



Welkom!

Groei, Kennis, Taylor, Efficiëntie,
Snelheid, Professionalisering,
Globalisering, ...







Emotional Intelligence

is a set of learnable, measurable skills to accurately acquire and effectively use emotional data. It helps people make better decisions and have deeper relationships.

Emotional intelligence is the capacity to blend thinking and feeling to make optimal decisions.

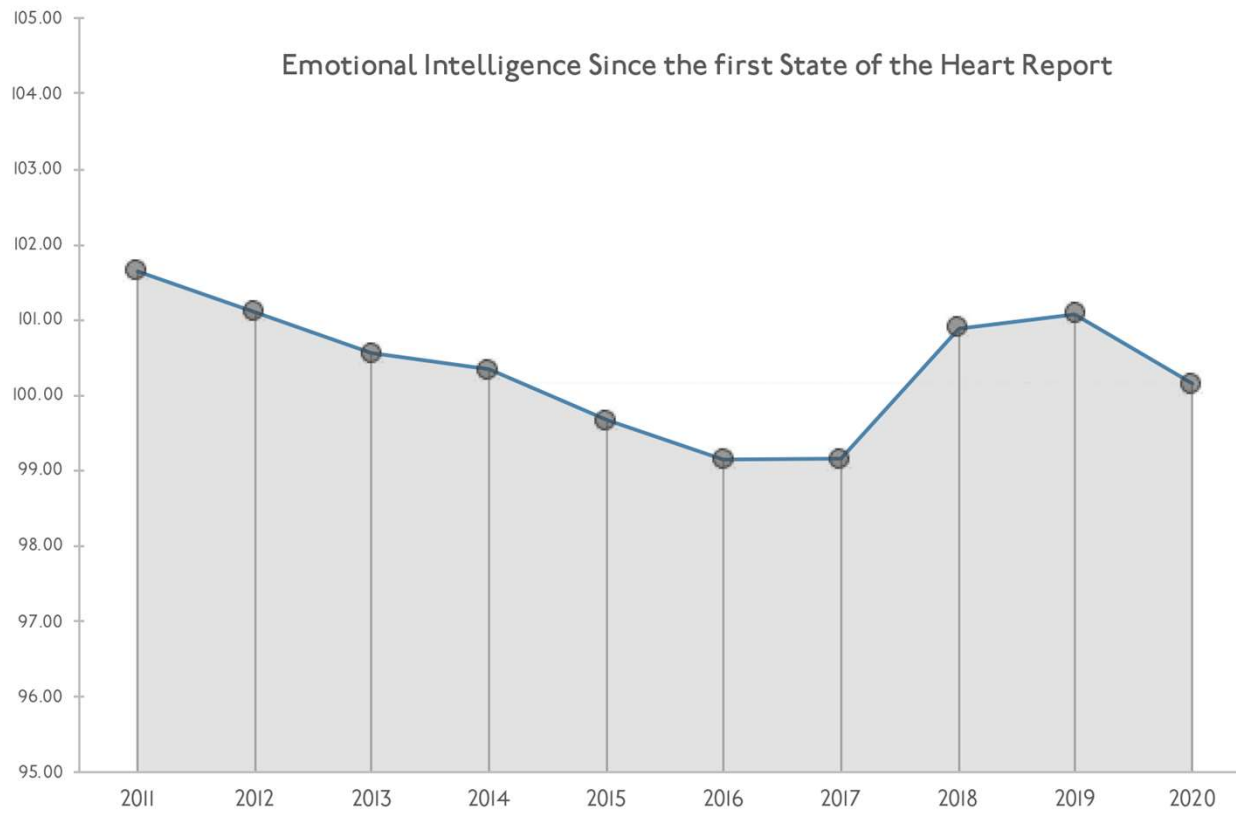
It's being smarter with feelings.



