

Leading with Emotional Intelligence

Leading Yourself. Leading Others. Building High-Performing Relationships.

Online Workshop



DATE & TIME

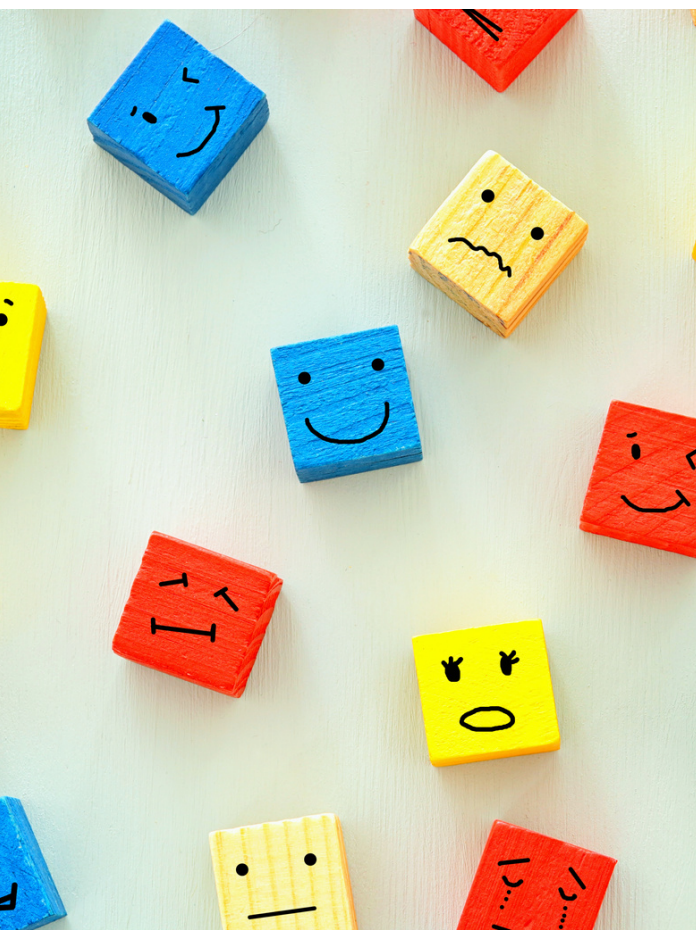
October 27, 2026 | 8:00 AM - 5:00 PM

PLATFORM

Zoom

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Program Rationale



Technical knowledge and experience may help people become managers, but these alone do not guarantee effective leadership. Leaders must also understand themselves, manage their reactions under pressure, appreciate the perspectives of others, and build relationships founded on trust and accountability.

Every day, leaders face situations that test their emotional intelligence. They deal with missed commitments, performance issues, disagreements, changing priorities, difficult conversations, and employees who respond differently to pressure. How leaders manage themselves during these moments strongly influences employee engagement, teamwork, and performance.

Leadership with Emotional Intelligence equips participants with practical tools for handling these situations more effectively. Using **ExeQserve's LEAD Framework—Look Inward, Exercise Self-Control, Appreciate Others, and Develop Relationships**—participants will learn how to lead themselves before attempting to influence others.

Workshop Description

This one-day interactive online workshop is designed for supervisors, managers, team leaders, and professionals who influence others, with or without formal authority.

The program introduces emotional intelligence as a practical leadership capability rather than merely a personality trait. Participants will examine how their emotions, assumptions, and habitual responses affect their leadership behavior. They will practise techniques for remaining composed under pressure, listening with empathy, giving respectful feedback, and conducting accountability conversations.

The workshop combines short facilitator inputs with self-assessments, workplace cases, breakout-room discussions, skills practice, guided reflection, and action planning. Participants will also receive practical tools they can use to apply the lessons in the workplace.

Learning Objectives

By the end of the workshop, participants will be able to:

1. Explain how emotional intelligence influences leadership effectiveness, employee relationships, and performance.
2. Recognize personal emotions, assumptions, and triggers that affect leadership behavior.
3. Apply practical techniques for responding effectively instead of reacting impulsively under pressure.
4. Demonstrate empathy, active listening, and inquiry when dealing with employees and colleagues.
5. Communicate performance concerns while balancing respect, empathy, and accountability.
6. Apply the LEAD Framework to common workplace leadership situations.
7. Develop a personal action plan for strengthening emotionally intelligent leadership behaviors

Learning Methodology

The workshop will use an experiential and highly interactive online learning approach that includes:

- Short and focused facilitator inputs
- Online polls and chat-room conversations
- Individual reflection and self-assessment
- Breakout-room discussions
- Workplace case analysis
- Paired listening and conversation practice
- Facilitated learning debriefs
- Workplace application planning

