



# Ashis Sen Consulting and Coaching

Presents

Online, Live & Interactive Workshop on

## **EMOTIONAL INTELLIGENCE & LEADERSHIP EFFECTIVENESS**

**7th to 10th September 2021**

**11 am - 1 pm & 2 pm - 4 pm**

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).

# BENEFITS TO THE PARTICIPANTS

- Authorise them to use this tool to assess Emotional Intelligence and derive individual action plan for competence improvement.
- 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 Zoom calls with Dr. Sen

## OBJECTIVES OF THE 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.
- Learn Elements of Inspirational Leadership.



# FACILITATORS



## **Dr. Ashis Sen**

Dr. Sen is a globally acclaimed facilitator. Having been the Head of Corporate Learning & Development, L&T and Head of Capability Building (L&D) at HPCL, Dr. Sen brings over 32 years of practical experience. He is a Member of the EI Consortium USA, founded by Dr. Daniel Goleman (the celebrated Author of the book - Emotional Intelligence) and has been recognized by Dr. Goleman for work on Emotional Intelligence in India. Dr. Sen is certified on ESAP by EI Learning Systems, USA and is the leading subject Matter expert in the area.

Dr. Sen has also authored several books some of which are now being used for reading by IIMs, and at the Houston Victoria University. His extensive work as an Internal Coach on leadership and visioning has been appreciated by none other than Dr. Peter Senge, Sr. Faculty at MIT Boston and author of the seminal book “The Fifth Discipline –The Art and Practice of the Learning Organization.” Dr. Sen has also co-facilitated workshops with Dr. Robert Emmerling, a global guru on competency assessment. He is certified by Hay Group as Executive Coach, certified in skills useful in coaching like Neuro Linguistic Programming by Richard Bandler, on Appreciative Inquiry by David Cooperrider. He is also certified in MBTI, FIRO- B and Gallup Q12, Gallup Strength Based Coaching, Coaching from CLI, NLP, Appreciative Inquiry by David Cooperrider, amongst numerous other certifications.

He has facilitated sessions on Balanced Scorecard in workshops facilitated by Dr. Robert Kaplan and Dr. David Norton in India. Besides conducting workshops for organizations, Dr. Sen is/has also been a visiting Professor at IIM, Kashipur, TAPMI, NMIMS and TISS.

# WORKSHOPS IN DELHI & MUMBAI



## Letter of Appreciation from Director – HR, Hindustan Petroleum for work on coaching and leadership, etc.

## Certificate of Appreciation for Online Training Sessions from National Academy of Indian Railways

पुष्प जोशी  
निदेशक – मानव संसाधन

PUSHP JOSHI  
Director - Human Resources



हिन्दुस्तान पेट्रोलिएम कॉर्पोरेशन लिमिटेड  
(सार्वजनिक उद्योग)

17, जमशेदजी टाटा रोड, चर्चगेट, मुंबई - 400 020.  
HINDUSTAN PETROLEUM CORPORATION LIMITED  
(A Government of India Enterprise)  
17, JAMSHEDJI TATA ROAD, CHURCHGATE,  
MUMBAI - 400 020.  
TEL: DIR. - 2292 3772 FAX: 2283 0363  
e-mail: pushp@hpec.in

July 04, 2019

To whomsoever it may concern

This is to state that Dr. Ashis Sen headed the function of Learning and Development as General Manager, Capability Building at Hindustan Petroleum Corporation and he had been involved in the following activities:

1. Conceptualizing, Designing and Facilitating workshops on Emotional Intelligence for a large group of officers. The workshops have been highly appreciated and found to be beneficial to the organization.
2. As an Internal Coach and Head of Learning and Development, he was involved in the design and implementation of major Leadership Interventions like Akshay and Akshaypath involving mid & senior level officers. These initiatives were instrumental in building a leadership pipeline in the organization. He has been involved in coaching of officers and has used the Emotional Social Competency Inventory, Emotional Skill Assessment Process (ESAP), Learning Styles Inventory, Organizational Climate Survey, Inventory of Leadership Styles, MBTI, FIRO-B and Gallups Strength Finder tools and other psychometric tools for personality assessment and designing and implementing coaching interventions and sessions. The framework of these interventions is found to be useful, effective and is well appreciated.
3. During his stint as Head of Balanced Scorecard (BSC), he helped conceptualize and implement frame-work of BSC implementation which enabled our performance and helped us to receive the "Hall of Fame Award for Excellence in Strategy Execution" from Dr. David Norton the co-creator of the concept of Balanced Scorecard.
4. We would also like to mention that his pioneering work on Emotional Intelligence helped the organization to associate with some of the top experts and Gurus of Emotional Intelligence like Dr. Daniel Goleman, Dr. Richard Boyatzis and others. He was also extensively involved in designing the competency framework in our organization and institutionalizing Competency Based Interviewing processes. He co-conducted workshops with Dr. Robert Emmerling a Global Expert at HPCL on Competency Based Interviewing Skills for our officers.

(Pushp Joshi)

मोहन ए मेनन  
वरि प्रो (ओ बी)  
Mohan.A.Menon,  
IRPS

Sr.Prof.(OB)



भारतीय रेल राष्ट्रीय अकादमी  
(पूर्ववर्ती रेलवे स्टाफ कालेज)  
वडोदरा 390 004.  
National Academy of Indian  
Railways  
(formerly Railway Staff College)  
Vadodara 390 004.

### CERTIFICATE OF APPRECIATION

National Academy of Indian Railways invited Dr. Ashis Sen and Mr. Y.V.V.Raghava of M/s Ashis Sen Consulting and Coaching to conduct six workshops of three-day duration each on "Competency Assessment and Personality Development". These workshops were conducted for Indian Railways Officers from the combined Engineering Services and the Civil Services cadres for over 375 officers.

The workshops involved administering psychometric instruments viz. MBTI, FIRO-B, Gallup Strength Finder, interpreting the scores, and enabling participants to make effective action plans for personal development. Inputs on Emotional Intelligence Competencies also enabled people to learn and make action plans for enhanced self-awareness, self-regulation, empathy, and relationship building.

Importantly, the sessions enabled participants to come up with significant insights on their strengths and areas of opportunity and realize the value of diversity in personality types and traits. This led to the acceptance of others who have different dispositions. The practice sessions on coaching peers based on the results of the psychometric instruments were a big value add for the participants.

The participants stated that the workshops have been a revealing and enriching experience for them. They also found the inputs highly utilitarian for improved professional effectiveness.

Our Faculty at National Academy of Indian Railways, benefitted immensely from attending the workshops and several of them appreciated the depth of knowledge and the quality of facilitation skills of the team led by Dr. Ashis Sen.

We wish to put on record our sincere thanks to Dr. Ashis Sen and Mr. Raghava for conducting the high-quality sessions in the Competency Assessment and Personality Development workshops at National Academy of Indian Railways. We would unhesitatingly recommend Dr. Ashis Sen and his team as a reliable robust and result driven service provider in the area of Emotional Intelligence.

Place : Vadodara  
Date : 20.05.2020

(Mohan.A.Menon)  
Sr.Prof. (Orgl.Behr.)

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## Letter of Appreciation for Online and offline Training Sessions from JCIL



भारतीय पटसन निगम लिमिटेड  
The Jute Corporation of India Limited

(A Government of India Enterprise)  
An ISO 9001:2015 & 14001:2015 Certified Company  
पंजीकृत और प्रधान कार्यालय: 15एन, नेली सेनगुप्ता सरानी, 7वां तल, कोलकाता - 700 087  
Regd. & Head Office: 15N, Nellie Sen Gupta Sarani, 7<sup>th</sup> Floor, Kolkata - 700 087  
सी.आई.एन. / C.L.N.: U17232WB1971G01027958

Dr Ashish Sen, MD and CEO,  
Ashish Sen Consulting & Coaching (ASCC)  
Mumbai

Quoting: JCI/CMD/DO/Training

Apr 2020

### LETTER OF APPRECIATION & GRATITUDE

Dear Dr Ashish Sen,

I am writing to you to convey my appreciation and gratitude for the wonderful learning experience for team JCI afforded by your team on the practical aspects of Emotional Intelligence.