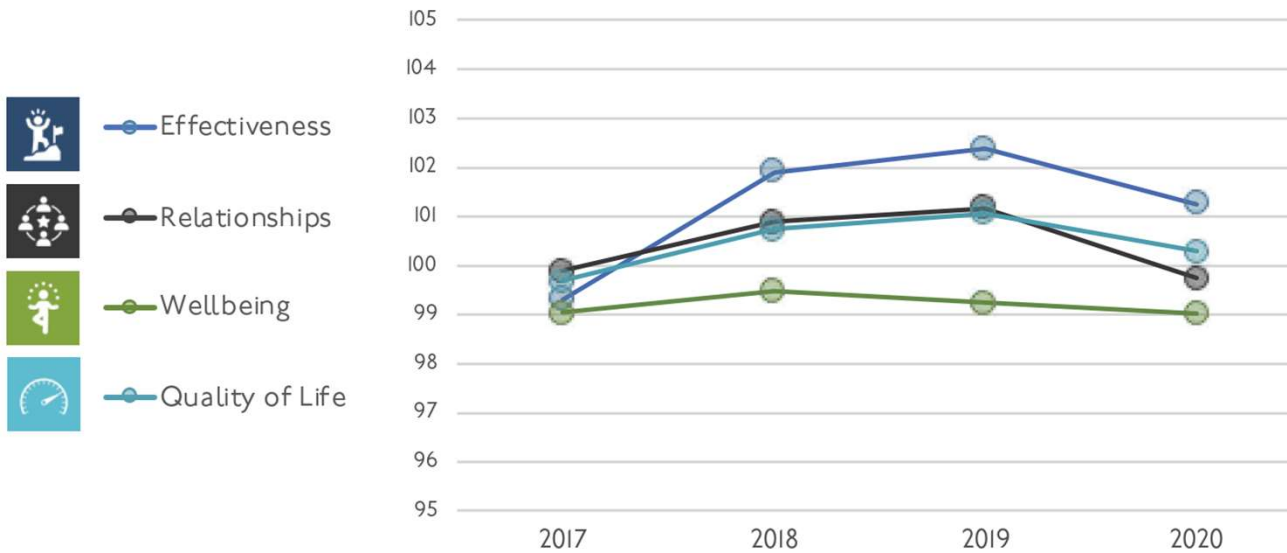


Global Trends, Analysis of Sectors,
Gender, Generational trends, Regions,
and many more...

