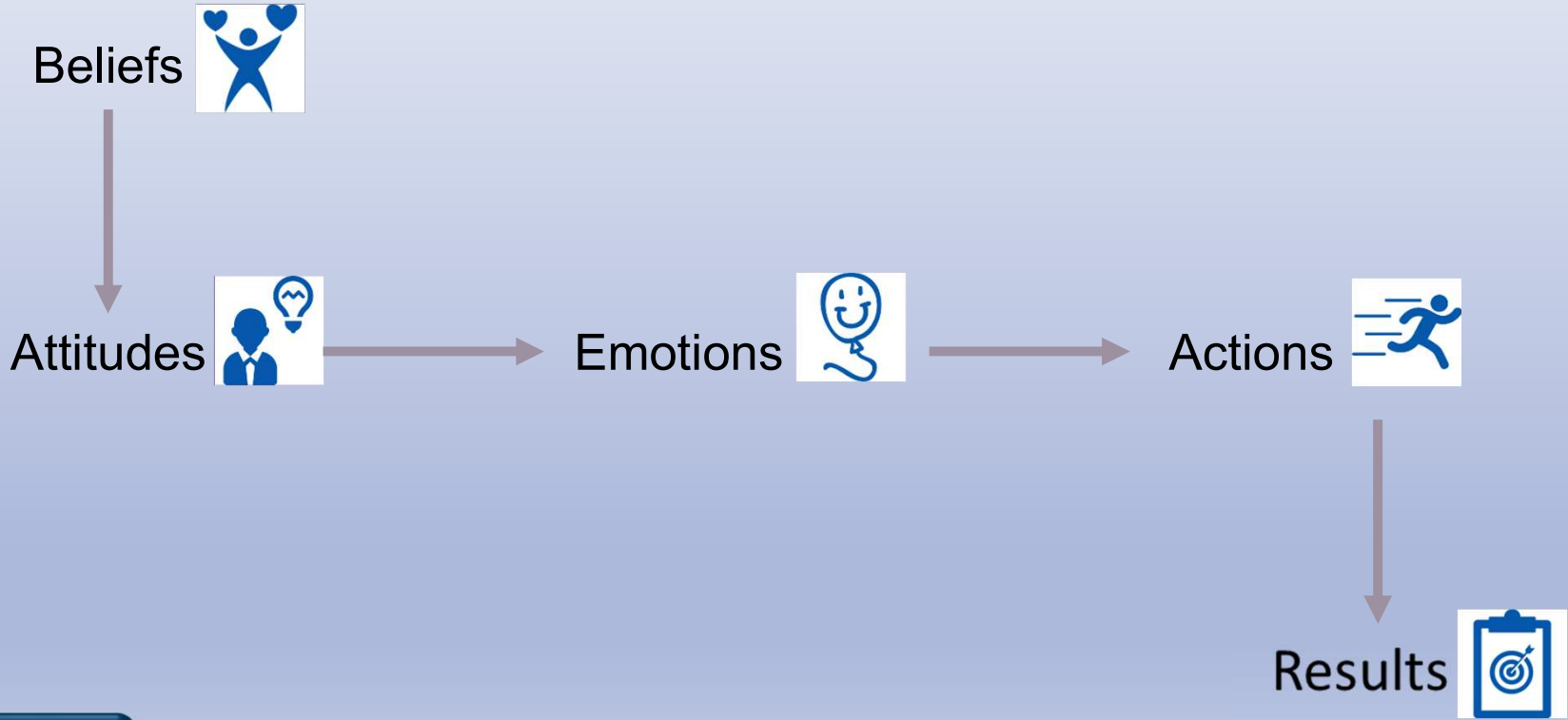


Leadership & Emotional Intelligence (“EI”)

Carl Oxholm, FCPA, FCA, COC
CEO



What you believe matters...



