ABA LRIS Workshop
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Developing your Managerial Intelligence:
Principles of Emotional Intelligence for Leaders and Innovators

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What is Emotional Intelligence?

“… the ability to monitor one’s own and others’ feelings and emotions, to discriminate among them, and to use this information to guide thinking and action”

-- Mayer & Salovey
What is Emotionally Intelligent Leadership?
- Includes both being & doing
- Measured by recovery rate
- Best developed intentionally rather than accidentally
- Focuses on components of leadership that are derived from EQ

Topics for Discussion
- Elements of Emotional Intelligence
  - Self-Awareness
  - Self-Management
  - Social-Awareness
  - Social-Management
- Relationship to Aspects of Leadership
  - Purpose
  - Presence
  - Practice
  - Partners
Components of Emotional Intelligence

- Self-Awareness
- Social Awareness
- Self-Control
- Relationship Management

- Others
- Social Awareness
- Self-Control
- Relationship Management

Source: Daniel Goleman, Primal Leadership and other materials

Emotional Intelligence ➞ Leadership

- Self-Awareness
- Social Awareness
- Self Management
- Relationship Management

- Purpose
- Presence
- Practice
- Partners
Purpose

- What is my purpose? “For the sake of what?”
- Who am I when I show up as my best self?
- What prevents me from being that person 100% of the time?
- Am I the subject of my own desires or the object of others’?

What Game am I Playing?

- Remember, it’s your choice!
- Do I play the game “full out?”
- How do I self-sabotage and take myself out of the game?
- Do I inspire those around me to stay in the game?
Presence

- How do others experience me?
- Is my presence consistent with my purpose, my game?
- What is my personal brand?
  - relevant?
  - unique?
  - consistent?

Practice

- What gaps currently exist between my purpose and my presence?
- What do I need to practice in order to develop the presence that will facilitate my purpose?
- What commitments am I willing to make on a daily, weekly, monthly basis?
- Remember, practice does not make perfect, it makes permanent.
Partners

- Who will you rely on to hold and tend your dreams, to get behind you and move you toward your purpose?
- Are you willing to practice vulnerability in order to share your dreams?
- Where do you need to emotionally detach and let go?

Principles of Partnering

Be a person who sees others, who grasps who they are and what is important to them;
Who gets behind them and moves them ahead in their world.
Be a person who puts your projects out to others, lets them know who you are and what is important to you;
And allows them to get behind you and move you ahead in your world.

- Barry Oshry
Summary Questions

- For the sake of what? What is my purpose?
  - Zoom in and zoom out
- How do others experience me? What is my presence?
  - Pay attention; be a player not a victim
- Is it Working? Is my practice yielding results?
  - Make choices and own them, each moment
- Where do I get support? Do I have appropriate partners?
  - Expect reciprocity

Reminders

with thanks to Angeles Arrien

- Show up (with all of yourself)
- Pay attention (to what has heart and meaning)
- Tell the truth (without judgment or blame)
- Stay open (not attached) to outcomes
Consider:

The leader in any situation is the person who can most accurately describe reality without placing blame.

—Rabbi Edwin Friedman

Excuse me, my life is waiting!

- Write down one purpose that really stirs your spirit, something that you are truly committed to exploring. Share these with a person next to you.
- Write a letter to yourself documenting one commitment that you are willing to make around this purpose. You will want to read this letter of encouragement in 30 days.