



Leading with Emotional Intelligence (EQ).

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Presented by:

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I'm Dr. Airies Davis

she/her



Practitioner-Scholar, Author, Talent-Strategist,
Coach, Luminary Speaker, and Columnist

Grew up in Greenwood, MS & Chicago, IL

- Women and Minority Owned Entrepreneur and Founder of...
 - **WorkforceEQi LLC**- strategically addressing emotions, mindset shifts, and mental wellbeing in the workplace with Diversity, Equity, Inclusion, Belonging, & Equality (DEIB-E) practices
 - **EtiKID Academy LLC**- character and career etiquette to underserved populations
 - **ListenUp SHEro's**- provides motivational sessions, coaching, and masterclasses to empower, evolve, and excel audiences to harness their superpowers
- **Dominican University**, Brennan School of Business, Executive in Residence/Adjunct Professor
- Commentator and Egretha Honoree for **"The Dr. Airies Report"** AWBC the voice of success and empowerment for African American women magazine
- Worked for **top organizations** including BetterUp, Monster Worldwide, Hudson Inclusion Solutions, Merrill Lynch, and Deloitte
- **W/MBE Business Supplier**, Conscious Business Coach, and Mental Health First Aid Certification
- Keynote **presenter and author** of several workshops/publications including Mission Matters: Women in Business v1 with 18 Women Business leaders-Book Chapter "Emotionally Intelligent Wonder Women: Behold Our SHEro Leadership Powers at Work"

I am a parent care-giver, aunt of nieces and twin nephews, lover of artistic baking tv & archery



"Identify the why behind your work- center and create a career path based on what gives you joy. Give more than you get. Surround yourself with people who will affirm yet give you honest feedback about your passions and business purpose. **Live your truth.**"

~Dr. Airies

The universe always pays off to a joyful risk taker by Dr. Airies

Allie Johnston

she/her



- Grew up in the DC-Maryland-Virginia (DMV) area
- Graduated from Brown University with a degree in Mental Health and the Arts
- Recently received her Master's from USC in Applied Psychology, with a focus in Organizational Psychology
- Conducted a study on disability inclusion initiatives in the workplace
- Has led inclusion initiatives in event planning

GROUNDING MINUTE

Let's ALL center our thoughts to be present for ourselves and others-



- Ask yourself: What brings you **joy**? (artifact, person, place, etc.)
- **Inhale** Joy, gratitude, peace, authenticity, release, etc.
- **Exhale** Blockage, distractions, negative thoughts, stress, etc.

