

Abstract

This research investigates the role of emotional intelligence (EI) in leadership effectiveness, particularly within high-performance teams. As organizations increasingly recognize the importance of emotional intelligence in leadership, this study explores how EI contributes to effective team management, decision-making, and overall performance. The research aims to understand the specific EI competencies that enhance leadership effectiveness in dynamic, high-pressure environments, where strong team performance is critical.

The study employs a mixed-methods approach, combining quantitative surveys and qualitative interviews to assess the relationship between EI and leadership outcomes. The quantitative aspect analyzes data from high-performance teams across various industries to measure the correlation between leaders' EI levels and team performance metrics such as productivity, collaboration, and innovation. The qualitative component includes in-depth interviews with team members and leaders, providing deeper insights into how emotional intelligence impacts leadership behaviors, communication, conflict resolution, and team cohesion.

By integrating both quantitative and qualitative data, this research offers a comprehensive understanding of how emotional intelligence influences leadership effectiveness in high-performance teams. The findings aim to provide actionable insights for organizations seeking to enhance their leadership development programs, emphasizing the importance of emotional intelligence as a key factor in fostering effective, cohesive, and successful teams.