



**Emotional and Spiritual
Intelligence for Managerial
Effectiveness & Conquering Stress**

**September 21-23, 2015
MDI Campus, Gurgaon**

Context

Emotional intelligence (EI) is a source of human energy and influence. It is a group of complex capabilities of individuals, which has been found to be associated with outstanding performance. Also, emotional intelligence is sine qua non of leadership without which a leader would not be effective. With this in view, identification and enhancement of emotional intelligence competencies among managers have been receiving considerable attention during recent years as these determine cutting edge of an organization. In her internationally awarded cutting edge research Sharma, Radha (2005) has identified the crucial role of emotional intelligence in executive burnout. Spiritual intelligence combined emotional intelligence (EQ) is an inoculation that promotes well-being and encourages growth (Sharma, 2011). Forty years from now two thirds of the.....companies will no longer exist; those that do will contain large doses of emotional intelligence” (Daniel Goleman, 1999).

Objectives

- To acquaint the participants with multiple perspectives of emotional intelligence (EI)
- To appreciate the role of EI in personal and managerial effectiveness, and overcoming stress
- To orient them with emotional and spiritual intelligence through experiential learning sessions
- To develop appreciation among them about the role of emotional intelligence in reducing toxicity and enhancing organizational productivity and effectiveness
- To map emotional intelligence competencies and develop an action plan

Contents

- Emotional Intelligence: Multiple Perspectives
- Emotional Intelligence Competencies for Managerial Effectiveness
- Emotional Intelligence for Leadership and Team work
- Collaboration, Conflict and Networking: Role of EI
- Leveraging Spiritual and Emotional and Intelligence for Conquering Stress
- Enhancing Emotional Intelligence Competencies

Methodology

Andragogical methodology involving emotional intelligence lab, experiential learning, simulation exercises, instrumentation, catharsis and case study will be used for this unconventional programme.

Resource Persons

The faculty for the programme will be a mix of distinguished professionals from academia and industry.

Venue and Duration

The programme would be conducted for three days during September 21-23, 2015 on residential basis at MDI Campus, Mehrauli Road, Sukhrali, Gurgaon-122007. Accommodation for the participants would be available at Executive Hostel in MDI from the afternoon of September 20 to the noon of September 24, 2015.

Registration & Fee

Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details. The fee for the program is Rs. 36,000/- (Rupees Thirty Six Thousand Only) plus service tax as applicable per participant which includes professional fee & all charges for lodging and boarding and supply of course material. Payment should be made by a crossed demand draft/cheque in favour of “Management Development Institute, Gurgaon (Haryana)”, and sent to the Chief Administrative Officer (Programmes), Management Development Institute, Mehrauli Road, Sukhrali, Gurgaon 122007, Haryana, INDIA.

Last Date

The last date for receipt of nominations is September 4, 2015 and the last date for withdrawal of nominations is September 11, 2015. Any withdrawal received after this date will be subject to deduction as per the Institute’s rules. However, substitution may be permitted.

Nominating Organizations are advised to await confirmation of acceptance of nomination(s) before sending the participants to the programme venue.

Enquiry

For any Additional information / enquiry, please write to: The
Chief Administrative Officer (Programmes), Management
Development Institute, MDI
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Programme Director

Dr. Radha R. Sharma, Ph.D.

Dr. Radha R. Sharma has 3 decades of experience and is a Chair Professor and Professor of OB & HRD at Management Development Institute, Gurgaon. A recipient of four gold medals for academic excellence, Dr. Sharma has Advanced Professional Certification in MBTI from Association of Personality Type(USA); Emotional Intelligence certification from EI learning Systems, USA and has qualified certificate courses in Corporate Social Responsibility from British Council & New Academy of Business, UK; and The World Bank Institute. She has developed and standardized several psychological tests and has done cross-cultural validation of ECI-2 for McClelland Centre for Research & Innovation (USA). She has internship in sensitivity training (T lab) from Indian Society for Applied Behavioral Sciences and training in competency mapping from SHL and has conducted competency mapping and assessment centres for many firms. She has certified in GCPCCL from Harvard Business School, USA. Dr. Sharma has received 'Award for Enriching Emotional Intelligence Leadership' during EQ Leadership Summit with Daniel Goleman, (2010). She teaches and publishes on workplace spirituality and regularly conducts programmes on emotional intelligence for middle and senior management of government, public and private sector organisations including MNCs.