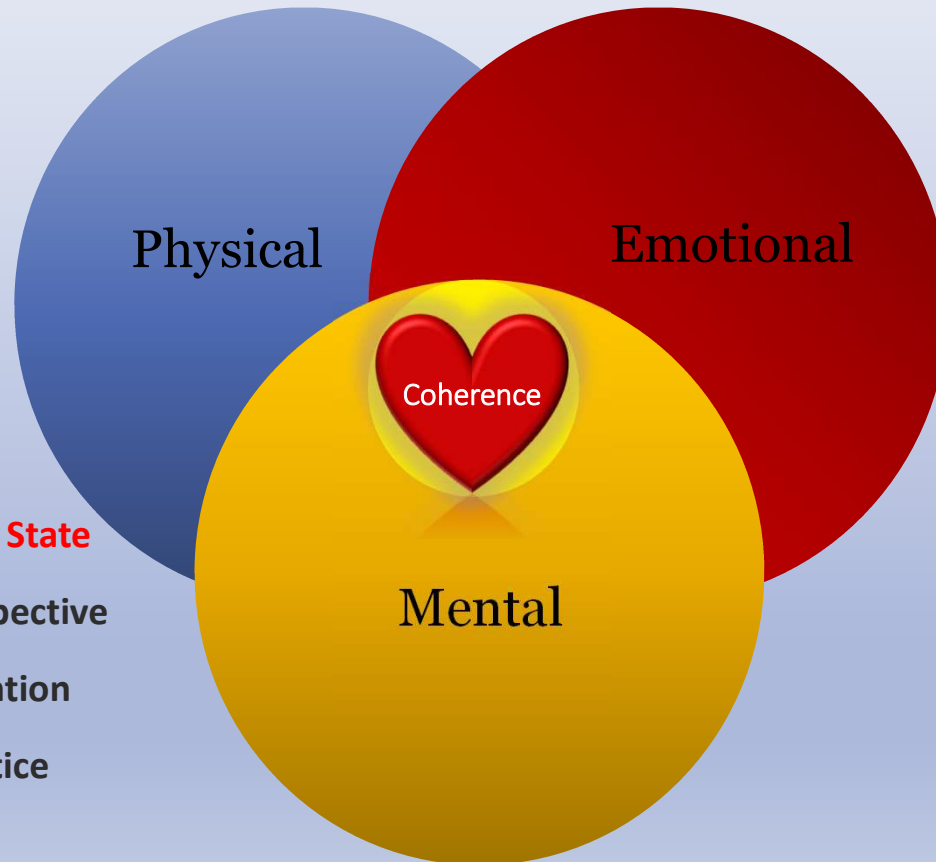
Whole Leadership at a Glance



The Quality of our Energy...

Physical State

- Sleep
- Nutrition
- Movement



Emotional State

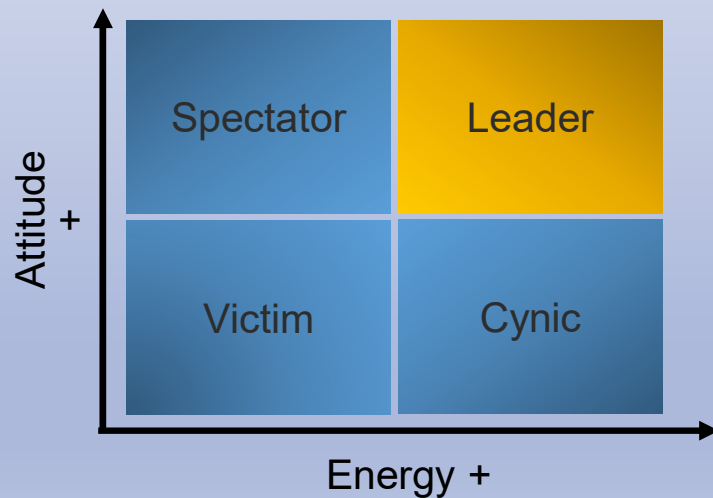
- Self-awareness
- Self-regulation
- Focus

