



FEIL

FORUM FOR EMOTIONAL INTELLIGENCE LEARNING

(in collaboration with SUKRUT, Bangalore)

Presents

Certification Workshop on

*“Emotional Intelligence and Emotional Skill Assessment Process”
(ESAP-EI Tool developed by Professors formerly at A & M Texas
University, USA) by renowned Emotional Intelligence Experts*

on 23 & 24 February 2012

at The Chancery Pavilion, 135 Residency Road, Bangalore 560 025.



*“If your Emotional Abilities aren't in hand,
if you don't have self – awareness,
if you are not able to manage your
distressing emotions, if you can't have
empathy and have effective relationships,
then no matter how smart you are,
you are not going to get very far”*

-Dr. Daniel Goleman

Workshop was just apt for a Doctor (Psychiatrist) like me who can use the ESAP for the benefit of my patients also.

Dr Avani Tiwari

Emotional Skill Assessment Process (ESAP): The ESAP is a self assessment instrument providing scale specific measures of: Assertion, Comfort, Empathy, Decision Making, Leadership, Time Management, Drive Strength, Commitment Ethic, Self Esteem, and Stress Management. In addition, the ESAP provides measures of Aggression, Deference and Change Orientation. These three potential problem behaviours are related to the need for skill development in the areas of Anger Management, Anxiety Management and Positive Personal Change.

What is the transformational model of Emotional Intelligence (EI)? The transformational model of Emotional Intelligence incorporates an educational process that combines and integrates positive self-assessment with the facilitated emotional learning system (ELS) to improve quality of life and personal productivity. Specifically, improvements target:

- The accurate knowledge and value of self
- Individual responsible actions based on personal worth and dignity
- A variety of strong, healthy relationships
- The ability to work well with others
- Productive reactions to the demands and pressures of every day life and work



What is positive self-assessment? Positive self-assessment is a process of non-threatening self-exploration that results in a personal skills profile that can be used in a disciplined approach for improving health, happiness and success.

The emotional learning system is a disciplined, five-step approach for learning to model and apply wiser, more appropriate behavior in emotionally charged situations. The life skill areas of the transformational model of Emotional Intelligence include:

- Interpersonal Communication Under Stress
- Personal Leadership
- Self Management in Life and Career
- Intrapersonal Development

PART I - INTERPERSONAL SKILLS			
ASSERTION			
PART II - LEADERSHIP SKILLS			
COMFORT			
EMPATHY			
DECISION MAKING			
LEADERSHIP			
PART III - SELF MANAGEMENT SKILLS			
DRIVE STRENGTH			
TIME MANAGEMENT			
COMMITMENT ETHIC			
PART IV - INTRAPERSONAL SKILLS			
SELF ESTEEM			
STRESS MANAGEMENT			
SCALE	DEVELOP	STRENGTHEN	ENHANCE
PART V - POTENTIAL PROBLEM AREAS			
AGGRESSION			
DEFERENCE			
CHANGE ORIENTATION			
SCALE	LOW	NORMAL	HIGH

Objectives of the workshop

Effective Leaders realize the importance of influence. One can only influence if you understand self and others. Success in the current business environment greatly depends on our ability to understand and effectively manage emotions, in both ourselves and others. Understanding and managing emotions is the key to effective communication and developing effective work relationships, which in turn are critical factors to meaningful collaboration, leadership, employee retention and performance. The knowledge, skills and abilities we now know as Emotional Intelligence Competencies influence our productivity and quality of life we enjoy. Now more than ever, Social and Emotional Intelligence competencies are becoming the 'new yardstick' by which employees and leaders are measured. Research validates that Competencies like Self Awareness, Empathy and Inspirational Leadership are the true precursor to success. This proposed workshop is designed to introduce the topic of Emotional Intelligence & ESAP (Emotional Skills Assessment Profile) specifically:

- The purpose of this workshop is to introduce professionals & academicians to Emotional Intelligence and its impact on business results & quality leadership.
- Help understand the basics on the Neuroscience of learning
- Inspirational Leadership
- To be aware of our emotions, drives & aspirations for better self management & decision making & creating meaningful work environment. The art of integrating IQ & EQ.
- Certify participants in the use of Emotional Skill Assessment Process (ESAP)

The more I attend workshops on EI, the more is my understanding of the power of emotions and their positive use for success in life and career...

S Rath, Director (Operations), Oil India Limited

Benefits to participants & organizations

- Authorise them to use this tool for assessing Emotional Intelligence & derive individual action plans for competence improvement in employees within your current organization.
- Design structures in organizations to create more engaging work environments for improved creativity, productivity & employee satisfaction which in turn would benefit organization from higher productivity, employee engagement & improved retention.
- Have participants as local champions on Emotional Intelligence & have access to the wide and rich network of professors and practitioners of Forum for Emotional Intelligence (FEIL) for continued help and support.

Target audience

- Business Unit Heads
- HR Professionals
- Managers from all disciplines
- Professors & lecturers
- EI Consultants and Trainers
- Doctors & medical staff



Workshop details

Day 1: The EI Certification workshops would include Emotional Intelligence – A broad overview, Need for Emotional Intelligence – its relationship to performance followed by ESAP tool, its administration & learning to give feedback for coaching based on the findings of the tool.

