



Connect, Communicate, Collaborate

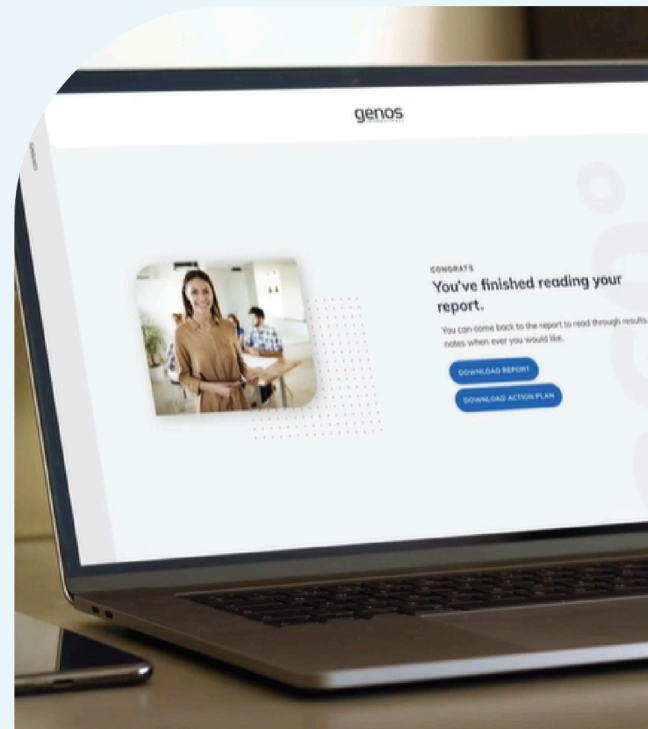
*Mastering Emotional Intelligence, Psychological Safety,
and the Power of Mattering*

Hosted by Clutterbuck Coaching & Mentoring International.
Presented by Deiric McCann from Genos Europe.

Introduction

The is unlike any other leadership programme you've ever taken part in – it is all about learning the practicalities of showing up as an emotionally intelligent leader who is trusted, engages effectively, connects well, makes people feel they matter and creates a psychologically safe environment where people can bring their very best contributions to the team and the organisation.

While the programme covers all the necessary academic and research material to ensure you see the effectiveness of what's taught, the focus is first and foremost on the practical - guiding you on how to 'show up' back at the workplace after each module to raise your impact as a leader or colleague, session by session.



You'll have the option of completing Genos International's award winning Emotional Intelligence Leadership Assessment to give you a deep understanding of how those around you see you show up currently – so that you have a clear understanding of where your development focus needs to be during this highly interactive and engaging 6-module programme.

You'll get no better return on investment in terms of your impact than you will from this unique learning journey.



Programme Overview



Module 1: Becoming More Emotionally Intelligent

Dive into an engaging journey of self-discovery in this highly interactive module, focused on boosting emotional intelligence.

Brimming with insights and hands-on activities, you will unravel the secrets of influential and emotionally intelligent people. By the end, you will grasp the key behaviours that set these individuals apart and receive a practical roadmap to emulate them in your own interactions. Armed with this newfound knowledge, you will immediately notice a positive change in how you connect with others around you.

Get ready to step into your own power, becoming more influential and emotionally intelligent.



Module 2: Practical Self-Awareness

In this module, you'll focus on enhancing self-awareness, a key aspect of emotional intelligence.

You'll gain practical tools to understand your emotions, thoughts, and behaviours, and learn to adapt effectively in various situations. Through engaging activities and discussions, you will identify strengths, growth areas, and strategies for managing emotions and triggers. Key areas include regulating emotional responses, understanding the impact of behaviour on teams, and shifting from reactive to proactive interactions. This module equips you with actionable skills for personal and professional growth, fostering a more emotionally intelligent and productive team environment.



Module 3: Connecting With Anyone

Have you ever marvelled at how some people seem to connect with others effortlessly? These charismatic individuals appear to possess some elusive innate ability beyond most people's grasp. Connecting with people is about tapping into our natural empathy and understanding what matters to those around us. It's about showing people that they matter. This interactive module will help you unlock your natural ability to connect with others. You'll learn how to use the science of "Mattering" to bring out the best in all your relationships.

