

Rare Opportunity -Certification Workshop on Emotional Intelligence and EI Assessment Instrument SCALE from EI Learning Systems USA
Offline (Physical) Workshop -Mumbai – 22nd , 23rd and 24th May 2024



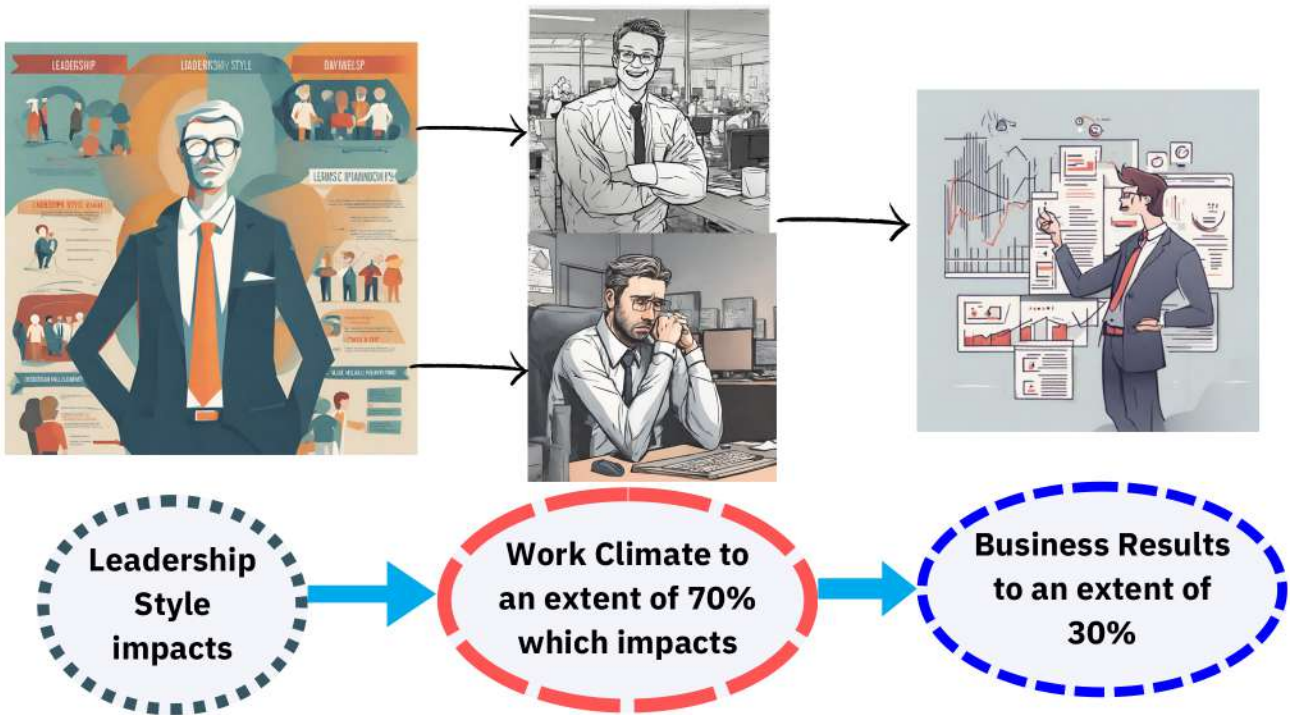
Photos from Top Left onwards

1. Recognition from Dr Daniel Goleman, The Pioneer in Emotional Intelligence
2. With Professors Darwin Nelson, Gary Low and Richard Hammett after an EI Presentation at Texas A&M University
3. Inaugurating a session at TISS Mumbai with Dr Richard Boyatzis a global resource in EI

