



EI EXPERT
Emotional Resources

Emotional Intelligence

Training Proposal



We make emotions work for you.



eiexpert.pl

Why you should **care?**



As a manager, you've probably encountered at least one of these **challenges** in your company:

- frequent absenteeism
- motivation problems
- low efficiency
- team conflicts
- high employee turnover

Most people approach these issues from the wrong angle.

If you feel **frustrated** by how ineffective some of the soft skills workshops are, you are not alone.

Unfortunately, most training ends on the last day of the course, and as a manager, you see little return on investment in terms of actual results. Why?

That's because you're trying to fix the symptom, not the cause.





Communication problems are **never really about communication.**

Communication is merely a symptom of how **we think**, how **aware** we are of our emotions, and how well we **integrate** them with our thinking, **use** them in action, or change them, if needed.

See? It all starts with **emotions**. Everything that happens at the level of behavior and observable performance begins in the **mind**, and – of course – in the **heart**.

Good management requires good **data**, an efficient mechanism for **analyzing** it and an algorithm to **decide** what to do with the outcomes. The same rules apply to emotions.

This is exactly how the **emotional intelligence** model looks like, as outlined by Peter Salovey and John Mayer (1990, 1997).



Each of these capabilities has two dimensions: recognitions of our own emotions as well as other people's emotions.

Salovey, P., & Mayer, J.D. (1990). Emotional intelligence. *Imagination, Cognition, and Personality*, 9(3), 185-211.

Mayer, J.D., & Salovey, P. (1997). What is emotional intelligence? In P. Salovey & D. Sluyter (Eds.), *Emotional development and emotional intelligence: Educational implications* (pp. 3-31). Basic Books.

RESEARCH

shows:



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Leaders with strong **emotional intelligence** are better at **managing their team's emotions**, which leads to increased **motivation** and **productivity**. Their influence also fosters greater **innovation** and more effective problem-solving .

(Gardner & Stough, 2002)



Companies that invest in the development of emotional intelligence achieve better results in **customer loyalty**, **employee engagement**, and **innovation**. These companies report **higher productivity** and **better financial performance** than those that do not invest in emotional intelligence.

(Harvard Business Review, 2021)

Organizations with higher employee engagement experience greater **profitability**, **productivity**, **employee well-being**, **job satisfaction**, employee and customer **loyalty**, and **reduced turnover**, **absenteeism**, and theft.

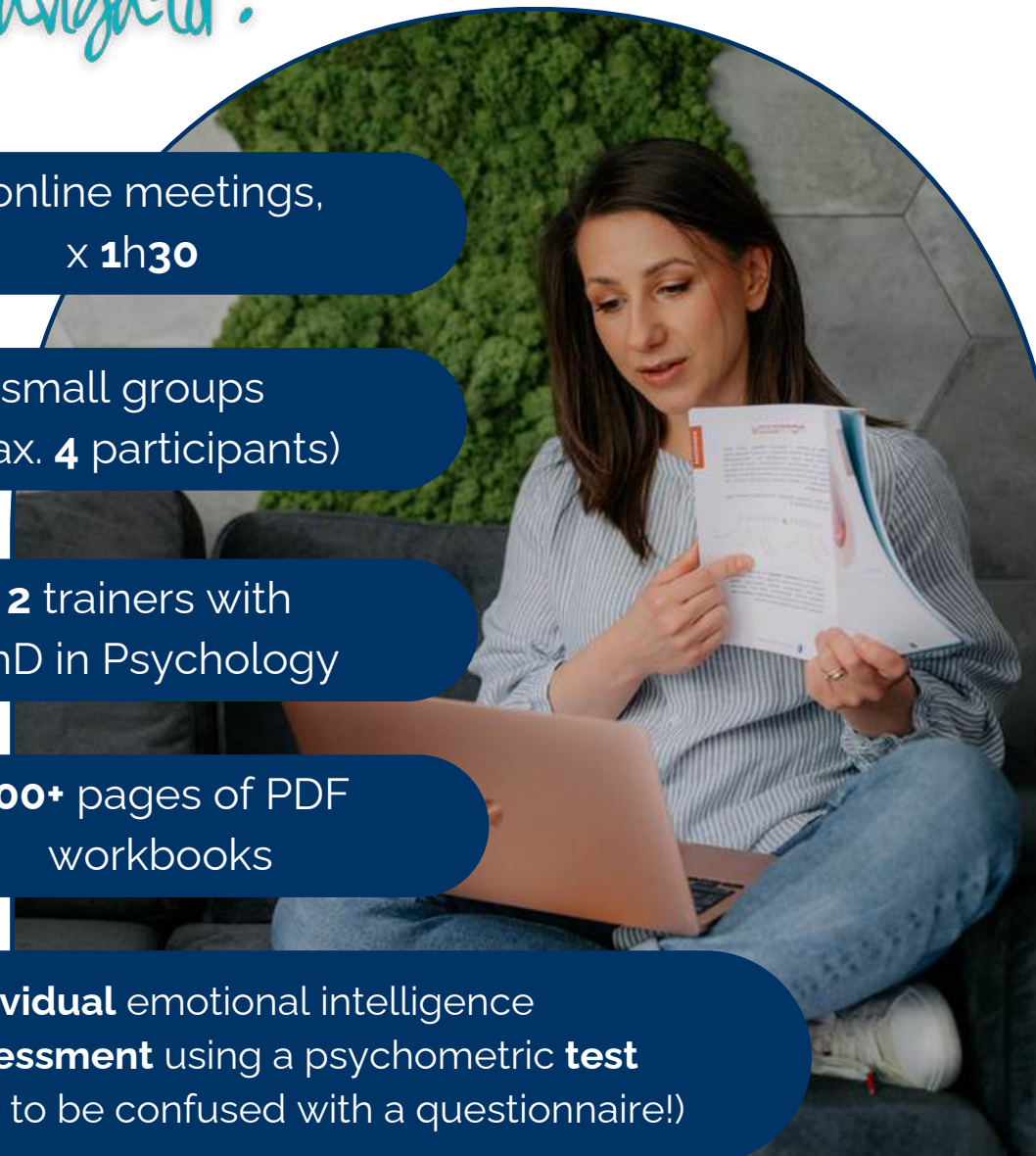
(PrismHR, 2020; Wickham, 2020)



