



# FEIL

FORUM FOR EMOTIONAL INTELLIGENCE LEARNING

*with*



Transparency International India  
The coalitions against corruption

## Presents

**WORKSHOP**  
on

# “BUSINESS ETHICS”



**29th November, 2011**

at

**J W Marriot, Juhu Tara Road,  
Juhu, Mumbai**

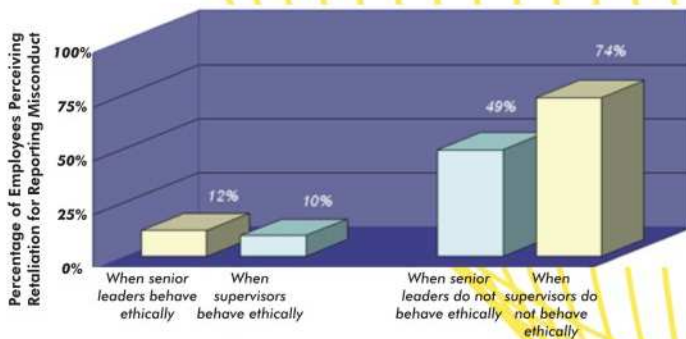
**"Business Ethics form the protocol for conduct and behavior, which enhances the confidence, the enthusiasm, the energy and joy of everyone else in the company"**

**• Mr. N.R. Narayana Murthy,**

## About the Programme:

Competition and co-operation are two major afloat in the business scenario of the day. If competition rides higher than co-operation, the global society may run the risk of zooming into a precarious situation where unethical practices may cause a serious threat to the general levels of trust and commitment among business organizations. Business ethics, thus helps every organization attune itself to certain fundamental codes of conduct which shall help blend competition with co-operation in a judicious way so as to enable organisations to perform their best business while simultaneously maintaining mutual trust , respect and co-operation with other organisations doing the same.

## Ethical Leadership Has a Major Impact



## Objectives of the Programme :

- ◆ To gain insights into current challenges for ethics in business.
- ◆ To understand the prevailing practices in the organizations.
- ◆ To build and strengthen an ethical culture in the business enterprises.
- ◆ To develop strategic approach for ethics in business.
- ◆ To foster trust among stakeholders.

## Overview:

How do you recognise poor ethics, lack of accountability or corruption when those responsible are doing everything possible to conceal their acts from you and your organisation? Your job and your organisation's credibility may be at stake if malfeasance or malpractice is exposed. This programme will help you to identify risks and will suggest toolkits, solutions and implementation plans to minimise that risk.

If you are involved in ethics or accountability in public financial management, good governance, public procurement reform or combating corruption, this programme will provide the accumulation of knowledge, skills and practical solutions.

A key element of this programme will be the exploration of the challenges posed by cultural differences and political pressures in relation to ethical behaviour and appropriate accountability

## The Workshop Contains the Following :

- ◆ What is Business Ethics?
- ◆ Myths About Business Ethics
- ◆ Benefits of Managing Ethics in the Workplace
- ◆ Description of a Highly Ethical Organization
- ◆ Ethics Management Programs: An Overview
- ◆ Guidelines for Managing Ethics in the Workplace
- ◆ Key Roles and Responsibilities in Ethics Management
- ◆ Ethics Tools: Codes of Ethics
- ◆ Ethics Tools: Codes of Conduct
- ◆ Ethics Tools: Policies and Procedures
- ◆ Ethics Tools: Resolving Ethical Dilemmas (with Real-to-Life Examples)
- ◆ Ethics Tools: Training
- ◆ Stakeholder Approach in Ethics Management
- ◆ Ethical Decision Making Models
- ◆ Innovation, Intuition and Ethics

## Target audience :

- ◆ Business Unit Heads
- ◆ HR Professionals
- ◆ Ethics & CSR Officers
- ◆ Managers from all disciplines
- ◆ Professors & lecturers
- ◆ Consultants and Trainers

## Methodology:

In our workshop, we maximize knowledge assimilation in the participants through combination of execution elements like case discussions, exercises, simulated games & activities, video led sessions & discussions on global best practises. At the end of each workshop we facilitate the participants to distil key learning & prepare action plans to deliver solid business results for our clients.

