

# COMPETENCY-BASED CERTIFICATES

Powered by Leading Edge Learning<sup>SM</sup>

## CERTIFICATE IN EMOTIONAL INTELLIGENCE

### Example Certificate



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*Written & Delivered By:*



### **Customizing Your Certificate**

Peregrine provides you with a portfolio of online, self-paced courses that you can use to easily create comprehensive certificate programs to meet the needs of your industry partners and workforce. Simply identify the certificate programs that align best with your needs and the Peregrine team will help you build your custom certificate from our selection of online cross-disciplinary modules.

There is no cost for adding our customizable certificate programs to your catalog of industry and workforce education offerings. We will work with you to determine the cost and create a revenue share agreement to help you generate additional revenue for your institution.

### **Certificate Program Delivery**

You have the option of delivering the modules you select in an asynchronous, synchronous, or blended format. The modules are set up for asynchronous; however, you may want to include additional time for in-person time focused on discussion and practical workplace application.

### **For-credit Certificate Programs**

The certificate programs you configure with the Leading Edge Learning<sup>SM</sup> modules could be offered either for not-for-credit or for-credit. In addition, the Leading Edge Learning<sup>SM</sup> modules are identified by learner hours, which could be translated into course time-on-task. For example, when using the guidelines of the Carnegie unit for determining semester credit, a total of 45 hours is required for one semester credit. There may be institution and programmatic accreditation requirements that you will need to consider.

### **Prior Learning Assessment**

You can also use Prior Learning Assessment (PLA) to award credit towards specific courses, just as you would for other prior learnings and other transfer credits. Not every participant will want to apply the certificates towards credit hours and degree programs, but the option exists.

## EXAMPLE: CERTIFICATE IN EMOTIONAL INTELLIGENCE

### **Recommended Modules**

The following Leading Edge Learning<sup>SM</sup> modules are available in any combination for a *Certificate in Emotional Intelligence*.

- Emotional Intelligence: Leading with Self-awareness 12-15 learner hours
- Emotional Intelligence: Mental Toughness and Resilience 12-15 learner hours
- Emotional Intelligence: Managing Personal Energy 12-15 learner hours
- Emotional Intelligence: Leading with Social Awareness 12-15 learner hours

### **Emotional Intelligence: Leading with Self-awareness 12-15 learner hours**

Emotions are the invisible hero of both success and failure in the workplace. It is up to you how emotions will influence your creativity, ability to achieve goals, and the quality of your work. Emotional Intelligence (EI) is a master skill that can be learned and developed. Higher emotional intelligence in a crisis will balance mental and emotional resilience that positively impacts employee performance. This module gets to the heart of emotional intelligence in the workplace, explains its importance, and through a collection of science-based emotional intelligence exercises, provides practical tools for helping yourself and others.

### *Learning Outcomes*

- Recognize the impact of workplace emotions and how leaders can benefit from emotional intelligence.
- Describe the methods for building new neural structures and networks.
- Assess and increase levels of your own emotional intelligence.
- Manage your own emotions more effectively at work.
- Discuss the link between your thoughts, feelings, emotions, and behaviors.
- Discover how to take control of your own relationships at work and how to create beneficial partnerships.
- Discover ways of working with emotional intelligence to drive your team to outstanding performance.
- Develop true empathy, which will increase your ability to be more supportive.
- Communicate your needs and emotions, listen effectively, and improve the quality of your relationships.
- Use science-based positive psychology exercises and techniques in the workplace.

**Emotional Intelligence: Mental Toughness and Resilience 12-15 learner hours**

Mental toughness and resilience are becoming scarce commodities in leadership today. You can practice mental toughness and become more resilient to lead others more effectively through the VUCA times. Mental toughness and resilience on an individual level, first and foremost, requires self-awareness and self-management, so managing others and building resilient teams and organizations can happen later. This module helps develop the learner's knowledge and skills essentials for mental toughness and resilience, mental training interventions, stress management techniques, and building resilient teams.

*Learning Outcomes*

- Describe potential challenges that leaders face and responsibilities of running a business in a VUCA environment.
- Identify leadership skills, approaches, and behaviors necessary to face the four VUCA threats and build long-term resilience.
- Explain how prolonged exposure to stress over months and years influences health and performance.
- Understand and give examples of VUCA Prime — the antidote to VUCA.
- Compare and contrast differences and similarities between mental toughness and resilience.
- Identify eight typical behaviors of high and low levels of mental toughness.
- Identify 15 habits of mentally tough leaders.
- Identify the connections between your personal beliefs and emotional consequences in your role as a leader.
- Identify strategies aimed at changing your personal response to stress.
- Explain how the mental toughness 4C Model works.
- Identify good leadership practices for mental health and resiliency in teams and organizations.

**Emotional Intelligence: Managing Personal Energy 12-15 learner hours**

Change, disruption, and demand will continue to accelerate, making us ever more vulnerable to exhaustion and burnout and their undermining impact on our performance. Managing our energy is more critical than ever and requires organizations to make taking care of people as important as taking care of business. This module will cut preparation time and streamline your workflow while maximizing the positive impact you have on those you work with. This module offers individuals, leaders, and organizations a highly practical, proven set of strategies to better manage the relentlessly rising demands we all face in a world full of daily distractions and interruptions.

### *Learning Outcomes*

- Recognize energy deficits and deepen people's awareness around their current energy gaps.
- Find ways to practice consistently healthy behaviors and influence energy levels.
- Recognize meaning and purpose as potential sources of spiritual energy.
- Develop strategies to avoid exhaustion and burnout, increase levels of engagement, motivation, and job satisfaction.
- Discover the impact of energy management on engagement, retention, and focus.
- Assess how an organization is managing employee energy across four dimensions: physical, emotional, mental, and spiritual.
- Discover ways to build cultures of growth and fuel sustainable transformation.
- Explain how to hardwire more energy, positivity, focus, creativity, trust, and purpose into the fabric of daily work through
  - data-driven experiments.
  - Mobilize mental energy by focusing systematically on activities that have the most long-term leverage.
- Explore your personal energy style and address ways of energizing the organization physically, emotionally, mentally, and spiritually.

### **Emotional Intelligence: Leading with Social Awareness 12-15 learner hours**

This module is being written and developed by Daria Lewandowska, founder, and CEO of Selfmakers, headquartered in Wrocław Poland. Daria is a Master Trainer, ICF Coach, and Senior Learning & Development Consultant working for the private and public sectors (both business and academic) to help improve emotional intelligence and well-being in business.

This course will be available in the spring of 2022.

### *Learning Outcomes*

- Create and manage more effective workplace relationships.
- Connect with others to be more collaborative and inclusive.
- Provide effective customer service through emotional intelligence.