

2019

EQ
4Africa
CONFERENCE

EMOTIONAL INTELLIGENCE

TRANSFORMING AFRICA:

LEVERAGING EQ TO OPTIMISE LEARNING &
DRIVE ORGANISATIONAL PERFORMANCE

20th - 21st February 2019

PTS Africa



CROWNE PLAZA
NAIROBI, KENYA

What if?

What if?:

- 250 million Africans were practising the skills of Emotional Intelligence, resulting in increased efficiency, healthier relationships and greater quality of life & wellbeing
- Schools across Africa had a schoolwide commitment to Social & Emotional Learning that helps students to find a place in school where they can feel safe in their relationships, ready to learn and motivated to succeed?
- Organisations across Africa integrated Emotional Intelligence into their corporate culture to gain competitive advantage?

What is the value of EQ in Africa today?

IN AFRICA, PEOPLE HIGH IN EQ ARE 8.1 TIMES MORE LIKELY TO BE IN THE HIGH PERFORMANCE SUCCESS ZONE(1)

What does this mean?

According to research conducted by Six Seconds – a non-profit organization dedicated to supporting people to create positive change, Emotional Intelligence is strongly linked to increased performance outcome scores of Effectiveness, Relationships, Wellbeing & Quality of Life. That's one reason the World Economic Forum identifies it as one of the essential skills for the future (6sec.org/wef).

Emotional intelligence (EQ) is the capability of individuals to recognize their own emotions and those of others, discern between different feelings and label them appropriately, use emotional information to guide thinking and behaviour, and manage and/or adjust emotions to adapt to environments or achieve one's goal(s) (2)

Simply put, Emotional Intelligence is being smart with feelings.

For Schools

"Extensive evaluations have found that social and emotional learning enhances academic achievement, helps students develop self-management and self-control, improves relationships at all levels of the school-community, reduces conflict among students, improves teachers' classroom management, and helps young people to be healthier and more successful in school and life."

- The Collaborative for Academic, Social and Emotional Learning

Researchers and educators agree that a positive climate is needed for successful outcomes, such as learning, belonging, safety, and thriving.

Social And Emotional Learning enables children and youth to cultivate essential life skills including awareness of one's own emotions, fostering empathy, respect and care for others, establishing strong relationships, setting and achieving positive goals, making ethical and responsible decisions, and handling adversity constructively.

Many African children & youth are facing major social, emotional and mental health obstacles to succeeding at school. Bullying on school property and online, sexual harassment & abuse – sometimes by those who are supposed to protect. In addition to this, is the issue of childhood stress, whether from conflict at home, peer pressure or exam pressure, all of which can negatively impact a child's ability to successfully navigate school and life. Many children & young people are afraid to stand up for what they believe in for fear of retribution, and across the continent, young people believe corruption to be a legitimate way of doing business (3)

'Samaki mkunje yungali mbichi'-Swahili Proverb

(Translated:- Bend the fish while it is still fresh)

SUSTAINABLE
DEVELOPMENT
GOAL 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



We believe that **Quality Education For Africa** goes beyond the cognitive and includes life skills that equip learners in schools & institutions of higher learning with the tools to successfully navigate life's complexities

For Organisations



EQ has twice the power of IQ to predict performance. EQ is also a better predictor than employee skill, knowledge, or expertise.

- Gerald Mount

The measurable, learnable skills of emotional intelligence significantly impact organisational performance. In an increasingly fluid, complex and competitive environment, EQ is the missing link, enabling organisations to thrive and gain competitive advantage

Multiple implementation strategies have been used to deploy EQ, particularly in developing leadership and culture, and for selection and retention. The most effective implementation strategies seek to integrate EQ into the organizational culture.

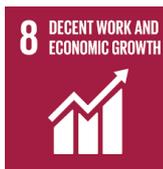
Research has provided clear evidence outlining the impact of EQ on organisational success;

One of the most important applications of EQ is helping leaders foster a workplace climate conducive to high performance. These workplaces yield significantly higher productivity, retention, and profitability, and emotional intelligence appears key to this competitive advantage. (4)

Emotional Intelligence helps to navigate the people challenges faced by organisations today.

In a Six Seconds study, when asked, "What are the top issues you face at work?" leaders said that 76% are on the people/relational side, and only 24% on the finance/technical side. In another of primarily managers and senior managers, of 775 respondents, a massive 89% identified EQ as "highly important" or "essential" to meeting their organizations' top challenges. (5)

SUSTAINABLE
DEVELOPMENT
GOAL 8



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We believe that the scientifically-based skills of Emotional Intelligence will transform Africa's workforce & enable organisations to drive sustainable performance

So how do we leverage Emotional Intelligence?



The 2-day 'EQ4Africa' Conference, themed - Leveraging EQ To Optimise Learning & Drive Organisational Performance, will include experts & industry leaders driving action-oriented conversations geared towards transforming Africa

Day One Social & Emotional Learning – The Heart of Education

Reshaping Africa's education by leveraging EQ to optimise learning

Day Two Emotions Drive People. People Drive Performance

Transforming Africa's workforce by enabling organisations to increase the utilisation of EQ Tools as a key driver for optimal productivity.

Join us on a journey of self-discovery, explore latest research, breakthrough tools & case studies and Emotional Intelligence applications that optimise learning & increase workplace productivity.

Experience the power of EQ to Transform Africa. Take away practical tools, compelling insights & case studies together with amazing connections that leverage EQ as a muscle to transform schools & communities, people & organisations;

- Strengthen EQ muscle and learn proven approaches for putting EQ into action to increase effectiveness, improve wellbeing, strengthen relationships and improve quality of life.
- Gain access to world-class experts and experience in-depth tools powered by the latest science on emotions & learning
- Join a community of EQ Fanatics & Changemakers working toward 250 million Africans practicing Emotional Intelligence

For more information about the EQ4Africa Conference, or to register contact PTS

References

1. State of the Heart Report, 6sec.org/soh
2. Colman, Andrew (2008). A Dictionary of Psychology (3 ed.). Oxford University Press.
3. Aga Khan Kenya Youth Survey Report, 2016
4. Joshua Freedman & Paul Stillman (2016). The Business Case For Emotional Intelligence
5. Joshua Freedman (2007, 2012) Workplace Issues Report, Six Seconds



PTS Africa

PTS Africa is a boutique training & consultancy firm dedicated to the development of people. Driven to be best in the eyes of our customers, we provide people development solutions that transform behaviour to drive organisational performance. Our solutions are underpinned by a bedrock of emotional intelligence tools & methodologies.

PTS Africa is proud to be one-of-three Six Seconds Preferred Partners in Africa.

Six Seconds is a Not For Profit Organisation whose primary focus is to support people to create positive change. Through 20 years of global experience and extensive research, Six Seconds has shown that the scientifically-based skills of emotional intelligence (EQ) are essential for change. These skills are learnable, and predict stronger effectiveness, wellbeing, relationships, and quality of life.

As a Six Seconds Preferred Partner, PTS applies world class tools and methods to provide high-impact learning & development programs and consultancy services. We are passionate about transforming organisations' by influencing behaviour change. We support the Six Seconds goal to have 1 billion people practising Emotional Intelligence by 2039.

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