Leading Change – The Role of Emotional Intelligence.

Brian Kinch

KinchLyons

where psychology means business

FranklinCovey

EQ-i 2.0

assess. predict. perform.
Leadership
Post-heroic Model

‘Authentic Leadership’
Solution Focused Change

A Positive Approach to Change
Change the Viewing to Change the Doing

• In 1954 Roger Bannister broke the 4 minute mile
• Within 18 months it was achieved by 39 runners
Clarify Change

CLARIFY CHANGE

INSPIRE SOLUTIONS

UNLEASH TALENT

NARROW THE FOCUS

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“A great story teller amazes people with a story that when they hear it it leads them to a conclusion that surprises them but then immediately amazes them that they've never seen it before.”

- Tom Hanks (Film Director)
‘On the pitch’, fear is the great enemy.
‘On the pitch’, fear is the great enemy.

What is the Psychological Recession costing you?
Narrow The Focus

CLARIFY CHANGE

INSPIRE SOLUTIONS

UNLEASH TALENT

NARROW THE FOCUS

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“Culture eats strategy for breakfast”
attributed to Peter Drucker
In the Moment of Choice…

WHIRLWIND
(THE DAY JOB)

URGENT
(IT ACTS ON YOU)

GOALS
(NEW ACTIVITIES)

IMPORTANT
(YOU ACT ON IT)

Moment

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Natural Urgency vs. Process Urgency

“Solution Focused Sense of Urgency”
Land One Plane at a Time!

Hosted @ AngelzFunnyz.com

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Unleash Talent

- Clarify Change
- Inspire Solutions
- Unleash Talent
- Narrow the Focus

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Focus On Your Strengths
Gallup asked 1.7 Million employees, in 101 companies from 63 countries:

At work do you have the opportunity to do what you do best every day?

Only 20% of employees, surveyed globally, feel that their strengths are in play every day.
Every organisation has pockets of excellence – a “top 20%.” The opportunity lies in moving the middle; the 60% of the workforce that simply meets expectations.
Solution Focused Change

A Positive Approach to Change

INSPIRE SOLUTIONS

CLARIFY CHANGE

UNLEASH TALENT

NARROW THE FOCUS

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Leading Change – The Role of Emotional Intelligence.

Thank You