Day 2: Self Awareness & Self Regulation concept lecture, Identifying & Labelling Emotions, Building a personal vision, Social awareness & Relationship management followed by Leadership Styles & contingency approach to leadership, Inspirational leadership: Motivating self & others for effectiveness, Experiential sharing, interaction & feedback.

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.

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)

About Sukrut

Sukrut is located out of Bangalore, India and specializes in providing psychological services and facilitates the development of human potential to client systems.

Sukrut was started in 2008 by a diverse group of professionals: psychologists, a businessman, a housewife, a social worker, and a gynecologist. Sukrut has undergone major expansion since 2009.

Sukrut provides organizational training with eclectic theoretical grounding and a focus on generative learning. Our training courses are open to external organizations and individuals as well as for the development of in-house staff.

Sukrut has on its rolls qualified and trained Psychologists with extensive experience in training and developing people in diverse organizational settings. Our Trainers represent a broad base of competencies and professional orientations.

I have discovered a new world of emotions and their role in superior performance in corporate world...

Ramachandran, Mott Macdonald

Speaker profiles



Mr. 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). 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 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, El Consortium Boston USA etc. Mr. Sen has actively participated in building a Harvard Business School, Case Study : Hindustan Petroleum Corporation Ltd.: Driving Change through Internal Communication. Several of his articles have been published in International Magazines including at Reflections & Systems Thinker, Balanced Scorecard Report published by Harvard Business Publishing, Human Factor, Petrotech amongst other leading journals.



Mr. M. P. Eshwar is working as Dy. Gen Manager (Retail Upgradation, NZ, Delhi) at HPCL and is the Hon. Joint Secretary of FEIL (Forum for Emotional Intelligence Learning). Mr Eshwar has been an Internal Coach and a Coaching Practitioner facilitating Change management at HPCL. He has facilitated workshops for hundreds of executives and staff including Board members of PSUs. He has worked at building capability by facilitating and training of coaches in other PSUs. He has presented papers in numerous national and international forums. He is certified as Executive Coach by Hay Group the premium consultants in HR; Seminar Leader by Gallup Organization for Q12 workshops aimed at building great workplaces; in Appreciative Inquiry by David Cooperrider - originator of the Concept; on Emotional Intelligence tools by El Institute at A&M University, Texas, USA; and also trained by Ex-Director, ASCI, Hyderabad- Dr. Kannan on Facilitating and Training People.



Mr. Manab Bose is Director and promoter of ThinkTank, a boutique leadership and business consulting firm located out of Bangalore, India. Manab has significant interest in education in India, including Sukrut – a psychotherapeutic clinic. Prior to this, Manab was Executive Director with Tamara Capital Advisors, in Mumbai India, a private-equity firm with investments in airlines, travel, entertainment, hospitality, to name a few.

After a brief stint as Director with the Tata Group and reporting to Ratan Tata, his hands-on full-time engagements extended to “fixing” Organization Leadership systems and processes, first with IT major Mphasis followed by Air Deccan and Thomas Cook India. His consulting assignments extend from companies as diverse as Chryscapital, HSBC UK, Lazard, Times OOH, Leonard Cheshire Homes to manufacturing firms such as Hindustan Unilever, Mahindra, Robert Bosch, Widia/Kennametal, HPCL, and Tesco to name a few.

Manab was the first Country HR Head and Director of GE for a decade thru the 90s, and played a key role in the entry and stabilization of the first 12 major GE businesses in India. He was earlier Director with Colgate Palmolive, and Head of Management Development with Bharat Petroleum (ex-Shell).

Manab is also a trained psychoanalytic psychotherapist and runs several organization psychodynamics and professional development programs in India, in collaboration with institutions in UK and Europe. (Google search “Manab Bose”).



Dr. Daniel Goleman at (El and Leadership Summit at New Delhi)

Sponsor's Value Proposition

Benefits	Platinum Package	Gold Package
	Rs. 1,00,000/-	Rs. 60,000/-
Display Logo	✓	✓
Seats at event	10	5
Corporate Information material Distribution at the event	✓	✓
Corporate information Table in Break area	✓	✓
Display banner	✓	✓

Registration

Please rush in your confirmation to Mr Ashis Sen (Vice Chairman – FEIL)
 Email id: contact.feil@gmail.com
 Tel No: +91 022 22834175
 Mobile: +91 9920434669,
 +91 9819992333

Delegate Fee

1 Delegate : INR 15,000*
 3 to 4 : INR 12,000*
 5 or more : INR 10,000*

*(Service Tax @10.3% will apply)

Sponsorship / In house Training

Please contact at
senashis@gmail.com or
contact.feil@gmail.com
 +919920434669
 +919004038340
 +919819992333

Write to : contact.feil@gmail.com

Registered Office

Forum for Emotional Intelligence Learning, Office of The General Manager - West Zone, Hindustan Petroleum Corporation Limited, Richardson and Cruddas Building, Sir J J Road, Byculla Mumbai 400008

FEIL Pan No: AAMCS0067Q

Cheques / DD should be drawn in Favour of "SUKRUT Human & Organisation Consultant Pvt. Ltd." Payable at Bangalore. and send to Shri. Manab Bose, 1846, C Block, 3rd. Main, Sahakara Nagar, Bangalore - 560 092.

Tel. : 91 80 23635225.

I am going back from the workshop with wonderful 'emotions' and greatest take away i.e **ESAP**.

Rajan Kapoor, Prize Petroleum India