



DR. DANA ACKLEY PRESENTS

EQ COACHING

GET HIRED. GET RESULTS.

Starting October 16

7:00 - 9:00 PM

3rd Wednesday of Every Month

**REGISTER TODAY AND GET 22 EQ COACHING
TOOLS FOR YOUR EQ PRACTICE!**



Society of Consulting Psychology
The Catalyst Division

DIVISION 13
AMERICAN
PSYCHOLOGICAL
ASSOCIATION

Workshop Overview

Getting the contract

- How to connect with organizations when you don't have a huge marketing/advertising budget
- How to negotiate with the organization to set the project up for success

Key elements of an EQ based coaching program (based on my *EQ Leader Program* - published by MHS 2006 - with updates from what I've learned since)

- Principles and methods to create sustainable behavior change. Avoid being the Flavor of the Month and earn ongoing work
- Program structure: Keynote, assessment, development planning, coaching
- Ten principles of EQ development
- Keynote workshop - winning hearts and minds
- Tailor the assessment to the client organization
- Writing individual assessment reports - Set psychologists apart from others
- Assessment debrief and developmental planning

Coaching: Twenty-two coaching tools

- Getting started
- Designing and using homework
- Understanding and working with organizational culture
- Identifying limiting personal assumptions
- Link current limits to old assumptions
- Using stories - theirs
- Using stories - yours
- Brain structure, behavior, and EQ
- Creating and using insights
- Cognitive behavioral model
- EQ skill building exercises
- Four steps of EQ (Salovey/Mayer/Caruso model)
- Role plays
- Coach as role model
- Here and now work - observing and using behavior within the coaching session
- Align thought/feelings/behaviors
- Six leadership styles
- Predict trigger events
- Prevent mistakes from becoming relapses
- Psychological Hardiness
- Drive (Dan Pink model)
- EQ negotiating skills for win/win

Workshop Overview

How to involve your client's manager

Training clients how to coach their direct reports

Group EQ coaching

An EQ based team building process

- Winning the team's engagement
- Team assessment and report
- Structuring an offsite

Derivative coaching work - finding ways to provide additional value

Workshop Objectives:

- Learn to negotiate a win/win agreement with client organizations
- Know how to create sustainable behavior change that will appeal to Chief Learning Officers
- Add tools to your coaching toolbox
- Identify and learn additional ways to add value and gain revenue

Presenter Credentials:

Dana Ackley earned his Ph.D. in clinical psychology at the Florida State University (1973). For twenty-five years he practiced as a clinical psychologist in private practice. In response to the damaging limits of managed care, he evolved a model of clinical practice outside of insurance, writing ***Breaking Free of Managed Care*** (Guilford Press, 1997).

He began his transition to executive coaching and organizational consultation in the mid-1990s, using emotional intelligence (EQ) as a foundation for coaching and gaining client interest. He authored ***The EQ Leader Program*** in 2006, the first comprehensive model for EQ development for leaders.

Client organizations include Capital One, US Department of Agriculture, PwC (Price Waterhouse Coopers), Chicago Police Department, Bronson Healthcare Group, Federal Law Enforcement Training Center, and Kroger.

He has lectured on EQ development in London, Sydney, Brisbane, and Vancouver, as well as at APA and SPIM.

In addition to his two books, he is the author of *Emotional Intelligence: A practical Review of Models, Measures, and Applications*, ***Consulting Psychologists Journal: Practice and Research***, 2016, Vol. 68, No. 4, 269-286. He is a fellow of Divisions 13 and 42.