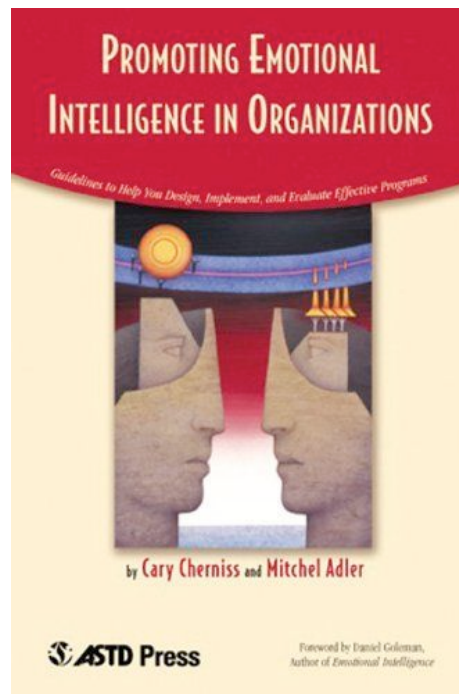


Best Practices for Developing Emotional Intelligence in Your Organization

By Sebastien Henry, Executive Coach & Trainer
Emotional Intelligence Expert for Progress-U Ltd.



Since February 2006, when I started this monthly article on Emotional Intelligence, I mentioned several times a very interesting organization called The Consortium for Research on Emotional Intelligence in Organizations.

This organization was created by a group of academics who wanted to promote research on Emotional Intelligence (EI). Their website (www.eiconsortium.org) is one of the best resources I know on EI.

On this website, you can find lots of meaningful information, from available EI assessments to various studies on EI in organizations.

I am happy to share with you today one of the works that the Consortium has produced. I also take this chance to thank them and congratulate them for their great contribution.

This document is called "Guidelines for Best Practices". To its authors, it represents "the best current knowledge about how to promote EI in the workplace".

It presents 22 steps to develop EI in organizations, divided into four categories:

- Paving the way
- Doing the work of change
- Encouraging transfer and maintenance of change
- Evaluating change

To read this document, please click on the following link:

http://www.progressu.com/downloads/eq_best-practices.pdf

I'd be happy get your feedback on this document, based on your own experience. I strongly believe in sharing experiences, whether they are seen as a "success" or a "failure". There is always something to learn.

I hope that you will find this document useful, and I strongly encourage you to visit the website of the Consortium.

Warmly,

Sebastien



Sebastien Henry is **Progress-U's expert for Emotional Intelligence (EQ) and stress management**. He works with executives who want to:

- avoid feeling exhausted and uprooted as their career takes them to the top;
- become more inspiring leaders by developing their Emotional Intelligence (EQ) at work; and, as a consequence
- be able to motivate their people more and retain the best.

Having worked in an Asia-Pacific regional position at a multinational company, Sebastien has experimented extensively on how to develop Emotional Intelligence in his daily work life. He is currently writing a book on this topic. His articles on Emotional Intelligence in Leadership have been published in Human Resources and South China Morning Post.

He firmly believes in action, and the tools he uses and shares are derived from several areas of his life: his business experience as a corporate executive, of course, but also his intensive practice of mountaineering and rock climbing (7a on-sight and more than 50 alpine routes), his commitment to teach and coach prisoners, and his daily meditations for more than six years.

Positions of his clients as a one-to-one coach are: Asia/Pacific General Manager, Country General Manager, Department Head, etc.

Languages: Spoken and written Mandarin, Japanese, English, French (native language)

Credentials:

- MBA, BA in Psychology, BA in Philosophy
- Certified NLP Practitioner and Master Practitioner
- Certified NLP Trainer (NLPU, USA)
- Certified Coach (ICC)
- More than 40 days of training with the Gestalt approach at the Paris School of Gestalt
- Certified Trainer of the "EQ Impact Learning" program (Talentsmart, USA)

Services offered: 1:1 Executive Coaching, Group Seminars and Workshops, Key Note Speeches