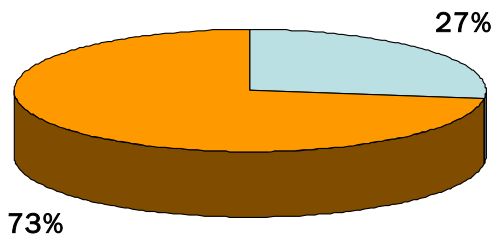
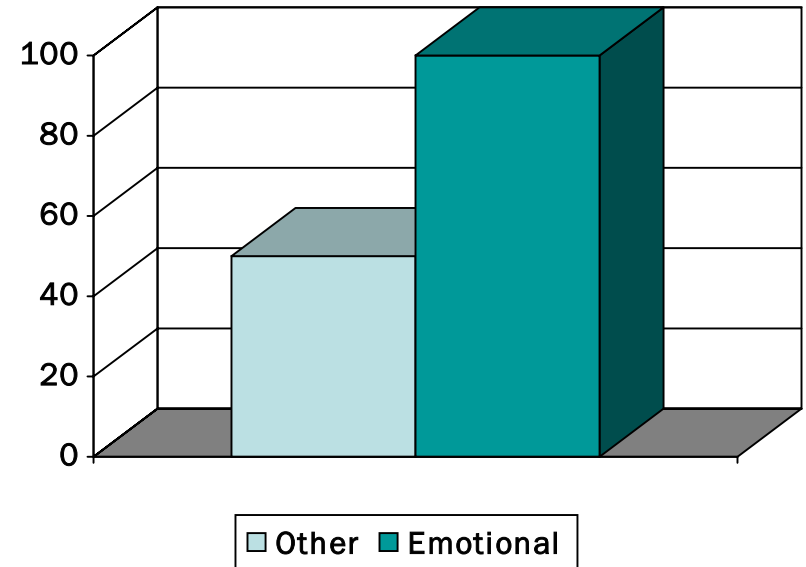


EI Research

“ Emotional Intelligence is **twice** as important as IQ and technical skills.....the higher up the organisation you go, the more important Emotional Intelligence becomes”

Dr. Daniel Goleman, BBC Radio 4, 'In Business' May 1999

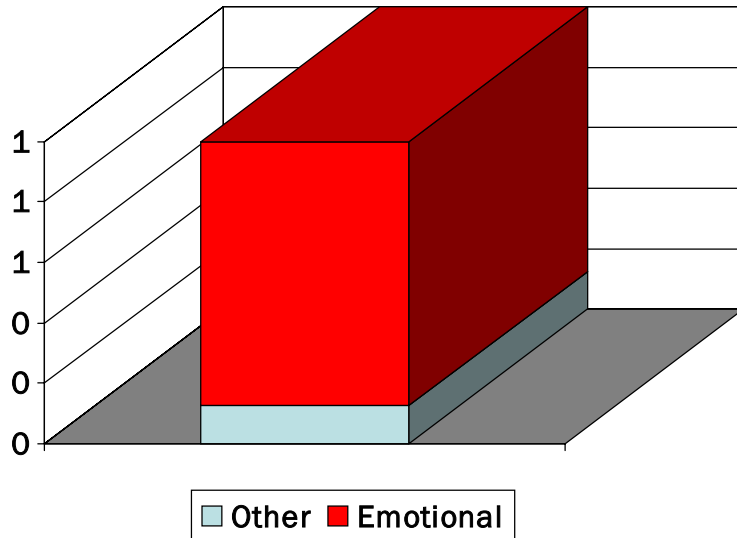


1994: D. Goleman - 121 companies worldwide

73% competences defined as key to superior performance = EMOTIONAL

Other Emotional

EI Research (cont)

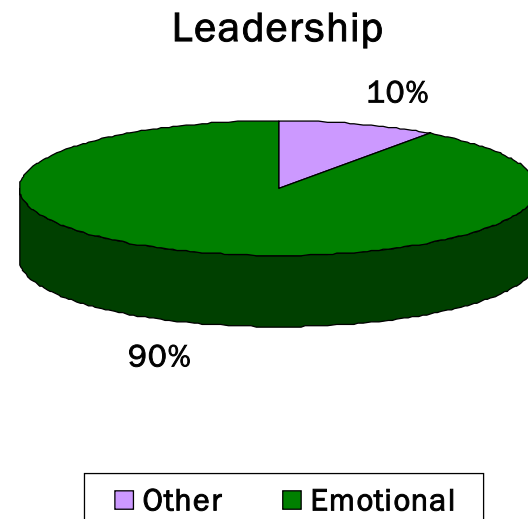


1982: R. Boyatzis – 12 organisations - >2000 supervisors, mid to senior executives

