

PERFORM AT YOUR PEAK. ●

Emotional Intelligence Development
Programmes For Businesses



Every single employee contributes to your performance, and the skills they need to thrive are changing.

In a new world of work, Emotional Intelligence (EQ) lies at the heart of your success.

How do you improve your team's EQ skills, as part of their professional development?

RocheMartin has built a unique Emotional Intelligence development programme for businesses.

It's designed to get your current employees future-ready, and to help you recruit the most valuable new talent.

We'll give you the EQ toolkit to drive outstanding performance – with flexible learning options to suit every type of business and budget.

What is EQ - and why is it critical to your success?

Running a profitable business is more than a numbers game.

The most successful companies understand how emotions shape their team's decisions and actions – and use this knowledge to drive performance.

Emotional intelligence is a powerful way to manage people's passion and energy. Every person is working productively, helping your company to thrive.

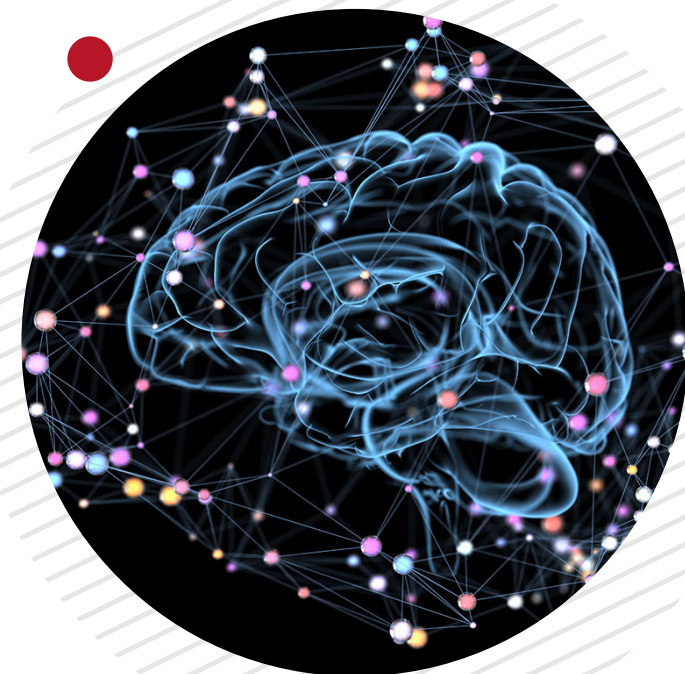
Investing in Emotional Intelligence training with RocheMartin will enable your business to:

Nurture strong, inspiring leaders – 90% of top business performers are high in emotional intelligence, according to the World Economic Forum. With EQ training, you can build future-fit leadership teams that are encouraging, adaptable and resilient – even under pressure.

Help every team member reach their full potential – people can often be their own worst enemy. EQ empowers your entire workforce to recognise their strengths and become more self-aware, instilling a passion for learning that drives continual improvement.

Create an authentic business culture – how meaningful is your brand DNA? EQ helps you to define company beliefs and embed them in your team's professional conduct. Plus, a vibrant company culture will nurture strong employee relationships and increase staff retention rates.

Increase diversity and inclusion – by encouraging everyone to understand their colleagues better through EQ, you can bring out the best in people and celebrate everybody's unique skills and strengths.



Build rock solid teams – insight and empathy are powerful connecting tools. EQ training enables your workforce to understand each other's strengths and weaknesses, and how this impacts group dynamics. Every team member feels secure in their role and part of a strong, united organisation.

Reduce workplace stress – how does your team react to pressure? EQ techniques help professionals to stay calm in stressful situations, manage difficult emotions and adapt quickly to business challenges.

Recruit and retain top talent – EQ is a valuable assessment tool for finding people that fit your group dynamic. You can also use it to create developmental frameworks that nurture your employees' career progression and promote long-term loyalty.

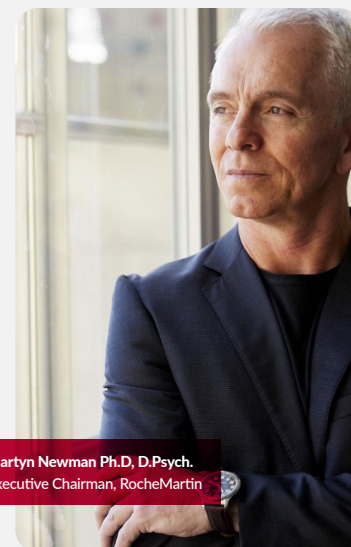
What emotional skills should your team be developing?

Clearly, EQ training can transform employee capabilities and enhance team dynamics. But what emotional skills do your people need to develop to drive business performance?

RocheMartin has developed a sophisticated programme that builds your company's 'Emotional Capital', creating influential leaders and improving overall productivity.

Co-authored by our Executive Chairman – internationally renowned psychologist, Martyn L. Newman Ph.D., D.Psych – and our Director, Judy Purse MAPS, we use science-backed principles to generate positive change.