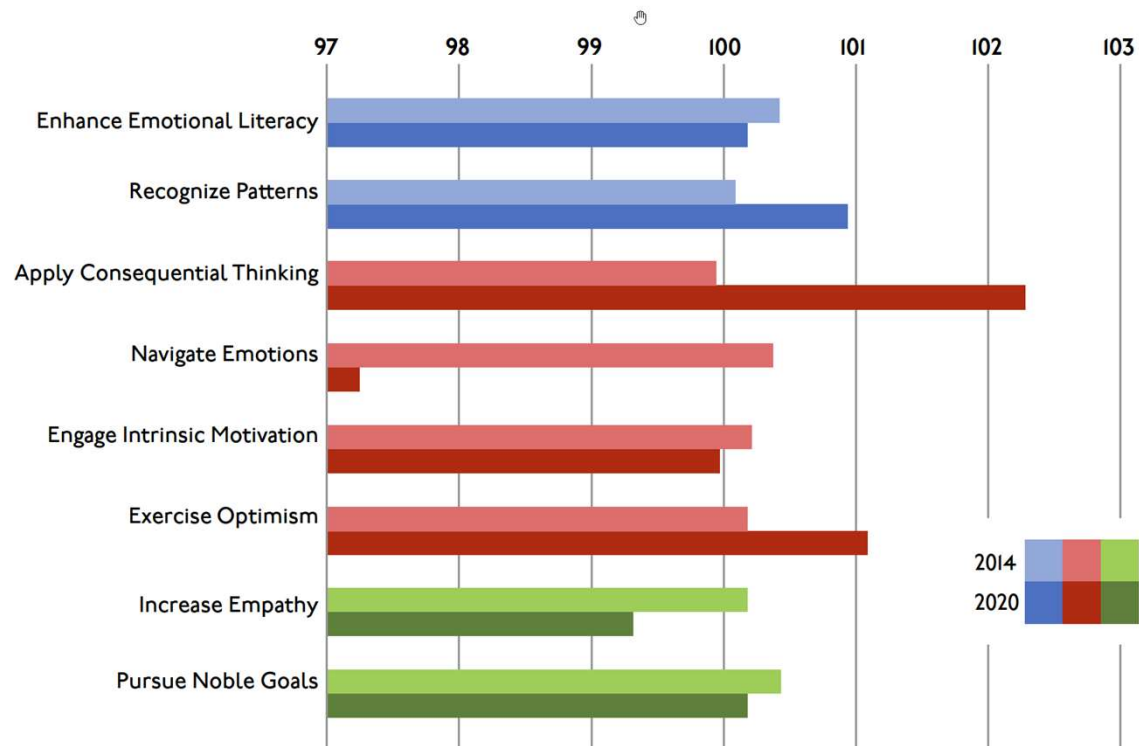




Success Factors - Trends



SHIFTING COMPETENCIES: 2014 TO 2020



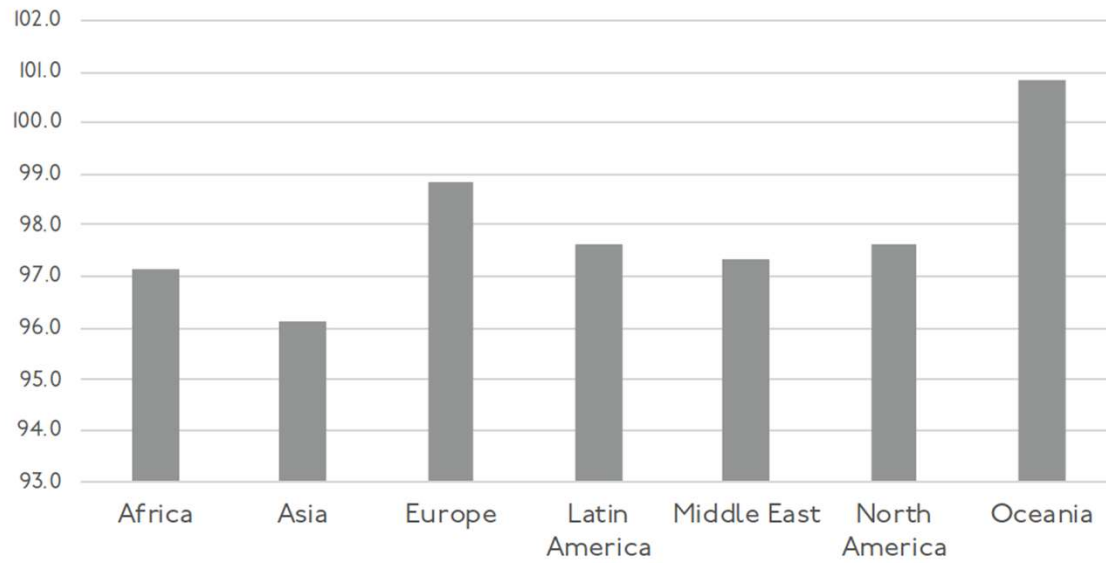
...2019... Risk... Connection...

which emotional
intelligence (EQ)
skills were the
**LOWEST
SCORING?**
for 2020

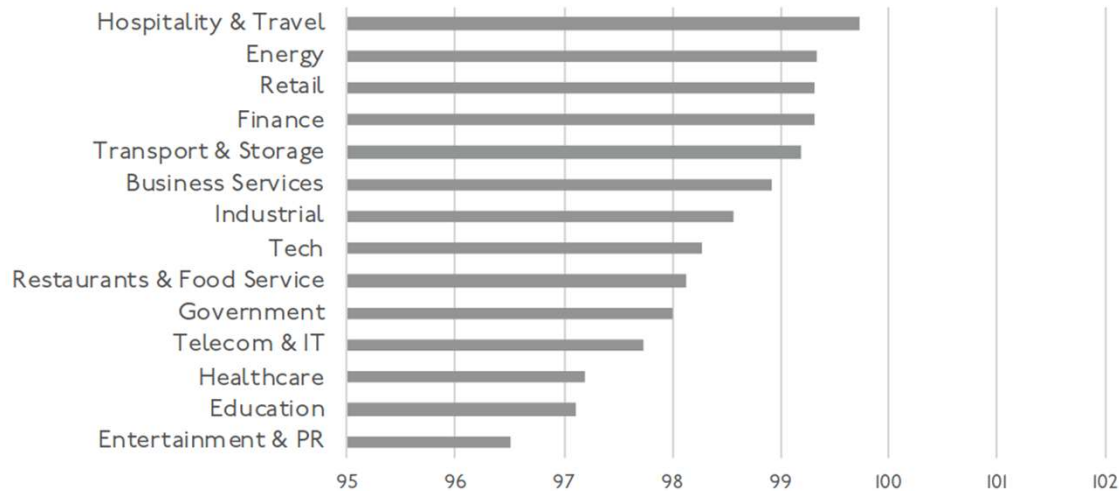
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- #3 Imagination
 - #2 Risk Tolerance
 - #1 Collaboration