OUR
formula:

We have developed a **unique development program** that focuses on strengthening each of the four components of emotional intelligence.

Emotional Navigator:



12 online meetings,
x **1h30**

small groups
(max. **4** participants)

2 trainers with
PhD in Psychology

100+ pages of PDF
workbooks

individual emotional intelligence
assessment using a psychometric **test**
(not to be confused with a questionnaire!)



LEARN MORE



YOUR benefits

As a result of the **Emotional Intelligence Training**, your employees will acquire the following skills:



-  **Improved self-awareness:** They will better understand their own emotions, which will lead to enhanced self-regulation and decision-making.
-  **Enhanced empathy:** They will be able to recognize and understand the emotions of others, improving communication and team dynamics.
-  **Better stress management:** They will be able to identify emotional triggers and respond more effectively, leading to improved stress management.
-  **Increased motivation:** They will regulate their emotions more effectively, which will help them and their team achieve goals.
-  **Stronger interpersonal relationships:** They will manage emotions more effectively in social interactions, improving relationships with colleagues and subordinates.
-  **Improved conflict resolution:** They will be able to navigate and resolve conflicts by understanding both their own emotions and those of others.
-  **Enhanced leadership:** They will inspire and influence others through effective emotional management and a better understanding of their team's needs.
-  **Better decision-making:** They will make more balanced decisions by understanding how emotions influence their choices.
-  **Greater adaptability:** They will thrive in changing environments by managing emotions in high-pressure or uncertain situations.
-  **Increased resilience:** They will develop better emotional coping strategies, enabling them to handle challenges and setbacks more effectively.

WHY we?



I've always known I wanted to be a **psychologist**. I developed my fascination with the human mind at KUL's Institute of Psychology (Poland), (where I got my PhD degree), at the University of Lyon (France), and Ludwig Maximilian University in Munich (Germany).

Since 2013, I've been training professionals, organizations, teams, and individuals. I combine **deep empathy** with an **analytical, scientific mindset**. I'm highly **sensitive** but also highly **effective**, able to both feel deeply and critically assess situations.

I co-create EI Expert with my husband, Rafał. We often see things from **different perspectives**, which helps us develop more **objective solutions**. This strength enables us to unlock your employee's emotional potential and **facilitate their growth**.

Shall we do this together?



I began my first **science-business projects** during my student years, winning 3rd place and the President of Wrocław Award in the "Innovative Company Competition" (WCTT and Wrocław University of Technology). I've **managed scientific projects** funded by the Ministry of Science and Higher Education and the Ministry of Health, as well as participated in several research projects funded by the National Science Centre.

I've worked on employee **well-being projects** for many international companies and teams, and I co-authored the first Polish **cognitive training program** for people with addictions.

