EQ for Innovative Leadership & Corporate Teamwork Course

13 – 17 September 2027
Paris (France)



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Why This Course

Emotional intelligence is one of the most important capabilities for effective leadership, collaboration, and innovation. In today's workplace, technical expertise alone is not enough. Leaders and team members must be able to understand themselves, manage emotions, build trust, communicate with empathy, and work effectively with others under pressure.

High-performing teams are built on strong relationships, psychological safety, constructive communication, and the ability to handle disagreement without damaging trust. These same conditions also support innovation, because people are more willing to share ideas, take thoughtful risks, learn from mistakes, and adapt to change.

This intensive 1-week course equips leaders and team members with essential emotional intelligence skills to strengthen teamwork and drive innovation. Through interactive exercises, self-assessments, real-world scenarios, and practical action planning, participants will develop greater self-awareness, emotional regulation, empathy, relationship management, and the ability to create a positive team culture.

What You'll Learn and Practice

By joining this program, you will:

- Understand the core components of emotional intelligence and their impact on leadership.
- Assess your current emotional intelligence strengths and development areas.
- Develop self-awareness and emotional regulation techniques.
- Manage stress, pressure, and emotional reactions more effectively.
- Build resilience, adaptability, and personal effectiveness.
- Enhance empathy, perspective-taking, and social awareness.
- Improve active listening, nonverbal communication, and relationship-building skills.
- Apply EQ principles to conflict resolution and difficult conversations.
- Use emotional intelligence to support creative problem-solving and innovation.
- Lead change with emotional agility and greater influence.
- Create a positive emotional climate and high-performing team culture.
- Develop an action plan for continuous EQ improvement in the workplace.



The Program Flow

Day 1: Foundations of Emotional Intelligence

- Introduction to emotional intelligence and its importance in leadership and teamwork.
- Understanding the four domains of emotional intelligence.
- The connection between EQ, communication, trust, and performance.
- Assessing your current EQ levels.
- The neuroscience of emotions and decision-making.
- How emotions influence behavior, judgment, and collaboration.
- Practical exercise: Identifying personal emotional patterns and workplace impact.

Day 2: Self-Awareness and Self-Management

- Developing emotional self-awareness.
- Recognizing emotional triggers and response patterns.
- Techniques for managing emotions, stress, and pressure.
- Building resilience and adaptability during challenge and change.
- Aligning emotions with goals, values, and professional behavior.
- Strengthening self-control and personal accountability.
- Workshop: Creating a personal emotional regulation toolkit.

Day 3: Social Awareness and Relationship Management

- Enhancing empathy and perspective-taking.
- Understanding the emotions, needs, and motivations of others.
- Active listening and nonverbal communication.
- Building trust, credibility, and influence.
- Conflict resolution and difficult conversations.
- Managing tension while preserving relationships.
- Role play: Handling a challenging interpersonal situation with EQ.

Day 4: EQ for Innovation and Change Management

- Fostering psychological safety for innovation and collaboration.
- Emotional intelligence in creative problem-solving.
- Encouraging idea-sharing, experimentation, and learning.
- Leading change with emotional agility.
- Understanding emotional reactions to change.
- Overcoming resistance and inspiring others through trust and empathy.
- Practical exercise: Applying EQ to a change or innovation challenge.



Day 5: Team EQ and High-Performance Culture

- Developing collective emotional intelligence within teams.
- Creating a positive team emotional climate.
- Encouraging openness, respect, accountability, and constructive dialogue.
- EQ-based feedback and coaching techniques.
- Supporting team learning, motivation, and collaboration.
- Measuring and sustaining EQ development over time.
- Final activity: Building a personal and team EQ improvement action plan.

Individual Impact

- Strengthen your self-awareness and emotional regulation skills.
- Improve your confidence in managing stress, conflict, and difficult conversations.
- Enhance empathy, listening, and relationship management capabilities.
- Build stronger leadership presence and interpersonal effectiveness.
- Improve decision-making by understanding emotional influences.
- Develop a practical roadmap for continuous emotional intelligence growth.

Work Impact

- Improve teamwork, trust, and collaboration across the organization.
- Strengthen conflict resolution and reduce emotional tension within teams.
- Support a more positive, respectful, and resilient workplace culture.
- Foster psychological safety that encourages innovation and creativity.
- Improve change adoption through emotionally intelligent leadership.
- Build high-performing teams that communicate better and adapt more effectively.

Training Methodology

This program uses a reflective, practical, and highly interactive approach to help participants apply emotional intelligence in real workplace situations. Learning methods include:

- Interactive discussions and guided facilitation.
- Emotional intelligence self-assessments.
- Reflection exercises on emotions, triggers, and behavior patterns.
- Active listening and empathy practice.
- Role plays for conflict, feedback, and difficult conversations.
- Innovation and change management scenarios.
- Team EQ exercises and group activities.
- Peer feedback, facilitator coaching, and personal action planning.



Beyond the Course

Upon completion, participants will be ready to apply emotional intelligence more intentionally in leadership, teamwork, and innovation. They will return prepared to:

- Manage emotions and stress with greater confidence.
- Build stronger relationships based on trust and empathy.
- Resolve conflicts more constructively.
- Foster innovation through psychological safety and open communication.
- Lead change with emotional agility and influence.
- Create a high-performing team culture grounded in emotional intelligence principles.