6sec.org/soh

Collaboration by Region



Collaboration by Sector

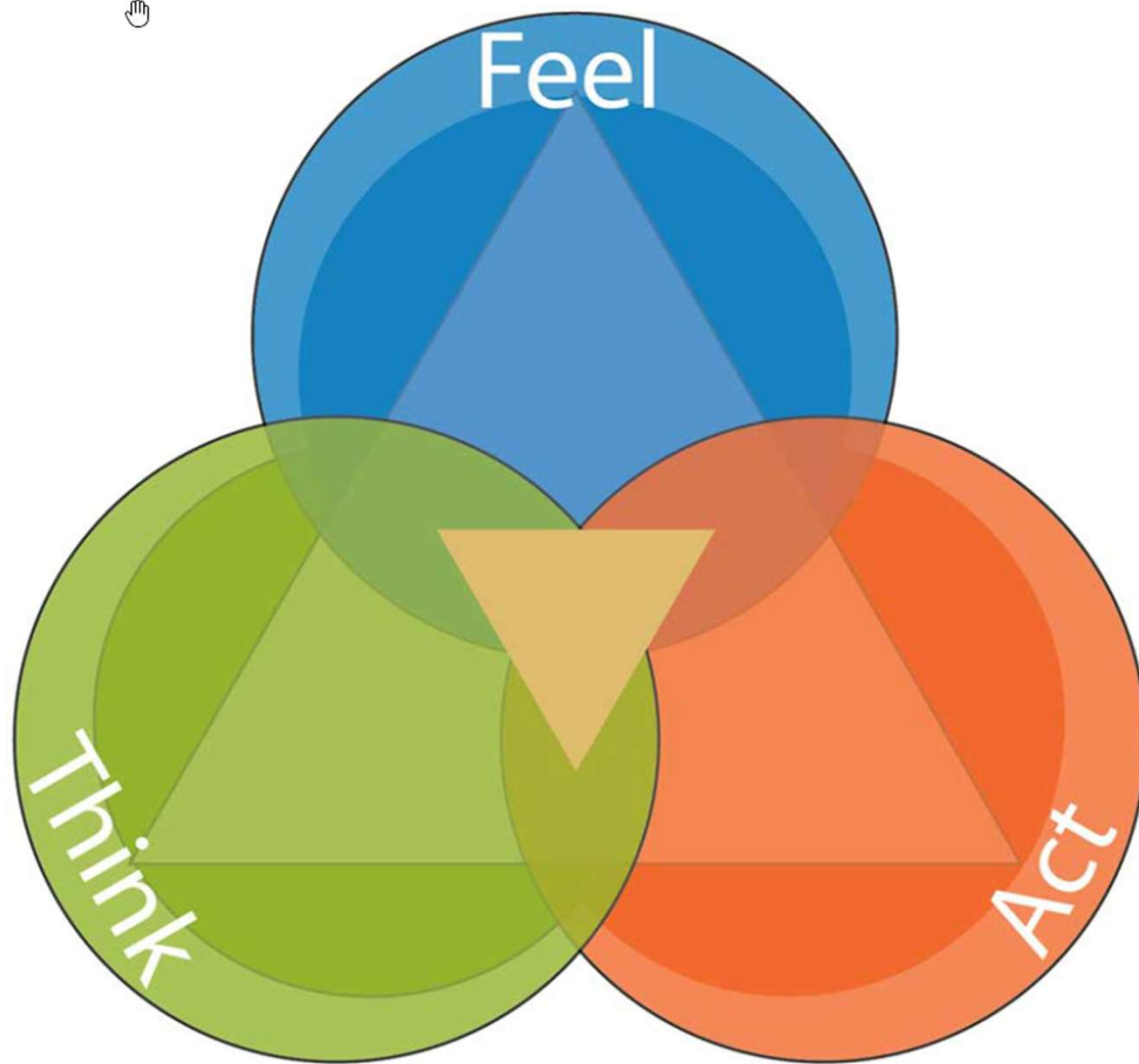




EQ voor L&D / HR

HR Business Partners, Talent
Managers, Data driven practices, Go
digital, Be Hybrid, ...





