

# Elevating High-Potential Employees Through Emotional Intelligence

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# Why This Webcast?

- High-Potentials (Hi-Pos) are future leaders
- EQ is key to leading effectively
- Most Hi-Pos lack formal EQ training
- EQ can be measured and improved
- We'll show how EQ360 makes it actionable





## Charlotte

### Accelerate

**2,500 leaders  
developed**

**10,000 direct  
reports impacted**



## Detroit

### Select

**12,000 candidates  
evaluated**

**2,000 successful  
hires**

**1,300 scorecards  
built**

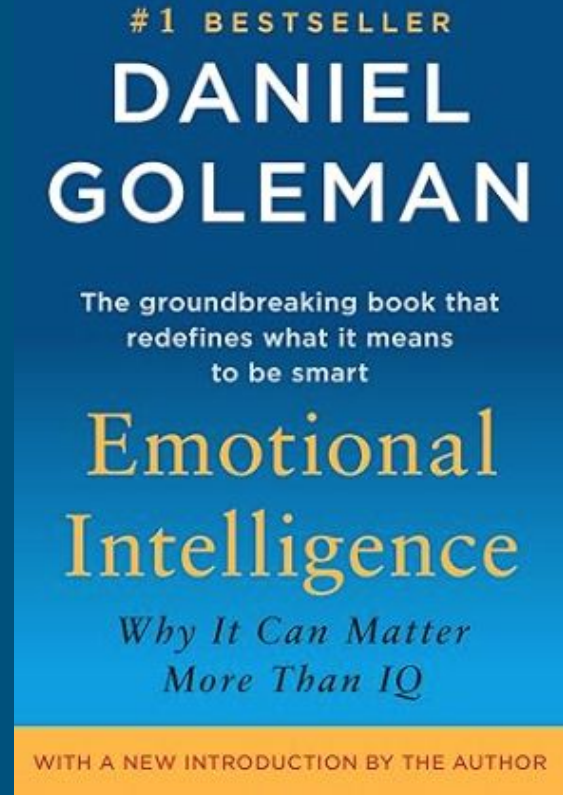
# What Is Emotional Intelligence (EQ)?

- Recognizing and managing self emotions
- Understanding others' emotional cues
- Navigating relationships effectively
- Effective Decision Making and Stress Tolerance
- EQ is a skill — not a trait



# Where Did EQ Come From?

- Term coined by Mayer & Salovey (1990)
- Popularized by Daniel Goleman (1995)
- Linked to workplace leadership and success
- Led to models like EQ Edge and EQ360
- Now central to leadership development



# Who Are High-Potential Employees?

- Future leaders of the organization
- High ability, aspiration, and engagement
- Often excel in technical or individual contributor roles
- Need development beyond hard skills
- EQ helps them lead, not just perform



# Why EQ Is Critical for Hi-Pos

- Prefrontal cortex developed 21-26 years old
- Can't afford to lose them
- Hi-Pos face high expectations and pressure
- Strong EQ builds trust and influence
- Helps manage change and conflict
- EQ gaps can derail high-potential paths



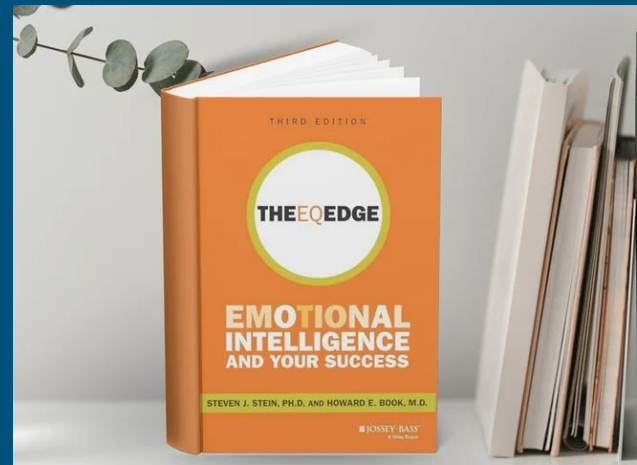
# How Hi-Pos Benefit from EQ

- Better communication and teamwork
- Stronger self-awareness and confidence
- Improved adaptability and resilience
- More effective feedback and coaching
- Faster leadership readiness



# The EQ Edge Model

- Built on 5 core EQ domains
- Measures both intrapersonal and interpersonal skills
- Actionable, research-backed framework
- Aligns with leadership behaviors
- Foundation for TMG's EQ360 tool



# What Is a 360° EQ Assessment?

- Collects feedback from multiple perspectives
- Includes boss, peers, direct reports, and self
- Optionally adds friends and family for depth
- Uncovers hidden strengths and blind spots
- Builds self-awareness and accountability



# The Metiss Group EQ Development Approach

- Begins with honest self-discovery through 360° feedback
- Structured learning built around the EQ Edge model
- Focus on real-world, practical application
- One-on-one coaching to guide growth
- Continuous feedback loop reinforces development



# When EQ Development Isn't the Right Fit

- Employees unwilling to learn or self-reflect
- Individuals currently on a performance plan (PIP)
- Those resistant to feedback or coaching
- Organizations not committed to talent growth
- “Box-checking” approaches with no follow-through



# Success Story: From EQ Development To CEO

- Foreign ownership
- Looking to grow North American business
- Identified several Hi-Pos for fast track training
- All succeeded, became CEO, North America
- Still CEO after 25 Years



# Next Steps & Complimentary Resources

- Request a EQ preview
- Talk to a coach
- Access our EQ Tools
- Free: EQ360 Sample Report (42 pages)



# Questions and Next Steps

Give us your feedback, and we'll  
send you a complimentary download  
of a sample EQ 360 Report





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## Upcoming Webcasts

- July 22: Empowerment Model
- August 15: Performance Acceleration Tracker
- September 23: An Effective Hiring Process
- October: Strategic Leadership