



THE METAMORPHOSIS PROGRAM

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CORPORATE TRANSFORMATION



“Teamwork
begins building
trust and the only
way to achieve
this is to
overcome our
need for
invulnerability.”



The Corporate Metamorphosis Program

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1. Initial Assessment.

1.1 BCE Assessment.

As the core focus of the **Corporate Metamorphosis Program** is centered around behavioral, cognitive, and emotional development, it is imperative that we assess the current status of each employee. This is by no means a pass-fail test, neither is it a tool for classification or judgement. But it will enable us to determine strengths, limitations, and potential weaknesses.

If emotional regulation and responses are adrift, this can impact on the ability of employees to build trust and a more cohesive working environment with their colleagues. As effective teamwork is predicated on this principal, emotional intelligence is a fundamental component to transformation, creating better coping mechanisms for challenges in the workplace.

Our emotional assessments are designed in a way to not make employee(s) feel as though they are being tested. Instead, they are structured in a way that enables us to measure individual emotional status whilst educating the participant simultaneously.

From here, it's then all systems go as we fully embark on the workplace-changing **Corporate Metamorphosis Program**.

"75% of hiring managers state that EQ is a better indicator of success over that of IQ."

"Dr Amy Bradley explains, "EQ is about the ability to monitor our emotions, our feelings and those of others to help guide our behaviors at work. Research has shown that emotional intelligence is twice as important as technical skills or IQ when it comes to effectiveness at work."



“40% of business leaders state that emotional intelligence will be a must-have requirement in the workplace within the next three years.”

Source: Statista.



2. Emotional Intelligence (EQ).

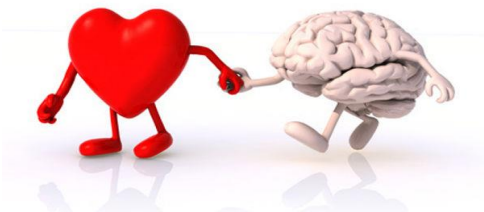
2.1. Emotions Just Happen – Don't They?

This section will delve deeper into the world of emotional intelligence and examine how it aligns with your life, character, outward projection, coping skills, relationships, trust, and more.

Most people incorrectly believe that emotions are something that just wave over them and there's nothing they can do to control the situation. But when we place the word **'intelligence'** after the word **'emotional'** this indicates that a cognitive process is now present potentially resulting in a different outcome. You can connect with happy and joyful emotions, disconnect from anger, frustration, hostility, depression, and anxiety (yes, these are emotions also). All too often we hear these last two expressed as mental health issues, but they are in fact linked to emotional regulation and responses. The same can be said for unhealthy habits such as heavy drinking, drugs, smoking, over-eating, and general impulsive behavior. Although these may appear to individually related issues, they can all have a profound impact on the workplace.

2.2. Discovering EI & EQ.

- ✓ Section overview.
- ✓ What is EQ?
- ✓ History of EQ.
- ✓ Framework and Definitions.
- ✓ What are emotions?
- ✓ 2 minds.
- ✓ 3 types of emotional people.
- ✓ EQ Assessment.
- ✓ Benefits of developing EQ.



2.3. Self-Awareness.

- ✓ Section overview.
- ✓ Self-assessment.
- ✓ Who are you?
- ✓ What's important to you?
- ✓ The living human document.
- ✓ Mindfulness – here & now.
- ✓ Emotional states.
- ✓ What do you believe.
- ✓ Keys to self-awareness.
- ✓ Self-awareness assessment.
- ✓ Action/Behavior awareness assessment.
- ✓ Feelings or thoughts?
- ✓ Self-awareness activities.
- ✓ Improvement planning.

2.4. Self -Management.

- ✓ Section overview.
- ✓ Personal integrity & responsibility.
- ✓ The pause button.
- ✓ Grounding exercise.
- ✓ Breathing exercise.
- ✓ Creating appropriate emotional patterns.
- ✓ Mental gateways.
- ✓ Cognitive reframing.
- ✓ Factors that influence emotions.
- ✓ Emotional rules.
- ✓ Emotional hijacking.
- ✓ Self-management activities.
- ✓ Improvement planning.

