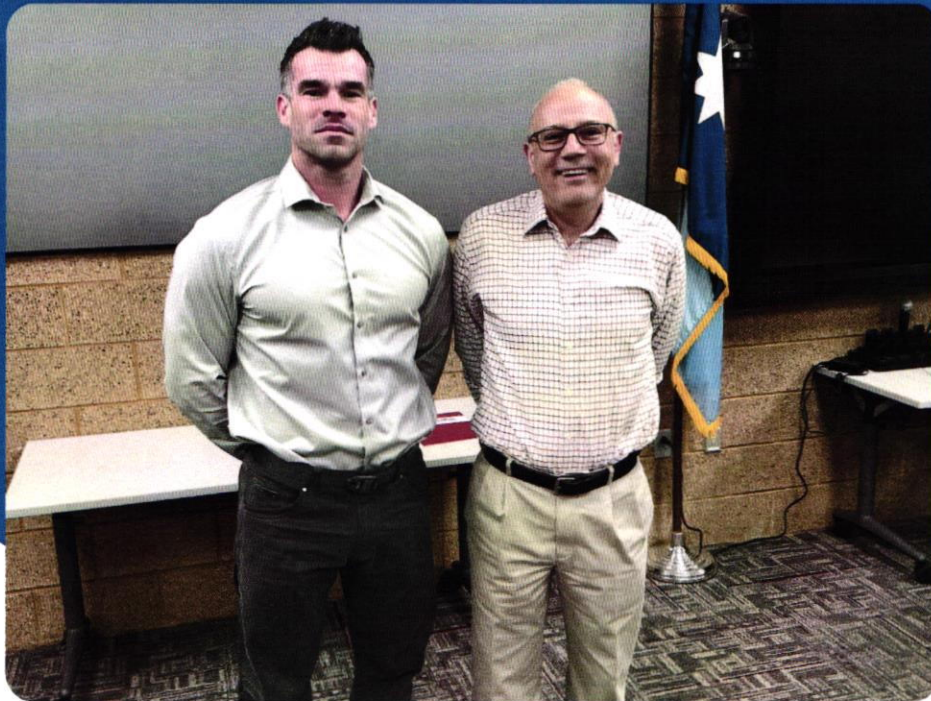




Emotional Resilience x Columbia Heights



**Custom 3-Day Emotional Resilience Training
And 1-Day Follow-On With Culture Building**

HASSAN KAMEL

hkamel.consulting@gmail.com

RYAN MUNSEY

munevryan@gmail.com

Emotional Resilience



This custom proposal for Columbia Heights Police and Fire Departments is for four (4) eight-hour training days covering 2 programs: **a 1-day Follow-On and Culture Building session for previous attendees**, and **a 3-day Emotional Resilience Training Program**. Participants will dissect the building blocks of resilience and the behaviors that foster hardiness and grit, as well as explore the values and actions that drive high performance teams. The 3-Day ER program allows participants to fully explore and assimilate the critical components of resilience. Additionally, each participant in the 3-Day ER program will complete two assessments and receive feedback on both – the Emotional Quotient Inventory (EQ-i 2.0,) and the Hardiness Resilience Gauge (HRG.)

EQi 2.0

The EQ-i2.0 assessment is the world's most popular Emotional Intelligence tool. This self-assessment is an extensively researched, validated tool that allows respondents to quantify and benchmark their behaviors in 16 different areas of Emotional Intelligence allowing each participant to zero-in on behaviors they most need to develop that most impact their resilience.

HRG

Grounded in over 30 years of research and development, the HRG is a psychometrically rigorous tool that demonstrates exceptional reliability and validity as it focuses on the impact of a person's hardiness and grit across multiple domains in their life and supports a wide variety of coaching and development situations.

3- Day Emotional Resilience Program



This extended program allows participants to explore the foundation of resilience. Additionally, each participant will complete two assessments and receive feedback on both –the Emotional Quotient Inventory (EQ-i 2.0,) and the Hardiness Resilience Gauge (HRG.)

The EQ-i2.0 assessment is the world's most popular Emotional Intelligence tool.

This self-assessment is an extensively researched, validated tool that allows respondents to quantify and benchmark their behaviors in 16 different areas of Emotional Intelligence – allowing each participant to zero-in on behaviors they most need to develop that most impact their resilience.

The Hardiness Resilience Gauge™ (HRG) is grounded in over 30 years of research and development and provides valuable insight into an individual's level of hardiness or grit— and their ability to cope with stressful and unexpected situations.

The HRG focuses on the three C's—control, commitment, and challenge. The three C's of hardiness represent the key qualities that hardy people possess. They believe they have control over the events they experience. They commit to seeing the world as meaningful and interesting, and they view challenges and change as growth opportunities.

The HRG is a psychometrically rigorous tool that demonstrates exceptional reliability and validity as it focuses on the impact of a person's hardiness across multiple domains in their life and supports a wide variety of coaching and development situations.

Goals & Objectives



Participants Will:

- ✓ Identify multiple key EQ elements that will help them become more effective in critical scenarios
- ✓ Gain increased understanding of how their behaviors influence their interactions with others, creating better teammates and better leaders
- ✓ Learn how to be better communicators and more effective leaders, who are better equipped to serve and develop their people, preparing young leaders to step into larger roles
- ✓ Learn effective strategies to increase stress tolerance so they can avoid burnout and stay happy and healthy
- ✓ Amass a wide array of tools to handle stress in more positive ways, improving team morale, reduce mental health / personal days, improve effectiveness and efficiency

Breakdown of Costs (For 23 Attendees)



3-Day Program	Unit	Total
• 4 Days of Facilitation	\$5,000	\$20,000
• Materials (2 x Assessments, workbooks, books, et. al.)	\$180 x 23	\$4,140
• Travel / Expenses	\$2,500	\$2,500
Total		\$26,640

The materials for the 3-day include the EQi 2.0 and Hardiness Resilience Gauge (HRG) assessments. Additional materials include course workbooks, printed slides, and 1 copy of Ryan's book, *F*ck Your Feelings* for every attendee. Links to assessment will be distributed a month prior to in-person events so attendees can take them in advance. Results will be printed and delivered during Day 2 of the training with personal reviews and recommendations.

Note: Only the 3-day version includes these assessments and results.

TAX ID # = 82-1272797

Cancellation Policy:

If the workshop is cancelled more than 14 days (2 weeks) prior to the confirmed workshop date, no cancellation fee is due. If the workshop is cancelled within 14 days (2 weeks) of the confirmed workshop date, 50% of the fee is due. If the workshop is cancelled within 48 hours of the confirmed workshop date, 100% of the fee is due. If the workshop is re-scheduled by mutual consent, only the unrecoverable costs incurred (assessments, materials, preparation, etc.) are due.