

Emotional Intelligence at work. Assessment and Training to evaluate and enhance the leadership style and emotional skills of managers and executive officers of the Management Department of the IRCCS Cancer Institute of Bari.

TEAM COMPOSITION: Human Resources Management Area, Financial Resources Management Area, Assets Area, Technical Management Area.

TEAM LEADERS: Dr. Maria Carmela Lentini (Financial Resources Management Area Manager).

TEAM MEMBERS: Eng. Giancarlo Salomone (Director of the Department of Management and Technical Management Area), Dr. Donato Madaro (Director of the Human Resources Management Area), Dr. Filippo Tragni (Director of the Financial Resources Management and ad interim Asset Management Area).

KEY NETWORKS:

- Italian Association for Personnel Management (AIDP).
- Organization of the following conferences:
 - ✓AIDP and IRCCS Cancer Institute of Bari: "Corruption prevention tools in public and private entities: Lobbying and Whistleblowing". Bari, 25.10.2018
 - ✓AIDP and IRCCS Cancer Institute of Bari: "Neuroscience in public and private companies. Successfully manage people in conditions of uncertainty". Bari, 30.10.2020
 - ✓AIDP and IRCCS Cancer Institute of Bari: "Meeting with the Maria Anna Madia. Journey into the reform of the Public Administration. State of the art, personnel needs, overcoming precarious work and mobility of public employees ". Bari, 01.03.2021

KEY FUNDING:

Project entitled "Emotional intelligence at work. Assessment and training to evaluate and enhance the leadership style and emotional skills of managers in the socio-health professions "(Resolution no. 753 of 24.11.2017) held at the Oncological Institute of Bari from September 2016 to July 2017 under the coordination of the Director of the Human Resources Management Area. The research project was conducted in collaboration with the Department of Education of the University of Bari and funded by the Cassa di Risparmio di Puglia Foundation. It involved about 35 managers of the Health Area including Complex Structure Directors, Managers in charge of Simple Departmental Structure or Simple Structure, Coordinators (Head Nurse). A summary of the research results was published in the AIDP trade magazine "Personnel Management" no. 183 of December 2017 which is attached together with the resolution.

KEY PUBLICATIONS:

- A. Manuti, D. Madaro (2017). *"L'intelligenza emotiva al lavoro. Un progetto di ricerca"*, rivista trimestrale AIDP "Direzione del Personale" n. 183/2017.
- D. Madaro (2021). *"Viaggio nella riforma della Pubblica Amministrazione"*, rivista trimestrale AIDP "Direzione del Personale" n. 197/2021.

WORK PROGRAMME:

By Emotional Intelligence we mean the ability to perceive, use, understand and manage one's own and others' emotions. The project intends to examine whether and to what extent the levels of emotional intelligence possessed by managers and executive officers of the Management Department and the perception they have of their own style of working approach are positively correlated with the evaluations expressed by their collaborators. The underlying hypothesis is that low levels of emotional intelligence (EI) are related to a distorted perception of one's role, which undoubtedly represents a risk factor for the efficiency of one's role.

Starting from the evidence that in recent years research has shown that EI can be learned and developed, the project intends to develop a training that responds to the specific needs that emerged in the investigated work context.

Therefore, this project intends to promote, motivate and enhance the skills of IE, providing a free service for the organizations selected as the target audience of:

- a) recognition of the characteristics of the organizational context, divided into documentary analysis and in-depth interviews with management;
- b) self and hetero-evaluation of the style of working approach;
- c) assessment of the levels of EI skills possessed;
- d) training for the enhancement of these skills in these key figures.