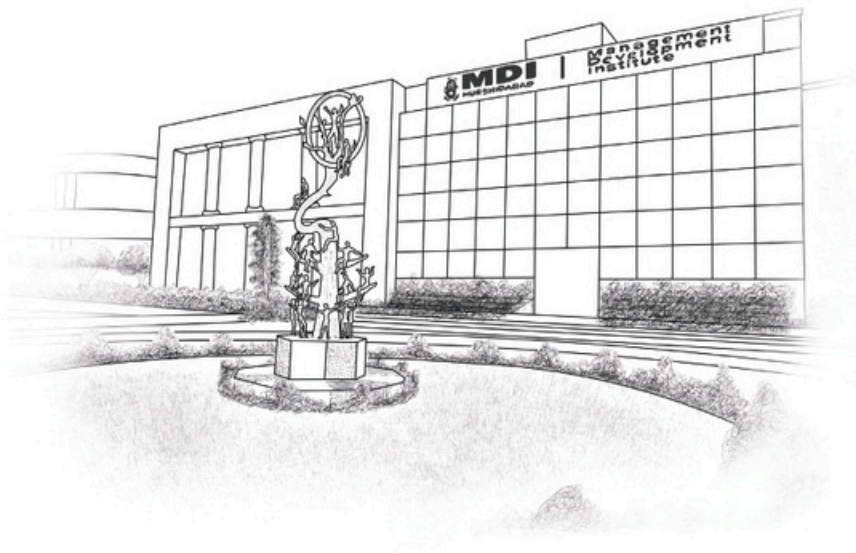


# MANAGEMENT DEVELOPMENT INSTITUTE MURSHIDABAD

## THREE DAYS MANAGEMENT DEVELOPMENT PROGRAMME

ON

## LEADERSHIP AND EMOTIONAL INTELLIGENCE



### Context

The purpose of conducting three days training program is to develop awareness and competencies about the concept of emotional intelligence in the leaders and managers of professional organizations working across various industry context including hospitality, manufacturing, defense, NGOs, academics etc.

The present social and economic context has impacted the functioning and adaptability of professional organizations. The complexity and volatility of environmental change has generated a serious concern about behavioral and emotional competencies of senior and top leadership regarding how to cope up with the challenge of sustainable profitable growth. Leaders' decision making has become too abrupt and chaotic at personal and professional level. Examples of mental disorders, suicides, divorces, anxiety, fears, sleeplessness is raising questions about the psychological well being of working executives their ability to cope up with work or non-work related stress. Current observations indicates that executives are earning well but there is a loss of happiness, life satisfaction, harmonious relationship and a culture of mutual trust and support. Hatred and jealousy are new normal of organizational behavior.

Tomorrow's organization needs to employ a workforce with rich psychological resources in the form of hope, optimism,

resilience, self-management, spirituality, adaptability, and ability to manage stress positively. Such competencies are not only essential at the work place but also at home. In this context, Salovey and Meyer (1990), Goleman (1995) and Bar On (1997) found the relevance of the concept of Emotional Intelligence (EI) in the process of coping up with the environmental demands and pressure. These proponents of EI say that the ability to handle stresses of modern workplace may be actually more important than intellectual competency of employees. EI draws on a research tradition, which focuses on intelligent behavior in natural situations, or practical intelligence which defined as is an aggregate of abilities, skills, and competencies that represent collection of knowledge used to cope up with life effectively.

Research studies in the area of emotional intelligence demonstrate that people with high emotional intelligence (a) are able to effectively communicate with one another, (b) are willing to contribute beyond the expectations to the overall growth of the organization and, (c) work for a common purpose of the organization. Consequently, it means that EI increases leadership and teaming skills to achieve personal and organizational effectiveness. In Indian context, research studies (e.g., Jain et al., 2014, Jain & Sinha, 2005; Sinha & Jain, 2004) showed the imperatives of EI for organizations in the area of personal effectiveness, employee commitment, psychological health, trust in manager, job satisfaction and organizational effectiveness. Therefore, this program is designed to help managers to become psychologically healthy and be able to build and lead a team effectively.



## Target Audience/For Whom

The programme is designed for top and senior-level managers working in various departments and industries in Private, Public and Multi National Companies (MNCs), Bank Executives, or defence services where people management is a challenge.



## Contents

- Business Environment and Need for Emotional Intelligence competencies
- Concept and Measurement of Emotional Intelligence
- Emotional Intelligence for Effective Leadership Styles
- Emotional Intelligence and Teaming skills
- Emotional Intelligence and Mental Well being
- Emotional Intelligence for Decision Making and Problem Solving
- Development and Emotional Intelligence: Role of Personality, Values and Organizational Culture
- Indian Model of Emotional Intelligence in Hinduism, Jainism, Buddhism, Sikhism
- Dark sides of Emotional Intelligence



## Teaching Pedagogy

The sessions will be largely participatory and experiential in nature through the following ways:

- Power point presentations
- Films and videos
- Business cases
- Reading material
- Simulation exercises
- Reflecting on one's style of thinking, feeling and motivation
- Context sensitivity
- Project work



## Faculty

The faculty will comprise of MDIM core faculty and professionals from industry with varied experience in project conceptualization, planning, implementation and control.