Mental State

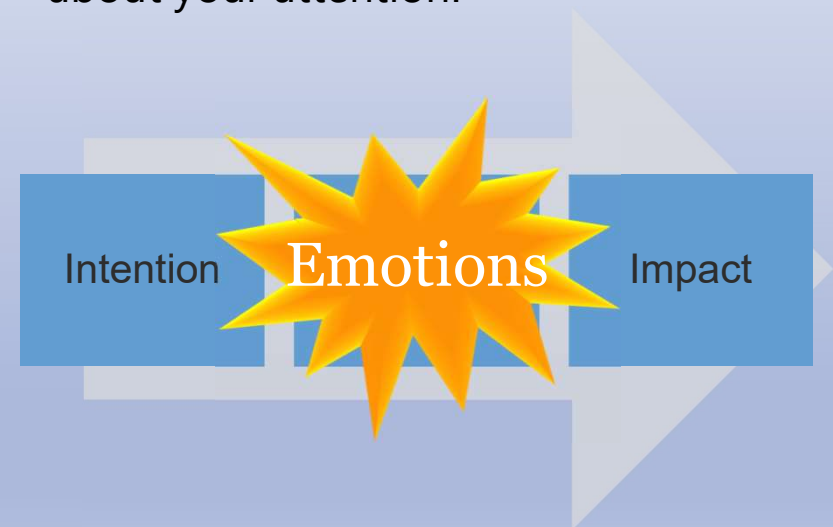
- Perspective
- Intention
- Practice

The Focus of our Energy...

Are you aware of your attitude and energy...moment to moment?



The leader in you is... which facilitates being intentional about your attention.



Institute for Health & Human Potential

The Expression of our Energy...



Poll Question

How long does it take for a person's dominant emotion to affect (or infect) others?

1. less than 1 second
2. 30 seconds
3. 3 minutes
4. 30 minutes



EI is a critical leadership quality

Leaders With High Emotional Intelligence Make Better Decisions

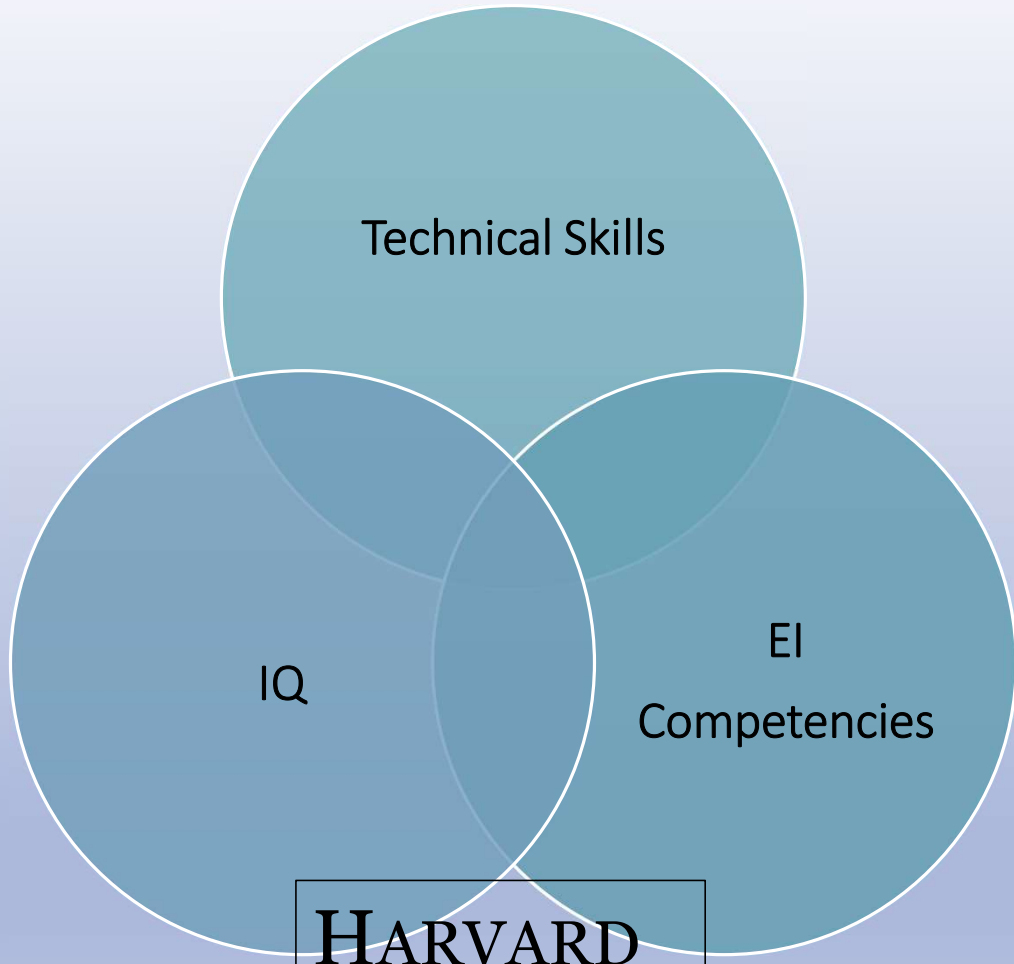
Research out of Yale shows those with higher levels of emotional savvy make dramatically better decisions.

