

Leadership Workshop and Retreat



Emotionally Agile Leaders

The Next Evolution of Emotional Intelligence

Emotional Agility

The Catalyst for BANI Leadership Success

In today's dynamic and ever-evolving global landscape, leadership faces unprecedented challenges. The world has transitioned into what experts describe as the **BANI** concept, characterised by four key facets:

Brittle: In a brittle environment, where traditional structures and strategies may break down

Anxious: Anxiety is a common response to uncertainty and change.

Nonlinear: The linear thinking and problem-solving approaches may not be effective.

Incomprehensible: The landscape is marked by ambiguity and unpredictability, making it difficult to decipher and decode.

In this turbulent terrain, traditional leadership models and strategies often fall short. To truly thrive and guide their organisations through these challenges, leaders must possess a skill set that goes beyond conventional wisdom. This skill set hinges on a profound understanding of Emotional Agility—an essential trait that empowers leaders to adapt, inspire, and

foster resilience in the face of the ever-evolving BANI environment.

Emotional Agility, a concept born from the realm of emotional intelligence, emerges as the linchpin in the leadership playbook of the BANI era. It

equips leaders with the tools to navigate uncertainty, manage their own and their teams' emotions, and harness the power of empathy and adaptability. In this report, we delve deep into the pivotal role Emotional Agility plays in leadership within the BANI framework. Through expert insights, real-world examples, and actionable strategies, we unravel how leaders can not only survive but thrive in a world that demands emotional resilience and adaptability like never before.

Join us on this enlightening journey as we explore the profound impact of Emotional Agility on leadership within the context of the BANI world, where the ability to navigate the brittle, soothe the anxious, embrace the nonlinear, and make sense of the incomprehensible becomes not just a skill but a necessity for visionary leaders.

What is an Emotionally Agile Leaders ?

*Emotionally agile leaders are individuals who possess **the ability to navigate and manage their own emotions, as well as effectively recognize and respond to the emotions of others in various situations.***

They are skilled at harnessing the power of emotional intelligence and using it to drive positive outcomes both personally and within their teams or organizations.

Why Leaders of Today Need to Embrace Emotional Agility?

- Rapid technological changes, economic uncertainty, work-Life integration and changing consumer.
- In a nonlinear and unpredictable BANI world, Emotional Agility fosters adaptability, enabling leaders to pivot and explore unconventional solutions.
- Emotional agility empowers leaders to lead with empathy, authenticity, and resilience.
- Emotional Agility equips leaders to bounce back from setbacks and challenges, crucial in a brittle environment where unexpected disruptions are common.
- In a BANI world, conflicts are inevitable. Emotional Agility equips leaders to handle conflicts with empathy and finesse.

Signs indicating when a leader should develop Emotional Agility

- Difficulty Handling Stress.
- Lack of Empathy.
- Poor Communication Skills.
- Inability to Adapt to Change.
- Low Employee Engagement and Morale.
- Ineffective Decision-Making.
- Difficulty Building and Leading Teams.
- Lack of Resilience.
- Neglect of Employee Well-Being.
- Avoidance of Difficult Conversations.
- Limited Adaptability.
- Lack of Authenticity.

Eight Steps to Become an Emotionally Agile Leader



Emotionally Agile Leaders Modules

Module 1	Module 2	Module 3
The Power of Core Values	Emotion Awareness	Empathy
Discover the foundation of your leadership journey by aligning with your authentic values.	Learn the art of self-awareness and emotional resonance for impactful leadership.	Develop empathy and connect deeply with your team to foster a culture of understanding.

Module 4	Module 5	Module 6
The Art of Emotional Intelligence	Mastering the Emotions	Empowerment Through Emotional Support
Gain insights into the complex world of emotions and their role in effective leadership.	Master emotional self-regulation and maintain composure in challenging situations.	Empower your team by guiding and supporting them through emotional challenges.

Module 7	Module 8
Forging Legacy	EQ-i 2.0 Leadership and EA in Action
Cultivate a mindful environment that encourages self-reflection and growth.	<ul style="list-style-type: none"> Measure your emotional intelligence with EQ-i 2.0 assessment and leverage insights for personal development. Experience real-world scenarios where Emotionally Agile Leaders make a difference through their enhanced emotional intelligence and soft skills.



Emotionally Agile leaders go beyond the traditional notions of leadership.

They harness the power of emotions and interpersonal connections to drive meaningful and enduring outcomes.



The One on One EQ Coaching Debrief

The One-on-One Coaching Debrief on the EQ-I 2.0 Leadership report is a focused and personalized session designed to provide individuals with a comprehensive understanding of their EQ strengths, areas for development, and how these factors influence their leadership capabilities. During the one-on-one coaching debrief on the EQ-I 2.0 Leadership report, participants will have the chance to discuss their EQ strengths and areas for development.



By participating in this debrief, individuals will gain valuable insights into their EQ and learn how to effectively utilize their emotional agility in different leadership contexts.



Examines EQ-i 2.0 results through four key dimensions of leadership:

Authenticity, Coaching, Insight, and Innovation.

