

25
YEARS
INCREASING THE WORLD'S
EMOTIONAL
INTELLIGENCE



EQ CONSULTANT Certification

SIX SECONDS EMOTIONAL INTELLIGENCE NETWORK

EQ CONSULTANT CERTIFICATION

ICF
BUSINESS
SOLUTIONS
PROVIDER

CONSULTING THAT FUELS TRANSFORMATIONAL CHANGE

The World Economic Forum lists emotional intelligence as one of the top skills for the 21st Century. How do we make EQ “valuable”? **What’s the methodology to link emotional intelligence to robust performance metrics?**

The EQ Performance Metrics and Advanced EQ Consultant certifications equip you to assess, design and deliver a blueprint that will enhance individual, team and organizational performance using Six Seconds’ proven EQ tools and methods. As a professional with experience leading organizational initiatives, you will increase your effectiveness by applying Six Seconds’ tools and methods to analyze organizational performance, design solutions, and create engagement for transformation.



EMOTIONS DRIVE PEOPLE
PEOPLE DRIVE
PERFORMANCE

The CEQx methods deliver **real-world results**,

9.4%

KOMATSU

increase in plant productivity.
In three months of integrating EQ to
increase vitality, engagement doubled.
6sec.org/komatsu

59.8%

FedEx

leadership performance predicted by EQ.
New managers increased EQ by 12% yielding
dramatic improvements in effectiveness.
6sec.org/fedex

74%

EXCELITAS
TECHNOLOGIES®

increase in high performing leaders.
Utilizing the Six Seconds tools and methods in
leadership development, this MNC went from
11.7% to 20.4% top performers. 6sec.org/excelitas

76%



employee engagement predicted by EQ.
Higher EQ managers led a more committed
workforce and reduced turnover by 63%.
6sec.org/amadori

139%

SIEMENS

increase in highly engaged managers.
EQ tools helped Siemens Healthineers Latin
America improve overall engagement 46%.
6sec.org/siemens



CEQX OUTCOMES

Become a Certified EQ Consultant to grow world-class expertise on the people-side of performance

CEQx OUTCOMES

- ✓ **Structure an evidence-based case**
Measure what matters to win commitment from key stakeholders
- ✓ **Diagnose organizational challenges and opportunities**
Bring clarity to your clients by using Six Seconds' assessments
- ✓ **Plan and execute change processes**
Apply Six Seconds' Change Map as a framework to build buy-in for change
- ✓ **Create a blueprint for measurable performance improvements**
Implement change plans anchored to metrics for return on investment
- ✓ **Apply the CEQx methodology**
Develop enduring, trusting client relationships





CEQx **will not** teach everything you need to be a consultant, such as:

- Business acumen including financial and operational analysis; ability to build a business model, cost analysis, etc
- Industry specific knowledge of systems and processes
- Business development, sales and client management
- Presenting / learning design and delivery (see 6sec.org/cert/facilitator)
- Coaching (see 6sec.org/cert/coach)

To earn the CEQx accreditation, individuals will either need to develop these foundational consulting skills, or have partners who bring these skills to their practice.

CONSULTING FOR TRANSFORMATION

**Amplify your consulting practice
with emotional intelligence and the
Six Seconds' Model and metrics.**

Why?

Develop insights and skills with EQ tools to effectively support people to create positive change for transformation in the workplace.

What?

Take your consulting higher by developing expertise to leverage emotional intelligence to measurably improve organizational performance

Who?