The most successful leaders possess high levels of Emotional Intelligence while leaders with lower levels of EI are more likely to derail from senior positions

-Research of Higgs and Dulewicz, 2002

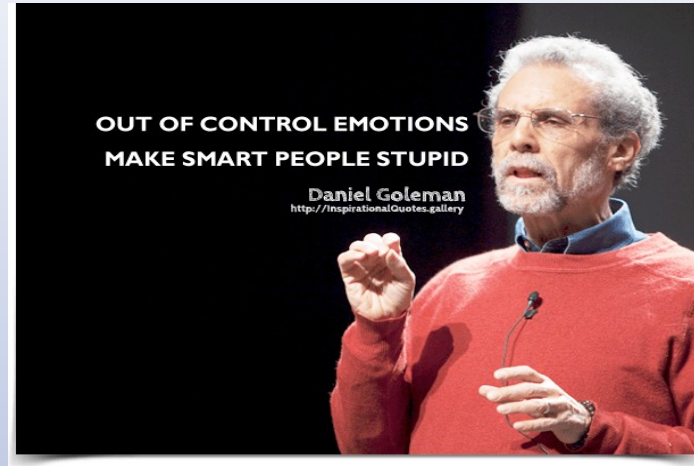
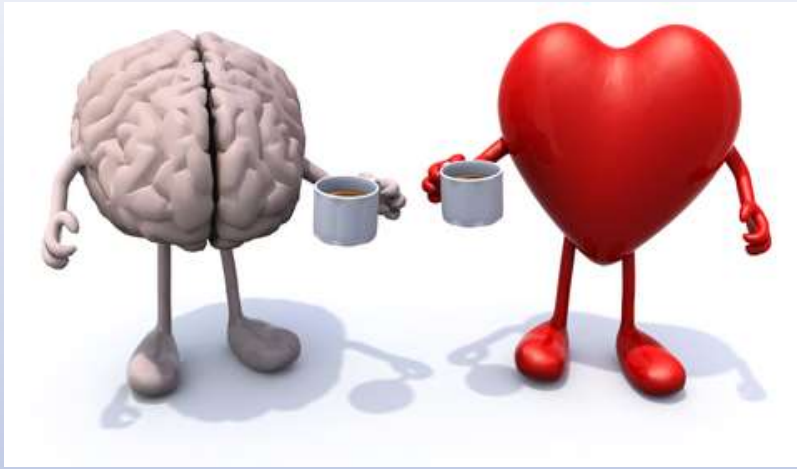
“Leadership’s First Commandment: Know Thyself.”

- Harvard Business Review



**HARVARD
RESEARCH**

Emotional Intelligence...