K: What am
I feeling?

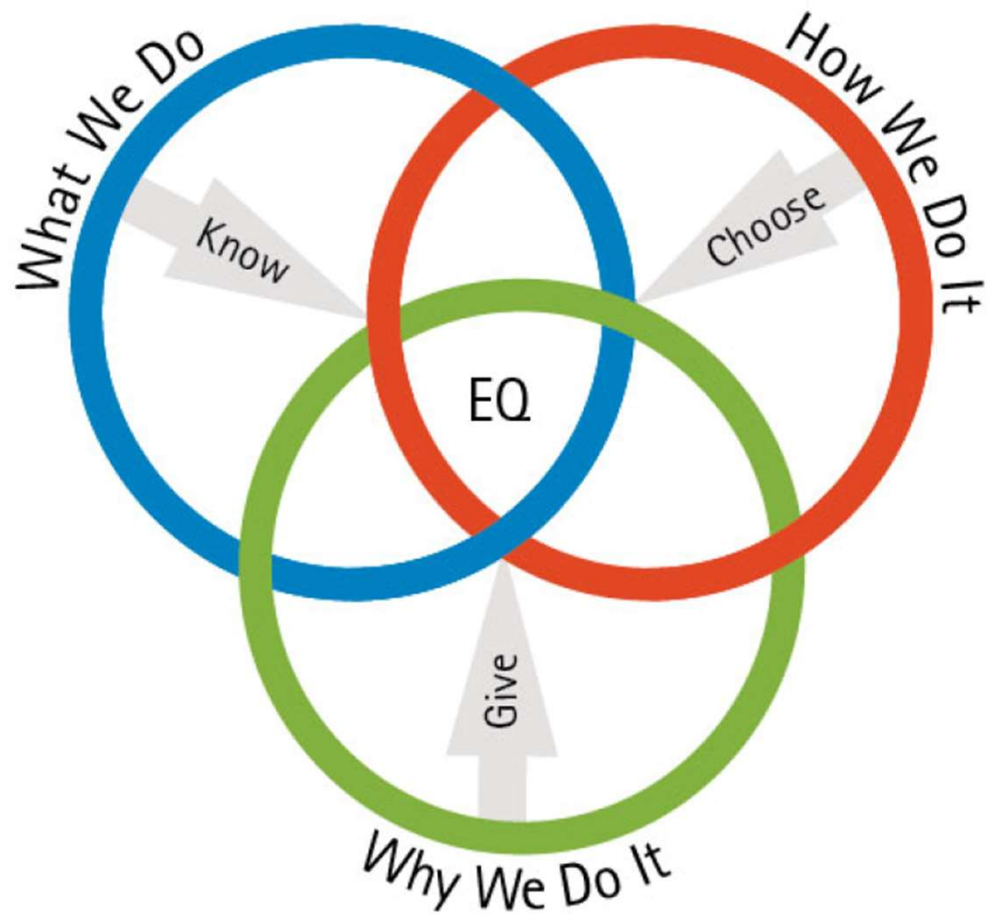


C: What
options
do I have?

G: What do I truly want?

