



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit V - EMPLOYEE COACHING & COUNSELING

Topic - Emotional Intelligence



EMOTIONAL INTELLIGENCE (EI)

DEFINITION:

The capacity to recognize, understand, and manage one's emotions and influence the emotions of others.

Importance:

- EI plays a critical role in managing relationships, enhancing leadership effectiveness, and fostering a positive workplace culture.



COMPONENTS OF EMOTIONAL INTELLIGENCE



- Self-Awareness
- Self-Regulation
- Motivation
- Empathy
- Social Skills



ROLE OF EI



- Strengthening Team Collaboration
- Enhancing Leadership Effectiveness
- Improving Talent Management
- Boosting Employee Engagement
- Managing Change Effectively



STRATEGIES TO DEVELOP EMOTIONAL INTELLIGENCE

- **Training Programs:**
 - Conduct EI workshops for HR professionals and employees.
 - Focus on self-awareness, empathy, and interpersonal skills.
- **Coaching and Mentoring:**
 - Provide one-on-one sessions to enhance emotional competencies.
- **Feedback Mechanisms:**
 - Use 360-degree feedback to assess and develop EI.
 - Encourage open communication and constructive criticism.
- **Inclusive Leadership Practices:**
 - Promote diversity and empathy in leadership roles.
 - Recognize and celebrate emotional intelligence in employees.
- **Emotional Wellness Initiatives:**
 - Offer programs addressing stress management and mental health.



EMOTIONAL INTELLIGENCE - BENEFITS

- Improved decision-making and problem-solving.
- Higher employee satisfaction and productivity.
- Stronger leadership and organizational resilience.
- Enhanced ability to handle workplace diversity and complexity.



RECAP

QUESTIONS???

THANK YOU