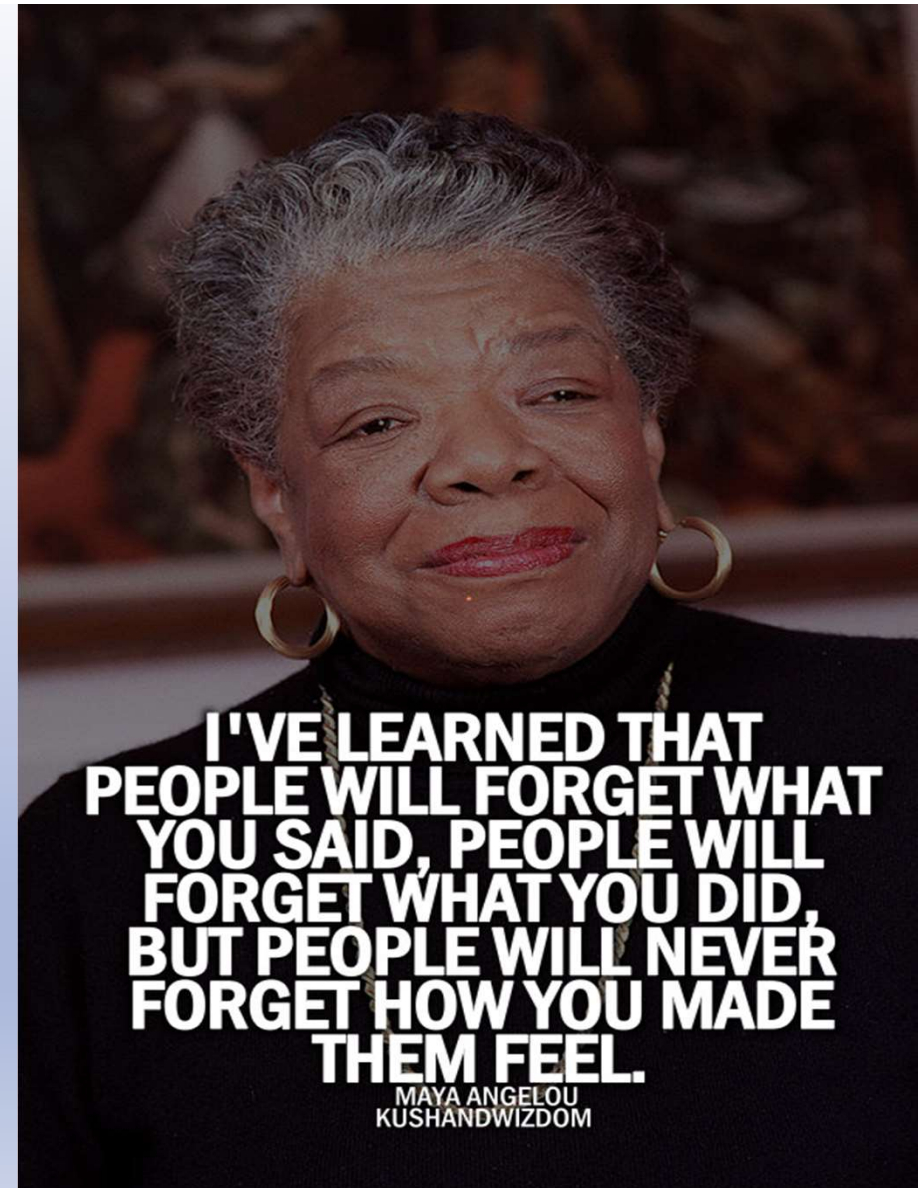


Emotional Intelligence is...

“

Being aware that emotions **drive our behavior** and **impact people** (positively and negatively), and learning how to **manage** these emotions – both our own and others – especially when we are **under pressure**.

