

Course No. 1765

Emotional Intelligence Leadership: The Psychology of Leadership Training Course

LEADERSHIP & EXECUTIVE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP

DURATION

5 Days

DELIVERY

Classroom



Course Overview

This advanced training course explores the powerful relationship between Emotional Intelligence, leadership effectiveness, and the psychology of human behavior. It is designed to help leaders understand themselves and others, regulate emotions, build trust, strengthen relationships, and improve the quality of leadership decisions.

The course examines the psychological factors that influence leadership behavior, including personality, motivation, perception, cognitive biases, emotional responses, beliefs, and individual differences. Participants will learn how these factors shape leadership styles, workplace relationships, decision-making, employee engagement, and organizational performance.

A strong focus is placed on applying Emotional Intelligence to practical leadership situations, including communication, conflict management, difficult conversations, feedback, motivation, team development, performance management, and leading under pressure. Participants will develop the ability to influence others through credibility, empathy, emotional awareness, and effective interpersonal leadership.

Through practical exercises, leadership scenarios, psychological case studies, and self-assessment activities, participants will develop a more conscious, balanced, resilient, and influential leadership style that supports trust, collaboration, employee performance, and sustainable organizational results.

Objectives

- By the end of this course, participants will be able to:
- Strengthen self-awareness and identify personal leadership strengths and development areas.
- Analyze the relationship between Emotional Intelligence and leadership effectiveness.
- Understand key psychological principles influencing leadership behavior and decision-making.
- Develop emotional regulation skills for challenging leadership situations.
- Analyze individual motivations and behavioral patterns in the workplace.
- Apply empathy and active listening to improve leadership relationships.
- Build trust, credibility, and stronger professional relationships.

- Apply Emotional Intelligence to conflict management and difficult situations.
- Improve communication, persuasion, influence, and interpersonal effectiveness.
- Deliver and receive constructive feedback more effectively.
- Strengthen employee motivation and high-performance team development.
- Manage pressure, stress, uncertainty, and emotionally demanding situations.
- Recognize personal biases and emotional patterns that can affect leadership decisions.
- Develop a stronger and more authentic leadership presence.
- Create a practical personal development plan for Emotional Intelligence and leadership effectiveness.

Who Should Attend

This course is designed for executives, senior managers, department heads, team leaders, supervisors, and professionals responsible for leading people, managing performance, influencing stakeholders, or preparing for leadership positions.

It is particularly suitable for CEOs, general managers, directors, HR and organizational development leaders, project and programme managers, operations managers, team leaders, and experienced professionals whose effectiveness depends on communication, relationships, influence, and decision-making.

The programme is highly relevant to government and public-sector organizations, banks and financial institutions, oil and gas and energy companies, industrial organizations, service organizations, and large corporations seeking to strengthen leadership effectiveness, employee engagement, collaboration, and organizational performance.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Assess their Emotional Intelligence and leadership self-awareness.
- Understand how emotions influence thinking, behavior, and decision-making.
- Recognize different personality and behavioral patterns within teams.
- Regulate emotional responses during high-pressure situations.

- Apply empathy to understand employee needs, motivations, and perspectives.
- Build professional relationships based on trust, respect, and credibility.
- Communicate effectively with different personalities and behavioral styles.
- Influence and persuade others without relying solely on formal authority.
- Manage workplace conflicts constructively.
- Conduct difficult conversations with greater confidence and emotional control.
- Provide feedback that supports employee development and performance.
- Motivate individuals by understanding their psychological and professional drivers.
- Strengthen resilience and adaptability in changing environments.
- Improve leadership presence, credibility, and interpersonal impact.
- Build a sustainable personal leadership development plan.

Course Outline

DAY 01

The Psychology of Leadership & Self-Awareness

- Understanding Emotional Intelligence and modern leadership
- The relationship between psychology and leadership behavior
- Core dimensions of Emotional Intelligence
- Self-awareness and leadership effectiveness
- Personality, values, beliefs, and leadership behavior
- Understanding individual behavioral patterns
- Emotional triggers and personal responses
- Identifying leadership strengths and development areas
- Building authentic leadership identity and presence

PRACTICAL EXERCISE

Emotional Intelligence & Leadership Self-Assessment

DAY 02**Emotional Regulation, Resilience & Leadership Under Pressure**

- Understanding emotions and their impact on leadership behavior
- Emotional regulation and self-management
- Managing stress and pressure in leadership roles
- Developing emotional balance and composure
- Managing reactions during difficult situations
- Building psychological resilience
- Adaptive leadership under uncertainty
- Managing negative emotions in the workplace
- Maintaining focus and performance under pressure

PRACTICAL EXERCISE

High-Pressure Leadership Scenario Simulation

DAY 03**Empathy, Communication & Leadership Influence**

- The psychology of leadership communication
- Active listening and deep understanding
- Empathy as a leadership capability
- Recognizing behavioral and emotional signals
- Building trust and leadership credibility
- Communicating with different personality types
- Persuasion and influence without formal authority
- Giving and receiving effective feedback
- Managing difficult conversations

PRACTICAL EXERCISE

Leadership Communication & Influence Simulations

DAY 04**Emotional Intelligence, Team Dynamics & Conflict Management**

- Understanding individual motivation and workplace behavior
- Psychological drivers of employee engagement
- Motivating high-performing teams
- Managing individual differences within teams
- The psychology of workplace conflict
- Identifying the underlying causes of conflict
- Applying Emotional Intelligence to conflict resolution
- Turning disagreement into constructive collaboration
- Emotional intelligence in performance management
- Building psychological safety, trust, and team cohesion

CASE STUDY

Resolving a Leadership Conflict and Strengthening Team Performance

DAY 05**Influential Leadership & Sustainable Leadership Development**

- Integrating Emotional Intelligence into everyday leadership
- Emotionally intelligent decision-making
- Managing relationships with key stakeholders
- Strengthening executive presence and leadership influence
- Leading in complex and rapidly changing environments
- Building resilience and adaptability
- Creating cultures of trust, collaboration, and accountability
- Developing future leaders through Emotional Intelligence
- Measuring leadership effectiveness and personal progress
- Creating a sustainable leadership development strategy

DAY 05 — CONTINUED

FINAL WORKSHOP

Developing a Personal Emotional Intelligence Leadership Development Plan

Register or Request More Information

Course page: <https://quest-training.com/courses/emotional-intelligence-leadership-the-psychology-of-leadership-training-course>

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