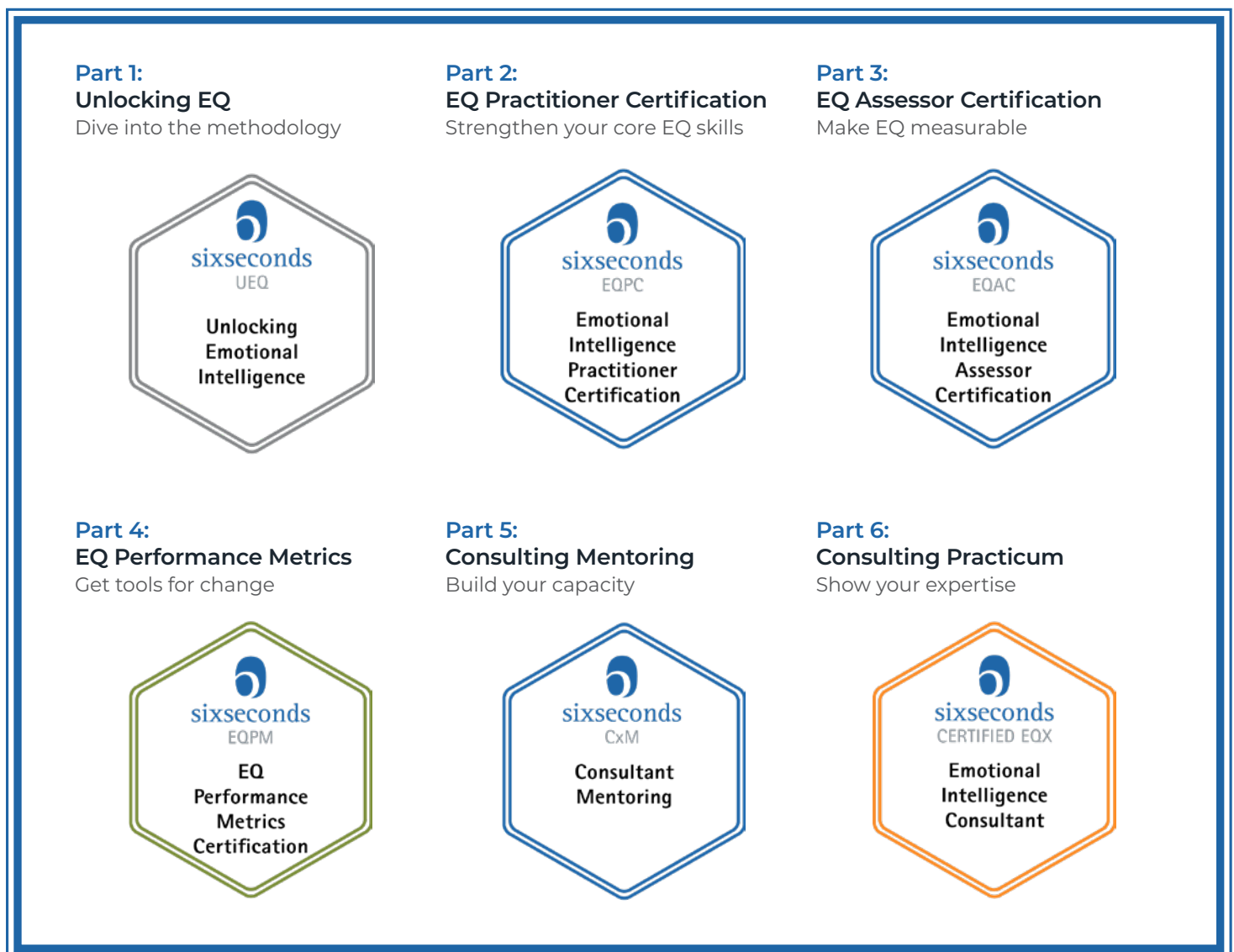
CEQx is ideal for consultants and leaders working with or inside organizations to improve performance with and through people. You will need to bring your real-world leadership experience, financial and business acumen, sales and client capabilities, plus professional skills in facilitating, coaching, training to deliver.





CEQX PATHWAY

How do you connect the dots so emotional intelligence becomes a driver of performance? First, learn to measure and increase emotional intelligence through the core certifications (steps 1-3, see 6sec.org/pathways). Get the Vital Signs metrics to link EQ to performance (see page 14). Then, develop mastery in leveraging these methods and tools for performance (see pages 15-16). Note steps 2, 3, 4 can be done in any order.





