

**MEDIA RELEASE**  
**Date: 23 January 2006**  
**For Immediate Release**



## Breaking The Emotional Intelligence Code

Australian research finds a way to break the Emotional Intelligence code

“It seems the more we share our emotions in a structured way, the better we are,” says Dr. Leigh Kibby who specialises in working with emotions.

Dr. Kibby, a former ASIO spy and now leadership and organisational consultant has impressive results to justify his claims. He has been published internationally, facilitated increases in sales (200%), increases in staff satisfaction (51% to 89%) and has presented papers on Leadership at prestigious international conferences.

“My work gives some credence to some research conducted by Pennebaker in USA and Rime in Belgian and the growing empirical evidence that talking about emotions improves health,” states Kibby and it appears as if he has discovered how it can be done.

“After teaching fundamental emotions response skills, I started tracking people’s well-being and so an improving trend especially with respect to tolerance and compassion for others and a willingness for those with problems to seek help. To date the data collection has somewhat random and based on anecdotal discussions, “ states Kibby “but the evidence supports further research.”

By helping people discover meaning and purpose in their work lives outside the pursuit of money and power which are ultimately unfulfilling, Dr. Kibby has discovered the ‘knock on’ effect of a growing interest in the environment as part of a holistic view of the world.

My work indicates that fulfilment, the combination of values and life purpose, is even more important than money and when its not the warning signs should be flashing,” cites Dr. Leigh Kibby who has applied his solutions into workplace practices where he has helped increase staff satisfaction from 51% to 89%.

At last year’s Gallup Conference on leadership, Dr. Kibby presented papers on Servant-leadership and Noetic Leadership that proposed techniques that make these leadership models work through practical interactions with people which also encompass how to be emotionally intelligent.

Dr. Leigh can be reached at (+61 3) 5222 7578 or [leigh@kinematic.com.au](mailto:leigh@kinematic.com.au) The Kinematic web site is <http://www.kinematic.com.au>

## **BACKGROUND**

Dr. Leigh Kibby, PhD; Grad Dip GW; B Ed; DipT

Dr. Kibby, known as “Dr. Leigh,” is one of the world’s truly innovative thought leaders having founded the Noetic Psychology movement and developed numerous new paradigms such as the Sustainability Triangle (Psychology-Sociology-Ecology), L.E.T. (Language-Emotion-Thought) framework, Affective-Cognitive Integration Model (the NEW Emotional Intelligence), “The Intelligence of Emotions” and Psychological Genome concept. He is also one of Australia’s leading trainers having taught Noetic techniques to over 2500 people including General Practitioners (Family Physicians), Police, teachers, youth workers and the corporate sector. Dr. Leigh also devised some of the most successful development programs for the unemployed - Empower Plan and Making the Change. His Paradigm Shift seminar has been described by senior executives as the most personally profound and professionally uplifting programs they have attended in their entire careers.

---

### *Qualifications*

---

- PhD Thesis – Emotional Intelligence, Emotions Management and Ethical Behaviour, successfully completed 2004, Deakin University, Victoria
- Graduate Diploma in Group Work and Counselling, 1988, Adelaide University, South Australia
- Bachelor of Education (double major), 1986, Deakin University, Victoria
- Diploma of Teaching, 1979, RMIT University, Victoria

---

### *Awards / Publications / Presentations*

---

- Joint Winner of the Best Paper Award at the 2002 International Emotions In Organisations Conference.
- Two papers titled “Servant-leadership” and “Noetic Leadership” presented at the 2003 British Academy of Management Conference.
- Presented two papers titled “Servant-leadership Skills” and “Noetic Leadership Skills” at the 2004 Gallup Leadership Institute Conference.
- Co-author of “Intelligent Emotions Management” for the internationally released book “Key Issues in Organisational Communication”.
  
- Managing Director, Kinematic Pty, Ltd (<http://www.kinematic.com.au>)
- Quality Manager / Manager, Business Programs Unit, ACU, Office of International and Community Education
- Manager – Victoria, Youth Business Initiative, Victoria
- Managing Director, INSPIRATIONAL ENTERPRISES
- Teacher, VICTORIAN EDUCATION DEPARTMENT and SOUTH AUSTRALIAN EDUCATION DEPARTMENT
- Intelligence Officer, Australian Security and Intelligence Organisation

Other achievements include:

- Executive Manager of a group responsible for over \$30 million of projects with organisational wide impact and customer delivery impact.
- Consultant on strategy plan for multi-million dollar IT/Business Process/Business Performance group.
- Consultant to a multi-million dollar IT performance and quality team in order to produce savings of approximately \$8-10 million year on year.
- \$500 000.00 income stream achieved for entirely new business within 18 months of launch.
- A 200% increase in sales revenues for a division of a finance company.
- National accreditation of professional mentoring programs for GPs - accredited by Royal Australian College of General Practitioners.
- Cultural change program assessed as best in the world by Director of centre for business research in leading Australian University.