



**COLLABORATIVE
Growth®**

Connecting People, Purpose & Productivity!

YOUR TRAINERS

Collaborative Growth®, LLC

People who choose Collaborative Growth gain the world class expertise in emotional intelligence and strategic decision making that delivers bottom line results. We help organizations build emotionally intelligent teams, emotionally intelligent leaders and develop employees who want to follow their leaders ... and produce results! No matter how powerful your organization's vision is your leadership team has to inspire passionate commitment in each team and individual to be effective. Build Collaborative Intelligence™ through understanding your team's and leaders strengths and weaknesses and strategically developing their emotional and social effectiveness to gain measurable results. Marcia and James are authors or co-authors of [*Developing Emotional Intelligence: Exercises for Leaders and Teams*](#), [*The Handbook for Developing Emotional Intelligence*](#), [*A Facilitator's Guide to Team Emotional and Social Intelligence*](#), [*A Coach's Guide to Emotional Intelligence*](#), [*The Emotionally Intelligent Team*](#), and [*Emotional Intelligence in Action and Life's 2% Solution*](#). Marcia and James are authors of [*The Team Emotional & Social Intelligence Survey®*](#) (TESI®), the first validated team EI team assessment.

Marcia Hughes is President of Collaborative Growth, L.L.C., and serves as a strategic communications partner for organizations. Marcia offers keynotes, workshops, leadership development and team building to provide organizations with strategic behavior alignment by bringing their values, intentions and behaviors into sync. As a master trainer, her focus is to provide training which results in lasting behavioral change. Marcia is a member of the [*EI Consortium*](#).

Ms. Hughes offers emotional intelligence training and coaching and is a certified trainer in using the EQi® and the EQ 360®. She is a training partner for Multi-Health Systems and certifies individuals to use the EQi^{2.0} and EQ 360. Marcia practiced law for over 20 years, operating her own successful law firm, which focused on complex public policy matters. She has led efforts addressing numerous issues on matters such as controversial interpersonal, environmental matters involving numerous stakeholders including the intersection of governments at all levels together with businesses and the public.

Before entering private practice Ms. Hughes worked with governmental and public interest organizations. She served as a special assistant to the Executive Director of the Department of Public Health and the Environment and as an Assistant Attorney General. She clerked on the 10th Circuit Court of Appeals for the Honorable William E. Doyle and served with the Environmental Protection Agency in Washington, D.C.

JAMES TERRELL is Vice President of Collaborative Growth, L.L.C., where he shares his interpersonal communication expertise with a variety of clients in the public and private sector, helping them to anticipate change and respond to it resiliently. Using the world famous EQi® and other measures, he provides coaching in emotional skillfulness for individuals, teams in transition, and senior management.

James worked as a psychotherapist in private practice for many years seeing primarily clients who were seeking to resolve conflicted relationships -- with their spouse, their children, their parents, or their boss and co-workers. For three years he led the Syntropy Institute as Executive Director, a not-for-profit social research organization developing strategies to help prepare students for success in the workplace, and served as the Director of Training for the Metro-Denver Mutual Housing Association.