“At FedEx Express, we’re committed to staying on the leading edge. For us, that’s always meant bringing out the best in people. As the business landscape becomes even more complex, we need additional capability. Leveraging the Six Seconds approach to emotional intelligence is helping us build a strategic asset that will let us maintain and strengthen our culture – which is essential to our competitive advantage.”

—Shannon Brown, CDO, FedEx

CEQX REGISTRATION

Pricing for Online/Virtual

Part 1: Unlocking EQ US \$195

Part 2: EQ Practitioner US \$2495

Part 3: EQ Assessor US \$1895

Part 4: EQ Performance Metrics US \$2395

Part 5: Consulting Mentoring US \$2895

Part 6: Consulting Practicum US \$395

Contact us for discounts for early registration, groups, booking multiple courses, or advance payment. Payment plans available.

6sec.org/contact

Certification requirements

These programs are intended for qualified professionals who are committed to using Six Seconds' models and methods. To complete the certification, participants must complete online pre-work, attend the full program (a minimum of 80% of class time required; in some cases, absences can be made up in one-to-one sessions with an additional cost of \$150 per hour), plus plan and implement a project to demonstrate competence with the methods and tools and follow the terms of certification – please see 6sec.org/certlicense for more information.

Please note the annual renewal requirements on 6sec.org/renewal, including 12 hours of accredited continuing education (ACE).



See the current schedule
and apply:

events.6seconds.org

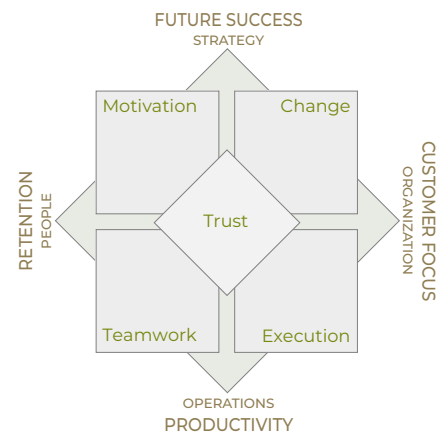
CEQX

KEY CONCEPTS

Six Seconds CEQX program is uniquely powerful because of the robust models and methods that consultants are able to use through this training.

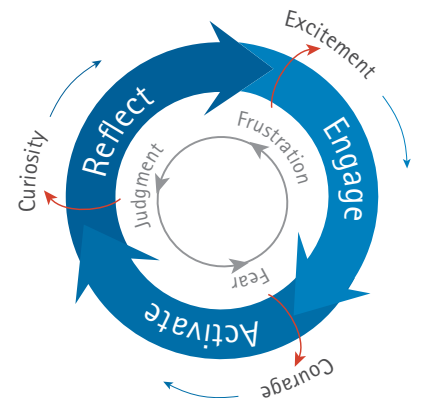
Vital Signs Model

A decade of research shows that the five Vital Signs drivers (in green) account for 58% of the variation in performance outcomes (in brown).



The Change MAP

70% of change efforts fail, primarily due to a failure to enroll people. The CHANGE MAP offers a framework to structure organizational transformation by engaging people and emotions.



The Six Seconds Model

Emotional intelligence is the missing link that enables the equation: Emotions drive people, people drive performance. The Six Seconds Model is a process framework for putting emotional intelligence into action.

Increase self-awareness ("Know Yourself")

Respond instead of reacting ("Choose Yourself")

Align your choices with your long-term purpose ("Give Yourself")

Within these three areas are eight practical competencies that serve as tools for using EQ everywhere, every day.





“Vital Signs is my ‘go to’ toolset for the people-side of performance integrated with the strategy, organisation and operations. It’s quick, effective, and makes it much easier for me to support my business clients to engage emotional intelligence for performance.”