All our training and support services are based on **10 dynamic emotions** that distinguish outstanding leaders and drive corporate success:



Martyn Newman Ph.D., D.Psych.
Executive Chairman, RocheMartin



Self-knowing – the capacity to recognise how your feelings and emotions impact your opinions, attitudes and judgements.



Self-confidence – the ability to respect and like yourself, and to trust your skills and abilities.



Self-reliance – the power to take responsibility for your own performance, back your own judgements, and make significant decisions without deferring to others.



Straightforwardness – the ability to express your feelings and viewpoints clearly and convincingly, while respecting that others may hold different opinions or expectations.



Self-actualisation – the capacity to set personal and professional goals, but reserving enough emotional energy to maintain a healthy work/life balance.



Relationship skills – the power to positively motivate colleagues and collaborate with others towards common company goals.



Empathy – the ability to listen to others and consider how business decisions impact them, to build valuable connections that develop everyone's EQ strengths.



Adaptability – the skill to get the best out of everyone by being open-minded to new ideas and different points of view, responding effectively to people's thoughts, feelings and actions – even in changing circumstances.



Optimism – the capacity to see the big picture and seek opportunities, striving for success even in the face of adversity.



Self-control – the capability to manage emotions and reactions until you have the time to think rationally, remaining calm in stressful situations and never losing control.

Through RocheMartin's Emotional Capital model, you can understand how well your team members perform in each of these areas, and work strategically to improve their EQ.



MARS

What does self-confidence mean? What does empathy mean? What does it take to build powerful relationships? Emotional capital training gives you a very clear structure; all of these competencies can be measured and you can manage the development progress.

Maria Grigorova
Global Growth Acceleration Director
Mars Inc.

Who's already seeing the value of EQ investment?

Major international brands are already investing in EQ training to enhance their team's skills and drive bottom-line improvement.

RocheMartin's Emotional Capital model has been chosen by Fortune 500s globally to develop and unlock people's potential.

Here are some of the companies we've collaborated with:

S|E|B

Google

ExxonMobil

randstad

NetworkRail

BOEING

easyJet

sky

Allianz

ORACLE

MARS



Certification Programme

RocheMartin offers a range of certification programmes and products that provide an in-depth understanding of your EQ and its ten competencies such as:

Two Day Certification Workshop

Become an expert in measuring, defining and developing emotional intelligence. Get the qualification and skills to deliver the world's most advanced EQ tools – the ECR and ECR 360.

Three Day Certification Workshop

Includes a Two-Day Certification workshop followed by a one day Train-the-Trainer workshop. The three days of training can be combined or taken separately.

Digital Certification

Our online EQ platform is there for you 24/7 to allow you to learn at your own pace wherever you may be. An in depth mix of videos, workbooks, journals, digital sort cards, and interactive tests will allow you to complete either ECR Certification, the Train the Trainer Emotional Capital Workshop course, or both.

ECR & ECR 360 Webinar Certification Programme

RocheMartin's Webinar Emotional Intelligence Training qualifies you to deliver a range of Emotional Capital Reports, the world's most effective tool in measuring and developing emotional intelligence in leaders. It is the equivalent of our Two-Day face to face Certification training, and is split over 4 half day sessions.

Professional Development

Earn internationally recognized Continuing Professional Development (CPD) points. Endorsed by the Association for Coaching Two-Day face to face Certification training, and is split over 4 half day sessions.

Sky - switching on staff EQ skills

For five years, RocheMartin has worked with Sky – Europe's largest media company – to enhance their team's leadership skills, innovation and productivity using EQ and mindfulness techniques.

Over 800 Executives have taken part in the programme to date. Analysis of the top performing leaders after 9 months using stringent 360 measures demonstrated a:

- **13% increase in Optimism**
- **17% improvement in Adaptability**
- **25% increase in Empathy**
- **21% improvement in Relationship Skills**

Overall cross-sectional analysis of the entire leadership group demonstrated a **15% increase** in total Emotional Capital.

Boeing - empowering leaders to take flight

To help the world's largest aerospace company nurture inspiring leaders, RocheMartin developed a turnkey Emotional Capital development programme for Boeing.

Over two years, the programme has used EQ to enhance leadership skills, generating:

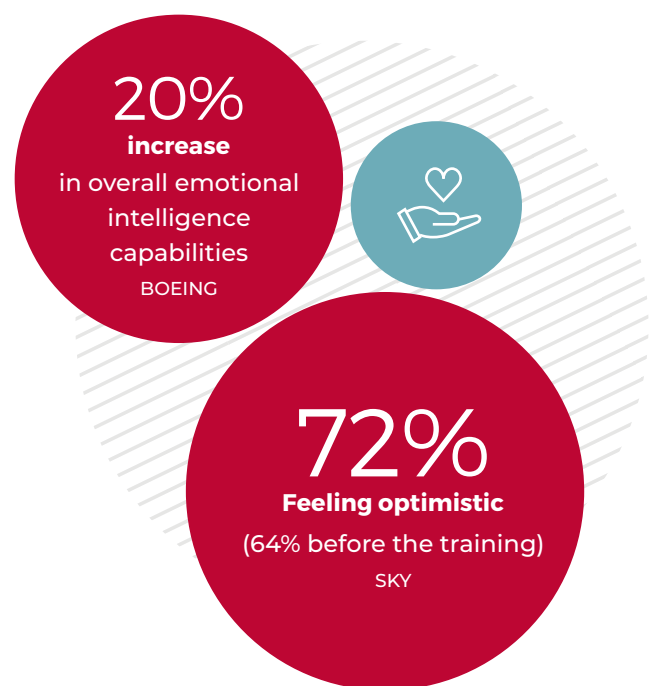
- **20% increase in overall emotional intelligence capabilities**
- **Improved flexibility, driving greater creativity and empowerment**
- **Greater adaptability and empathy – from below average to good scores**