If you're a skeptic who's not satisfied with vague promises, welcome to the club! I'll show you how **practical** and **concrete** so-called "**soft skills**" can be when viewed through the scientific lens of **emotional intelligence**.



THEY HAVE ALREADY

trusted us:



BAUSCH Health



Mercedes-Benz



Boehringer
Ingelheim

FORMATIX
SZKOLENIA

X-KOM



LOTTE
E. Wedel
OD 1851



...

WE ALREADY KNOW HOW TO

help you:



Jan (we changed the name) has already taken the first step and completed his emotional intelligence assessment. In his initial conversation, he admitted that he probably should work on his empathy, as he received feedback indicating he was very focused on efficiency. From the perspective of his interactions with others in the company, it would be beneficial for him to increase his focus on people and relationships.

To our mutual surprise, the **TIE test*** revealed that both components of empathy – emotional (**PERCEPTION** of emotions) and cognitive (**UNDERSTANDING** of emotions) – are highly developed in Marcin.

The TIE test also showed that the barrier to unlocking Marcin's potential lies in his moderate level of emotional **FACILITATION**. Marcin is very demanding of himself, which translates into high expectations of his team members. Assimilation refers to how well we use the emotions we have access to through perception and understanding. Therefore, in his training, we plan to focus on expanding this bottleneck in his emotional and intellectual potential.

During our sessions, Marcin will not only improve his ability to recognize emotions but, more importantly, **will optimize how he utilizes the energy derived from those emotions**. Both he and his team will become **more efficient with less effort**. Yes – it's possible with emotions, too! It requires forming new thinking patterns and practicing new emotional management techniques. We have proven methods for this and commit to achieving this goal within **12 weeks**.

Marcin's emotional intelligence profile



*The report is based on the psychometric **TIE** test by prof. dr hab. M. Śmieja and prof. J. Orzechowski.

[LEARN MORE](#) >>

NO ONE CAN SAY IT BETTER THAN

satisfied clients:



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Dr. Marta and Dr. Rafał Szewczyk led the course with the highest level of professionalism. Their expertise was evident in the thoughtful way the course was structured, as well as in the valuable insights we received. The sessions that helped me recognize my own emotions and work with them, rather than against them, were particularly beneficial.

The course also helped me in developing relationships both at home and at work with my colleagues. This was especially valuable because my role involves leading a team of several dozen people in an educational environment within the healthcare sector.

Kacper Sumera, PhD
Head of Education, NHS England
Fellow, Paramedic

High level of professionalism, experience, and a personalized approach to each participant. The knowledge shared on emotional intelligence is grounded in facts and research, which can successfully be applied to both personal and business development. Highly recommended.

Joanna Brejta-Maciocha
HR Director Decathlon Poland

I highly recommend it! For several weeks, I participated in the 'Emotional Navigator' course. Thanks to my active participation in the training, I can now recognize, name, and regulate a wide range of emotions. The content presented is important, useful, and delivered in an engaging way. After the training, I can see how, step by step, my personal and professional relationships are improving. Marta and Rafał share their vast knowledge, empathy, and experience in an absolutely approachable and intelligent manner. It's truly worth taking part in the 'Emotional Navigator!'

Marek Czeżyk
photographer, educator

The EI Training organized by EI Expert was a turning point in my personal and professional development. Marta & Rafał's passion for emotional intelligence was contagious, and the atmosphere they created encouraged open communication and mutual support. The biggest challenge for me was learning mindfulness and deep reflection. Through regular practice, I managed to develop these skills and gain greater self-awareness. (...) In my professional work, this has translated into greater efficiency, improved communication, and the ability to build more fulfilling relationships. I wholeheartedly recommend this training to anyone who wants to embark on a journey of self-discovery and develop their emotional intelligence.

Ewa Bartoszezewska
Lean | Trainer at Arla Foods, management, optimization, control, automation

If you're wondering whether to join the Navigator - don't hesitate, just sign up and experience how much your perspective on relationships with others, your decision-making process, and your awareness of how these factors shape your personal and professional life will expand. Marta and Rafał Szewczyk conduct the sessions with a perfect balance of expertise while maintaining a relaxed atmosphere, focusing on the needs of the participants. Additionally, you receive a complete toolkit that allows you to continue working on yourself even after the Navigator has ended. Thank you for doing what you do and helping us navigate this often tangled world of emotions that we all carry within

Dariusz Figura
Trainer, manager, educator, cultural animator, NGO activist



WOULD YOU LIKE US TO FOSTER YOUR EMPLOYEE'S

personal growth?



Should you have any questions,
we will be more than happy to help!



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