



# EMOTIONAL CAPITALISTS

THE NEW LEADERS

EMOTIONAL INTELLIGENCE AS A  
STRATEGY FOR LEADERSHIP SUCCESS

MARTYN NEWMAN  
Ph.D.

**RocheMartin**

THE NUMBER ONE BESTSELLER

# EMOTIONAL INTELLIGENCE

WHY IT CAN MATTER MORE THAN IQ



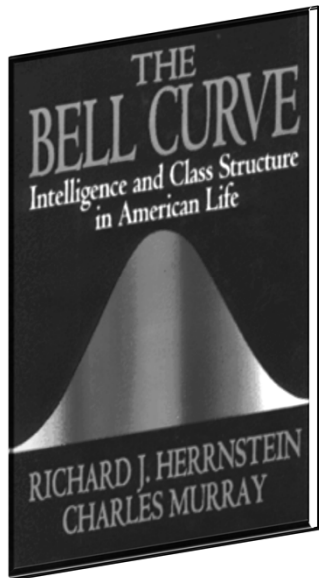
DANIEL GOLEMAN

A black and white photograph of a male athlete in a white singlet and shorts, running towards the camera with his mouth open in exertion. A white banner with black text is superimposed over the middle of the image. In the background, spectators and a building are visible.

**3 min 59.4 sec.**

# The Bell Curve

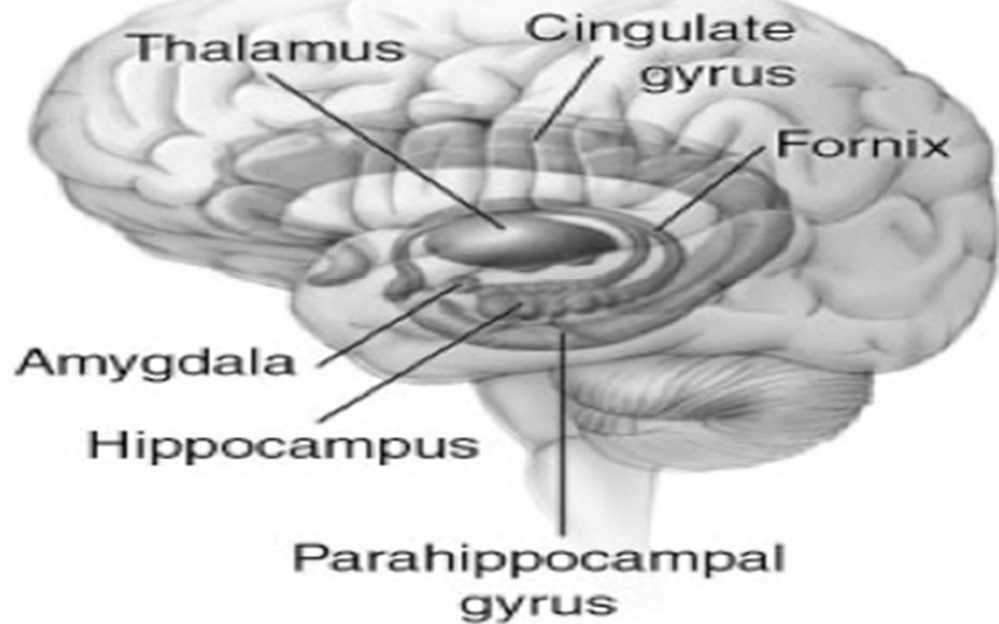
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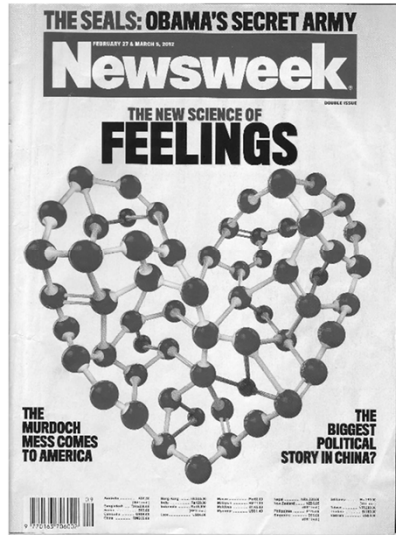
# Emotional Intelligence:

*Why it can matter more than IQ*

# Limbic System



# NEWSWEEK - DAVIDSON



# BROADBAND FOR THE BRAIN



# Selection: Metropolitan Life

High **optimism** ... **37% more** life insurance policies in first two years.

