

The BarOn EQ-i® & EQ-360™, designed to assess **Emotional Competence**, can make decisive contributions to effective workforce selection and development and help deliver better performing individuals and organisations and a sustainable competitive advantage.



BarOn EQ-i® & EQ-360™ Certification Workshop 2011

Conducted by HO Wan Leng, CEO

The BarOn EQ-i® Certification

The two-day Workshop provides an in-depth understanding of the Emotional Competence concept and training in psychometric testing, validity research and feedback giving using the BarOn EQ-i® (Self Report). The workshop provides a comprehensive overview of all aspects of the BarOn EQ-i® for effective implementation in organisations.

Participants attending both days and successfully complete the workshop will be certified to purchase, administer and interpret the instrument issued by Multi-Health Systems of Canada, the publisher of the BarOn EQ-i®.

SINGAPORE

Jan 10-11 | Jun 15-16 | SGD 2,000 †

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KUALA LUMPUR, MALAYSIA

Apr 19-20 | RM 4,000 *

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HONG KONG, CHINA

Sep 20-21 | HKD 12,000

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BEIJING, CHINA

T.B.C. | RMB 11,660

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SHANGHAI, CHINA

T.B.C. | RMB 11,660

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TIME | 0900-1630 daily

We offer in-house certification workshop all-year round. Call us for a proposal.

Key areas covered in the workshop include *inter alia* the following:

DAY 1

- History and Theory of Emotional Intelligence
- Measuring Emotional Competence (EQ)
- Overview of the BarOn EQ-i®: What is it and how it works.
- The Science behind the BarOn EQ-i®
- The BarOn EQ-i® Scales and Their Definitions; Interrelationship among the Scales; and Validity Indicators
- Administering and Scoring the BarOn EQ-i®
- Ethical Application of the BarOn EQ-i® in Workplace Settings

DAY 2

- Interpretation Techniques and Case Studies
- Analysing the BarOn EQ-i® individual and business reports
- Feedback Exercise (Practicum)
- Training and Coaching with the BarOn EQ-i®
- Effective Applications in HR and organisational development
- The Business Side: Administration, Order and Purchase
- Final Exam & Exam Case Study
- Certification Presentation for Participants Completing 2-Day Workshop

† excluding 7% GST | * excluding 6% Service Tax
Please refer to Pricing Information for pricing details.

The BarOn EQ-360™ Certification

Accreditation of the BarOn EQ-360™ (*Multi-rater Feedback*) requires participation in the **one-day workshop** for an additional cost **SGD 1,000† / RM 2,000* / HKD 6,000 / RMB 5,830.**

The EQ-360™ identifies areas for development based on the multiple perspectives of observer raters and the ratee. When used with key stakeholders in an organisation, the EQ-360™ significantly expands on the amount of information that can be collected with a self-report assessment alone.

Key areas covered in the workshop include *inter alia* the following:

- Administration of the BarOn EQ-360™
- Interpretation of the BarOn EQ-360™
- Case Analysis of the BarOn EQ-360™ reports
- Feedback Techniques for the BarOn EQ-360™
- Ethical Application of the BarOn EQ-360™ in Workplace Settings

Kindly note that the EQ-360™ Certification will be held on the day after the 2-day BarOn EQ-i® Certification at the respective workshop location.


† excluding 7% GST | * excluding 6% Service Tax

“Emotional Competence is an array of non-cognitive capabilities, competencies, and skills that influence one's ability to succeed in coping with environmental demands and pressures; and it is a factor in determining one's ability to succeed in life.”

Dr. Reuven BarOn

Workplace Applications

- **Recruitment and Selection**
- **Succession Planning**
- **Training and Development**
- **Leadership**
- **Talent Management**
- **Team and Organisation Building**
- **Global Versatility**
- **Credibility and Social Responsibility**



Multi-Health Systems Inc
Emotional Intelligence • Human Capital

MHS has been publishing the very best in psychological assessments for over 25 years. It has specialised in Emotional Competence assessment for more than a decade. Coaches, consultants, and HR professionals in thousands of organizations around the world choose their Emotional Competence tests before any others when seeking reliable, scientifically validated tools to predict and improve human performance.