The one-day EI workshop at Kolkata followed by the online sessions on mindfulness have really provided new insights and new realizations to the participants allowing them to grow in the all-important dimension of emotional intelligence. It has been a conscious initiation into the untapped potential that everyone has but at a sub-conscious level. I think EI-training is, by far, the most important enabler for an organization to empower the employees consciously access and manage their emotions in constructive manner.

Today, while the whole world has woken up to importance of EI and the value of its training for employees, the appreciation in India has, somehow, remained on abstract levels. It needs to be realized that EI requires exercising for its development in the individuals. It is rather sad to think that most of the companies might not be fully alive to the practical need and benefits of EI training. I am happy that we are one of the few Corporations that have been able to realize the need and have very gainfully utilized this time of lock down under COVID19 and achieved this wonderful life changing initiation in the stimulating field of Emotional Intelligence. It is my personal observation that with growth in EI, we saw much improvement in inter personal relations as well as organizational behavior as a whole.

Last few events with your team have had a big impact on my entire belief-system on the subject of management and leadership. The online discussion with your team earlier has also had an effect of germinating new thoughts and ideas about leading an organization and its people towards wholesome growth. This also lead me into consolidation of the idea that the growth of people comes first, for the long term benefit of the whole organization.

I have also realized the importance of Mindfulness meditation, and so have the other participants. This exercise has turned out to be a wonderful means to grow in one's

## Letter of Appreciation for Consultancy and Training Sessions from Puranik Builders Limited

PURANIK BUILDERS LIMITED  
Puranik One, Near Kanchanpustha Complex, Cpp Saraj Wajar Park, Kaveri,  
GB Road, Thane (W) 400 415. Tel: +91 22 2598 8888. E-mail: info@puranik.in.  
Website: www.puranik.in | CIN: U99999MH41790PLC054421



To

Ashish Sen

Ashish Sen Consulting and Coaching  
Andheri, Mumbai

Date: April 20, 2019

Dear Dr Ashish Sen,

We truly appreciate your work with us over the years on some of our major business and HR initiatives. We have particularly found significant value on the following organizational interventions carried out by you:

1. Leadership Development:
  - a. The immense work done by you in developing and nurturing leadership abilities in our top and senior management executives have helped us attract, retain and develop talent in the company as well as improve their business and people performance.
  - b. Your coaching interventions with our board level and senior executives helped our executives to hone their Emotional Intelligence and leadership competencies.
2. Strategy and Strategy Execution with the Balanced Scorecard:
  - a. Your work over the years with us on building, monitoring and reviewing processes on the strategy and execution have been immensely helpful to us in outlining clear priorities on customer and process initiatives and their linkage to both financial and learning initiatives.
  - b. It helped us put a robust process of Performance Management Systems clearly outlining expectations from employees, determining the learning initiatives to garner skills necessary to achieve the strategy objectives.
3. Recruitment Processes – Competency Based Interviewing Processes:
  - a. Your work on developing robust competency based interviewing processes as well as active role in interviewing potentials slated for senior and top management positions have helped the organization to select high quality talent which has proved predictive in good and high performance.
4. HR Processes: Your inputs on HR Processes especially Training and Development for effective strategy implementation and employee engagement have helped us improve the HR Ecosystem with high responsiveness to both business and employees.

We thank you for your inputs on the above areas for the last several years and look forward to future collaboration

Thanking you

Director HR and Marketing

# OUR CLIENTS



## ABOUT ASCC

Ashis Sen Consulting and Coaching, is a respected brand in the Learning & Development space with a proven track record of designing and implementing strategic solutions to business organizations in India. Our clients include Fortune 500, Maharatna and Multinational companies operating in India. ASCC is well recognized for organizational-level interventions in the areas of Leadership Development, Competency Mapping, Competency Modelling, Executive Coaching, Employee Engagement, Emotional Intelligence, Balanced Scorecard Interventions for Strategy Implementation amongst many others. It also focuses on Building Learning Organizations based on the philosophy of Peter Senge- Senior Faculty at MIT, Boston.

