



HayGroup

Emotional and Social Competency Inventory
Accreditation Program



How working with the best will help you find the best in others

You're already familiar with the idea of Emotional Intelligence. You may already have received EI feedback yourself, or observed feedback sessions with colleagues. Would you like to know more? Would you like to be able to put forward the case for EI – the reason EI competencies underpin individual effectiveness? Would you like to know what the very best thinkers in the subject can teach you?

This course will teach you how to use our renowned Emotional and Social Competency Inventory (ESCI). Developed with an acknowledged world expert in EI, Daniel Goleman, the course is everything we know about delivering Emotional Intelligence feedback in a nutshell. With Daniel Goleman's help we've designed a course for development and coaching professionals who want to help their clients (internal or external) become more effective colleagues and leaders.

“the
leadership edge”

Emotional competence is particularly central to leadership, a role whose essence is getting others to do their jobs more effectively. Interpersonal ineptitude in leaders lowers everyone's performance. It wastes time, creates acrimony, corrodes motivation and commitment, builds hostility and apathy. A leader's strengths or weaknesses in emotional competence can be measured in the gain or loss to the organization of the fullest talents of those they manage.

Daniel Goleman. Working with Emotional Intelligence.

Become an Emotional Intelligence expert

The two day course gives you the opportunity to become accredited to use our feedback tool, the Emotional and Social Competency Inventory. During the course you'll learn more about the concept of Emotional Intelligence and how to deliver ESCI feedback. You'll have to do some work before the course: reading to familiarize yourself with the idea of Emotional Intelligence and completing your own ESCI questionnaire.

We're not going to teach you how to be a coach – we assume that you already have a good level of experience in delivering feedback. What this course will teach you is how to understand and deliver feedback specifically on the ESCI.

On the first day we'll build on your understanding of Emotional Intelligence, the ESCI tool and how to use it. You'll receive your feedback as part of a small group – this takes the form of a practice feedback session using your real data. By sharing your feedback with others, you'll experience how it feels for the individuals you'll be coaching.

Day two is a practical day with loads of 'hands on' experience in coaching using the ESCI. You will build up your skills in interpreting the feedback by using different sets of case study data. You will begin to anticipate issues for your own clients by looking at the data, preparing hypotheses and questions to explore in feedback sessions.

After the practical sessions you will receive individual feedback from us on your understanding of EI and on your approach to delivering feedback.

At the end of the two days you should be confident in your ability to help people understand their strengths and challenges around Emotional and Social Intelligence. However, formal accreditation is not a foregone conclusion and, shortly after attending the course, you will be notified of the accreditation decision – and receive some final feedback.

So you're accredited. What does that mean for your clients?

Accreditation means that you have been formally licensed by Hay Group to administer the Emotional and Social Competency Inventory (ESCI).

- You'll have direct access to our diagnostics processing team who can support you in collecting data and producing ESCI feedback reports for your clients.
- You'll have at your disposal tools that recognize clients' and colleagues' EI strengths and challenges. And you'll have the insights to support them in maximizing their strengths, confronting their challenges and in being the best they can be.
- Your clients, or your organization, can have confidence that you're skilled in providing feedback in the competencies that impact business performance.

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