“Emotional Intelligence Leads the Way Forward”



2.5. Motivation & Resilience.

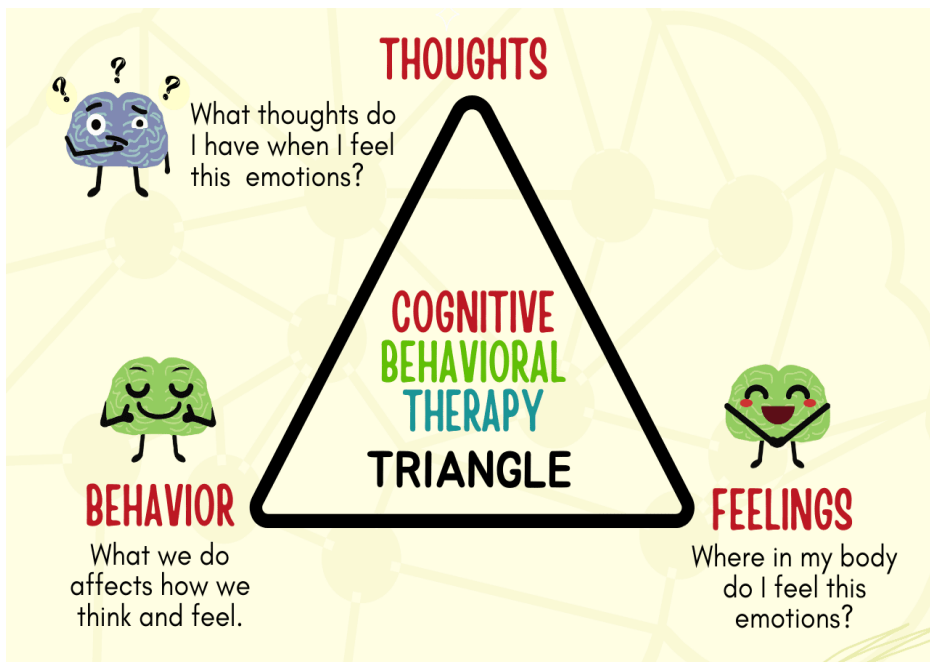
- ✓ Section overview.
- ✓ Is Motivation real?
- ✓ Purpose Questionnaire.
- ✓ Realistic optimism.
- ✓ Setting your sights.
- ✓ Internal and external challenges.
- ✓ Dealing with stress & being overwhelmed.
- ✓ 7 second solution.
- ✓ 5 Questions.
- ✓ Learn to problem solve.
- ✓ Improvement planning.

2.6. Empathy.

- ✓ Section overview.
- ✓ Empathy & compassion.
- ✓ Basic emotional needs.
- ✓ Unconditional positive regard.
- ✓ Opportunities to support and contribute.
- ✓ Presence with others.
- ✓ Increasing empathy.
- ✓ 3 types of empathy.
- ✓ Improvement planning.

2.7. Relationships.

- ✓ Section overview.
- ✓ Upskilling communications.
- ✓ Conflict resolution.
- ✓ Emotional bubbles.
- ✓ Power of confiding.
- ✓ Relationship activities.
- ✓ Improvement planning.



2.8. Cognitive Triangle.

Although it may come as a surprise, our thoughts, feelings, and behaviors are inextricably linked. So, changing one of these factors can help to alter the others.

Through knowledge of the cognitive triangle, an individual can challenge negative thoughts and replace them with positive ones. This then impacts on feelings and behavior.

2.9. Cognitive Triangle Continued

Erroneous thinking patterns can significantly influence perceptions and interpretations in a negative manner. This can then lead to negative feelings which are emotional responses, influencing our communication with others, reactions, and decisions. Behavior then follows the stimuli of thoughts and feelings, so positive thoughts lead to positive feelings and behavior. With the **Corporate Metamorphosis Program**, you will learn how to move through distorted thinking and retrain the mind, which in turn controls your feelings & behavior.



3. Critical Thinking.

3.1. The Importance of Critical Thinking.

Critical thinking is a key component in human development and is strongly linked with emotions & behavior. This key function enables us to become mentally stronger and reduces our vulnerability. Thinking critically also helps us to evaluate and process information in a manner that increases our ability to effectively problem-solve, make sound judgements, and improve our decision making. As part of the **Corporate Metamorphosis Program** employees will learn how to identify what critical thinking is and how to train their minds to make this process a normal part of their daily functions.

