

A taster session: Emotionally Effective Leadership

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COVER NOTE WHEN VIEWING SLIDES AFTER 28 APRIL 2026:



The self-assessment tools and resources used in this session can be obtained by emailing england.eandtevents.eoe@nhs.net.

If you would like a bespoke session delivered on Emotional Intelligence (delivery after Jan 2027), please email becca.winchester@nhs.net

Objectives



Understand what Emotional Intelligence really is



Explore Emotional Intelligence as it relates to leadership



Consider how we maximise our leadership potential



Create a personal EI snapshot using free tools



What do we really mean by Emotional Intelligence?

Perception and Expression

Relationship management

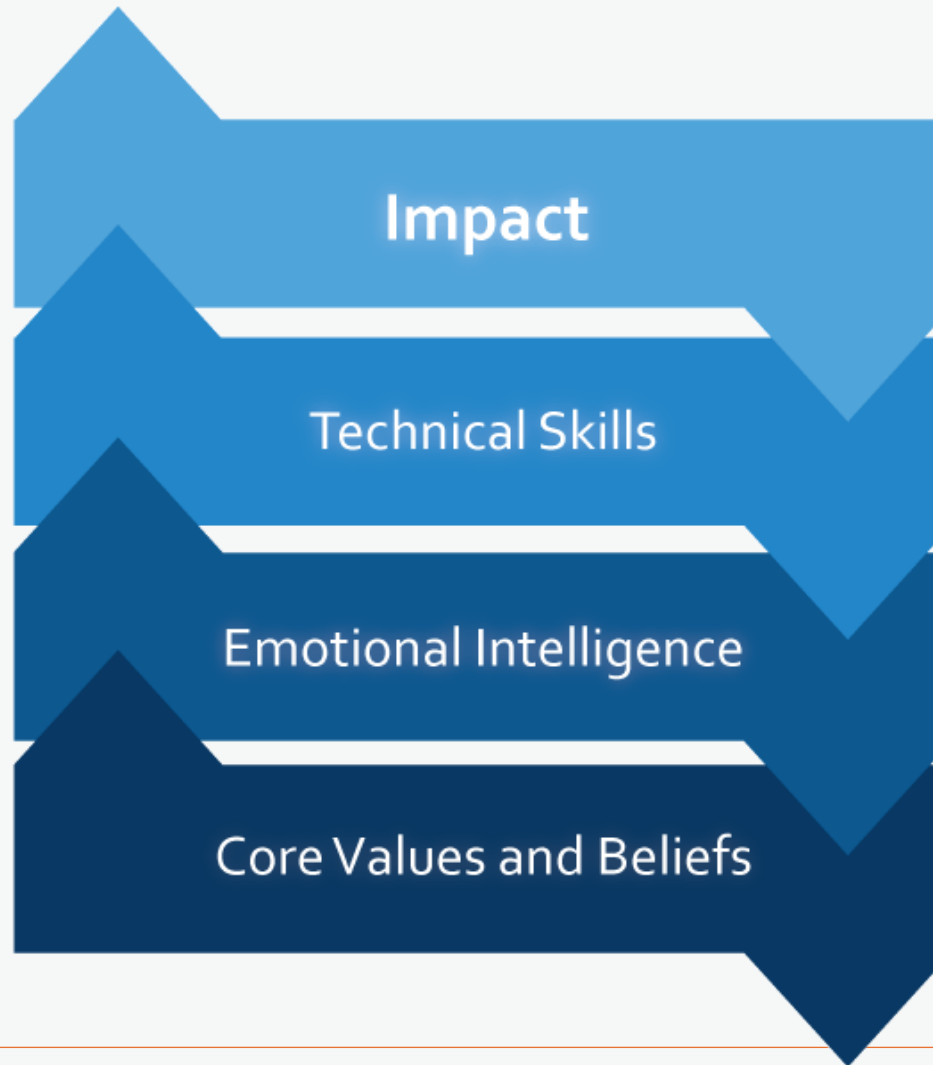
Respond to challenges

Use emotional information

EQ-I 2.0



Leadership Effectiveness





Characteristics of a great leader

Supportive

Inspiring

Good listener

Ability to understand

Displays trust

Wants the best for me

Honest

Follows through

Consistent

Clear in expectations

Inclusive



Creating your profile

Exercise 1

- Part A
 - Rate each statement 1 – 5
- Part B
 - Transfer numbers to table in excel template



Creating your profile

Exercise 1

- Part C
 - Reflect on:
 - Your highest component and how it helps you
 - Your lowest component and how it transpires at work
 - Think about one work scenario where it matters i.e. difficult conversations, workload pressure, influencing.