Dr. Sharma has undertaken training and consulting in organizational change through HR interventions, cutting edge leadership, personality and potential testing, emotional intelligence mapping and development, psychometric testing, competency mapping, transformational leadership development, management of stress and burnout, culture building, 360 degree feedback, assessment centers, team building for reputed organizations in central and state Governments, public (ONGC, NTPC, LIC, Bharat Electronics, CMC, Power Grid, State Bank etc.) and private sectors (Hindustan Coca-Cola, Apollo Munich Insurance, Indo Rama, Maruti Udyog, Ricoh India, Pashupati Acrylon, Fortis Healthcare, Apollo Tyres, AVITECH Health, Greaves Ltd., Usha International, Gujarat Heavy Chemicals) among others.

She is HR Ambassador for India for Academy of Management, USA having representatives from 111 countries. She has been a Visiting Professor to several international universities and business schools viz. HHL Graduate School of Management, Germany ESCP-Europe, European Business School, Germany, among others. Dr. Sharma is a serious researcher and has successfully completed research projects supported by World Health Organization (WHO), UNESCO; UNICEF; IDRC, Canada; McClelland Centre for Research and Innovation, USA, Polish Academy of Sciences and Humanistic Management Network, University of Otago and Government of India and several corporate organisations. She has done pioneering work in the field of Emotional Intelligence and Executive Burnout and her work on emotional intelligence has been awarded by USA's Academy of Human Resource Development as an Outstanding Cutting Edge Research Paper for 2005. Her research has also been recognized by International Consortium for Research on Emotional Intelligence in Organisations. She is recipient of Hind Rattan Award, (2015), AIMS International 'Outstanding Management Researcher Award' (2008) and 'Outstanding Editor Award 2007' AIMS International Journal of Management (USA). She has also received Best Faculty Award: Excellence in Research, 2007 and 2006 at MDI, Gurgaon. She is recipient of Best Paper Award 2013 and 2003, Indian Journal of Training & Development during 33rd IFTDO World Conference and First Runners-Up Research Paper 2008, World SME Conference.

Her publications include 12 books, popular among them being Change Management & Organisational Transformation (2012); Reinventing Society: Search for a Paradigm (Macmillan, 2013); Change Management: Concept & Applications (McGraw-Hill Co., 2007) 360 Degree Feedback, Competency Mapping & Assessment Centers (TMH), 2004); Organizational Behavior (co-authored with Steven McShane and Mary Ann Von Glinow, McGraw-Hill Co. 3 editions., 2011/08/06); Organizational Behavior: An Online book, 2003; Enhancing Academic Achievement: Role of Personality Factors (Concept, 1985). She has published cases and about 100 cases/ papers in national/international peer reviewed journals/conference proceedings. She is on the Editorial Board of several national and international journals and on various professional bodies in India and abroad. She has guest edited special issues of Vision; The Journal of Business Perspective on Emotional Intelligence (2008) and Managerial Competencies (2011) (with one of the pioneers of Competency Framework) Prof. Richard Boyatzis published by Sage.

Contact: [radha@mdi.ac.in or radhasharma308@gmail.com]



About MDI

The Management Development Institute (MDI) was established in 1973 with the active support of IFCI following an initial grant received from KFW, West Germany. The Institute soon established itself as one of the earliest centers for continuing education in India.

As an endorsement of its front runner position in the field of Post Graduate Education in Management in India, MDI's PGPM (a two-year full time MBA equivalent program) has been awarded "A" Grade by the National Board of Accreditation of All India Council for Technical Education (AICTE). Various surveys have ranked MDI among the top B-schools of the Country. The MDI is the first Indian B-school with Global accreditation AMBA-Association of MBAs, UK. The education programs comprise of two-year full-time PGPM, PGP-HR, PGP-IM, 15-month Executive PGDBM, three-year Executive Management Program, Doctoral level FPM I EFPM, Post Graduate Program in Energy Management, and PG Diploma in Public Policy and Management. In addition to its academic programs, MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 35 years in this field, MDI conducts nearly 200 weeks of intensive short-term training programs each year, aimed at executives and managers from industry. Over 3000 managers participate in these programs each year. These include open programs, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence'.