Agents in top 10% for **optimism** sold **88% more** than those ranked in most pessimistic 10%.

Martin Seligman, (1990)

# Retention: Construction Industry

Private sector - 25.6% annual turnover

Base cost to replace employee \$14,000

Large firm - 40,000 full-time employees

Reduce turnover rate by 10%...

**Cost reduction of \$50 million annually.**

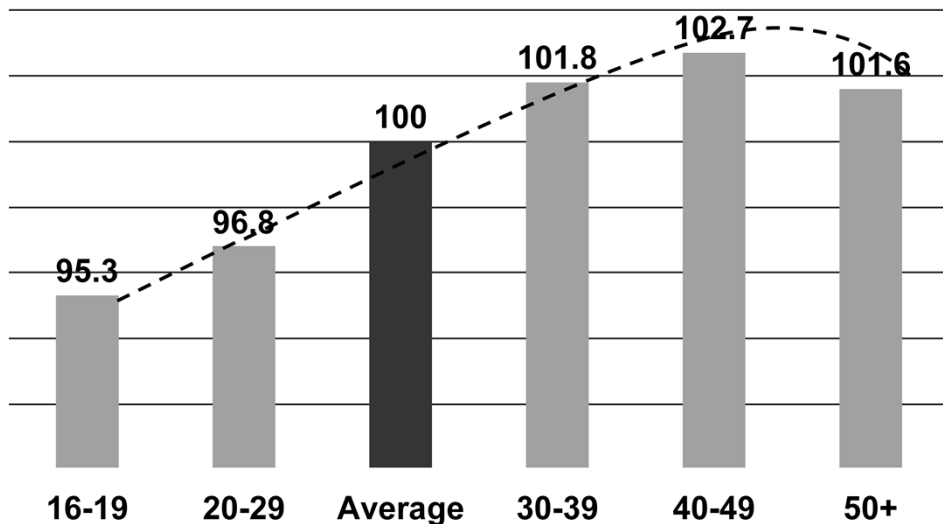
Employee Policy Foundation and Bureau of Labour Statistics

*“If adults don’t like their  
jobs they don’t go on strike.  
They just go in every day  
and do it really half-arsed”*

