

CorpEQuest™

-Delivering CorporateEQ™ Training-

With current estimates that 20% of life success relies on academic intelligence and 80% on emotional intelligence (McCaskill 2002) an investment in EQ training is a wise investment!

CorpEQuest represents the corporate brand for DGM's Emotional Intelligence training and coaching. Because we fervently believe ***“Emotions drive people and people drive performance”*** CorpEQuest brings emotional intelligence training to help companies realize optimal business results.

What is Emotional Intelligence (EQ)? Simply put, ***it is consciously choosing your thoughts, feelings, and actions to get optimal results in your behavior and with others.***

How do we do this? How do we help solve in-house cultural problems? How do we affect your bottom-line? We do it through shifting value to the people in your organization – people will deliver results, equipment and systems only operate through people. We call the process that brings the shift, ***Human Asset Management™*** (HAM), *the whole life optimal management of human capital to maximize performance for peak value.*

The most optimistic visionaries in the business world would concur that most corporate environments fall short of excellence! Few companies even reach the 80-90% range in personnel discourse and behavior when measuring harmony, communications, enthusiasm, optimism, and trust, all key aspects of emotional intelligence (EQ). In fact, as *Marcus Buckingham* points out, 51% of the workforce actually functions at a “disengaged level” (i.e. “It’s just a job” and no more), while 26% of the workforce operates by actively “undermining” leadership, team, and organizational goals (*“First Break All the Rules”*)! CorpEQuest’s focus is to partner with you to turn-around that 52% by instilling an **emotionally intelligent CULTURE!** With this in place the “under-miners” either move-up or move-on – they no longer fit the environment – the new culture!

Warren Bennis says, *“In the fields I have studied, emotional intelligence is much more powerful than IQ in determining one’s ability as a leader. IQ is a threshold competence – you need it, but it doesn’t make you a star, leading with emotional intelligence can (emphasis added).”*

CONSIDER THIS:

If emotional intelligence distinguishes successful leadership, and a *leader’s emotional intelligence* affects **perceptions** (internal and external to your organization), and **perception drives commitment, sales, value, and trust**, then developing the emotional aspect of **LEADERSHIP** is of utmost importance to your team and organization.

At *CorpEQuest* we present the most meaningful and impactful concepts of Emotional Intelligence and Personality/Temperament definition supported by our customized D.I.S.C., EQ, and T.W.I.S.T.[™] models. Our sessions support the corporate community by focusing on the individual:

- We introduce the most advanced paradigms that reveal unrealized potential for individual change;
- We offer each participating leader an opportunity for personal growth by discovering and broadening their self-awareness and self-truths;
- We open the doorway to a new perspective and understanding of personal relationships;
- We enrich each leader with workable tools that enhance collaboration and build TRUST in personal and business relationships.

Stephen M.R. Covey in *“The Speed of Trust”* says, “Leadership is getting results in a way that inspires trust.” We agree, but add, that the *bridge between leadership, results, and trust* is built in learning and practicing **Emotional Intelligence**.

*We believe that **TRUST** is the foundation for all true relationships -*

*As a **LEADER** it is a non-negotiable imperative to **BUILD** trust – always!*

You must constantly ask yourself this question:

*Am I **BUILDING** or **BREAKING** trust in my WORDS and in my ACTIONS?*

Our Clients tell us:

- “Hands down, this was the most effective personnel training ever. Their team helped us lay a strong foundation from which to build our team. What I liked most about our training was that it applied to everyone, and it applied to life, not just work.” *Mike Bartell - Administrator, Golden State Eye and Medical Group*
- “I can only give my highest recommendation to them. As educators, encouragers, and truth-tellers, they are able to blend their very diverse training and coaching skills to meet the needs of those organizations that are perched to take the next steps in development.” *Colleen McGauley – Executive Director, CASA of Kern County, CA*
- “We utilized the team prior to an upcoming increase in work activity. They helped bring this diverse group into a cohesive team in a very short time. I prefer, and would recommend their approach relative

to other standard training methods – the results speak for themselves.” *Read Taylor - President, Devon Energy South America Ltd.*

- “The Division of Operations & Maintenance, Department of Water Resources (CA) has over 1000 O&M staff members. I believe that our commitment to leadership training is a critical step to helping accomplish our challenging mission. O&M has been engaged in many different leadership training courses through-out my 19 year tenure, I am continually looking for ways to enhance training to our staff. Approximately three years ago we engaged this organization to provide Leadership 101 training – emphasizing the importance of being knowledgeable about the four-personality/temperament styles. This training has proved to provide not only a common communication “language” within the organization, but also secured a clear understanding as to why people behave differently. They are excellent instructors, coaches, and very caring individuals. They have a very deep commitment and passion for helping others. I highly recommend their superior service and access to their vast knowledge and training expertise.” *David Roose – Operations Chief, Operations Control Center, Division of Operations & Maintenance, Department of Water Resources*