



**Forum for Emotional
Intelligence Learning**

in association with



**Tata Institute of
Social Sciences**

Presents

Emotional Intelligence Learning & Certification Program

By Dr. Ashis Sen

At Tata Institute of Social Sciences Academy Building 1, Deonar

On 22nd and 23rd April 2017

**Back by
popular
demand**

Emotional Intelligence (EI) is critical to leadership success. Leadership is vital for organizational longevity. Daniel Goleman cited several studies which demonstrated that Emotional Intelligence is often the distinguishing factor between great leaders and average leaders.

Findings of a few researches by EI Consortium the leading body of researchers on Emotional Intelligence is cited below:

- A study was conducted on three hundred and fifty-eight Managers across the Johnson & Johnson Consumer & Personal Care Group



(JJC&PC Group) globally to assess if there are specific leadership competencies that distinguish high performers from average performers. Results showed that the highest performing managers have significantly more “Emotional Competence” than other managers.

- An analysis of more than 300 top-level executives from fifteen global companies showed that six emotional competencies distinguished stars from the average: Influence, Team Leadership, Organizational Awareness, self confidence, Achievement Drive, and Leadership (Spencer, L. M., Jr., 1997).
- In jobs of medium complexity (sales clerks, mechanics), a top performer is 12 times more productive than those at the bottom and 85 percent more productive than an average performer. In the most complex jobs (Insurance sales people, account managers), a top performer is 127 percent more productive than an average performer (Hunter, Schmidt, & Judiesch, 1990).

**Certification on Emotional Skill Assessment
Process (Emotional Intelligence
Assessment Tool) by Forum for
Emotional Intelligence Learning and
Tata Institute of Social Sciences**

Emotional Skill Assessment Process (ESAP):

This is a cornerstone positive assessment instrument of Emotional Intelligence Learning Systems. It measures assertion, comfort, empathy, decision making, leadership, commitment ethic, self-esteem, stress management, and 5 additional emotional skill areas.

It can be used for:

- A positive self-assessment to identify current strengths and target areas for focused skill development and/or change of problematic behaviours.
- A reflective learning tool that is valid and reliably measures how we currently think about:
 - (1) How we think,
 - (2) How we identify, manage and express emotions, and
 - (3) How we choose our behaviours
- ESAP is a learning tool and a positive assessment of current skills and provides a meaningful way to explore the key skills for high performance and healthy outcomes.
- ESAP is a tool for understanding how your emotions work and how to gain the positive contributions of the emotional mind.
- ESAP is organized around 4 skill competency areas: Interpersonal, Leadership, Self Management, and Intrapersonal Skills.
- Leads to adaptability, healthy adjustment, effective transitions for work and career.

Objectives of Workshop:

Effective leaders realise importance of influence. One can only influence if you understand self and others. Success greatly depends on our ability to understand our and others' emotions.

Emotional Intelligence Learning Systems (EILS) helps individuals and organizations identify strengths and areas for improvement by offering research-derived assessments, services, and materials for achieving meaningful growth and change.

This Proposed Workshop is designed to:

- Introduce Professionals to Emotional Intelligence and its impact on business results and quality leadership.
- Be aware of our emotions, drives and aspirations for better self management and decision making, and creating meaningful work environments. The art of integrating IQ and EQ.
- Certify Participants in use of Emotional Skill Assessment process for self and others.
- Inspirational Leadership.

Benefits To Participants:

- Authorise them to use this tool to assess Emotional Intelligence and derive individual action plan for competence improvement and coach on EI Competencies.
- Design Structures in organization to create more engaging workforce resulting in better productivity, creativity and employee satisfaction which will result in improved intention.
- Have local champions of Emotional Intelligence and access to wide and rich network of professors of FEIL for continuous support.
- Help Participants to implement the process post workshop over 2-3 Skype calls with Dr. Sen and Dr. Hammett.
- The certificate would entitle participants to buy the ESAP tool from us at discounted price.

Workshop Agenda:

Day 1:

Business Case of EI

- Importance of EI and its relevance to Business results
- Importance of EI competencies for personal success.

Neuroscience of EI

- Stress/Challenge Matrix
 - The art of setting challenging and exciting goals
- Neurology of Unconscious and Subconscious Behavior
 - Learning to control Impulsive Behaviors

Domains of Emotional Intelligence

- Intra and Interpersonal Competencies embedded in four domains of EI
 - Self-awareness,
 - Self-management,
 - Social-awareness and
 - Relationship Management

Personal Vision

- Learning to articulate Personal Vision
- Discussing personal visions and brief action plan (based on the Fifth Discipline by Peter Senge, Faculty at MIT Boston)

Self-Management

- The Marshmallow Test (Stanford's Research discussed with Video)
- Managing Emotions (Self- Regulation) – Some Practical Research Methods James J Gross Model
- Improving Self- Regulation and Managing Work-Stress (Improving Academic and
- Work Performance)

Day 2:

- Assessment on Novaco Anger Scale and action plan
- Maddi Scale on Challenge, Commitment and Control
- Assertiveness
 - Rathus Assertiveness Scale

Social Awareness

- Mirror Neurons
 - We are wired to connect
 - How we impact others moods (Research and Exercise)
- Harvard Business Review article

ESAP Tool (Emotional Skill

Assessment Process)

- Assessing your EQ
- How to assess and provide feedback
- Making Action Plans on ESAP

Target Audience:

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

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 Ltd.

