

# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development

Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources

**Dial in Information**

- Tel: 1.267.507.0240
- Passcode: 657872
- Screenshare:  
Screenleap.com/crescendoinc

**Materials for call:**

- Slides Handout

**Call Etiquette:**

- To must/unmute, PRESS 4\*
- To ask question, PRESS 5\*

**Thank you!**


## Emotional Intelligence and Leadership Development


**Crescendo Connect Conversation**

Presented by:  
**Rosie Barry & Patty Bales**  
University of Minnesota - Office of Human Resources  
March 10, 2014

 UNIVERSITY OF MINNESOTA  
Office of **Human Resources**

## The UMN EQ-i<sup>2.0</sup> Cohort



 UNIVERSITY OF MINNESOTA  
Office of **Human Resources**

# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development


Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources




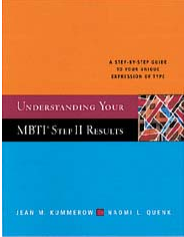
### Leadership Development at the University of Minnesota




 UNIVERSITY OF MINNESOTA  
Office of **Human**Resources



### Leadership Assessment Packages



- **360, multi-rater assessments**
  - Novations
  - UMLead
- **Individual Development Plan (IDP)**

 UNIVERSITY OF MINNESOTA  
Office of **Human**Resources

# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development

Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources

### What Works Best?

- **Groups from units**
  - **Common language**
  - **Reinforce concepts**
  - **Support each other**

 UNIVERSITY OF MINNESOTA  
Office of **Human**Resources

### Positioning Emotional Intelligence

- **Technical – back wheel, career driver**



- **Interpersonal – front wheel, success factor**

 UNIVERSITY OF MINNESOTA  
Office of **Human**Resources

# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development

Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources

### Critical Success Factors: Emotional Intelligence Development



- **Marketability**
  - Self-regard
  - Self Actualization
  - Emotional-Expression
- **Fit**
  - Reality Testing
  - Problem Solving
  - Stress Tolerance
- **Showing up**
  - Emotional Self-Awareness
  - Interpersonal Relationships

Copyright © 2011 Multi-Health Systems Inc. All rights reserved.  
Based on the original BarOn EQ-i authored by Reuven Bar-On, copyright 1997.

**UNIVERSITY OF MINNESOTA**  
Office of **Human Resources**

### Individual Clients



- Impulse Control
- Empathy
- Reality Testing
- Interpersonal Relationships



**UNIVERSITY OF MINNESOTA**  
Office of **Human Resources**




# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development

Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources

### Patterns



	<ul style="list-style-type: none"><li>&gt; Self-Regard</li><li>&gt; Self-Actualization</li><li>&gt; Independence</li><li>&gt; Social Responsibility</li><li>&gt; Problem Solving</li></ul>	<ul style="list-style-type: none"><li>&gt; Emotional Self-Awareness</li><li>&gt; Interpersonal Relationship</li><li>&gt; Empathy</li><li>&gt; Impulse Control</li><li>&gt; Flexibility</li></ul>
	<ul style="list-style-type: none"><li>&gt; Self-Regard</li><li>&gt; Independence</li><li>&gt; Empathy</li></ul>	<ul style="list-style-type: none"><li>&gt; Interpersonal Relationship</li><li>&gt; Flexibility</li></ul>
	<ul style="list-style-type: none"><li>&gt; Empathy</li><li>&gt; Interpersonal Relationships</li><li>&gt; Social Responsibility</li><li>&gt; Reality Testing</li></ul>	<ul style="list-style-type: none"><li>&gt; Self-Regard</li><li>&gt; Flexibility</li></ul>

UNIVERSITY OF MINNESOTA  
Office of Human Resources

### Surprising Profiles



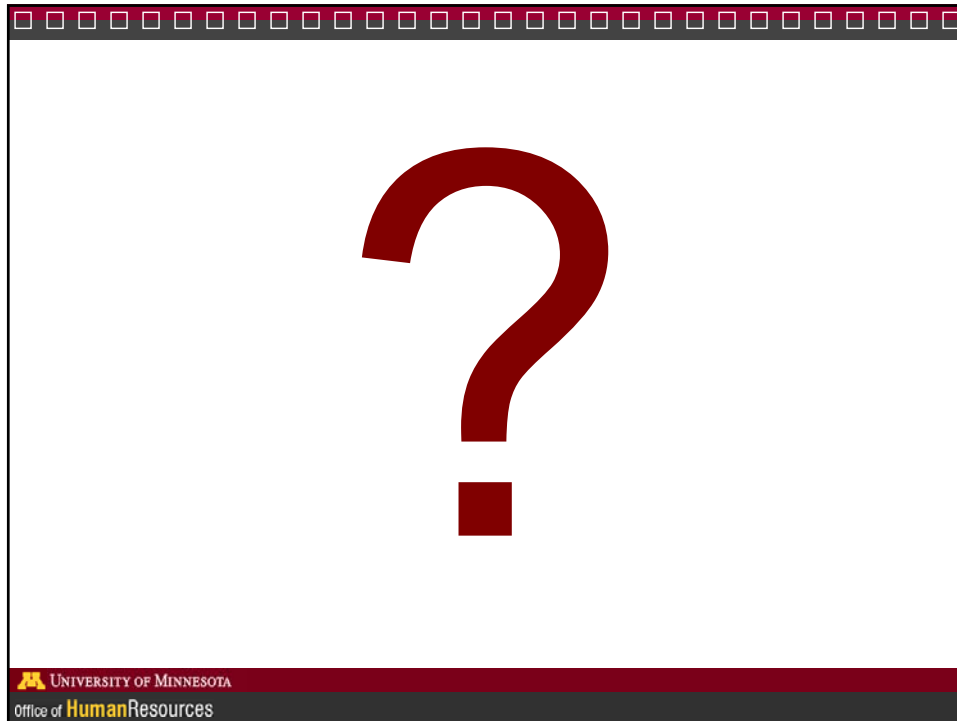
Always a story!

UNIVERSITY OF MINNESOTA  
Office of Human Resources

# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development

Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources



### What's Next?

- Rock the Monkey Webinar**
  - *March 20, 2014 - Using EI to create a healthy Workplace*
- Crescendo Connect Conversation**
  - *May 12, 2014: EI and Vulnerability – Karen Greer*
- EI Peer Coaching**
  - *Launch May 2014*
- RockStar Scribe!!! (Graphic Recording)**
  - *May 14 & 15, 2014 - Minneapolis*
- EQ-i<sup>2.0</sup>/EQ360 Certification**
  - *June 9 & 10 (Minneapolis)*

UNIVERSITY OF MINNESOTA  
Office of Human Resources

# Crescendo Connect Conversation - March 10, 2014

## Emotional Intelligence and Leadership Development


Presented by: Rosie Barry & Patty Bales - University of Minnesota - Office of Human Resources

### Contact Information

<p><b>Rosie Barry</b> University of Minnesota Office of Human Resources Tel: 612.626.1004 Email: <a href="mailto:barry023@umn.edu">barry023@umn.edu</a></p>	<p><b>Patty Bales</b> University of Minnesota Office of Human Resources Tel: 612.626.0769 Email: <a href="mailto:bales011@umn.edu">bales011@umn.edu</a></p>
---	---

---

**Lisa Griebel, M.Ed.**  
**Crescendo Inc.**  
Tel: 612.718.4389  
Email: [lgriebel@crescendoinc.com](mailto:lgriebel@crescendoinc.com)  
Website: [www.crescendoinc.com](http://www.crescendoinc.com)

 UNIVERSITY OF MINNESOTA  
Office of **Human**Resources