MDI offers consulting services in the different functional areas of management. The driving force at MDI is a dedicated team of distinguished faculty who has extensive experience and expertise in diverse fields. Over the years, there has been distinctive shift in emphasis from helping design and implement policies, systems and processes in functional domains to cross-functional domains. The institute is recognized by the industry (public and private). Central and State governments, and NGOs and is known for providing quality services to its clients. MDI always strives to provide high quality, cost-effective and timely services to the clients. It has remained contemporary through its primary focus on research, adapting to change and developing innovative strategies to facilitate the process of change in the dynamic business environment. The institute's clients say that it has been able to add value to them by bringing in a strong cross-functional emphasis in their approach to carry out business.

As part of its strong research focus, MDI supports the following research initiatives:

Centre for Supply Chain Management
Centre for Excellence in Information Management
Centre for Entrepreneurship
Centre for Transformational Leadership
Centre for Corporate Governance
Centre for Responsible Business
Centre for Positive Scholarship

MDI maintains high level of academic excellence in management. It has over 80 full-time faculties who have several years of experience

having worked at senior positions in the industry. The faculty is thus able to deliver a healthy mix of practical insights and academic rigor in the classroom. MDI also has strong links with leading international B-schools. This aids in delivering a globalized management curriculum. As part of the global initiatives, student and faculty exchanges go on regularly. Joint research projects are also undertaken. Above all, MDI has a well developed state-of-the-art infrastructure, which includes a library with a collection of over 60,000 volumes, and online access to international journals, a computer center with over 500 PCs, air conditioned lecture halls and syndicate rooms, besides a host of other recreational facilities.

MDI's International Partners

MDI has active linkages with McGill University, Canada, University of Waterloo, Waterloo, School of Public Policy, George Mason University, USA, University of Connecticut, USA, Cambridge College, Massachusetts, USA, DeGroote School of Business, McMaster University, Canada, Robert H. Smith School of Business, University of Maryland, USA, Marquette University, Wisconsin, USA, Bentley College, USA, The University of North Carolina, Kenan-Flagler Business School, Chapel Hill, USA, North Carolina State University, Raleigh, North Carolina, USA, ESCP-EAP, France, EOHEC Business School, France, The Institute d'Etudes Politiques de Paris (Sciences-Po), IAE Aix-en Provence, France, Total Professors Association (TPA), Paris, Grenoble Ecole de Management, Grenoble, Bergische Universitat Wuppertal, Wuppertal, HHL Leipzig Graduate School of Management, Leipzig, International University in Germany, Bruchsal, European Business School - Oestrich-Winkel, Frankfurt School of Finance & Management, Frankfurt, Vienna University of Eco. & Business Administration, Austria, Copenhagen Business School, Denmark, Aarhus School of Business, Denmark, Solvay Business School, Brussels, The Faculty of Applied Economics, University of Antwerp, Belgium, BI Norwegian School of Management, Norway, Unlversua Carlo Cattaneo. (LIUC), Italy, Bocconi University, Milano, Warsaw School of Economics, Poland, Graduate School of Business Economics, Higher School of International Commerce and Finance (WSHiFM), Warsaw, Middlesex University, London, UK, School of Management, Asian Institute of Technology, Thailand, Queensland University of Technology, Brisbane, University of the Free State, Bloemfontein, University of Otago, Dunedin, Leon Recanati Graduate School of Business Administration, LAHAV Executive Education Centre, Faculty of Management, Tel-Aviv University, Tel-Aviv, Israel, University of Tampere, Finland, Lahore University of Management Sciences (WMS), Pakistan, RSM Erasmus University, Rotterdam, Athens University of Economics and Business, Athens, Moscow International Higher Business School "MIRBIS", Moscow, Huazhong University of Science and Technology (HUST), School of Management, China. These linkages operate in the domains of exchange of students, faculty and knowledge. Some executive education programs are co-designed and delivered along with our partners. MDI now has developed a new niche market for foreign institutions in conducting international executive development programs at MDI campus.



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