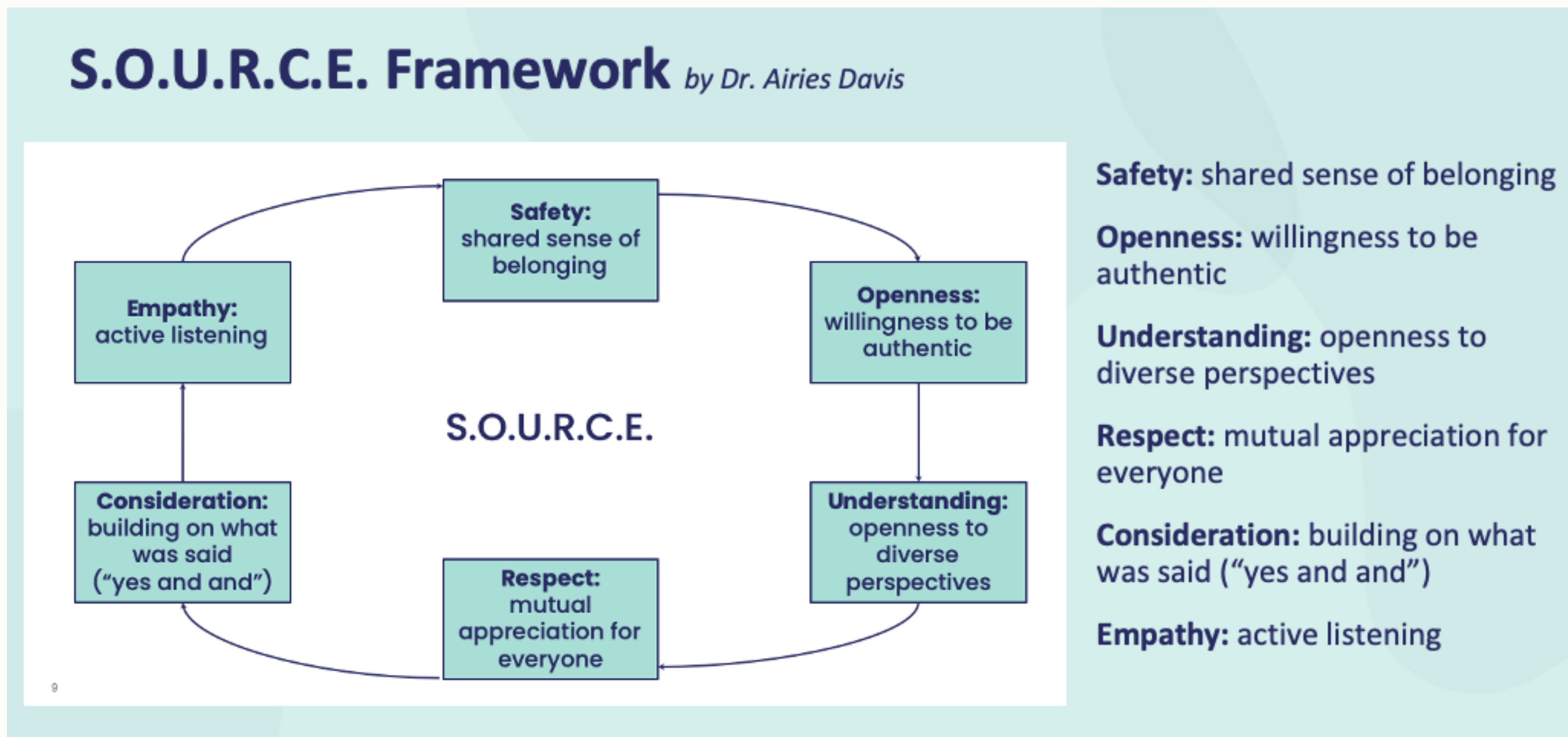
Leading with an Inclusive EQ Mindset

Objectives based on Bloom's Taxonomy of Learning:
Understand, Apply, Create, and Reflect

1. EQ mindset shifts
2. Emotional Drivers
3. Practicum to Lead with EQ
4. Sticky EQ mindset

Start with the **S.O.U.R.C.E.**

"Take Space and Make Space" exercise to build community norms that help foster a safe space. The goal is for everyone to make space for other voices/opinions to be heard and take opportunities to share their own voices/opinions, even if opposing.



What does it mean to have an **Inclusive EQ Mindset**?



Inclusive Leaders foster cultures to allow you to 'bring your holiday self' or authentic-self versus your representative - Dr. Airies

Inclusive EQ Mindset

According to Daniel Goleman, Positive Outlook is a prerequisite for effective leadership and creating cultures of belonging. A **Positive Outlook** refers to our ability to see the best in people, situations, and events.

Source: Korn Ferry and Daniel Goleman articles

When people have a “Positive Outlook” they...

- See the “glass half full”-examine the evidence
- Cultivate positive emotions in challenging moments
- Pursue their goals no matter what life throws their way
- Focus on what’s working.
- See the best in themselves and others
- Focus on what is in your power to change
- Check in with your sphere of influence (peers, friends, mentors, etc.)
- Leverage strengths in order to solve problems and create productive outcomes
- Improve self-efficacy or belief in oneself
- Uses Inspired (Inclusive) Language is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups.
- Conscious of deliberately or inadvertently exclusion



1) EQ Mindset Shifts

Emotional Intelligence or Quotient (EQ) is based on four core frameworks:

- self awareness: awareness of emotions state
- relationship management: ability to manage interactions with others
- self management: effectively handle conflict
- social awareness: 'reading room' picking up on emotions of others



Mindset shift happens when we identify and manage your emotions and the emotions of others



2) Emotional Drivers

- Inclusive leaders rank high in the Emotional Intelligence quotient (EQ)!
- High levels of EI in leaders correlate with better retention and lower turnover, and higher employee satisfaction and performance
- The more EQ in employees, the greater the incidence of “good organizational citizenship” – that is, people go beyond their job description to help out co-workers
- And throughout an organization EQ predicts greater engagement, which in turn translates to increased profit and growth



Emotional Intelligence: A Model to Solve Workplace Problems by Daniel Goleman



What quality(ies)
do you most
admire in a leader?

3) Practicum Lead w/EQ



Low EQ

- Insensitive
- Self Absorbed
- Rigid
- Arrogant
- Volatile/ Argumentative
- Lack of Compassion/Empathy
- Blaming Others

Ask Yourself?

Am I...