Daniel Goleman



I'VE LEARNED THAT
PEOPLE WILL FORGET WHAT
YOU SAID, PEOPLE WILL
FORGET WHAT YOU DID,
BUT PEOPLE WILL NEVER
FORGET HOW YOU MADE
THEM FEEL.

MAYA ANGELOU
KUSHANDWIZDOM

3 Complex Neural Networks

Head Brain



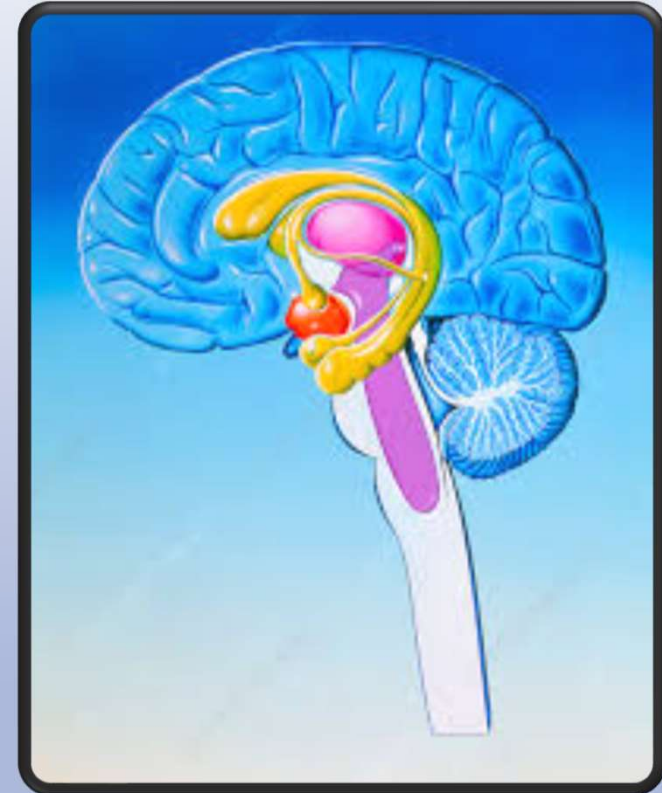
Heart Brain



Gut Brain



EI and the Body



The signs of an emotional “hijack”



Strong Emotion



Sudden Onset



Automatic Reaction

Use the S.O.S. strategy to help you manage your emotions



Stop



Oxygenate



Seek information

*“Leadership is about the
Title*

OR

*Leadership is about
Choice”*





↓ Mon



VIRTUE COMPASS INC.
BE GUIDED BY YOUR BEST

Carl is Founder and CEO of Virtue Compass Inc. (“VCI”). VCI helps individuals and organizations alike, optimize their energy and manifest their intention. If the quality, focus and expression of our energy is less than optimal, underperformance will ensue. Using modern science and ancient wisdom, VCI addresses challenges with remarkable, positive impact. Prior to creating VCI, Carl spent almost 30 years with PwC Canada in a variety of executive leadership roles. As a senior equity partner, Carl led service teams with an exceptional track record spanning multiple industries. A Lead Partner on some of PwC’s largest national (and global) priority clients, he enjoyed testing the power of positive influence. As PwC Canada’s National Leader of Culture & Leadership he developed PwC’s service offering around enhanced Emotional Intelligence (“EI”) - increasing one’s capacity to cope and thrive amidst growing demands and expectations. He is a Certified Optimize Coach and was PwC Canada’s National Partner Coaching Leader, where he led a faculty of professional external coaches, sat on several of PwC’s global steering committees, and was a founding member of both the PwC Canada Charitable Foundation and its Women in Leadership programs. Carl continues to respond to numerous ongoing requests to be a keynote speaker – sharing practical insights derived from his many years of experience, and the unique roles that he has enjoyed within the professional services industry. Carl has travelled the world providing talks and facilitating workshops that involve culture change, EI and leadership development. Having helped numerous global companies, not-for-profit organizations, and Professional Associations alike, he often says that it is his privilege and pleasure to serve wherever needed.



Carl Oxholm
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