## Venue & Duration

The Programme will be conducted on a residential basis at MDIM Campus, Kulori, P.O.-Uttar Ramna, P.S.–Raghunathganj, Dist.- Murshidabad, West Bengal, PIN-742235, India. Accommodation for participants would be available at MDIM Campus.



## Registration & Fees

Participants should be nominated by their organizations. The enclosed nomination form should be completed and returned with all the details. The fee of the program is **Rs. 10,000/day/participant+ GST** which includes a professional fee and all charges for lodging and boarding and supply of course materials. GST as applicable will be charged extra in addition to the programme fee. Payment should be made by Cheque/NEFT/RTGS.

The program fees can be paid through bank transfer as per the bank details given below:

Account Name: **Management Development Institute Society**  
 Bank Name: **ICICI Bank**  
 Account Number: **201505024814**  
 IFSC Code : **ICIC0002015**  
 Branch Name: **Jangipur**  
 (Please share the transaction details for verification purposes after making payment)



## Enquiry

For any Additional information/enquiry, please write to:

**Department of Continuing Education**  
**Management Development Institute Murshidabad**  
 Kulori, P.O.-Uttar Ramna, P.S. - Raghunathganj  
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 akjain@mdim.ac.in

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 Email: ce@mdim.ac.in



## Faculty Profile



**Prof. Ajay K. Jain**, PhD IIT Kanpur  
**Director**  
**Management Development Institute**  
**Murshidabad**

Professor of Leadership and  
 Organizational Design  
 Lead – Center of Excellence for Indian

Thought and Management  
 Post Doc Fellowships, Aarhus University Denmark & Indian School of Business Hyderabad  
 Former Director, Institute of Management Studies Ghaziabad  
 E-mail: akjain@mdi.ac.in; Mobile 09873018480, 9717098480  
 Dr. Ajay K. Jain (PhD, Indian Institute of Technology, Kanpur) is a Professor of Leadership and Organization Design and leading a center of excellence for Indian Thought and Management at Management Development Institute, Gurgaon. Prof Jain is a visiting professor to several international universities including, Aarhus University, Denmark (since 2010), IULM University, Milan, Italy; University of Free State, South Africa; and Indian Institute of Management Lucknow, Ranchi, Bodh Gaya, and Kozikode Prof Jain also holds post-doctoral fellowships from Aarhus University, Denmark (2012-2014) and Indian School of Business Hyderabad (2003). He is teaching courses on leading and designing organizations and leadership and emotional intelligence for Indian and International students. Prof Jain has received an award for extraordinary performance from Aarhus University for his research and publications and from National Academy of Psychology India. Prof Jain has also worked as the Director of Institute of Management Studies Ghaziabad (2018-2019) and received a prestigious award of most charismatic

leader in management education from Education Post and ASSOCHAM in Jan 2019.

He has published 65 research articles in high impact journals including, Journal of Managerial Psychology, International Journal of Hospitality Management, Psychology and Marketing, Personnel Review, Journal of Management and Organization, Leadership and Organization Development Journal, and Leadership journal, Journal of Managerial Issues, Organization Development Journal are among others and published book chapters and an edited book in the field of psychology for developing countries. He has research interests in the field of leadership, emotional intelligence, employee voice and silence, psychological well-being. He has completed 12 research and consulting projects for ministries, public and private sector companies.

Prof Jain has designed and delivered training programs for several private sector companies including ABB, Nestle, Teijin, Microsoft, Sentiss Pharma, Vestas, Denso, Maruti-Suzuki, HP, Apollo, Mitsubishi, BSES, Reliance Power, HDFC Bank, Hero Future Energies, and public sector organizations like, ONGC, Indian Oil, CPWD, Power Grid, NBCC, NPCCL, NPCIL, MES, NLC, DVC, ICAI and government organizations and institutions e.g., BSF, CRPF, NIA, Indian Army etc. Prof Jain has trained more than 15000 senior and top managers and CEOs from these companies on topics related to leadership, emotional intelligence, transformation etc. He has taken training groups to Europe and Australia, and address participants from various nationalities including Americans, Russians, Japanese, Europeans and Asians. Prof Jain has been a member of selection committees for various institutions and organizations and on board of several organizations e.g., Member, Senate of IIT Indore, Corporate Advisor, Pasona India (Japanese HR consulting firm) and also invited as a key note speaker by various institutions e.g., IIPA New Delhi, HIPA Gurgaon, IIPM Gurgaon, ONGC Academy Dehradun, LNG Academy Dahej, GAIL Academy Noida, CPWD Academy Ghaziabad, CRPF Academy Kadarpur & Mount Abu, BSF Academy Tekanpur, NIA Delhi, INGAF Delhi etc.

