

# Leading Under Pressure

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July 27, 2026



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# Agenda

Goal for the Morning: Facilitate Connections and Tap into Expertise

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Overview



Building Connections



Emotional Intelligence Review



Challenge Scenarios



Appendix: Personal Emotional Intelligence Operating System

## Emotional Intelligence 2.0 Book

Our gift to you!

- Complete the EQ assessment on your own or gift it to a team member.
- Keep your results private.
- Use results to gain insight into your leadership under pressure.
- This is not an assessment workshop or reflection exercise.

# Building Connections

## Breakout Activity

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### Reflection

- What is one interpersonal strength that has contributed to your effectiveness as a leader and the quality of your relationships with others?
- What is one relationship dynamic or leadership action you value in others that you'd like to become more skilled to increase your impact?



### Connect

- What experiences have shaped those skills? Where do you feel there is room for improvement? What can others learn from your experience?
  - What themes are showing up across conversations?
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# Emotional Intelligence Review

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## Self Awareness

“Understanding self, before  
influencing anything”

“I misread what’s actually  
happening.”



## Social Awareness

“See other people as clearly as  
you see yourself.”

“I reacted instead of choosing  
my response.”



## Relationship Management

“Use awareness to create  
better outcomes.”

“I protected the relationship or  
the outcome, but not both.”

EQ determines what you see, how you respond, and what you protect.

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# Challenges

## Breakout Activity: Leadership Scenarios

### Categories

#### Community

Competing needs, public expectations

#### Donors

Funding pressure, expectations

#### Process

Capacity, prioritization, execution

#### Board

Influence, governance, alignment

#### People

Talent, behavior, engagement

1

One person shares a leadership challenge.

Write the situation on the card provided.

*(10 minutes)*

2

Choose a leader to finalize scenario details.

As a group, ask questions only, no advice yet.

Focus on understanding the challenge.

*(10 minutes)*

3

Focus on the conversation and answer the questions:

- What's the real pressure here?
- What makes this hard to solve well?
- Which EQ skill/relationship matters most at this stage?

# Challenges

## Breakout Activity: Leadership Scenarios

### Categories

#### Community

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4

Each person shares: “Given this, the leadership move I’m considering is...”

*(10 minutes)*

As a group, challenge the thinking.

5

Run a pressure test and answer the questions:

- Are you protecting the relationship or outcome?
- What could go wrong?
- What might be missing?

6

During the group debrief, agree on the best response.

Share three key takeaways with others.

# Leading Under Pressure

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How you **respond to pressure** is your **Leadership**.



Leaders fall back on who they already are and instincts to guide them.



**Emotional Intelligence** becomes more than a competency, it becomes a **personal operating system**.

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**Questions**

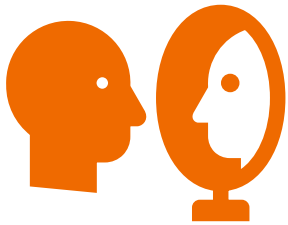
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# Self-Awareness

## Personal Emotional Intelligence Operating System

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### Reflection Questions



- Describe a leadership moment you are **most proud** of. What made it **meaningful**?
- Describe a moment you **failed** someone as a leader or wish you had handled a situation **differently**. What did **you learn**?
- What leadership **feedback** did you initially **resist** but later realize was **true**?

# Self-Awareness

## Personal Emotional Intelligence Leadership Profile

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### Generate a Personal EQ Leadership Profile

#### AI Prompt:

I want to build a **Personal Emotional Intelligence Operating System** — a set of core principles that guide how I lead myself, respond under pressure, understand others, and build trust-based relationships. I’m going to share reflections from my leadership experiences, including proud moments, failures, emotional triggers, leadership feedback, trust dynamics, and lessons learned.

