Dr. Nelson’s emotional intelligence competency model provides the most comprehensive summary of personal feedback that I have ever been exposed to. Highly valuable! Well worth the investment, both monetary cost and resource time.

– Dakin K. Christenson
Senior Derivatives Trader
CITGO Petroleum Corp.

Award-Winning Instructor

» Burlington Northern Faculty Achievement Award at OSU
» Regents’ Distinguished Teaching Award
» Chandler-Fraze and Reitz Graduate Teaching Award
» Greiner Graduate Teaching Award

Selected Client Organizations

» American Fidelity Assurance Co.
» BlueCross BlueShield of Oklahoma
» City of Broken Arrow
» ConocoPhillips
» Oklahoma Department of Mental Health
» Oklahoma Natural Gas
» Stillwater Chamber of Commerce
» OGE Energy Corp.

Dr. Debra Nelson
An expert in work relationships, organizational behavior and leadership

Dr. Debra Nelson is a professor of management at Oklahoma State University and the author of more than 90 journal articles and book-chapters. Among her book contributions are Positive Organizational Behavior; Gender, Work Stress and Health; Prevention Stress Management in Organizations; and Stress and Challenge at the Top: The Paradox of the Successful Executive. A former Southwestern Bell district manager, Dr. Nelson has served as an executive coach for leaders in organizations such as AT&T, SONIC, ONEOK and State Farm Insurance.
Developing Your Emotional Intelligence

Hundreds of company-sponsored studies demonstrate that the secret to excellent work performance is emotional intelligence, the capacity to manage oneself, recognize people’s feelings and manage emotions. It can also help increase sales and reduce turnover. Assess your Emotional Intelligence and create a personal vision and plans for maximizing your performance in your organization.

The program involves participant preparatory work, ratings from participants’ contacts, a presentation by Dr. Nelson and a year of online personal development opportunities.

Through ratings by themselves and their contacts, participants will be evaluated in 18 emotional competencies — learned capabilities that contribute to effective performance. Each competency fits into one of four categories: self-awareness, self-management, social awareness or relationship management.

THE EMOTIONAL COMPETENCIES:
- Emotional self-awareness
- Accurate self-assessment
- Self-confidence
- Emotional self-control
- Transparency
- Adaptable
- Achievement orientation
- Initiative
- Conflict management
- Optimism

PARTICIPANTS WILL...
- Understand those core competencies
- Learn how emotional intelligence can help increase sales, reduce turnover and improve performance
- How to assess and increase his or her emotional intelligence
- How others view your handling of situations and relating to people
- How to understand and manage yourself and others

WHO SHOULD ATTEND
Executives, managers and supervisors who want to improve performance in their organization

SEMINAR LENGTH
Six hours, but can be modified upon request

Managing Organizational Stress Levels: Achieving Optimal Performance

Executives, managers and all employees who want to improve performance in their organization

The program involves participant preparatory work, ratings from participants’ contacts, a presentation by Dr. Nelson and a year of online personal development opportunities.

Three hours, but can be modified upon request

SEMINAR LENGTH
Six hours, but can be modified upon request

Myers-Briggs Leadership Seminar

Today’s organizations demand competent leaders and innovative leadership styles. Managers and professionals must know their personal style and how people respond to them. Participants will complete a questionnaire prior to the seminar, and the Myers-Briggs Type Indicator, an instrument recognizing personal style, will provide information about your leadership style.

PARTICIPANTS WILL...
- Understand their preferences with respect to energy, information gathering, decision-making and work patterns
- Learn how their preferences affect their interactions with others
- Diagnose their strengths, weaknesses, leadership styles and follower styles
- Learn how to build and manage teams using the Myers-Briggs Type Indicator

WHO SHOULD ATTEND
Executives, managers and all employees who want to improve leadership and work effectiveness

SEMINAR LENGTH
Six hours, but can be modified upon request

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WHO SHOULD ATTEND
Executives, managers and all employees who want to improve leadership and work effectiveness

SEMINAR LENGTH
Six hours, but can be modified upon request

Achieving Optimal Performance

Executives, managers and all employees who want to improve performance in their organization

The program involves participant preparatory work, ratings from participants’ contacts, a presentation by Dr. Nelson and a year of online personal development opportunities.

Three hours, but can be modified upon request

SEMINAR LENGTH
Six hours, but can be modified upon request