By the end, you'll be equipped with the tools you need to build meaningful connections with anyone you meet, and you'll be well on your way to becoming a more charismatic and effective leader.

Programme Overview



Module 4: Managing Stress & Building Resilience

In today's world, managing stress and building resilience are crucial skills for senior managers and team members alike. This module offers a holistic approach, combining science-backed techniques with practical tools to navigate everyday pressures. You will learn simple breathing exercises to calm your mind, improve sleep under pressure, and reshape your mindset about stress. A key focus is on strengthening vital relationships, recognising that neglecting family and friends can also increase stress. This module helps you assess and nurture these relationships, even during busy times. With mobile-friendly tools for ongoing support, you will leave with a personal resilience plan, practical skills, and a renewed perspective on turning stress into an opportunity for growth and performance.



Module 5: Creating Trust & Psychological Safety

Trust is the foundation of any successful team. Without it, engagement and performance suffer, no matter the level of technical skill. In this module, you'll learn how to foster trust and psychological safety within your team, enhancing communication, collaboration, and connection. Through an engaging and interactive approach, you'll explore; the dynamics of trust and its crucial role in building high-performing teams; the link between trust and psychological safety, essential for fostering openness and innovation; the Four Stages of Psychological Safety (Inclusion, Learner, Contributor, and Challenger Safety) and how to create an environment where everyone feels valued and safe to contribute. By the end of this module, you will have actionable strategies to build a culture of trust and safety, empowering your team to reach its full potential.



Module 6: Delivering Feedback with Emotional Intelligence

Effective and timely feedback is a critical skill for driving continuous development and preventing misunderstandings or minor issues from escalating into difficult conversations. In this module, you'll hone your ability to deliver both positive and constructive feedback in a way that fosters open communication and continuous improvement. Learn how to; create a culture where feedback is an everyday occurrence, reducing the need for more significant conflict discussions; deliver feedback constructively, supporting personal and professional growth; foster a more positive and productive work environment by encouraging open communication. By the end of this module, you will be equipped to create a feedback-rich culture that supports the development of individuals and teams, enhancing collaboration and overall performance.

Who Should Attend?

This programme is designed for anyone looking to enhance their emotional intelligence and leadership impact, including:

✓ **Emerging and experienced** leaders seeking to deepen their ability to engage, influence, and inspire their teams.

✓ **HR and Learning & Development Professionals** who want to equip their leaders and teams with the tools to foster collaboration, resilience, and emotional intelligence.

✓ **Coaches, Consultants, and Trainers** aiming to bring proven emotional intelligence strategies to the leaders and organisations they support.

✓ **Individual Contributors** who are eager to improve their interpersonal skills, build stronger relationships, and contribute more effectively to their teams.

Whether you are leading from the front, supporting those who do, or looking to grow personally, this programme offers actionable insights and practical tools to help you succeed.



Exclusive Bonuses That Add Enormous Value

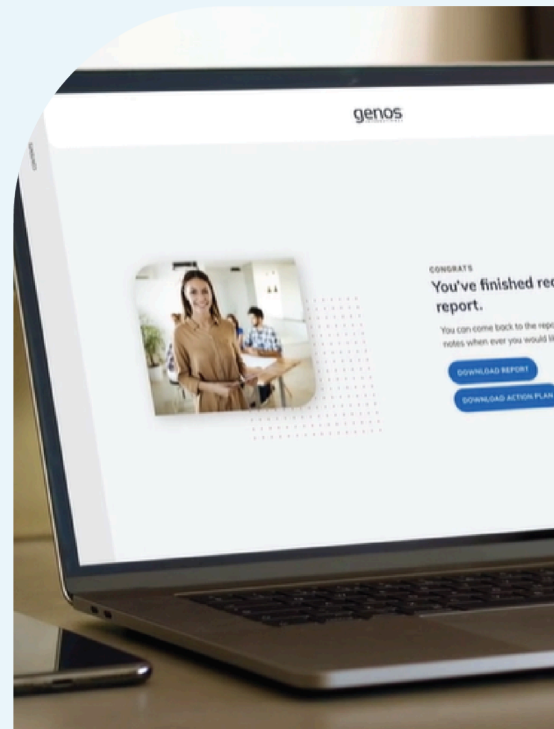


1 GENOS EMOTIONAL INTELLIGENCE ASSESSMENTS

As part of this programme, participants will receive their own personal Genos Emotional Intelligence Assessment, providing a unique insight into how their emotional intelligence is perceived by others in the workplace.