-Carel Potgieter,
Principal Consultant, Ngena Technologies

EQ PERFORMANCE METRICS CERTIFICATION

**You get what you measure...
so measure what matters.**

The Vital Signs framework delivers actionable data to strengthen the people-side of performance. Earn certification to use the Leadership Vital Signs, Team Vital Signs, and Organizational Vital Signs tools – the EQ performance metrics to fuel transformation.

These measures support consultants to leverage emotional intelligence to improve organizational performance by:

1. Distilling decades of research into a simple, actionable framework for the people-side of performance, creating measurable ROI for leadership. Case: 6sec.org/excelitas
2. Aligning people to move from a work group to a high performing team. Case: 6sec.org/westcomm
3. Building an organizational strategy that puts people at the center. Case: 6sec.org/amadori

Prerequisite:
Unlocking EQ (only)



CEQX MENTORING

Partner with an experienced EQ Consultant to build your capacity to transform organizations.

You'll drive this hands-on process, working 1:1 with a mentor to develop a project and implement your learning.

The program is a 3-6 month commitment in three stages:

Engage: Develop a client relationship to implement your organizational EQ implementation project, design the intervention, and lay the groundwork.

Activate: Implement the intervention with a team or organization to improve the people-side of performance.

Reflect: Analyze the results, communicate these to the client, and prepare your final case.

In this process, you and your mentor will:

- Map your plan to become a Certified EQ Consultant and get support to achieve it.
- Strengthen your capacity to sell EQ consulting.
- More effectively design solutions that integrate the Vital Signs and SEI toolsets.
- Plan and write a case study that meets CEQx qualification.
- Partner with an approved mentor for at least 8 hours over a 3-6 month program

Reminder: This program is designed for professionals who bring a high level of business acumen, it will not teach you how to be a consultant (see page 6). You will, however, strengthen your consulting by infusing Six Seconds' methods and tools.

Prerequisite:
UEQ, EQPC, EQAC, EQPM





“ Invaluable experience that I feel privileged to have gone through. So many thought-provoking and insightful theories and tools - delivered in the most exciting way.”

-Shamsa Lootah, Organization Effectiveness Specialist
Cleveland Clinic Abu Dhabi

CEQX

Consulting Practicum

After completing the training (see page 9), you'll demonstrate competence as an EQ Consultant by reaching these milestones:

- Grow your experience with the EQ tools by completing at least 10 projects with at least 50 (cumulative) participants.
- Become fluent with the VS tools by completing at least 10 projects (using any combination of LVS, TVS, and at least one OVS).
- Develop and submit a publication-worthy case-study demonstrating your competence in using these tools and methods.





“

The breadth and depth of the course exceeded my expectations! The perfect blend of practicality and inspiration.”

- May Duong



“

Very insightful learning and an absolutely great tool for consulting.”

Kevin Herft,
Management Trainer,
Qatar Airways



IMAGINE THE WORLD WITH A BILLION PEOPLE **PRACTICING EQ**

Six Seconds is the global community working to increase emotional intelligence everywhere.

Transformational: Data shows the practice of emotional intelligence increases effectiveness, wellbeing, relationships, and quality of life. So, we research & disseminate “what works,” and support a network of changemakers to bring these skills into practice everywhere.

Global: Founded in 1997, Six Seconds is the first and largest organization 100% dedicated to the development of emotional intelligence. We have offices and representatives in over 25 nations and our community reaches over 200 countries and territories.

Scientific: Six Seconds, together with our partners around the world, has published scores of case studies (including at FedEx, Siemens, UCB at 6sec.org/cases) and dozens of papers including the ongoing State of the Heart, the world’s largest study of EQ (6sec.org/soh) – plus 1000s of hours of curriculum (for senior leaders, employees, managers, parents, teachers, children), 350+ hours of certification training to grow world-class experts.

Businesses, government agencies, nonprofits, schools, and community organizations choose Six Seconds’ tools and methods because of the global relevance, strong scientific basis, and practical application.

