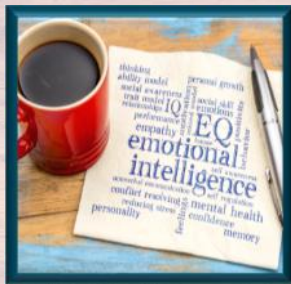


ASSESSMENT-BASED LEADER DEVELOPMENT

*Customized leadership assessment and development
that's impactful and cost-effective!*

360-Degree
Emotional
Intelligence
Assessment



**ROBUST
ASSESSMENT**

FEATURES:

- Use of the world's leading Emotional Intelligence 360-Degree Assessment tool
- Tailored to the specific goals of the participant *and* organization
- Personalized development plans
- Expert coaching, facilitation, and support



**EXPERT COACHING
SUPPORT**

BENEFITS

- Yields deep insight into the participant's unique growth opportunities
- Dramatically accelerates development



**IMPLEMENTATION &
FOLLOW UP**

CONSULTANT BACKGROUND

Joanna Groom King is the President of OE international, LLC (OEi), a Colorado-based organizational effectiveness consulting firm. For 25 years Ms. King has been a successful consultant, trainer and public speaker, and for more than 10 years she has been a certified Emotional Intelligence assessor and coach. In addition to her success as an external consultant, Ms. King has held positions that include VP of Organizational Development at First Data Corporation, and VP of HR & Strategic Development at The Medical Center of Aurora.



For more information contact us at Joanna@oeintl.com, or visit oeintl.com.

“No doubt emotional intelligence is more rare than book smarts, but my experience says it is actually more important in the making of a leader. You just can’t ignore it.”

Jack Welch, Former CEO, General Electric

Emotional Intelligence (EI) reflects an individual’s ability to recognize, understand and cope with their environment. It has been proven to be a primary factor in leadership success, being at the core of a person’s ability to build and maintain healthy, collaborative relationships, to tolerate stress, and to make sound decisions under pressure. Key focus areas:

-) Self-Awareness
-) Self-Mastery
-) Social Awareness
-) Relationship Management



**UNLOCK YOUR
POTENTIAL**

WHAT TO EXPECT

-) **Robust Assessment Process, with input from**
 - o Manager(s), Peers, Direct Reports
 - o Internal/External Customers (as appropriate)
 - o Participant (self-assessment)
-) **Expert Coaching Support**
 - o Skillful Data Analysis and Interpretation
 - o Comprehensive Report: Aligned with Objectives
 - o 3 Feedback Meetings: Consultant and Participant
-) **Implementation and Follow-Up**
 - o Customized Individual Development Plan
 - o Follow-up/accountability meeting with consultant
 - o Collaboration with participant’s manager to enable effective, on-going reinforcement and support

Emotional Intelligence assessment tool: Bar-on EQ 360™
(Additional assessment tools also available)

“Being on the receiving end of a 360 assessment – even in a situation like mine where it is done as proactive support for an impending job expansion – is often intimidating and uncomfortable. However, Joanna Groom King made the experience such a positive one! After conducting an Emotional Intelligence 360 assessment on me Joanna was able to quickly help me identify and address paradigms I held about myself that had been holding me back professionally. She provided insightful, honest and challenging feedback in a way that was unfailingly sensitive and encouraging. I thoroughly enjoyed the entire process, and I have no doubt that it has made me a more effective leader.”

Elizabeth Rhoads
Sr. Global Benefits Manager
Compassion International



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