Plus, the programme has driven a general reduction in stress, better team rapport, and has supported good recruitment and retention rates.



I am delighted to say this continues to be one of the most acclaimed and effective leadership programmes at Sky to date...

Ralph Tribe
Director for People, Sky



How does the Emotional Capital programme work?

Emotional intelligence doesn't just impact the way you work; it influences how you learn.

As every organisation is different, RocheMartin's Emotional Capital programme has different delivery models to fit every set-up and budget – including personalised reports, online training and in-person workshops.

Take a look at our skill-building opportunities and choose the best option for your business.

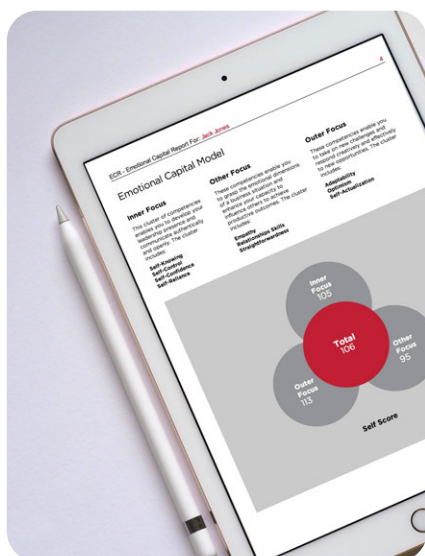
Personalised EQ reports

Benchmark your team's emotional intelligence and leadership behaviours with a bespoke Emotional Capital Report, and develop individual strategies for improvement.

Perfect for... companies that want an in-depth overview of your current EQ capabilities, and how they compare to the general business market.

There are three reports to choose from:

- 1 **ECR (Emotional Capital Report)**
Our flagship leadership report, which rates your team's EQ score against industry averages, before providing practical coaching strategies to develop their emotional intelligence.
- 2 **ECR 360**
A broader evaluation of your leadership performance, which benchmarks both industry averages and your employees' own opinions, to understand the gap between people's self-perception and commercial expectations.
- 3 **ECR Selection**
A valuable recruitment tool for assessing the EQ of potential employees, enabling you to hire talent that best-fits your company culture and team chemistry.



SmartCoach: online EQ training

A simple, cohesive way to deliver EQ training to your entire team; launch SmartCoach online global leadership sessions for everyone in your organisation.

Perfect for... companies with limited time and budget, or who have team members spread across multiple locations and time zones.

Our SmartCoach online training course includes:

- Leadership seminars
- Interactive quizzes
- Downloadable SmartTips
- Goal setting/tracking capabilities
- Personalised online journal for employees to record and review what they've learned

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Given the challenges of remote national teams we found SmartCoach to be a very effective way to reinforce face-to-face learnings and promote positive leadership behaviour change. The tool is more integrated and personally engaging than other e-learning programs we have seen.

Michael Fuller
HR Manager, Quiksilver Australia



In-person EQ training

Bespoke, in-depth training sessions that make a deep impact on your team's EQ skills.

Perfect for... companies who want to build strong team relationships and nurture long-term success by developing vital future skills.

Our one-day workshops offer 1:1 coaching with a RocheMartin certified EQ expert. They'll share practical strategies for developing your team's emotional intelligence, so your people can respond to personal and professional challenges effectively.

Every workshop includes:

- Introduction to the 10 dynamic emotions of every good leader
- Interactive tasks that help you understand how EQ drives professional success
- An opportunity to develop your own action plan for improving emotional intelligence





RocheMartin - certified emotional intelligence training for businesses

Unlock your employees' full potential to drive company performance with emotional intelligence training from RocheMartin.

Our programmes are used globally by Fortune 500s to develop people's EQ skills. We've already delivered measurable improvements for major global brands including Sky, Boeing, Deloitte and Exxon Mobil.

Based on ground-breaking psychological research, RocheMartin's certified coaches use strategic insights and behavioural science to develop the 10 dynamic emotions that distinguish outstanding leaders and drive corporate success.

And you can choose the training package best suited to your company structure and budget, from personalised reports to online and in-person workshops.

Let's get to the heart of the matter:
contact us on +44 (0) 20 3019 7944
contact@rochemartin.com to discuss the
best learning option for your business.