Homer Simpson

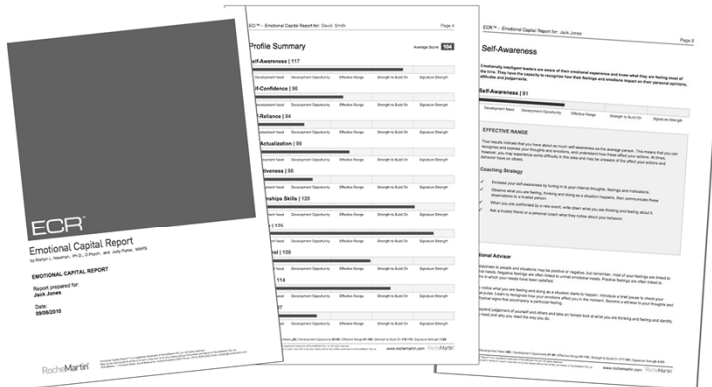


# Emotional Intelligence and Age



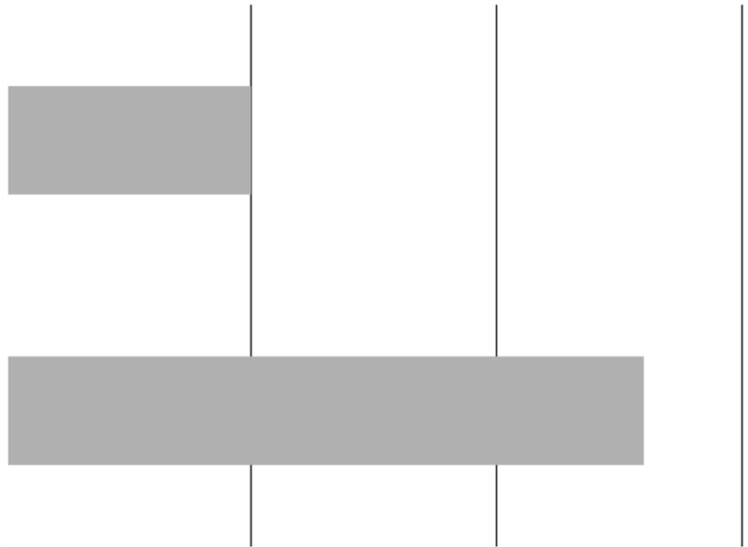
# *How Do You Build* Emotional Intelligence?

# Emotional Capital Report™

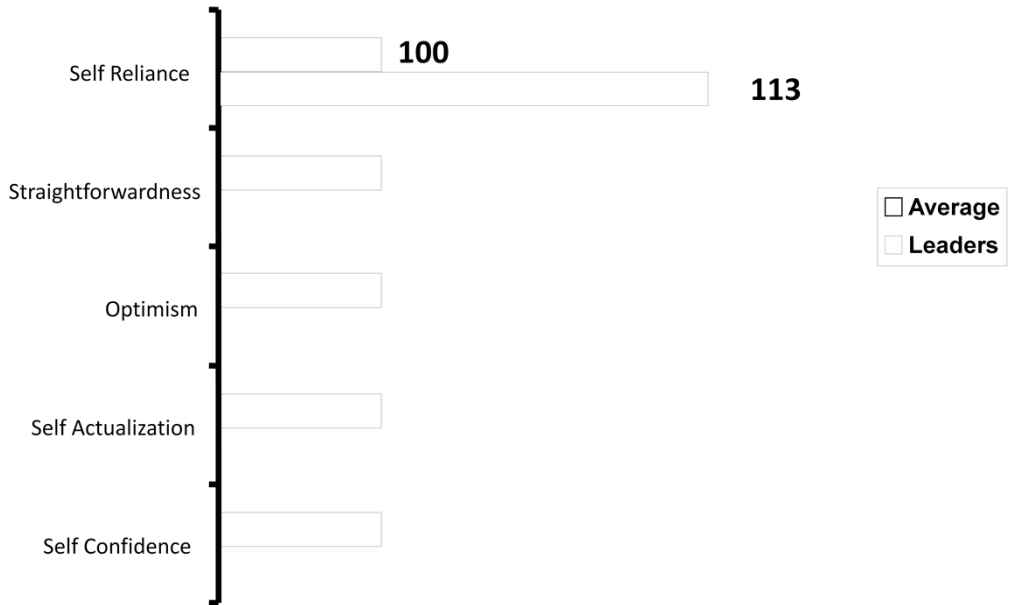


Includes a Total *Emotional Capital* score, scores on 10 emotional & social competencies linked to effective leadership, and a validity scale

