

EI, RI, & CI - Laying the Foundation for a High Performance Culture



ABOUT THE AUTHOR

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The role of the Leader is to grow these intelligences and harness their energies.

There are three core intelligences that together form the rocket fuel for propelling an organization towards success:

EMOTIONAL INTELLIGENCE (EI) – BELIEF IN SELF

For an organization to march towards its desired future, its members must believe in themselves. It is this belief that allows them to try new things. Emotional Intelligence gives members the courage to challenge and stretch themselves while possessing the self-awareness and confidence to raise their hands and ask for help when they stumble.

RELATIONSHIP INTELLIGENCE (RI) – BELIEF IN OTHERS

For an organization to march towards its desired future, its members must know that their colleagues have their best interests at heart. A deeply-seated trust within the organization allows its members to freely give and receive the feedback required to help each other and the organization stay on course.

CORPORATE INTELLIGENCE (CI) – BELIEF IN THE ORGANIZATION

For an organization to march towards its desired future, its members must have a shared and common picture of this future. As well, the members must be able to draw personal meaning from this picture. Common understanding allows members to build on each other's successes. The personal connection makes the attainment of the organization's desired future not only worthwhile, but also energizing.

THE LEADER'S ROLE

Building **EI** requires the organization's leaders to help its members connect with their successes—to see themselves as being successful. When this happens, change becomes exciting.

Building **RI** requires the organization's leaders to help its members connect with each other—to develop a personal appreciation for each other. When this happens, the success of others becomes as important as individual success.

Building **CI** requires the organization's leaders to build a passionate understanding of the desired future—an understanding that connects the members with the difference that they will be making in the lives of others. When this happens, each and every member of the organization owns the organization and its future.

When the members of an organization have the courage for change, trust each other and are passionate about what their organization is trying to achieve then that is an organization on its way to phenomenal achievement.