# FEES

Rs. 30,000/- + Applicable GST per participant

Early bird upto 25th August, 2021: Rs. 28,000 + Applicable GST per participant

## MODE OF PAYMENT

Payment should be made in favour of  
“Ashis Sen Consulting and Coaching”  
ICIC BANK ACCOUNT NO : 195605000190  
RTGS/NEFT IFSC CODE : ICIC0001956  
Account Type : Current

## CONTACT US

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## PROGRAMME COORDINATOR

Ms. Veerti Shah  
Email I'd- [veerti1999@gmail.com](mailto:veerti1999@gmail.com)



# ONLINE CERTIFICATION WORKSHOP ON EMOTIONAL INTELLIGENCE AND EMOTIONAL SKILL ASSESSMENT PROCESS.

The Details of the 6 modules for the certification are detailed out as under:

## Module 1 on Emotional Intelligence– Self Awareness: 180 Minutes

**Competency: Emotional Self Awareness-** Emotional Self-Awareness is the capacity to tune into your own feelings, sense inner signals, and recognize how your feelings affect you and your performance

Sr.no	Topic	Mode	Participant Key Takeaway
1.	The Brain Science Behind Awareness of Emotions – Neuroscientist-Joseph Ledouxx findings	Lecture, Q&A PPT, Video	Explain the Neural Circuitry of Emotional Self Awareness
2.	<ul style="list-style-type: none"><li>• Naming the Emotion</li><li>• Impact of Naming the Emotion on Intensity of Disruptive Emotions</li><li>• Alexithymia the inability to identify emotions and negative health impact</li></ul> AEBC Mode	Lecture, Q&A PPT	Ability to Name Emotions and Reduce Emotional Distress Display Behaviors to improve results in Emotional Distress Realizing unproductive cycles of Antecedents (triggers), emotions and behaviors and ushering in Change
3.	Journaling Emotions	Lecture, Q&A, Exercise, PPT	Learn to Journal Emotions
4.	Articulating Personal Vision and Values	Individual Exercise	Be able to conduct sessions on Personal Vision
5.	Quiz	Individual & Group Exercise	Assess the level of knowledge acquired
6.	Action Plan	Individual Exercise	Action Plan with concrete steps to improve our emotional self-awareness in professional and personal life for higher effectiveness

## Module 2 on Emotional Intelligence– Self Control: 120 Minutes Competencies

**Emotional Self Control-** Emotional Self-Control is the ability to keep disruptive emotions and impulses in check, and to maintain your effectiveness under stressful or even hostile conditions

**Achievement Orientation-** Achievement Orientation is an Emotional and Social Intelligence Leadership Competency that entails striving to meet or exceed a standard of excellence, appreciating feedback on our performance, and continually seeking ways to do things better.

**Positive Outlook and Optimism-** Positive Outlook is an Emotional and Social Intelligence Leadership Competency that entails seeing the positive in people, situations, and events. This competency has great value in leadership, as it is proven to build resilience, set the stage for innovation and opportunity, and facilitates greater performance and outcomes.

Sr.no	Topic	Mode	Participant Key Takeaway
1.	The James J Gross Model (Stanford) on Emotion Regulation	Lecture, Q&A PPT, Exercise	List and Explain the steps of Emotion Regulation to manage stressful emotions
2.	Achievement Orientation	Lecture, Q&A PPT	Explain how achievement orientation works and the power of goal setting
3.	Positive Outlook (Optimism)	Lecture, Q&A	Methods to Improve Optimism and Performance
4.	Building Resilience Hardiness	Individual & Group Exercise	List 3Cs of Resilience and create templates for superior work performance and health
5.	Quiz	Individual & Group Exercise	Assess the level of knowledge acquired
6.	Action Plan	Individual Exercise	To improve our emotional selfawareness in professional and personal life for higher effectiveness

## Module 3 on Emotional Intelligence– Social Awareness: 120 Minutes

### Competency:

**Empathy**- is the ability to sense the emotions - and understand the perspective - of others. Empathic leaders can relate to many different types of people, listen attentively, and communicate effectively.