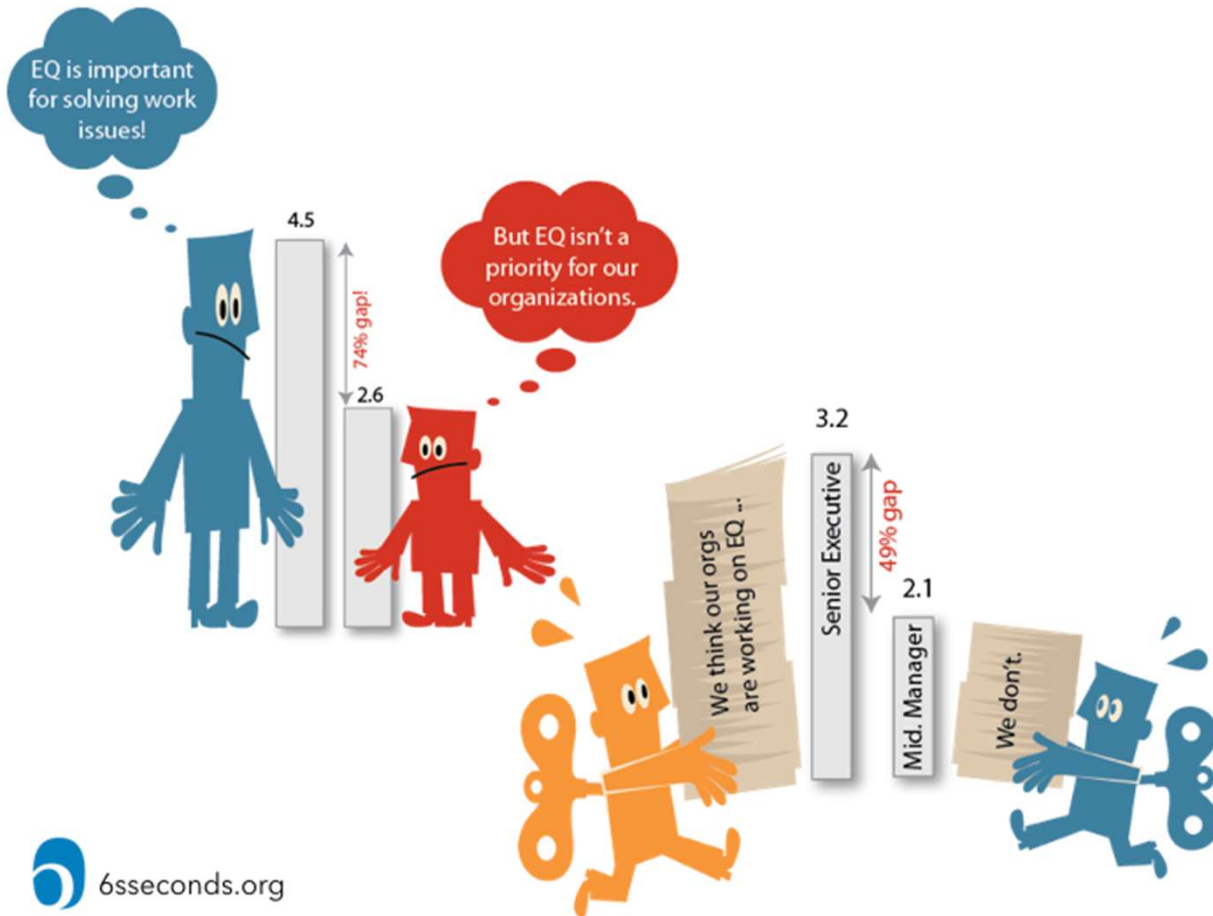


© Six Seconds









Wellbeing

Effectiveness
Relationships

Quality of Life





EQ in L&D / HR

ROI, Learning transfer, Blended Learning, Embedded learning, Moments of needs (ex. Mosher), Didactical principles (ex. Talheimer), Learning context, Change, Share, LMS's, Talents, Competencies, Skills, Content drivers, Content Curation, SME's, ...





?

$$E = Q * A$$

!

Effectiveness is equal to the Quality of the action multiplied by the degree of Acceptance.



EQ in L&D / HR?

$E=Q*A!$

Gevolgen voor L&D / HR?

IQ * EQ

HR? Wisdom lies within!

The Process (is) (&) The Content

Meten is weten en doet de rest vergeten?

Professionalisme?

L&D architectuur en proces? EQ inclusion.

