



Leadership Development Programme

EADV and **BeyondEI** have partnered to offer Dermatologists across the globe an opportunity to deepen their understanding and practice of Emotional Intelligence (EI) through the **Leadership Development Programme**, an immersive coaching & training experience.

Our approach represents a paradigm shift in how we think about and develop Emotional Intelligence (EI). It has long been established that EI is not only a key differentiator among leaders but is comprised of both a foundational and relational set of skills that form the basis of our intrapersonal and interpersonal effectiveness.

Traditional models of EI have historically focused exclusively on the competencies that comprise EI but not necessarily on teaching us how to develop and embody them in our own lives. That's where the blended learning approach of this programme takes developing EI to a new level.

We start from a place that positions Emotional Intelligence as the baseline, a requisite set of skills we need to do anything in life well. But we don't stop there. We've taken the time to ask the deeper questions, to investigate the topic from the point of view of neuroscience, cognitive behavioral science, and mindfulness. We delve into what gives us each the ability to learn, apply, and embody the many different skills EI is comprised of.

This programme not only gives participants a starting place to relate skillfully to their own and others' emotions but to all of their perceptions, those of others, and the varied and unpredictable situations they encounter.

When we start with what we have influence over, placing an emphasis on what we need to develop within ourselves to truly embody what it means to be emotionally intelligent, we learn to access what allows us to be skillful and wise in each new moment.

We can infuse loving kindness, care, compassion, and concern for others' wellbeing into our interactions because we are aware and can rely upon our ability to change our stance, our perspective, and the meaning we make. We are poised to choose which mental disposition and actions might best fit the situation.

What Participants Can Expect

Many courses aim to deepen our intellectual understanding of a topic but stop significantly short of providing repeatable, actionable practices we can integrate into our day-to-day lives.

Since all habit change requires responding differently to the internal and external cues that typically guide our actions and behaviors, you have to really want different results than you're getting today to have the consistent motivation to acquire new ones.

To achieve our highest and best use, we must start with the end in mind. For that reason, we have combined the following key elements geared towards promoting lasting habit change:

1. Succinct, online and in-person learning content for people with busy lives and a finite amount of time.
2. Evidence-based micro-techniques studied by experts in neuroscience and mindfulness. Training for the brain that when practiced increase self and other awareness, connection, and resilience.
3. Opportunities for introspection and practice, both of which we know are vital to adopting any new habit or behavior.
4. A learning platform designed for you to share with other people going through the course at the same time and your EI Coach, for those who opt to do so as a strategy to jumpstart their progress.

Learning Approach

Our coaching and learning approach is based on the best of what is understood about how to bring about meaningful and lasting habit change.

The programme design factors in what it takes to embody the concepts and evidence-based practices of Emotional Intelligence. Participants practice what they learn while they're learning about it, combining intellectual understanding with procedural (or applied) knowledge.



LEARN

Practical explanations and examples of EI in the form of a short article or video.



APPLY

An immediate application of what you just learned.



REFLECT

Daily reflection on the results of your practice.

Programme Learning Objectives



Topics Covered

- The Emerging Science of Perception & Emotion
- Emotional Intelligence & Why It's Important
- How to Apply EI Practices in Your Daily Life
- Develop Wellbeing as A Baseline
- Perceptual Reframing & Conscious Sensemaking
- Introduction to the 12 Self-Discoveries: A Cognitive Reframing Tool

What You Will Gain

When we start with what we have influence over in ourselves, placing an emphasis on what we need to develop and truly embody what it means to be emotionally intelligent, we learn to access what allows us to be skillful and wise in each new circumstance.

This course offers a powerful combination of daily learning, practice, and reflection so you can be the best version of yourself. Are you up for the challenge?



Topics Covered

- Infuse Awareness & Compassion in Your Interactions
- The Heart of Listening & Communication
- Reframe Your Perspective to Consider Others' Experience
- Manage Conflict Using Your EI Toolkit
- Leverage the 12 Self-Discoveries to Inspire & Lead
- Develop Emotionally Intelligent Habits

What You Will Gain

Discover how to bring out the best in yourself and others. Learn how to inspire and influence even in challenging situations. Experiment with practices that promote conducive group dynamics and facilitate trusting and collaborative relationships. You'll be introduced to methods based on the latest insights from neuroscience that allow you to embody what it means to be emotionally intelligent.

Programme Structure

The third edition of the programme is planned to start in Autumn 2022.

The entire programme will be conducted in English language.

- Preparatory assessment (ESCI) to provide a baseline for the participants to understand their own Emotional Intelligence before entering their EI journey
- Residency 1: 3-day in-person full time sessions facilitated by the BEYOND EI faculty members. Dates and places will be communicated to the selected participants.
- 12-week online training on a dedicated platform and facilitated by Beyond EI Certified coaches.
- 6 1-hour individual coaching sessions for each participant (videoconference)
- Residency 2: 3-day in-person full time sessions facilitated by the BEYOND EI faculty members. Dates and places will be communicated to the selected participants.
- Post-ESCI assessment (after completion of the training) to provide a follow-up view of each participant's progress.

Mandatory Requirements

- Applications are open to EADV Members only. Junior Members are not eligible and one seat only is available for International Members.
- Applicants have at least 5 years of experience in academic or clinic medicine after completion of residency or specialisation in dermatology-venereology.
- The entire programme will be conducted in English language. English proficiency is required (intermediate or higher level)
- Attendance, engagement, and full completion of all assigned activities is critical to the success of the programme.

Successful participants will receive a Certificate of Completion in form of a paper certificate and a verifiable virtual badge.

Candidates will be selected by the Executive Committee on the basis of pre-determined criteria such as leadership experience, previous involvement in the EADV, international exposure, professional accomplishments and future perspective.



Programme Elements

Habit Change

- Many coaching programs rely upon on “accountability” or “deficit” based models. That’s not what we do.
- We are focused on how your thinking and mindset impact your outcomes and results.
- You may have a goal and that’s great, but your goal may be clouded. You may not be able to see what’s possible.
- When you start to think differently, your actions will naturally follow, and it’s much easier for you to reach your goals.

EI Practices

- Our stance is that you have the intelligence, the wherewithal, and drive to bring about any change in your life you’d like to have happen.
- But often your own habits of mind may be stopping you from trusting your own wise counsel and executing fully against your desired outcomes.
- Once you learn how to work with your own perceptions and emotions, the results are empowering.

Coaching

- With guidance from an EI Coach, you’ll learn to spot and work with what you have direct influence over within yourself.
- Your coach helps you identify patterns in how you habitually make sense of and respond to your own and others’ perceptions and emotions.
- Using that insight, you develop real-time strategies that help transform obstacles into allies.

Content Overview

- You’ll learn how your brain makes sense of your moment-to-moment experience.
- How your perception of the world has been shaped by your influences and life experiences up to this point.
- And, in turn, how your perception, shapes and predisposes your future experiences, including your emotions and interpretation of what unfolds each new moment.
- You’ll learn how to transform your actions from being inadvertently and unconsciously driven to exercising choice in the moment of how you show up with colleagues and patients at work and in your relationships in general.
- When you understand how your brain makes sense of its own perceptions, you learn where in that equation you can act in alignment with your values.
- You’ll practice specific techniques and methods to shift your perspective in the moment, to recategorize your emotions, and to reframe your meaning to align with your life’s purpose and aims.
- Embodying your own Emotional Intelligence is an opportunity to turn your attention inward, to evaluate all aspects of your own life, starting with what motivates you to do what you do.
- The program is designed to help you find a healthy momentum that is self-sustaining and generative, prioritizing and acting on what matters to you most.