High EQ

- Self-Aware
- Compassionate/Emphatic
- Reflective/Metacognitive
- Focused
- Heightened Listening
- Open to and Welcome Constructive Feedback

4) Sticky EQ Mindset



- Exercise deep **social and emotional awareness** of employees
- Prioritize **inclusive behaviors** & access
- Acknowledge **power & privilege** in the room
- Address **bias** impacting BIPOC, neurodiverse, differently-abled, gender, and sexual orientation
- Promote **resources** for health and wellbeing/fatigue
- Be **empathic/compassionate**



What one action will you take to strengthen your EQ skills?

Exercise: Life-Long Learner



Leading is first to learn and then to lead through the example of one's own conduct and through compelling stories.

Take 2-3 minutes to write your leadership story

COMPONENTS: Elements that should run throughout the entire story

Your core values

Your leadership strengths

Turning points/ah-ha moments

COMMON Universal Characteristics of an Effective "Next Normal" Leader:

Ability to articulate a vision, Passion,
Set standards for performance, Honesty,
Create focus and direction, Empathetic
Ability to inspire, Agile...

"The best leaders use stories to answer three simple questions":

Who am I?

Who are we?

Where are we going?

So, what's your story?

Bonus Nuggets



Assumptive/Stigmatizing

Inspired Language

Wheelchair-bound	→	Wheelchair user
Handicapped parking	→	Accessible parking
Businessmen	→	Business executives
Guys	→	Folks, Y'all, Team
Crazy	→	Chaotic
"Falling on deaf ears"	→	Ignored/Dismissed

EVOLVING FROM VIOLENT LANGUAGE

Anna Taylor

INSTEAD OF

We're going to **pull the trigger**

I'll take a **stab at [it]**

Did we **jump the gun?**

I'll **bite the bullet**

That'll **kill** two birds with one stone

What's the **deadline?**

We have to pick our **battles**

Can you **shoot me** an email?

SAY THIS

We're **going to launch**

I'll take the **first pass at [it]**

Did we **start too soon?**

I won't **avoid it any longer**

That'll **feed** two birds with one scone

What's the **due date?**

We have to choose our **opportunities**

Can you **send me** an email?

Extra Bonus Nuggets



6 Traits/Behaviors of Inclusive Leadership

- *Visible commitment* - authentic & holds others accountable
- *Humility* - modest about capabilities & admit mistakes
- *Awareness of bias* - acknowledge blindspots
- *Curiosity about others* - open mindset & curiosity
- *Cultural Intelligence* - attentive to others cultures & adaptive
- *Effective collaboration* - empower others/team cohesion & psychological safety

This short list contains a mix of scholarly, commercial, and professional resources:

- Dr. Airies Davis' book chapter entitled: *Emotionally Intelligent Wonder Women: Behold Our SHEro Leadership Powers at Work*. [Link](#)
- Dr. Airies Davis' research *Preparation for a Global Economy: 21st Century Career Readiness and Academic Citizenship Skills for African American Workforce Entrants* [link](#)
- McKinsey: Understanding organizational barriers to a more inclusive workplace [link](#)
- Primal Leadership: Unleashing the power of emotional intelligence [link](#)
- Positive Psychology 13 Emotional Intelligence Activities & Exercises [link](#)
- HBR: The Ultimate Collection on Emotional Intelligence [link](#)
- 12 Leadership EQ Competencies <https://www.keystepmedia.com/shop/12-leadership-competency-primers/#.YYL27dnMJR1>
- Crucial Competencies <https://www.youtube.com/watch?v=GQhbFkB-oLc>
- Resilience & Emotional Intelligence <https://youtu.be/UqB5OHVwRY8>
- The Art of Managing Emotions <https://youtu.be/FKjj1tNcbtM>
- HBR: How Inclusive is Your Leadership [link](#)
- TedTalk with Dame Vivian Hunt: The path to more inclusive stakeholder capitalism article [link](#) and video [link](#)
- [The Keys to inclusive leadership](#)
- [Why Inclusive Leaders are Good for orgs](#)
- [11 Books to read if you want to be a more inclusive leader](#)
- National Association of Colleges and Employers (NACE) by Dr. Airies RECOGNIZING EMOTIONS AS REAL AT HEART OF DEVELOPING EMOTIONAL INTELLIGENCE
- AWBC Media Magazine: ListenUp SHERo's-Should Black Women Act Like Chad or Chandra at Work?



Let's Stay Connected

Grateful

Leading with Emotional Intelligence

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