



FEIL

FORUM FOR EMOTIONAL INTELLIGENCE LEARNING

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 23rd & 24th September 2011

at The Claridges, 12 Aurangzeb Road, New Delhi - 110011.



*“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

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

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

Ramachandran, Mott Macdonald

Speaker profile



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 Up gradation, 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.

Some Major events in the recent past



Mr. Ashis Sen at PHDCC, New Delhi



Dr. Robert Emmerling at NMIMS, Mumbai



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



Participants at Global EI Forum

Sponsor's Value Proposition

Benefits	Platinum Package	Gold Package
	Rs. 1,00,000/-	Rs. 60,000/-
Display Logo	✓	✓
Seats at event	10	5
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Registration

Please rush in your confirmation to Mr. M. P. Eshwar (Jt. Secretary - FEIL)
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Upto 2 Delegates : INR 15,000*
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Detailed Brochure is downloadable at www.ifeil.org

Registered Office

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Cheques/DDs should be drawn in favour of "Forum for Emotional Intelligence Learning" payable at Delhi / Mumbai and sent to Mr. M. P. Eshwar C/o. HPCL, 6th floor, SCOPE MINAR, Laxmi Nagar District Center, New Delhi - 110 092. Or Mr. Suresh Sawant (Coordinator-FEIL) C/o. HPCL, Petroleum house, 3rd floor, Jamshedji Tata Road, Churchgate, Mumbai- 400 020.

I am going back from the workshop with wonderful 'emotions' and greatest take away i.e **ESAP**.
Rajan Kapoor, Prize Petroleum India