The Emotional Quotient Inventory (EQ-i®) is one of the most trusted, most widely used measures of Emotional Competence. It is complimented by a full spectrum of Emotional Competence instruments and reports to handle any assessment initiative, from individual development to team- or organisation-wide programs.

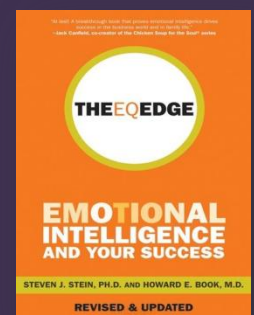
Register as soon as possible for the BarOn

EQ-i® & EQ-360™ Certification Workshop.

The workshop has restricted seating to ensure a high-quality learning environment.

Valuable Benefits of the BarOn EQ-i® & EQ-360™ Certification Workshop

- **Certification by an MHS licensed instructor who has multiple years of assessment administration and interpretation experience**
 - **Workshop slides binders with handouts and supporting notes**
 - **Articles on the latest EQ research**
 - ***The EQ Edge : Emotional Intelligence and Your Success*, book by Steven J. Stein, Ph.D. and Howard E. Book, MD**
 - **The BarOn EQ-i® online assessment with one-hour one-on-one feedback session with an OPTIMAL consultant.**
 - **The BarOn EQ-i® Technical Manual**
 - **The BarOn EQ-360™ online assessment ***
 - **The BarOn EQ-360™ Technical Guide***
- *For The BarOn EQ-360™ Certification Workshop only*



Workshop Facilitator

Ho Wan Leng is the Chief Executive Officer and Chief Consulting Officer of Optimal Consulting Group. She brings with her more than two decades of educational, consulting and corporate HR experience. She reinforced and bolstered her HR consulting experience by taking on extensive responsibilities at two leading international consultancy firms. Thereafter, she widened her scope with key regional and global roles in leading corporations - first as an Asia Pacific Regional Director with a Fortune 100 multinational organisation and then as a Global Vice President for a global shipping and logistics corporation.

Wan Leng possesses a demonstrated record of achievement in leading and managing both regional and global HR operations. Her breadth and depth of understanding of contemporary HR issues enables her to bring both technical and business perspectives into her work.

Wan Leng is a certified instructor of Hogan Assessment Systems and BarOn EQ-i® and was formerly a Lominger Limited, Inc. Associate.

A recognised expert in the HR industry, she has served in an advisory capacity for Chairman of Boards, Board members, CEOs and top HR professionals. To date, she has assessed and coached more than 1000 professionals. She has vast experience and high level expertise in facilitating top management and leadership team alignment and strategic planning meeting.

Wan Leng has personally developed key initiatives that delivered impressive bottom-line results for organizations that she has previously been involved with in both consulting and work-related capacities. She is continuously sought after to advice on areas of management in organisations, talent, rewards, performance and e-HR.

Wan Leng's aspiration is building emerging Asian leaders for Asia's economic, social and political roles. Her ability to actuate people and equip them with the ability to independently manage processes and systems earned her the respect of the top management in many leading organisations.

> EDUCATION BACKGROUND

- **M.A. in Human Resource Management (with Distinction)**
Middlesex University Business School, London
- **B.A (Hon) and Post-Graduate Diploma in Education**
University of Malaya, Kuala Lumpur

> PROFESSIONAL EXPERIENCE

- **VP, Global Compensation, Benefits and Human Resource Information Systems**
Neptune Orient Lines Ltd (Parent company of American President Lines Ltd. & APL Logistics Ltd.)
- **Director, HR Operations, Asia Pacific**
Dell Computer Asia Pte Ltd.
- **Director, Human Resource Consulting**
Mercer HR Consulting (Formerly William M. Mercer)
- **Consultant**
Deloitte & Touche Consulting