The leadership report also contains insights on the leadership and organizational implications of participant's results, information about which skills have the highest potential to be leadership derailers, as well as strategies for development aimed to help them to reach their true leadership potential.



This program is well-suited for :

- **Current and Aspiring Leaders:** Individuals who are currently in leadership roles or those who aspire to become leaders.
- **Middle and Upper Management:** They can benefit from refining their emotional agility to navigate complex challenges, communicate more effectively, and foster positive team dynamics.
- **Team Leads and Supervisors:** Enable them to lead with empathy, resolve conflicts, and inspire their team members.
- **Human Resources Professionals:** HR professionals play a crucial role in organizational development. They can use the insights gained from the program to support leadership development initiatives, foster a positive workplace culture, and provide guidance to leaders.
- **Entrepreneurs and Small Business Owners:** They can develop their leadership skills and emotional intelligence, which are essential for managing teams and fostering business growth.
- **Professionals in Transition:** Individuals who are transitioning from individual contributor roles to leadership positions can gain the necessary skills and insights to excel in their new responsibilities.
- **Organisational Change Agents:** Participants who are involved in leading organisational change initiatives can use the emotional agility skills to navigate resistance, foster engagement, and manage the emotional impact of change.
- **Global and Cross-Cultural Leaders:** Leaders working across diverse cultural contexts can benefit from emotional agility to understand and navigate cultural differences, build inclusive teams, and communicate effectively.
- **Educational Institutions:** School principals and administrators, can apply emotional agility principles to create positive learning environments, enhance student-teacher relationships, and improve school culture.
- **Non-profit and Social Sector Leaders:** They can enhance their ability to connect with stakeholders, manage donor relationships, and drive social impact.
- **Healthcare and Wellness Professionals:** Leaders in healthcare and wellness fields can utilize emotional agility to enhance patient care, manage stress, and foster teamwork in high-pressure environments.
- **Government and Public Sector Leaders:** They can apply emotional agility to navigate complex policy decisions, foster collaboration, and engage



Course Overview

In this 3+1 days immersive and dynamic workshop and retreat, we will delve into the transformative world of emotionally agile leaders who harness the power of emotional intelligence and soft skills to drive remarkable outcomes.

Pre Workshop

- EQ-i2.0 leadership online assessment
- Pre-workshop reading materials

Day 1: Establishing the Foundations of Emotionally Agile Leadership

- Personal values greatly impact emotions, decisions, and relationships.
- Emphasising the role of personal values in shaping emotions and decisions.
- Highlight the connection between personal values and interpersonal interactions.

Day 2: Navigating Emotions in Leadership.

- Gain self-awareness & assessing emotions.
- Acquire techniques to identify stress.
- Learn effective stress management.

Day 3: Mastering Emotionally Agile Leadership.

- Master emotional self-regulation.
- Influence team positively
- Manage the emotions of others.
- Case Study

One on one coaching debrief session.

- Receive a personalized EQ-i2.0 Leadership report
- One-on-one coaching debrief session
- Empower your leadership journey

Post program discussion (Approx D+30)

- A thought-provoking post-program discussion where you can share your experiences, insights, and reflections on your journey towards becoming an Emotionally Agile Leader

Course Leader

Andreas Marta

- Holds Master Trainer status from MHS, certifying others in EQ-i 2.0 methods since 2011
- Expert in designing diverse EQ and Leadership Programs
- Known for improving team cohesion and addressing leadership challenges
- Emphasizes interactive, action-based learning in an enjoyable environment
- Early Asia pioneer with certifications in EQ-i 2.0, Pearman Personality Integrator, and Leadership Challenge tool
- Collaborates globally with Kandidata Asia in promoting EQ
- 15+ years of European service and hospitality industry experience
- International work as leader across North America, Australia, North Africa, Asia, and the Pacific
- Possesses a global perspective for leading diverse teams
- Passionate about empowering individuals and organisations for peak potential.

Course Detail

Investment

- USD 1500 for 3-Day + 1 Leadership Course
- USD 500 deposit required
- Payment in IDR equivalent accepted

Included :

- Extensive Workbook
- Personal EQ-i 2.0 report
- 1 on 1 EQ debrief session
- Pre-course reading materials
- 3-day program (9am - 5pm)
- Exclusive venue and F&B
- Extensive course materials and resources
- Ongoing support by EQ-Indonesia

The Next Evolution of Emotional Intelligence

Emotional agility is often considered the next evolution of emotional intelligence (EQ) and is crucial for leadership due to its ability to enhance a leader's effectiveness in navigating complex interpersonal dynamics, fostering a positive organizational culture, and driving sustainable success.

Emotional agility empowers leaders to adeptly handle the demands of contemporary leadership positions, fostering a constructive and efficient workplace atmosphere, while guiding their teams with genuineness, compassion, and efficacy.

As our understanding of emotional well-being continues to evolve, emotional agility is poised to play a crucial role in helping individuals thrive in an ever-changing world.



"The mark of a true leader is their ability to manage their own emotions and inspire others to do the same."

- Jack Welch

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For further program details, feel free to reach out to us at info@eq-indonesia.com.