Participant's Toolkit

Participants will receive a digital **Leadership with Emotional Intelligence Toolkit** containing:

- Emotional Intelligence Quick Self-Assessment
- Trigger and Assumption Mapping Worksheet
- Pause–Process–Choose Guide
- Empathy and Active Listening Guide
- Emotionally Intelligent Conversation Planner
- 30-Day LEAD Action Plan

Target Participants

This workshop is recommended for:

- Supervisors and team leaders
- New and experienced managers
- Project and functional leaders
- High-potential employees preparing for leadership roles
- Professionals who regularly influence, guide, or collaborate with others

Workshop Outline

Time	Module	Key Topics/Activities
8:00–8:30 AM	Opening Session - Workshop objectives and learning agreements - Emotional intelligence and leadership effectiveness - Introduction to the LEAD Framework - Emotional Intelligence Quick Check	- Recognize the importance of emotional intelligence in leadership. - Understand the four components of the LEAD Framework. - Identify initial leadership strengths and development areas.
8:30–9:40 AM	L – Look Inward Recognizing What You Bring into the Situation - Self-awareness and leadership effectiveness - Emotions, assumptions, and leadership behavior - Recognizing personal triggers and habitual responses - Interactive Exercise: Trigger and Assumption Mapping	- Recognize how emotions and assumptions influence leadership decisions and behavior. - Identify personal triggers and common reactive tendencies.
9:40–9:55 AM	Screen Break	
9:55–11:10 AM	E – Exercise Self-Control Responding Instead of Reacting - Leadership behavior under pressure - Separating facts from interpretations - The Pause–Process–Choose technique - Choosing a productive leadership response Interactive Exercise: Leading Under Pressure	- Distinguish between impulsive reactions and intentional leadership responses. - Apply a practical technique for managing emotions under pressure.
11:10 AM–12:00	Morning LEAD Application Lab - Applying Look Inward and Exercise Self-Control - Examining triggers, assumptions, and response choices Interactive Exercise: Workplace Leadership Case	- Apply self-awareness and emotional regulation to a realistic workplace situation. - Identify more constructive leadership responses.
12:00–1:00 PM	Lunch Break	

Workshop Outline

Time	Module	Key Topics/Activities
1:00–2:15 PM	A – Appreciate Others Listening to Understand Before Responding - Empathy as a leadership capability - Understanding different perspectives and concerns - Active listening and humble inquiry - Listening, clarifying, and confirming understanding Interactive Exercise: Empathy and Listening Practice	- Demonstrate active listening and inquiry. - Recognize the concerns, needs, and perspectives of employees and colleagues.
2:15–2:30 PM	Screen Break	
2:30–3:50 PM	D – Develop Relationships Balancing Empathy and Accountability - Building trust through leadership communication - Addressing behavior without attacking the person - Giving clear and respectful feedback - Conducting emotionally intelligent accountability conversations Interactive Exercise: Difficult Conversation Practice	- Communicate concerns clearly while maintaining respect. - Apply an emotionally intelligent approach to feedback and accountability conversations.
3:50–4:40 PM	Integrated LEAD Case Challenge - Applying the complete LEAD Framework - Preparing an effective leadership response - Group sharing and facilitated processing	- Integrate self-awareness, self-control, empathy, and relationship-building skills. - Apply the LEAD Framework to a realistic leadership challenge.
4:40–5:00 PM	Workplace Application and Closing - Key learning review - Personal leadership commitment 30-Day LEAD Action Plan	- Identify specific emotionally intelligent leadership behaviors to practice. - Develop a practical workplace application plan.

Facilitator's Profile



Edwin C. Ebreo

CEO & Founder of
ExeQserve Corporation

Why is Ed Ebreo your best choice for conducting this training?

Ed is recognized by the Philippine Society for Talent Development as a Certified Professional Training Designer (CPTD), and Certified Professional Training Facilitator (CPTF). He contributed significantly in the design and delivery of related certification courses to numerous practitioners.

Edwin is a seasoned expert in Organization Development and Talent Management with three decades of diverse experience spanning retail, financial, BPO, and HR consulting sectors. As President of the Philippine Society for Talent Development and host of "Usapang Training Atbp.", he plays a vital role in advancing the talent management practice in the country. Renowned for his proficiency in facilitating strategy formulations, policy development, and change management initiatives, Ed has led numerous projects aimed at enhancing organizational effectiveness and talent development. Widely recognized for his prowess in designing and implementing learning activities tailored to meet clients' unique needs across various industries, his commitment to empowering HR practitioners and individuals underscores his passion for nurturing talent and driving organizational success.