Delivered through the Genos Digital platform, this assessment offers a personalised experience, allowing participants to explore their feedback in detail and work within the system to create their own actionable personal development plan.

This assessment alone is valued at £300, adding significant value to the programme.



Genos Digital: Online Development Platform

- Digital EI Leadership assessment delivered to personal devices via Genos Digital platform
- Interactive results feedback via Genos Digital using video, smart processes and development steps
- Genos Digital transforms feedback into an actionable personal development plan
- Insights and development plans can be shared to engage others in the learning journey



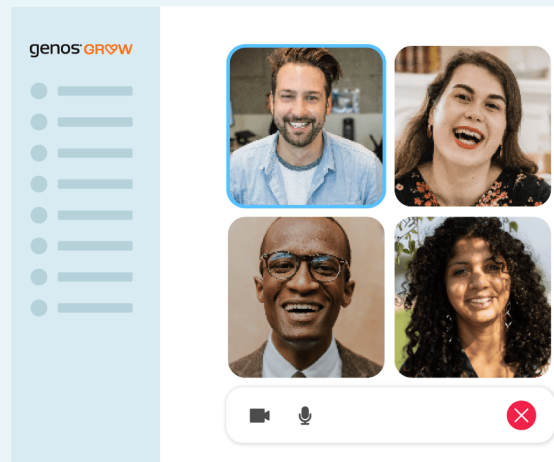
2 GENOS GROW

**On-Demand Learning.
Personalised Insights.
Interactive Development.**

Participants will also gain access to a one-year subscription to **Genos Grow**, an innovative self-paced platform designed to extend their learning journey well beyond the programme.

Genos Grow provides personalised insights, interactive development tools, and behaviour-based resources to help participants continually strengthen their emotional intelligence.

This subscription, valued at €500, empowers participants to sustain their growth, fostering ongoing improvement in communication, collaboration, and leadership effectiveness.

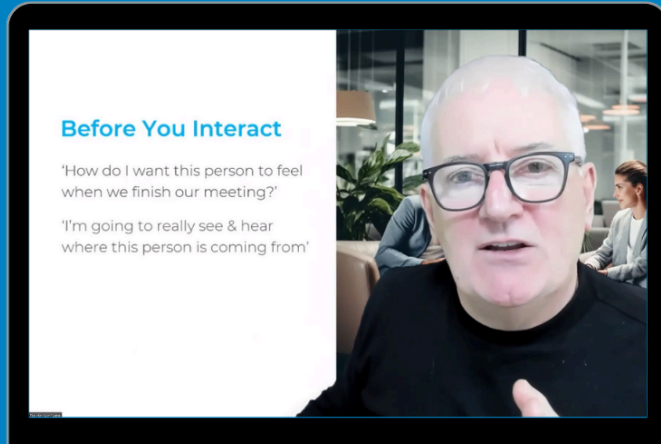


Sustain your Growth with Genos Grow

- Deepen and accelerate the development of emotionally intelligent behaviours.
- Enhance wellbeing, communication, and collaboration.
- Create a happy, successful, and psychologically safe workplace.
- Extend EI development beyond training sessions with on-demand, personalised learning.



Keeping You Engaged

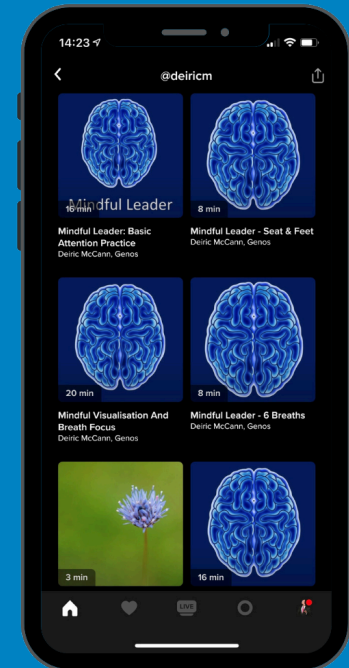
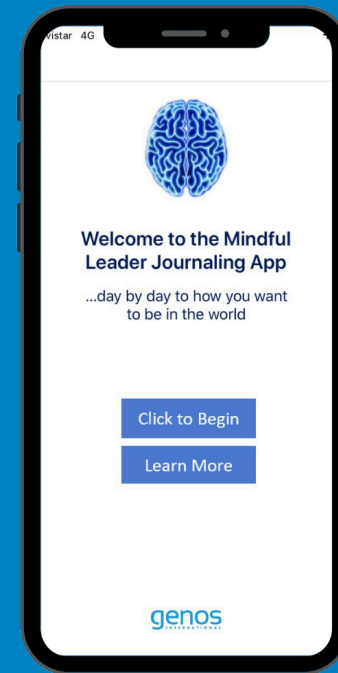


