

Emotional Intelligence Program



Today's
healthcare
executives

have never faced greater leadership challenges: fast-paced, competitive business environment; frequent interruptions; “face time” communication being replaced by “screen time” messaging; lack of recuperative time; and unclear focus, to name but a few. These challenges are taking their toll, both professionally and personally, on executives who do not have highly developed emotional intelligence competencies. More than intelligence or technical expertise, it is emotional intelligence that separates top performers from the rest of the pack. Research results validate that between **67% and 85%** of a top performing leader's success is attributable to emotional intelligence competencies.

What exactly is emotional intelligence?

Emotional intelligence is understanding and managing yourself while also understanding and managing others—it is personal and interpersonal acumen.

With so many emotional intelligence training programs out there, how can you be sure that you are getting what you need?

The Wiederhold program has three key components to ensure long-term success and impact, and deliver sustainable results.

Assessment

First, we begin with an in-depth assessment of you, your current position, career aspirations, and importantly, your emotional intelligence strengths and weaknesses.

Action Plan

Next, we utilize the assessment data to formulate an individualized, behavioral, and

actionable plan to build the emotional intelligence competencies you need to reach your goals. A plan is not any good if it is not implemented, so we hold you accountable for implementing the recommended strategies and help you fine-tune your efforts. The right coach can quadruple the return on your investment over training alone, so an emotional intelligence coach is a must.

Training

Lastly, our program focuses on emotional regulation training. Skills cannot work if not implemented at the right time, in the right way. The biggest obstacle? **Emotional dysregulation**—losing your emotional centeredness. Strong negative emotions de-rail the best of plans and the best of intentions because they shift our focus from problem-solving to survival (self-interest in the moment). It is critical to learn how to quickly emotionally regulate to reduce the damaging effects of executive stress, shift out of emotions that interfere with quality thinking and decision-making, into emotions that actually facilitate cognition and peak performance.

At Wiederhold & Associates, we know an organization can maximize its leadership potential and effectiveness through professional coaching focused on emotional intelligence. The Wiederhold & Associates' Emotional Intelligence Training Program for Healthcare Executives integrates **work/life balance**, **personal fulfillment**, and **resiliency training** because these are key elements essential for continued growth as a leader. A coach not only helps assess areas for improvement, but develops an action plan around the chosen areas, and holds the executive accountable for deliverable results based on the strategies and tactics customized to the individual plan. This ensures true behavioral change and success and is what sets us apart from all the "canned" programs or services available, either offered individually or company sponsored.

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Wiederhold & Associates

Sharon Carter, Ph.D



Sharon is an experienced and versatile Clinical Psychologist with over 30 years of excellence in mental health and healthcare organizations. She owns and operates her own business as an executive coach and psychologist.

Sharon's work with executives convinced her that leaders who achieve exceptional and sustained organizational performance also possess high levels of emotional intelligence (EI). Understanding this connection between success and EI led Sharon to focus her coaching practice on EI development in leaders. She also incorporates stress resiliency, emotional regulation skills and improved work/life balance.

Sharon has a Ph.D. and M.A. in Clinical Psychology from Arizona State University and holds licensure in the states of Texas and Colorado. Sharon integrated her expertise in interpersonal dynamics with additional training as an executive coach through the College of Executive Coaching. She is a Certified Provider of HeartMath's Intervention Programs. HeartMath's tools and techniques are simple, scientifically validated methods that a person can use to regulate, "in the moment", disruptive negative emotions.

Sharon is qualified by MHS (Multi-Health Systems) to administer and interpret the EQ-i 2.0, the EQ-360 assessments—the most scientifically researched and validated instruments of Emotional Intelligence and are specifically designed for the work setting.

Emotional Intelligence Programs



WA | **WIEDERHOLD**
ASSOCIATES

Helping transformational leaders hone their emotional acumen to achieve peak performance, work/life balance, personal fulfillment, and stress resiliency