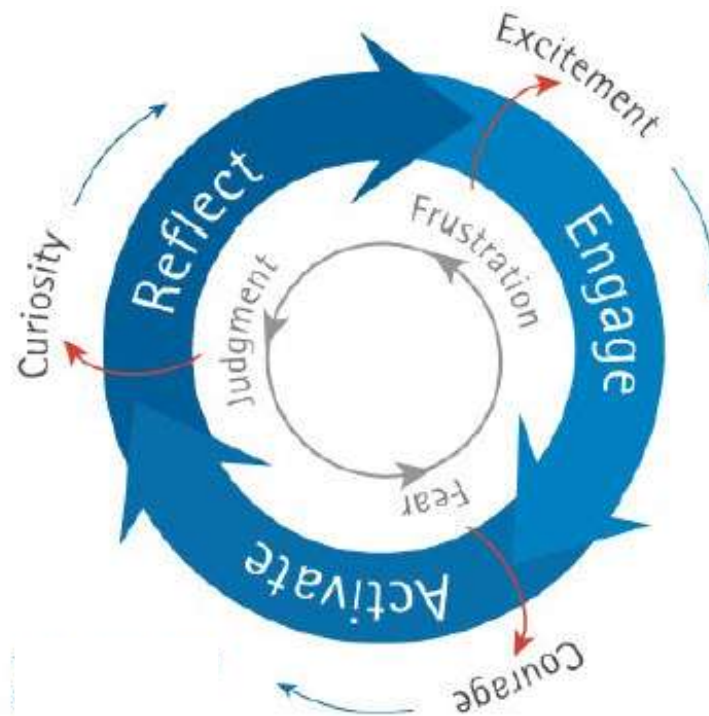
Emoties bij change: we cannot deny...

Context? Extrinsiek.

Kader? Intrinsiek.

Leertransfer, Practices, Share, Feedback,

Kwetsbaarheid, Support (systemen, coach, buddy, mentor,...)



EQ door L&D / HR

HR/L&D & Business ($E = Q \cdot A$) ->

Joint outcomes: $(WB + QL) \cdot (E+R)$

In elk leertraject, -aanbod, -doel, -transferactie, -inhoud, ...



EQ door L&D / HR?

$E = Q * A!$

EQ

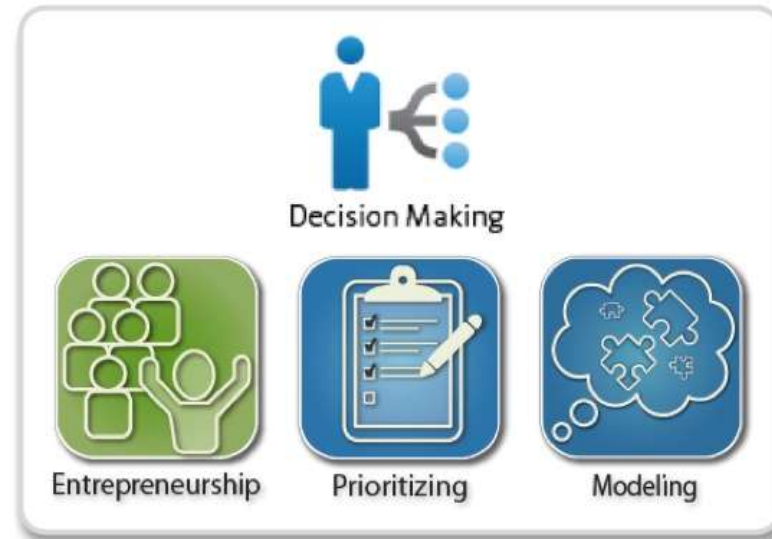
Leadership? Professionalism? $E = Q * A$?

EQ Apps (Talents, Skills, ...)

Assertiveness? Risk tolerance? Emotional insight?
Time Management? Critical thinking? Recognizing patterns?
Diversity? Adaptability? Data mining?
Sales? Connection? Entrepreneurship?

EQ Competences

Communication? Increase empathy? Enhance emotional literacy?
Negotiation? Navigate emotions? Pursue noble goals?



Wellbeing

Effectiveness
Relationships

Quality of Life



EQ door L&D / HR?

$E=Q*A!$

Tools

EQ assessments

- UEQ
- Brain & Talents
- Leadership
- Vital Signs

Individual

Team

Reports & Dashboards

TSI

And many more...





Waarover we het (nog) niet hebben gehad...

EQ Business Cases, Social Emotional Learning, EQ Learning Philosophy, EQ Neural Net (AI for...), EQ as an enabler of cognitive development, Goleman, Plutchik, ...





En Nu?

Let's Meet, Connect and Talk?

www.thalescomenius.academy

www.thalescomenius.be/agenda-blijven-leren





Connect! Take & Win!

Free EQ Driven L&D Chat

Free UEQ assessment + Win EQ Leadership SEI

Demo Tools, Business cases, Reports, ... for **YOUR** reality...





 **Mentimeter**



Tot slot...

Emotions drive People, People drive Performance.

Wisdom lies within.

Also the proces is the content.

There's no path, it's made by walking, step by step.