> PROFESSIONAL QUALIFICATION

- **Chartered Fellow**
Chartered Institute of Personnel and Development, United Kingdom

> LICENSED INSTRUCTOR

- **Hogan Assessment Systems**
- **BarOn EQ-i® & EQ-360®**
- *Former Associate of Lominger Limited, Inc*

> LICENSED USER

- **Hogan Assessment Systems**
- **Lominger Suite of Tools**
- **BarOn EQ-i®**
- **The Leadership Versatility Index®**

For more information about Optimal, visit www.optimalconsulting.com.sg

Pricing Information

SINGAPORE	<p>The BarOn EQ-i® Certification Workshop (2 Days)</p> <ul style="list-style-type: none"> • SGD 2,000 per pax <p>The BarOn EQ-360™ Certification Workshop (1 Additional Day)</p> <ul style="list-style-type: none"> • SGD 1,000 per pax <p><i>*All Prices exclude 7% GST</i></p>
Kuala Lumpur, MALAYSIA	<p>The BarOn EQ-i® Certification Workshop (2 Days)</p> <ul style="list-style-type: none"> • RM 4,000 per pax <p>The BarOn EQ-360™ Certification Workshop (1 Additional Day)</p> <ul style="list-style-type: none"> • RM 2,000 per pax <p><i>* All Prices exclude 6% Service Tax</i></p>
Hong Kong, CHINA	<p>The BarOn EQ-i® Certification Workshop (2 Days)</p> <ul style="list-style-type: none"> • HKD 12,000 per pax <p>The BarOn EQ-360™ Certification Workshop (1 Additional Day)</p> <ul style="list-style-type: none"> • HKD 6,000 per pax
Shanghai & Beijing, CHINA	<p>The BarOn EQ-i® Certification Workshop (2 Days)</p> <ul style="list-style-type: none"> • RMB 11,660 per pax <p>The BarOn EQ-360™ Certification Workshop (1 Additional Day)</p> <ul style="list-style-type: none"> • RMB 5,830 per pax

TERMS & CONDITIONS

REGISTRATION CLOSING DATE: REGISTRATION CLOSING DATE: TWO (2) WEEKS PRIOR TO EACH CERTIFICATION WORKSHOP DATE.

OPTIMAL reserves the right to change the workshop pricing information, schedule and agenda at any time without prior notice.

APPLICATIONS TRAINING GUIDELINES: Please note that individuals, not organisations, will be certified. Certification remains with the certified individual i.e. if you are certified at one company and move to a new company, you may continue to purchase and use the tools in which you were certified. Although you are allowed to purchase the materials and train people, you cannot certify others in your organisation to independently purchase or use the materials without your involvement. If an organisation loses its sole certified individual, it must have another certified party to continue to purchase additional restricted materials.

CONFIRMATION AND PAYMENT: Upon confirmation, you will receive an email that confirms your attendance and provides logistical information. You will also be invoiced and payment is required before or on the workshop day. Organisations should be held liable for any tax incurred. Please note that only local currency will be accepted for each workshop. Currencies from countries other than that of the workshop will NOT be accepted..

CANCELLATION POLICY: Optimal Consulting Group (OPTIMAL) incurs non-recoverable expenses for cancellations. Full refunds will be given for cancellations received in email or letter more than two (2) weeks* prior to the first day of the workshop. A 50% refund will be given for cancellations up to one (1) week* prior to the first day of the workshop. No refund will be given for cancellations made with less than one (1) week* notice or no-shows. OPTIMAL takes no responsibility for changes to attendee's work commitments or personal circumstances. OPTIMAL reserves the right to cancel or reschedule any workshop. If OPTIMAL exercises this option, OPTIMAL will employ endeavours to notify the attendees or their company as early as possible to minimise inconvenience. OPTIMAL will not be held liable for expenses incurred by the attendees or their company. *One (1) week equals seven (7) full days

WORKSHOP MATERIALS: You will need to transport about 10kg of books and materials when you leave the workshop. We recommend you bring an extra bag / luggage.