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COURSE BROCHURE

# Emotional Intelligence in Executive Committees Training Course

28 March – 1 April 2027
Manama

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Registered in the United Kingdom and Saudi Arabia

# Emotional Intelligence in Executive Committees Training Course

**Ref:** 2281_84880 **Date:** 28 March – 1 April 2027 **Location:** Manama **Fees:** 4900 GBP

Emotional Intelligence in Executive Committees is a 1-week training course for senior leaders and heads of function on top-team forums, ending with an Executive Committee Emotional Climate Charter. Committees now settle high-stakes trade-offs under scrutiny from boards, investors and employees, so the mood in the room shapes the quality of every decision. Jupiter Prime Training offers Emotional Intelligence in Executive Committees for leaders seeking sharper judgement among peers.

## Why Emotional Intelligence in Executive Committees Matters Now

Three pressures shape executive forums today: faster portfolio choices, closer board challenge and workforces that read every signal from the top. A committee that notices unspoken objections, contains rivalry between functions and keeps disagreement on the merits reaches choices that hold once the meeting ends. One that ignores the emotional undercurrent sees decisions reopened in corridors, quiet resistance and slow execution. The course applies established models of emotional intelligence, group dynamics and decision hygiene to a small, powerful group of peers.

## Who Gains Most from Emotional Intelligence in Executive Committees

- Leaders who chair or convene executive and investment committees and set the tone for debate
- Heads of function who must win peer support for proposals that cut across other portfolios
- Senior leaders who present to boards
- Chiefs of staff and committee secretaries who prepare agendas, papers and pre-meeting soundings
- Newly appointed members of a top team learning its unwritten rules

A top team gains most when several members attend together and agree shared norms for how tension is surfaced and resolved.

## Emotional Intelligence in Executive Committees Capabilities

Participants practise reading peers, steadying their own reactions and shaping forum rules so that committee choices survive pressure and hold after the meeting.

- Assess the emotional climate of a committee before and during a contested item — the chair's sequencing of agenda items
- Apply self-regulation routines when a proposal is attacked by a peer — the credibility of the sponsoring executive
- Weigh the interests, fears and loyalties behind each member's stated position — coalition building for cross-portfolio decisions
- Design meeting norms that invite dissent without personal attack — the quality of investment and restructuring choices
- Communicate difficult committee outcomes to affected functions with empathy — the workforce and middle managers
- Build a repair conversation after a heated session — trust between executive peers

## Key Emotional Intelligence in Executive Committees Terms

- Emotional climate — the shared mood and trust in a forum that shapes how openly members speak.
- Amygdala hijack — a sudden threat reaction that overrides considered judgement.
- Productive dissent — open disagreement on the substance of a proposal that improves a decision.
- Pre-wiring — private conversations before a meeting that test reactions before a formal vote.
- Groupthink — pressure towards agreement that suppresses doubts and alternatives.
- Relational repair — a deliberate conversation that restores trust after conflict.

## Emotional Intelligence in Executive Committees Day by Day

### Day 1: The Committee as an Emotional System

- Top-Team Dynamics Model — How Power and Status Shape Debate
- Emotional Climate Scan — Reading Trust and Tension Across Members
- Stakeholder Pressure Map — Board, Investor and Workforce Expectations
- Personal Trigger Inventory — Situations That Distort Executive Judgement
- Committee Role Profiles — Chair, Sponsor, Challenger and Silent Member

### Day 2: Self-Regulation Under Peer Scrutiny

- Threat Response Recognition — Staying Composed When Proposals Are Attacked
- Reappraisal Techniques — Reframing Criticism Into Usable Information
- Pause and Name Routine — Slowing Escalation in Live Debate
- Non-Verbal Signal Reading — Spotting Withdrawal and Hidden Objection
- Energy Management Plan — Sustaining Clarity Through Long Sessions

### Day 3: Influence Among Executive Peers

- Interest and Fear Analysis — What Each Portfolio Stands to Lose
- Pre-Wiring Conversations — Testing Proposals Before the Formal Vote
- Coalition Mapping — Allies, Swing Votes and Likely Blockers
- Empathic Framing — Presenting Trade-Offs in Each Peer's Terms
- Reciprocity Ledger — Balancing Favours Across Committee Cycles

## Day 4: Decision Forums That Hold

- Dissent Protocols — Devil's Advocate and Red Team Roles
- Groupthink Safeguards — Silent Voting and Premortem Exercises
- Decision Hygiene Checklist — Separating Evidence From Mood
- Escalation and Deadlock Paths — When the Chair Steps In
- Outcome Messaging Brief — Explaining Hard Choices to Affected Functions

## Day 5: Practising the Executive Committee Emotional Climate Charter

- Live Committee Simulation — Applying Climate Scan and Self-Regulation Together
- Peer Influence Rehearsal — Pre-Wiring and Empathic Framing in Practice
- Contested Item Debrief — Testing Dissent Protocols Against a Real Case
- Relational Repair Role Play — Restoring Trust After a Heated Vote
- Charter Drafting Clinic — Completing the Executive Committee Emotional Climate Charter

## Applying Emotional Intelligence in Executive Committees After the Course

- Run an emotional climate scan before your next contested committee item and adjust the agenda sequence and pre-wiring conversations accordingly.
- Propose two dissent protocols, such as a premortem or silent vote, for adoption at the next committee cycle and review their effect with the chair.

## Emotional Intelligence in Executive Committees Questions FAQ

### What is emotional intelligence in executive committees and why does it matter now?

It is the skill of reading and steering emotions among senior peers so that committee decisions stay sound. Top-team choices face close scrutiny, and unspoken tension can quietly undo them after the meeting.

### Which roles gain most from emotional intelligence in executive committees?

Committee chairs, heads of function and senior leaders who present to boards gain most. You benefit if your proposals depend on peer support or you convene forums where rival portfolios compete.

### How does emotional intelligence in executive committees differ from general emotional intelligence for team leaders?

It focuses on peers with equal power rather than people who report to you. Team-level courses address motivation and coaching, while this course addresses coalitions, dissent and repair among executives deciding together.

## What do you bring back from emotional intelligence in executive committees training?

You bring back a draft charter for your committee's emotional climate. It sets out meeting norms, dissent protocols and repair steps to propose at your next committee cycle.

## Emotional Intelligence in Executive Committees: The Way Forward

The Executive Committee Emotional Climate Charter first informs how the next contested item is sequenced and debated. Chairs, committee secretaries and members use it to agree how disagreement is raised, how votes are tested and how trust is repaired afterwards. After its first use, revisit the balance between candour and cohesion as membership, strategy and external pressure change.