# Leadership Victoria: Total Emotional Capital

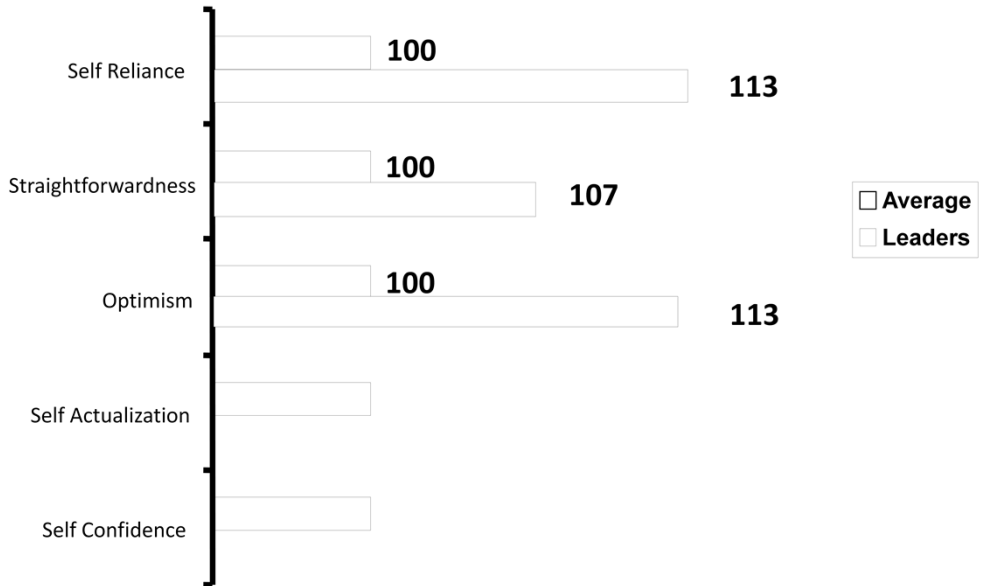


# EQ Results: Leadership Victoria

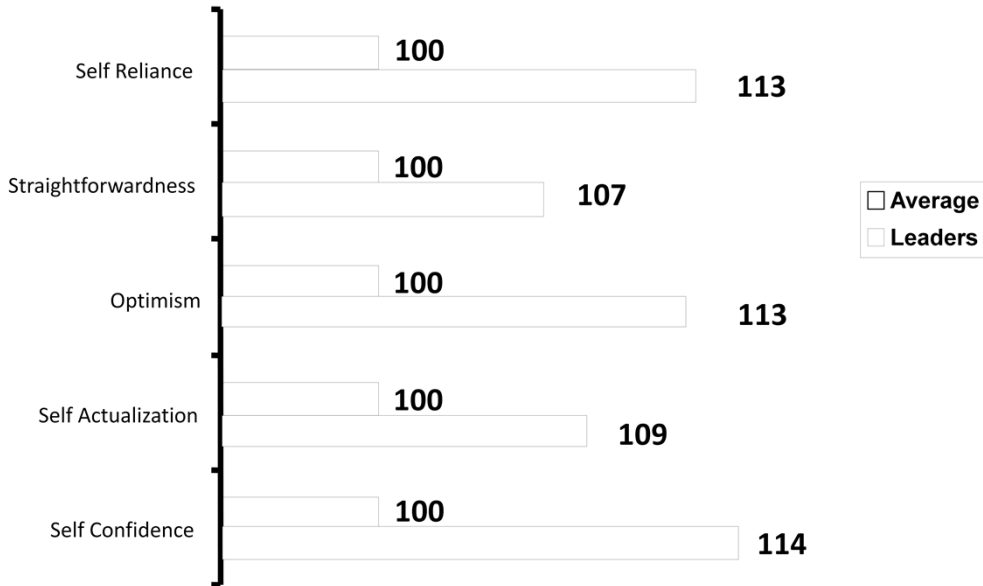




# EQ Results: Leadership Victoria



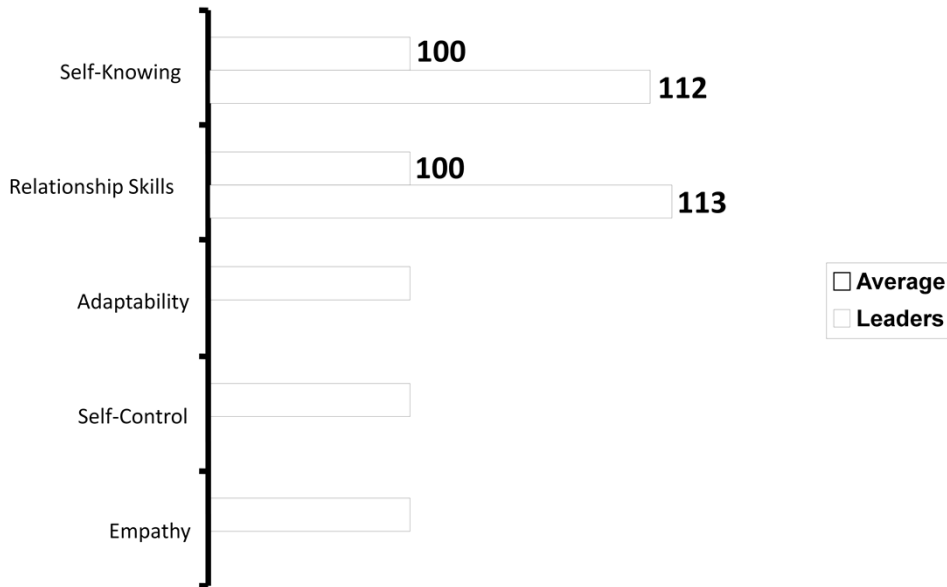
# EQ Results: Leadership Victoria



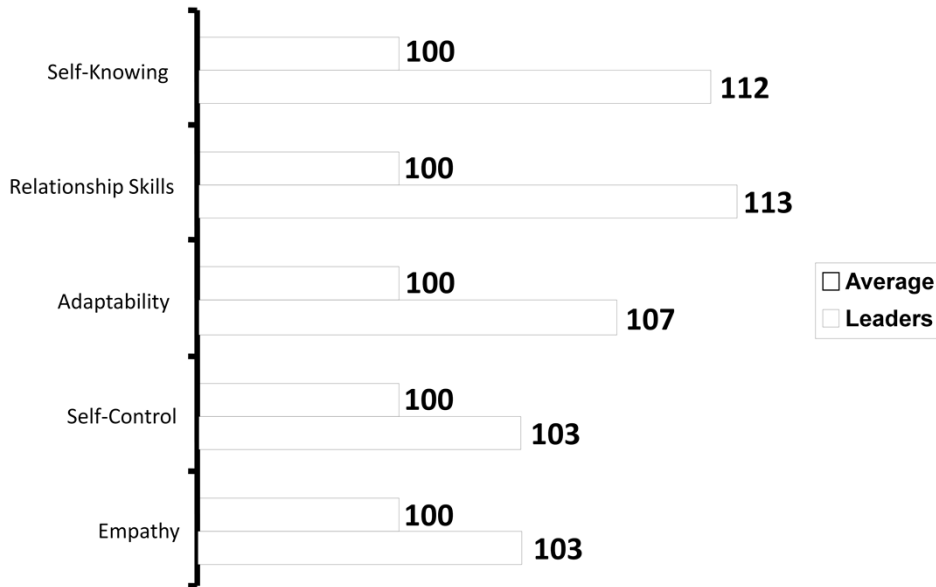
# Self-Confidence

- Self-Liking
- Self-Competence

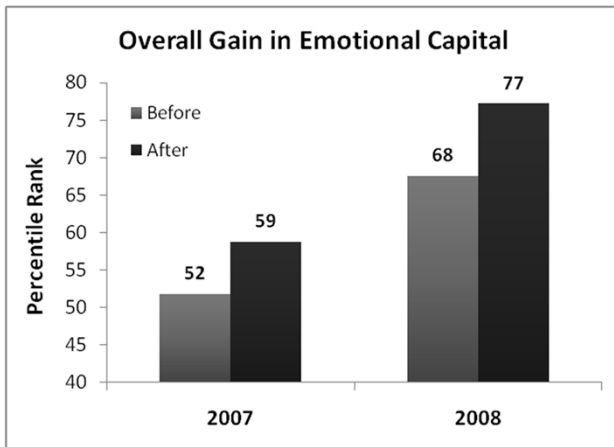