**Organizational Awareness:** It means having the ability to read a group's emotional currents and power relationships, and identify influencers, networks, and dynamics within the organization. Leaders who can recognize networking opportunities and read key power relationships are better equipped to navigate the demands of their leadership role

Sr.no	Topic	Mode	Participant Key Takeaway
1.	The Brain Science Behind Social Awareness -Mirror Neurons	Lecture, Q&A PPT, Video	Understand the Neural Circuitry of Empathy
2.	<ul style="list-style-type: none"><li>• Cognitive Emotions</li><li>• Affective Empathy</li><li>• Empathetic Empathy</li></ul>	Lecture, Q&A, PPT	Learn the Science of Relating to and Understanding the Perspective and Emotions of Others
3.	The Art of Listening	Lecture, Q&A, Exercise, PPT	Display The Behaviors of Empathetic Listening
4.	Organizational Awareness 1. Learn Methods to understand the underlying concerns and emotions of a group 2. Learn methods to understand the unwritten rules and norms of a group 3. Learn ways to discern and identify cultural tenets of a group	Individual Exercise	Be able to conduct sessions on Personal Vision
5.	Quiz	Individual & Group Exercise	Assess the level of knowledge acquired
6.	Action Plan	Individual Exercise	To improve our Empathy and Organizational Awareness in professional and personal life for higher effectiveness

## Module 4 Emotional Intelligence – Relationship Management: 120 Minutes

### Competency:

**Influence** is a social competency necessary for any leadership style. It can be done in a way that is meaningful and effective, or fraught with resistance. Leaders competent in Influence will gather support from others with relative ease, creating a group who is engaged, mobilized, and ready to execute on the tasks at hand.

**Coach and Mentor** is the ability to foster the long-term learning or development of others by giving feedback and support. The Coach and Mentor competency is an essential social competency for leaders at any level in an organization

Sr.no	Topic	Mode	Participant Key Takeaway
1.	Networking and Influence	Lecture, Q&A PPT, Video, Exercise	Explain the Network and Influence competencies and make action plan on improving network
2.	Influence the Six Elements based on Research by Robert Cialdini	Lecture, Q&A, PPT, Video	Give examples on how to use the six elements of Influence in Professional and Personal Lives to positively influence people and results
3.	GROW Model of Coaching	Lecture, Q&A, Exercise, PPT	Explain the Value of Coaching People and also the steps needed to conduct a coaching session of a subordinate for better results
4.	Quiz	Individual and Group Exercise	Assess the level of knowledge acquired
5.	Action Plan	Individual Exercise	To improve our Empathy and Organizational Awareness in professional and personal life for higher effectiveness



## Certification on ESAP Tool: Module 5 - ESAP (120 Minutes) - ESAP Tool

Sr.no	Topic	Mode	Participant Key Takeaway
1.	The Emotional Skill Assessment Process (ESAP)	Lecture, Q&A PPT, Video, Exercise	Explain the Competencies and Construct of the Emotional intelligence Self-Assessment Tool
2.	Administering the ESAP Tool	Lecture, Individual Exercise and Tool Scoring	Explain the 13 Competence Areas of ESAP
3.	Scoring The Instrument	Lecture, Q&A, Exercise, PPT	Understand the Scoring of the ESAP Tool Identify the self-scores against the ESAP Tool.
4.	Quiz	Individual and Group Exercise	Assess the level of knowledge acquired on the Competency Matrix and Definitions Understanding what the scores mean

## Module 6- ESAP Certification Session- 240 mins

Sr.no	Topic	Mode	Participant Key Takeaway
1.	Giving Feedback to Partner on ESAP Scores	Peer/ Partner Coaching	Deliver feedback on the ESAP Tool Scores
2.	Getting Feedback from Partner/Peer on ESAP Scores recorded during Self-Assessment	Peer Coaching	Receive Feedback on ESAP Scores
3.	The Emotional Skill Assessment Process (ESAP) - Workbook	Individual Exercise	Create Action Plans for Enhancing EI competencies felt important for professional and personal life by Coachee
4.	Quiz	Individual and Group Exercise	Would be able to Assess level of Knowledge and Proficiency on Feedback process on ESAP competencies.



**With the Legend Dr. Daniel Goleman ( EI Guru)**



**Facilitating a ESAP and EI certification workshop**