



JOHAN MAJLOU

IQxEQ=Unity and Results

As a society we value IQ and logical thinking very high. It starts as soon as we enter school where we get trained to learn logical thinking and our grades are often based on that. As a person we obviously have to master both logical as well as emotional challenges, it's a part of life. In business logical thinking has, so far, been the value that leads to a career growth. Emotional thinking as been, in my opinion, frowned upon. We have a lot of cultural based comments, like "He/She is very emotional". That comment has never been spoken with a positive meaning, at least not to my knowledge. "Boys don't cry" etc.

Really successful business leaders, with success I mean results that stand over time and is based on the organizations capabilities and not just a product, has high EQ as well as high IQ. They have an ability to give purpose to the mission and care for the people and their ideas as well as needs. Everyone has both logical as well as emotional needs, for example:

...In a meeting you want it to start and end on time, have the technical support needed, and you want to be listened to, feel valued as a member as well as safe. A meeting that ended on time where you weren't listened to wasn't a good meeting, I think everyone agrees to that.

Hiring and choosing leadership with high EQ becomes more and more relevant, people attend school to learn and grow and want to use their knowledge and reach their dreams in the work place. High EQ would mean that a leader allows people to fulfill their dreams while they develop the companies future. If the two focuses come together you are golden.

High IQ and less strong EQ often leads to decisions that hurt people and the style of leadership becomes more of forcing people. Inspiring them requires EQ and of course methods, tools and skills.

There is a movement happening in businesses and we like to support, develop and help it to become successful. This movement is EQ development and we can see companies struggle with what to do and how to do it however the will is there. It's a very clear and positive sign.

Organizations have the employees they already and they might have been hired for IQ and now need to strengthen EQ. You can't just change your workforce. So how do you do it? Partnering with a company that has the IQ and EQ combination as their base. Learn from them, let them model the behavior and train, coach and mentor the organization.

Lean Dimensions International is based on this principle $IQ \times EQ = \text{Unity and Results}$. We have a combination of Engineering and Psychology with the corresponding methods and tools to take you through the journey.

Take the time and send me an email so we can talk about how we can support you.