Nudge Videos

After each session, receive a 2-3 minute 'nudge' video - which is designed to 'nudge' you into action while the session learning is still clear in your minds.

These brief videos summarise the 'what now?' for each session - what actions you should take to take advantage of what you've just learned in between sessions.

This simple feature has dramatically increased inter-session engagement for attendees on our programmes.



Helpful Resources

We provide you with a range of learning resources in the form of workbooks, helpful content, access to apps and session recordings (where applicable).

This makes it easier to engage participants in what you've learned.

ABOUT YOUR INSTRUCTOR

Deiric McCann leads [Genos International Europe](#), a seven-time Top 20 Assessment Company and provider of emotion intelligence solutions.

With over two decades of experience in upper-level management at multinational corporations and an additional decade working with international clients, Deiric has helped teams worldwide cultivate emotional intelligence, psychological safety, resilience, and engagement.

Deiric has authored multiple books emphasising the crucial role of employee engagement in achieving business success and is highly skilled in helping clients and partners implement evidence-based EI solutions that generate a measurable return on investment. As an accredited teacher of Google's Search Inside Yourself Mindful Leadership Programme, Deiric regularly speaks about these topics at conferences and events worldwide a delivers highly acclaimed training on emotional intelligence, resilience, psychological safety and mindfulness.

Deiric's TEDx Talk on ['The Invisible Epidemic: Worry'](#) has garnered over 1 million views.

www.genosemotionalintelligence.com



Deiric McCann
Managing Director, &
Head of Training
Genos Europe

What people say about working with Genos

“ I have been on lots of training courses in my working life and can honestly say this was the best I have ever encountered. Breaking the full course up over a few weeks has allowed us to digest this as we have gone along and has already started to have an impact on us as a management team.”

Toni Parfitt | Head of HR, Reiser UK Ltd

“ The distinctive feature of Deiric's training is that he can explain very complex topics with very simple words. He quickly builds a trusting connection with the participants and enriches his training with pragmatic and effective methods. Deiric's training shows his high experience in working with people and is very impactful.

Bettina Wölfle | Transformation Teams, Airbus Helicopters



“ This programme has been a game-changer for our company, empowering staff at all levels to collaborate, share ideas, and enhance our working environment. By emphasizing core values like Accountability, Trust, and Respect, the course has improved our communication skills and made us more aware of how our actions impact others. It has also given us the confidence to focus on growth areas where coaching can make a difference.

Brett Promisel | COO, Deep Pool Financial



“ The training provided to our employees was truly eye-opening. It empowered our team to express themselves without fear of judgment, fostering an environment of trust, open communication, and innovation. Deiric was a fantastic facilitator, able to appeal to the various learning styles, ensuring everyone benefitted from the training.

Pamela Kavanagh | Chief People Officer, Exergyn

“ From Day 1 (I was) absolutely inspired to think differently on how to engage, not only with my team, but in my personal as well as my whole professional life.... (the program) taught me how to engage positively with everyone I come into contact with.

Charlotte Huggins | Sales Director, Kerry UK

“ We all enjoyed the programme very much. Your approach and consideration got even our most sceptic colleagues interested in the programme.

Elena Nada | HR Manager, Deep Pool Financial

“ The feedback we got on Connect, Communicate & Collaborate was the best we've had on a development programme - ever!

Aoife O'Sullivan | Chief People Officer, Greenpark Digital



For dates, pricing and registration,
visit www.clutterbuck-cmi.com/