14 / 16 abilities distinguishing stars from average performers = EMOTIONAL

1995/6: Spencer & Chen, Hay/McBer – 15 global companies - 300 top level executives

“On average, close to 90% of their success in leadership was attributable to EMOTIONAL INTELLIGENCE”

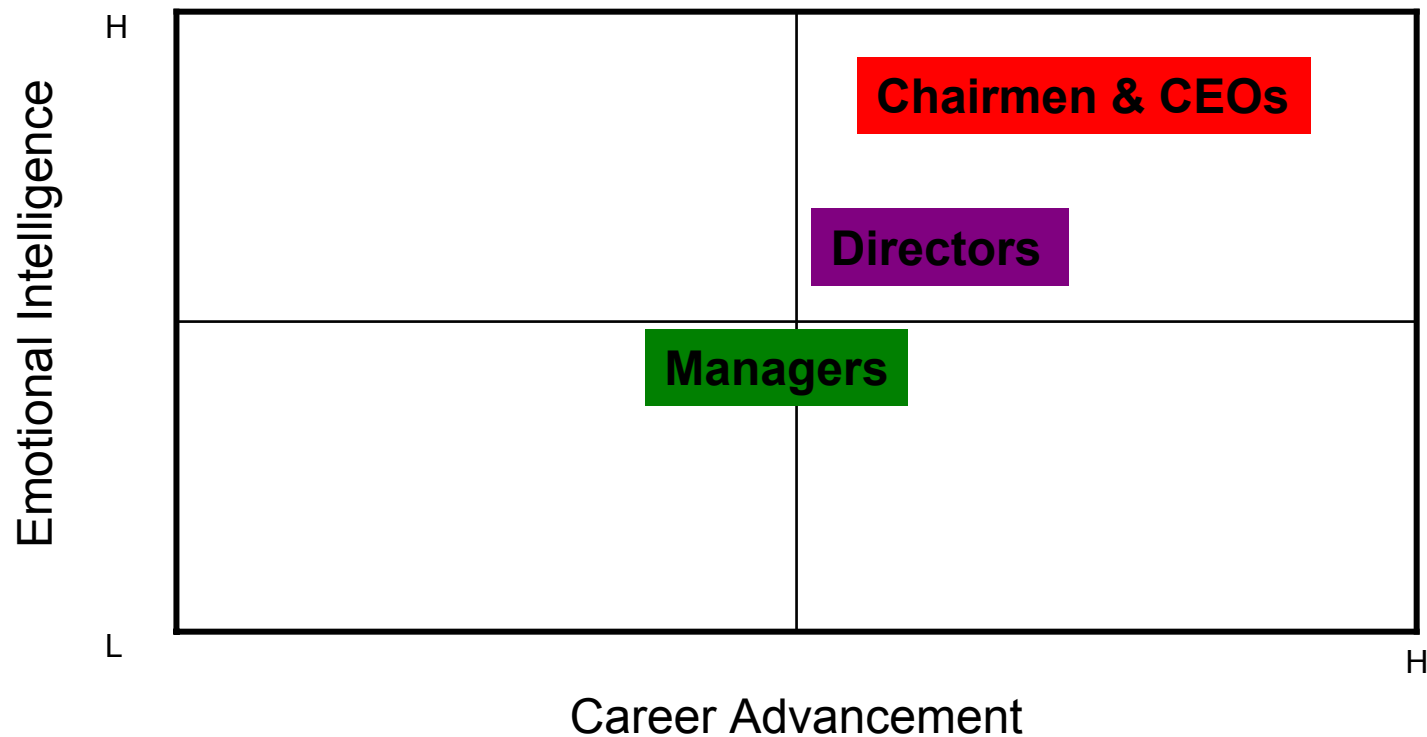


More EI Research

March 2002: Higgs & Dulewicz – 100 middle to senior managers (over 7 years) – 40 competences

Chairmen & CEOs achieved significantly higher EQ than other directors

Directors achieved higher scores on EQ competences than managers



EI Quotes

“ In those fields I have studied, EI is much more powerful than IQ in determining who emerges as a leader”

Warren Bennis, Harvard Business School: “On Becoming a Leader”

“ Managers need planning, organising and controlling skills while leaders need Emotional Intelligence and behavioural skills”

Roger Gill, Professor of Leadership, Strathclyde Business School

“ Organisations going through greatest change are those who need Emotional Intelligence the most”

Kevin Murray, Director of Communications, British Airways

Career Advancement

α

Leadership Ability

α



Emotional Intelligence



Career Advancement

α

Leadership Ability

α

Self Awareness