### Common areas where ethics are tested

<b>Advertising</b> 	<b>Personal Selling</b> 	<b>Suppliers</b> 
<b>Contracts</b> 	<b>Pricing</b> 	

## ABOUT FEIL

Forum for Emotional Intelligence Learning (FEIL) is a world wide recognised body in the field of developing quality leadership & Training people in EI abilities. FEIL is a result of dedicated effort of EI practitioners and proponents of Indian academia and industry.

Formed in April 2008, FEIL stands for the core purpose of liberating human potential for a better tomorrow. FEIL aims to establish itself as a world-class association of dedicated practitioners and academicians committed to sustainable development for a peaceful and fulfilling society. It also aspires to leverage education and training to enhance compassionate leadership and promote emotional literacy by incorporating EI in the curriculum. With members profile ranging from industry veterans to academicians, FEIL enjoys the harmonized blend of corporate and scholastic views. ([www.ifeil.org](http://www.ifeil.org))

## FACILITATORS



**Ashis Sen** is working as Dy. General Manager (Training & Balanced Scorecard) at HPCL and is the Vice Chairman of Forum for Emotional Intelligence Learning ([www.ifeil.org](http://www.ifeil.org)). Mr Sen is the India Coordinator for Society for Organizational Learning (SOL) and one of the first members at Execution Premium Council at Palladium for Balanced Scorecard

Implementation. Mr. Sen has conducted workshops & Delivered talks on Strategy, Balanced Scorecards, Emotional Intelligence, Vision Building, Competency Assessment and Leadership at various National & International forums like CII, TISS, IIM Lucknow, IIM Kozikode, RCF, Strategy Management Group at Scope, Ratakos Brett & Co Ltd, IPE Hyderabad, PHDCC Delhi & also at various international forums including BSC forum at IIRME, Dubai, A & M University, Texas USA, EI Consortium Boston USA etc.



**Dr. I. Goswami**, Phd is the Director-MBA at Sri Venkateswara Group of Institutions, Coimbatore. He has made a pioneering attempt to conduct doctoral research in 'Professional Ethics.' He obtained MSW, PGDHRM and DIP, respectively from Visva-Bharati, IISWBM and NIIRD.

Dr. Goswami has more than 16 years of experience in teaching, research and training. He has served different types of organizations such as NGOs, Development Authorities, Universities and B-Schools. His areas of expertise include HRM, OB, Business Ethics and CSR, Non Profit Project Planning and Management, Executive Communication, Meditation and Counseling.



**Marc Fourcade** is an expert in the areas of organizational development, HR strategy, leadership development and executive coaching. A synthesis of the highest ethos of India and the best business practices of the West has been the intrinsic thread to his interventions. Marc specializes in clubbing Business Ethics with Performance, particularly for High Potential Executives and Strategic Committees.

His international assignments include long-term engagements with Bank PICTET Group, AIR FRANCE-KLM, SONY Corp, GEC Alsthom, the ILO (UN), Credit Mutual Bank, Epson Iberica and Novartis (Basel).

Since 1992, Marc has facilitated major strategic projects for leading companies in India, including Godrej & Boyce, Nagarjuna group, Reliance Infrastructure etc.,



**P. P. Ganguly**, an Engineering Graduate from IT-BHU, is having a rich experience of 25 years of working in a Fortune 500 company in responsible positions & is a speaker practioner & Trainer on

Business Ethics". He is a member of ' FEIL', & various Ethics Practioner Bodies in the Globe like: Ethisphere, EBEN (European Business Ethics Network), Ethics & Compliance Officer Association, Business Ethics Alliance, Business Rountable Instiute for Corporate Ethics.

**Workshop will be followed by Panel Discussions on "Business Ethics" consisting of Business Leaders & Academicians**

## GLIMPSES FROM THE PAST EVENTS



With Matthew Tice of Palladium in a FEIL Programme at Mumbai



Lyle M Spencer & Robert Emerling & B. Mukharjee, in FEIL Seminar, Delhi



The Office Bearers of FEIL in Ei Seminar, Delhi



With Dr. Daniel Goleman & ashissen, Vice Chairma, FEIL in Ei Summit, Delhi

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**Cheques/DDs should be drawn in favour of "Forum for Emotional Intelligence Learning " payable at Mumbai and sent to**

**Mr. Suresh Sawant (Coordinator-FEIL)**

**C/o. HPCL, Petroleum house, 3rd floor, Jamshedji Tata Road, Churchgate, Mumbai- 400 020.**

# ETHICS