Learning Investment

Details	Duration	Early Bird Rate	Date
Leading with Emotional Intelligence	8 hours	Php 1,680.00 (VAT Inclusive)	October 27, 2026

Note: The early bird rate is valid until October 20, 2026. After this date, the regular rate of PHP 2,240 per participant, VAT-inclusive, will apply.

Payment and Registration

Register through our online registration form <https://forms.gle/rgrxhWxa1e2NuRSb6>
And follow the instructions to settle your payment.

You may also opt to register through our Account Managers:

Step 1 - Send us a list of participants you want to register. Kindly include their full names, designations, and email addresses.

Step 2 - For the invoice, also provide the following:

- BIR 2303
- Key contact person (Full Name/Designation/Contact Number) for billing purposes.
- Billing Delivery Address

Step 3 - Settle your payments through bank transfer or bank deposit, and send us a copy of the proof of payment.

Bank Details

Account Name: EXEQSERVE CORPORATION

Account No. : 000-0005962-081

Bank: Security Bank (Dela Rosa Branch)

About ExeQserve

EXEQSERVE CORPORATION is an HR and Organization Development solutions provider that has been operating since 2007. As a strategic partner, we have helped our clients build high-performing teams by offering training, public workshops, and other HROD interventions.

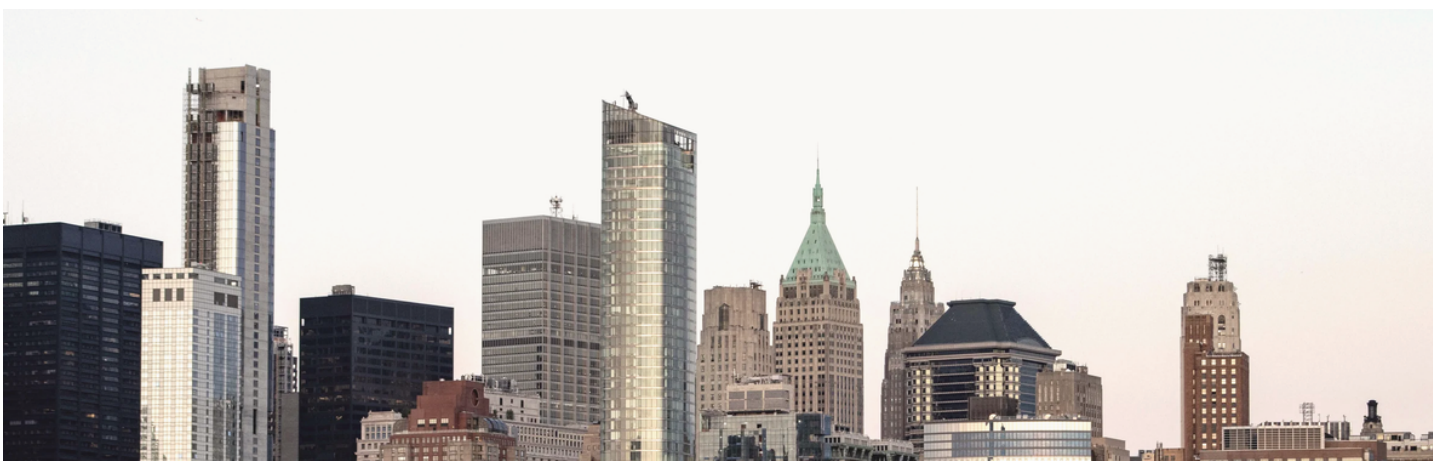
Training

ExeQserve Training will work closely with you to identify your training needs. We tailor-fit our programs to ensure that your employees get exactly what they need. With our passion for fun, balanced with our practical and skills-focused approach, we deliver training that is right for you.

At ExeQserve, we believe that the best way to develop employees' capacity to perform is through a strategic talent development approach.

Consulting

ExeQserve HROD Consulting does its best to understand your organization, its goals, and aspirations, and its current situation and identify the best solution to help enable and empower your employees to contribute to goal achievement. We design employment policies, incentive programs, performance management systems, and other interventions to help you achieve organizational alignment.



Mission and Vision



Our Vision

Powered by a successful team of professionals, ExeQserve shall be a sought-after partner of local and international organizations for our innovative and high quality talent and organization development solutions.



Our Mission

We are committed to providing outstanding services to help companies build teams of high performing individuals



Our Values

Our people are committed to giving value-adding services through:

Pursuit of Excellence

Creativity & Resourcefulness

Customer Intimacy

Flexibility

Teamwork

Fun