Using my reflections, analyze patterns connected to the four domains of **Emotional Intelligence**:

- Self-Awareness
- Self-Management
- Social Awareness
- Relationship Management

Then help me create:

1. A concise **Emotional Intelligence Leadership Profile** summarizing my strengths, blind spots, emotional triggers, and leadership tendencies.
2. Five to seven **core leadership principles** that reflect the emotional wisdom I’ve developed through real experience — not generic leadership advice.
3. For each principle include:
  1. A short title
  2. What it means
  3. Behaviors that reinforce it
  4. Behaviors that undermine it
4. A short daily leadership profile I can review regularly to guide my behavior, relationships, and decision-making.

Be honest, insightful, and practical. Do not flatter me or invent idealized values. Base everything on patterns that genuinely emerge from my reflections. Here's some of my raw “material” which is writing to help describe some of my experience, values, and feelings:

[INSERT ANSWERS TO REFLECTION QUESTIONS HERE]

# Self-Awareness

## Personal Emotional Intelligence Operating System

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### Discuss Personal Operating System

- Which principle surprises you most?
- Which principle do you violate under stress?
- Which principle do you most want your organization to feel from you?

### Example of the Daily Leadership Operating Code (based on own results)

- Lead in a way that helps others grow.
- Stay curious before reacting.
- Bring calm energy into difficult spaces.
- Move forward even when clarity is incomplete.
- Listen deeply, think broadly, and lead with intention.
- Measure success not by visibility, but by the impact left on others.

# Self-Awareness

## Personal Emotional Intelligence Operating System

### Creating a visual takeaway as a phone or desktop wallpaper

#### AI Prompt:

Create a premium minimalist iPhone wallpaper inspired by executive leadership, emotional intelligence, and calm confidence. The wallpaper should feel sophisticated, modern, reflective, and emotionally grounding — not corporate, cheesy, or overly motivational.

Use:

- clean typography
- subtle gradients or cinematic lighting
- elegant spacing
- calming colors (deep navy, charcoal, warm neutrals, muted earth tones, or soft atmospheric blues)
- minimalist abstract textures or symbolic imagery related to clarity, growth, leadership, connection, or resilience

Incorporate the following Daily Leadership Operating Code as the centerpiece of the design:

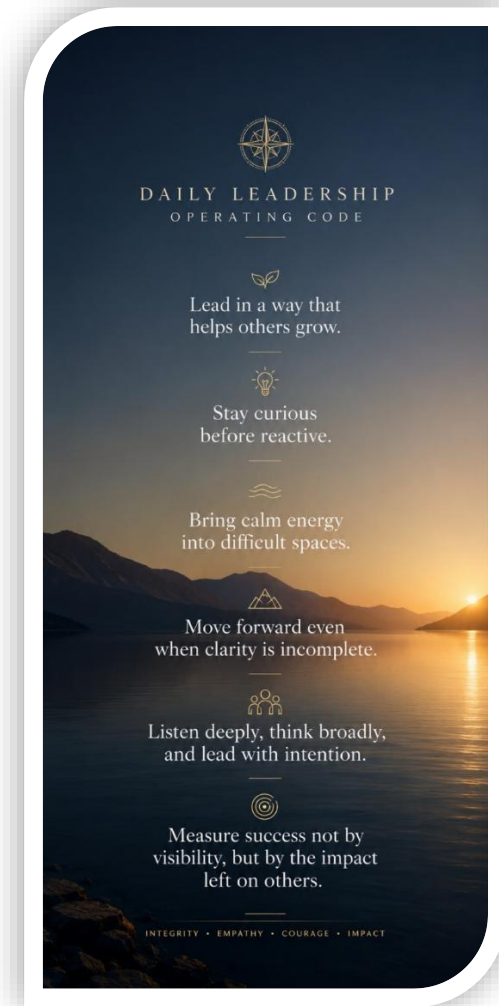
#### [INSERT DAILY LEADERSHIP OPERATING CODE]

The text should be beautifully formatted and easy to read on a phone lock screen while still feeling artistic and elevated.

Design aesthetic references:

- Apple keynote design
- premium leadership retreat branding
- modern mindfulness apps
- cinematic editorial typography
- luxury minimalist poster design

Aspect ratio: vertical iPhone wallpaper.



# THANK YOU



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