



Clergy Peer Learning

Personal Development for Leading Change – Unit 1, Session 3
“Emotional Intelligence”
Session Guide

Session Description: This course helps participants gain insight into the concept of emotional intelligence (EQ) and how it impacts their ability to lead effectively. Connections will be made between other assessments as well as between their emotional intelligence capabilities and results. Strategies for improving emotional intelligence will be explored.

Session Date: November 12, 2018
Haygood United Methodist
4713 Haygood Road
Virginia Beach, VA 23455

Presenter:

Rev. Dr. Lynne Alley Grant – Lynne is a leadership coach with the Epicenter Group. She has served as the Director of Congregational Development for the Roanoke District, VAUMC, of the United Methodist Church. She has served as the lead pastor for a number of churches in the Virginia Conference, including as the Founding Pastor at Fieldstone UMC in Christiansburg, VA. She holds a Doctorate of Ministry from Wesley Theological Seminary and a Master of Divinity from Candler School of Theology – Emory University.

Materials:

Book (Required) - “Emotional Intelligence 2.0” – Travis Bradberry & Jean Greaves
Assessment (Required) – “Emotional Intelligence Appraisal” – Code for appraisal is included in “Emotional Intelligence 2.0 book”. Bring assessment results to session

Agenda:

9:30 am: Gathering/Welcome/Reminders
9:45 am: Session 1 – What Emotions Are; Leadership as Self-Leadership
12:00 pm: Lunch
12:30 pm: Session 2 – Role of Emotions; Resolving Conflict; Betterment
2:00 pm: Depart

Learning Outcome: Develop Interpersonal Intelligence & Self-Awareness

Learning Objectives:

- 1) Develop EQ and self-awareness
- 2) Create Understanding of how EQ affects self and impacts leadership ability.
- 3) Create and evaluate correlations between strengths, leadership assessment, and EQ
- 4) Utilize EQ for resolving conflict
- 5) Deploy strategies for improving EQ

Key Concepts (See “Emotional Intelligence” Handouts)

Emotional Intelligence:

- Emotional Intelligence (EQ) Defined
- Intellectual Quotient (IQ) vs EQ
- Why EQ? (the Limbic System)
- Four EQ Skills – Self Awareness, Self-Management, Social Awareness, Relationship-Management.
- Strategies for improving EQ

Resolving Conflict:

- Resolving Conflict with greater self-awareness

In Session Applied Learning Activities:

- 1) *Determine and Interpret EQ:*
 - a. In your peer group, share how emotions are expressed in your ministry context, an analysis of your EQ appraisal and how it shapes the way you influence others.
 - b. Using the Know Thy Strengths worksheet, consider connections between EQ and other assessments.
 - c. Discuss strategies that may improve your EQ and how it may impact the results of leading change at your church.

Workplace Transfer Activities:

- 1) *Determine EQ*
 - Create an EQ Action Plan (see p. 56 in Bradberry & Greaves)
 - Implement your strategies for improving your EQ.
 - Apply determined strategies to daily routine.
- 2) *Look for Threads*
 - Read *Didn't See It Coming* by Carey Nieuwhof and look for common threads from today's learning.
 - Consider scriptural stories that connect with today's learning.
 - How do these threads impact your leadership?