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

-Ramachandran, Mott Macdonald

Program conducted by Subject Matter Expert on Emotional Intelligence



Dr. Ashis Sen is a globally acclaimed expert Facilitator and Trainer. He is certified as Executive Coach by Hay Group, Seminar Leader by Gallup Organization and Trainer by Dale Carnegie amongst several other certificates.

He had also trained in NLP certified in Application Inquiry, Balanced Score Card, MBTI, FIRO-B, Emotional & Social Competence Inventory, Emotional Intelligence Skill Class amongst various other certification. He is amongst a few Indian Members of the globally famous Emotional Intelligence consortium based at Boston. He has delivered talks at Institutes like Hay group -Texas, ESADE-Spain, University of Barcelona, several IIMs, NMIMS, TISS, XLRI amongst others. He was invited by the Harvard Business School for building a case study on internal communication.

He is one of the first members at Execution Premium Council at Palladium for balanced scorecard implementation and India Coordinator for Society for Organizational Learning (SOL). He has presented papers in numerous national and international forums including Europe and the US. His articles have been published in international magazine like Reflections (Chairperson of Reflections is Dr. Peter M Senge, Senior Faculty at MIT Boston and author of the seminal book 'The Fifth Discipline'). Dr. Peter M Senge invited him, to share his experience on the learning organization with the audience, during his talk in India in Nov. 2005. He has been invited to present his article "Emotional Choices-Pathway to Intrinsic Motivation" in February 2007 at Institute of Emotional Intelligence at A&M Texas University.

Dr. Sen was invited by Harvard Business School to build a case study on the role of Internal communication in Change Management. The case study is published.

*If your emotional abilities are not in hand,
If you dont have self awareness,
If you are not able to manage your
distressing emotions,
If you cant have empathy and effective
relationship,
Then no matter how smart you are,
You are not going to get very far.*

-Daniel Goleman

Date: 22nd & 23rd April, 2017

Registration: 1.30 p.m. to 2.00 p.m.

Sessions:

22nd April - 2 p.m. - 8 p.m.

23rd April - 9:30 a.m. - 5 p.m.

Delegate Fees: INR 18,000/- plus Taxes (Fees include Certification and the ESAP Instrument cost as well as lunch, tea/ coffee, course material etc.)

Detailed Brochure is downloadable at : www.ifeil.org

Please rush in your confirmation to:

feilnpo2015@gmail.com

(Be sure to Register before 05/04/2017, for an **Early Bird Offer** of 10% on Delegate fees) 

Payments could be made in advance by NEFT, or cheque should be handed over during the registration process. Public Sector Units can confirm their nominees without advance payment.

Cheques / DDs should be drawn in favour of "Forum for Emotional Intelligence Learning" and sent to: FEIL, 204-B, Sumit Samarth Arcade, Aarey Road, Goregaon (West), Mumbai: 400 062.

For Nominations, Enquiries & NEFT

payments kindly mail to Priyanka Singh [email id: priyanka.singh193@gmail.com](mailto:priyanka.singh193@gmail.com)

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About FEIL

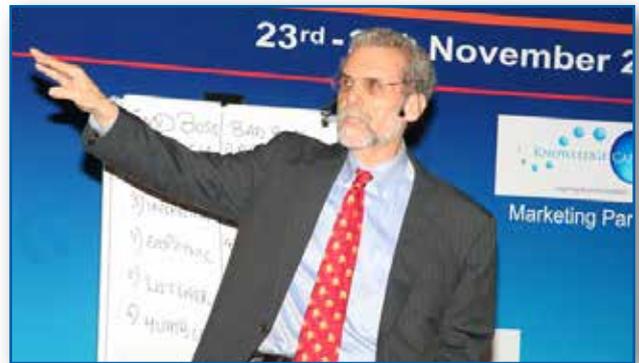
Forum for Emotional Intelligence Learning (FEIL) is a worldwide recognized body in the field of developing quality leadership & Training people in EI abilities. FEIL is a result of dedicated effort of EI practitioners and proponents of Indian academia and industry.

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.

Past Events of FEIL



EQ leadership Summit by Dr. Richard Boyatzis



Daniel Goleman's Workshop



Leadership Summit - Dr. Henry Moon



Kaplan Norton Balanced Scorecard Boot Camp



Innovation Forum



Workshop on Business Ethics