3.2. Overcoming a Dualistic Mindset.

At times, **dualistic thinking** can be helpful but for the most part it's very limiting, can cause division, and contributes to a decline in cooperation. It keeps people locked into a place of low-level thinking and poor emotional functioning. To truly grow and develop in life it is essential that we overcome this type of thinking. Without it, empathy dies, and we find ourselves in an echo chamber of our own thoughts and ideas. The **Corporate Metamorphosis Program** will coach employees to seek out the **third** path of thinking which leads to a destination of highly functioning and effective people.

BINARY THINKING

Binary thinking is a cognitive framework that simplifies complex situations or concepts by reducing them to only two opposing categories or perspectives.

OVERVIEW

Binary thinking refers to a simplified mindset where a person sees only two opposite and mutually separate options or perspectives. The ability to engage in non-binary thinking is an increasingly valuable skill in today's world. Employers seek people who can engage in divergent thinking, while students need the ability to explore multiple perspectives in order to succeed at university.

EXAMPLES

- **Right vs. Wrong:** The failure to see that an issue may not have an objective right or wrong answer because it is complex and multi-layered.
- **Us vs Them:** The tendency to create two mutually opposing groups of in-group, or 'us', and out-group, or 'them'. This causes unnecessary social conflict and division.

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4. Barriers to Development.

4.1. Overcoming The Ego!

The ego is that tiny yet dominant voice inside that always wants to do battle, and it's the source of 99.99% of all our problems. Although it does have a healthy function and without it, we'd all fail to effectively measure danger, such as simple things like crossing the road. However, unchecked, it is our enemy and many people live out their lives through their ego. It controls and dominates everything we do and for the most part, extremely unhealthily. But to keep it in check, we first need to understand what it truly is, how it functions, and how to recognize it when it matters. The **Corporate Metamorphosis Program** will teach employees how to identify situations where the ego is in control and assess whether its authority is required at that moment, or if there's a need to seize control of the situation for the benefit of the group.

EGO VERSUS PRIDE

Ego is one's feeling about his/her own self (feeling of I, Me, Myself)	Pride is an emotion which is a result of one's achievement or success
Results in arrogance most of the time	Usually this leads to self-satisfaction and sometimes motivation
Arises solely because of one's own self	Could arise due to own self or somebody else
May be based on false ideas and thoughts	Arises as a result of an achievement or success
Prevents individuals from apologizing, appreciating from others and making new friends	Sometimes makes others feel motivated about something
Strong ego could be hurt very easily	Opposite of pride is disappointment

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4.2. Destructive Pride.

Pride and ego are two words used interchangeably, but there are distinct differences between the two. Pride can be derived from a healthy sense of satisfaction and achievement but just like its cousin ego, it can also be very destructive if not managed carefully. This is yet another barrier to development as destructive pride can destroy humility and the need to acknowledge wrongdoings. It can also hinder generosity and harden the heart. Healthy pride, however, can be an inspiration to those around you and result in positive outcomes for the group. The **Corporate Metamorphosis Program** will help staff to recognize the difference between the two, and develop that which will benefit the working environment as a whole.

"Pride & Ego can kill a success story like no other force."

Stephen Holmes



5. Program Structure and Fees.

5.1. 1-25 Employees Face 2 Face.

This approach consists of twelve (12), one hour, Face-2-Face sessions and the entire program coursework for each employee. There will also be additional coaching support if required by either phone, email, WhatsApp, or Telegram.

Prices between £1500 – £6,500.

5.2. 1-25 Employees Zoom.

This approach consists of twelve (12), one hour, Zoom sessions and the entire program coursework for each employee. There will also be additional coaching support if required by either phone, email, WhatsApp, or Telegram.

Prices between £1200 – £5,500.

5.3. 25-50 Employees Face 2 Face.

Prices between £6,500 – £10,000.

5.4. 25-50 Employees Zoom.

Prices between £5,500 – £8,000.

5.5. 50-100 Employees Face 2 Face.

Prices between £10,000 – £15,000.

5.6. 50-100 Employees Face 2 Face.

Prices between £9,000 – £12,500.

5.7. 100+ Employees.

For companies of over 100 Employees, please contact us direct for pricing.

**For General Enquiries and Bookings.
Tel: 07495 913 285
Email: info@peak-transformation.com**



*“The only thing worse than training your employees and having them leave is not training them and having them stay.
Henry Ford.”*

Enroll Today!



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