# EQ Results: Leadership Victoria



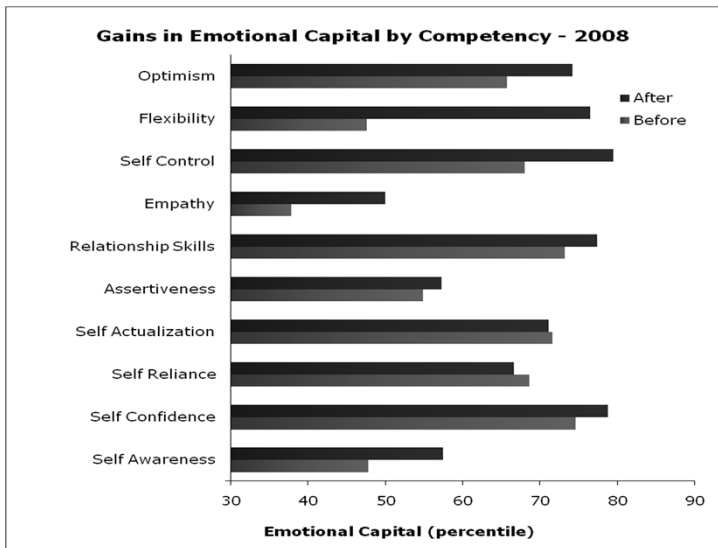
# EQ Results: Leadership Victoria



# Outcomes Achieved

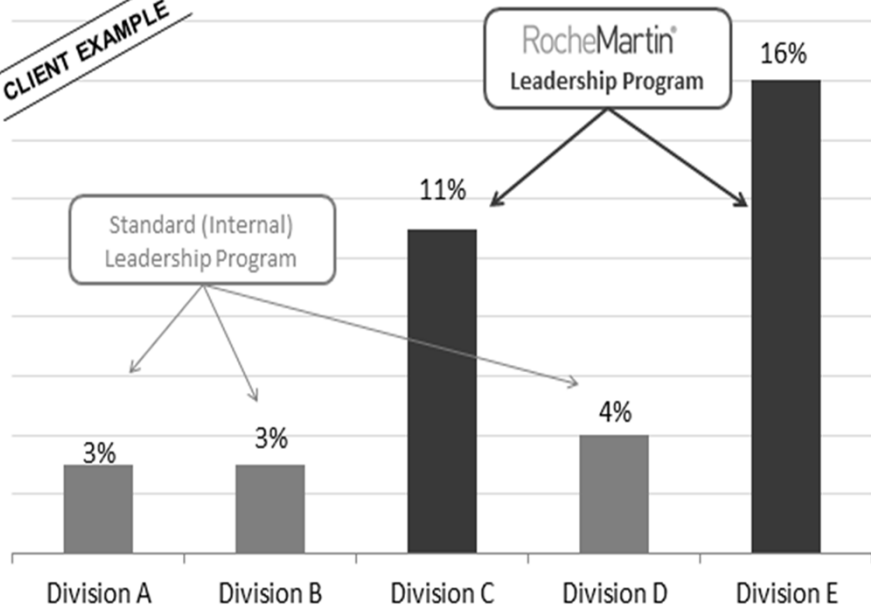


- Emotional Intelligence was assessed via 360° instruments (Bar-On EQi in 2007; RocheMartin ECi in 2008)



## Improvement in Leadership Score (%)

CLIENT EXAMPLE



*Note: Scores are from the annual employee survey for 2009 for the "leadership" rating (one of more than 10 dimensions in the survey). Scores represent a percentage improvement on the previous year.*

RocheMartin®



# EQ and Leadership in the Construction Industry

Total EQ and  
Transformational Leadership

## **Empathy**

*“What lies behind us and what lies before  
us are small matters compared to what  
lies within us.*

*And when we bring this out in to the  
open... miracles happen”*

David Henry Thoreau