual objectives of the Reality Check program are to a) facilitate participant self-assessment of individual progress with incorporating the EIW tools & concepts as daily practice and, b) identifying next steps and/or additional support needed to ensure the desired level of professional effectiveness and success. This initial integration status and support session is followed by two individual coaching appointments to optimize the formation of self-selected shifts in habits and behaviors into daily practice. Many participants go even further and choose to engage coaching for an extended period to instill the full EIW toolset as permanent professional practice.

Pedigree

EIW's proven methodology has been offered in the personal development arena since the early 1970s, and was first introduced into the professional realm as *Principle-Driven Leaders* in 2008 as an accredited graduate course at Cornell University's Institute of Public Administration. Today, the program has been expanded to include an introduction to the concept of Emotional Intelligence (EI). Using an objective, nationally-based reference model, each participant is provided with a personalized Emotional Quotient (EQ) assessment benchmark early in the program. The practical EIW toolset builds on this benchmark, providing a framework that quickly assists a professional in building deeper and stronger relationships and in better balancing the pressures of work and home life. The toolset institutes multiple ways to recharge and recover immediately from the most difficult situations and supports better empowerment of teams.

Success

EIW graduates are recognized for their ability to inspire and motivate, to think creatively, to mentor peers and direct reports, to drive innovation, to establish and expand a collaborative culture, and to increase employee satisfaction and retention. This is accomplished through an internally-identified value set, improved interpersonal communications, and the alignment of purpose for the individual, the team, and the organization—all in service to delivering comprehensive and overarching success.

Visit www.eiwork.com for more details or to register.