Prof Jain has traveled to 30 plus countries and practices forgiveness and gratitude in his personal and professional life. He has deep interest in Indian management thought and running a center of excellence for Indian thought and management in MDI Gurgaon. Other than his father, Mr. M.R. Jain (father-Dy. SP, UP Police), Dasrath Manjhi is his role model to live a meaningful life.



### Dr. Niharika Gaan

#### Associate Professor- Human Resource Management

Dr. Niharika Gaan holds PhD in Management from the Institute of Management, Nirma University of Science and Technology. She has been associated with corporate and academia in variety

of role including faculty, practitioner, trainer, researcher, and consultant with a span of 18 and half years majorly in the area of HR. Her areas of expertise in teaching are Industrial relation and Labour Laws, Talent, Mindset and Competency Management, HR Analytics, Power of Negotiation, Human Resource Management, Organizational Behaviour, Training and development and International Human Resource Management. Her international collaboration has culminated in publishing papers in top-tier competitive journals which carry high impact and citation scores such as International Journal of Retailing and Consumer Services, International Journal of Bank Marketing, European Management Journal, Current Psychology, and Telematics and Informatics R. She has presented papers in international conference of repute such as European academy of management, Asian academy of management, and got her paper accepted in conference organized by FT 50 journal 'Human Relation'.

## About MDI Murshidabad

Management Development Institute (MDI) was set up as an autonomous body in 1972. With an intention to impart management education, nurture local talent, and groom them to become global Leaders, Management Development Institute (MDI), launched its second campus in Murshidabad in the year 2014. The foundation stone was laid on the 31<sup>st</sup> of October 2010 at Jangipur, Murshidabad, West Bengal by the then Honorable Union Minister of Finance, Govt. of India, Shri Pranab Mukherjee. In 2014, MDI Murshidabad (MDIM) launched its Post Graduate Diploma in Management (PGDM). It was commemorated in the presence of the then honorable President of India Shri Pranab Mukherjee, by an inspiring address by him to our first batch of PGDM students on the 24th of August, 2014. This was followed by a deliberation made by Shri Arun Jaitley, then Hon'ble Minister of Finance, Defence & Corporate Affairs, Govt. of India. PGDM offered by MDIM is recognized and accredited by the All-India Council for Technical Education (AICTE), New Delhi, National Board of Accreditation (NBA). PGDM course is also recognised as equivalent to MBA by AIU for a period of three years (01.07.2024 to 30.6.2027). The Murshidabad campus is a part of MDI's vision to nurture and promote local talent and enterprise. The campus of MDI Murshidabad is in the central part of the State of West Bengal, India. MDIM prides itself in not only providing management Education but also developing ethical corporate citizens for tomorrow's India.

MDI Murshidabad continues to uphold its commitment to excellence in management education, as evidenced by its consistent IIRF rankings. This year MDI Murshidabad has secured the **prestigious position of State Rank 1 among the Best B-Schools (Private) for PGDM** General and has also secured the **prestigious position of Zone Rank 3 for the overall category.**

## Management Development Programme (MDP)

MDI Murshidabad has been conducting Training Programmes of strategic intent since inception. In this regard our MDPs not only aim at acquiring and upgrading knowledge and competencies in generic areas but also assist in specific areas to thrive in the competitive world of business. Our fundamental programmes revolve around leadership, Change Management, Managerial Effectiveness, Sales Excellence, Service Excellence, Sales & Distribution Management, How to build a Strong Brand, Cost Management, as well as emerging issues like AI&ML, Business Analytics, HR Analytics, Digital Marketing, and Data Science. MDIM is committed to impart quality management education. It understands the requirements of the modern business organizations and offers need-based customized MDPs to meet the organizations' excellence. To do so, the pedagogy adopted across the MDPs is based upon experiential learning exercises that believe in learning while doing. We are also conducting open MDPs for several valued clients who herald from various sectors. Such MDPs have been developing the holistic perspectives of the clients to resolve any given issues through cross-pollination of ideas.

Certificate of Participation shall be provided after the completion of the Course.

## CAMPUS DETAILS



Campus Address:

Management Development Institute Murshidabad

Kulori, P.O.-Uttar Ramna, P.S. - Raghunathganj

Dist. Murshidabad, West Bengal, PIN-742235

Contact Details: +91 9674727164/ +91 9674757164 (Extn: 127/183)

Visit: [www.mdim.ac.in](http://www.mdim.ac.in), e-mail: [ce@mdim.ac.in](mailto:ce@mdim.ac.in)