Areas of Leadership Potential

Authenticity

Coaching

Insight

Innovation

Leadership Potential



Leadership Potential





Areas of Leadership Potential

Authenticity

Self-Actualization
Reality Testing
Self-Regard
Emotional Self-Awareness
Social Responsibility
Independence

Coaching

Self-Actualization
Empathy
Reality Testing
Interpersonal Relationships
Assertiveness
Emotional Self-Awareness

Insight

Self-Actualization
Optimism
Self-Regard
Social Responsibility
Interpersonal Relationships
Emotional Expression

Innovation

Self-Actualization
Independence
Problem Solving
Assertiveness
Flexibility
Optimism



Johari Window

Exercise 2

- Part 1
 - Rate each statement pair
- Part 2
 - Score the questionnaire (F/E)
 - Plot lines on graph
- Part 3
 - Interpret your scores

Leadership Derailers

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Impulse Control

Stress Tolerance

Problem Solving

Independence

Reading and Reflection



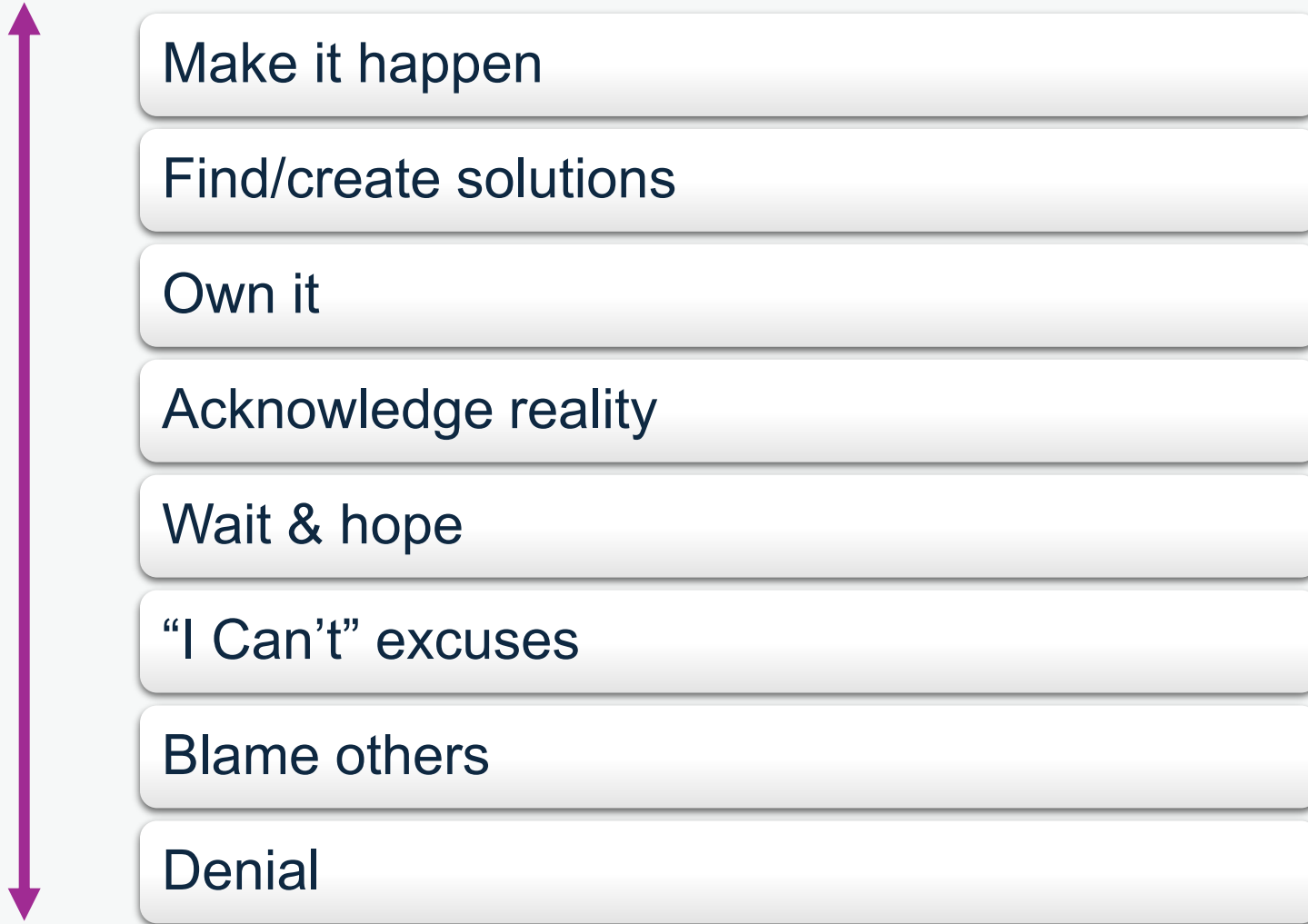


Developing Actions

“A Micro-resolution is a compact and powerful commitment designed to nail a precise behavioural target exactly and deliver benefits immediately.”

Caroline Arnold: Small Move, Big Change. Using Micro-resolutions to Transform Your Life Permanently.

Ladder of Accountability



1-2-3 Plan



Pick ONE area of EI to develop



For TWO weeks



Do THREE things

Questions