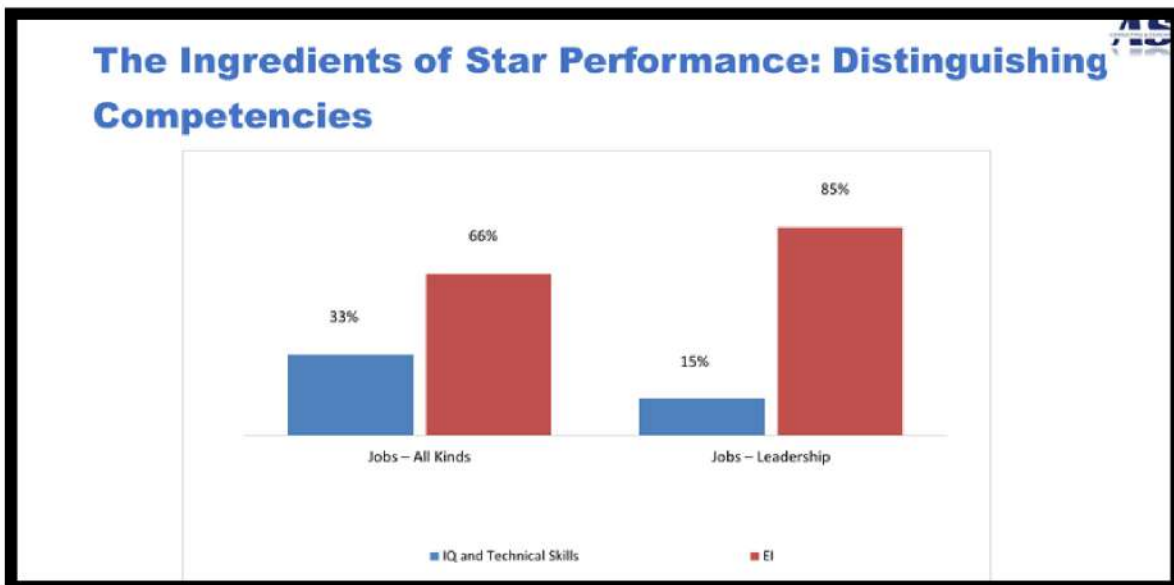


Faculty- Dr Ashis Sen

Learn from the EI Subject Matter Expert- Dr Ashis Sen , a member of the EI Consortium USA, EI Learning Systems USA, Chairman- of Forum for Emotional Intelligence Learning, Teaches the subject of Emotional Intelligence at IIM, has worked in Business for three Decades developing leadership competencies in hundreds of senior executives and published relevant Research

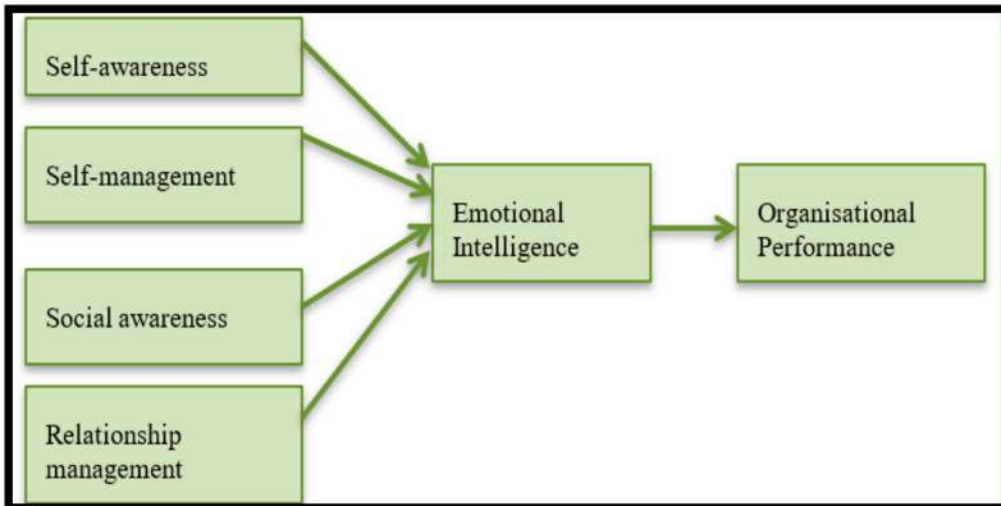


Research over decades establishes that Leadership Styles adopted by Leaders/Managers impact the work climate (experienced by employees) to the tune of 70% and Business results by 30%. Companies with managers who have low EI scores lose hugely on the performance and people front.

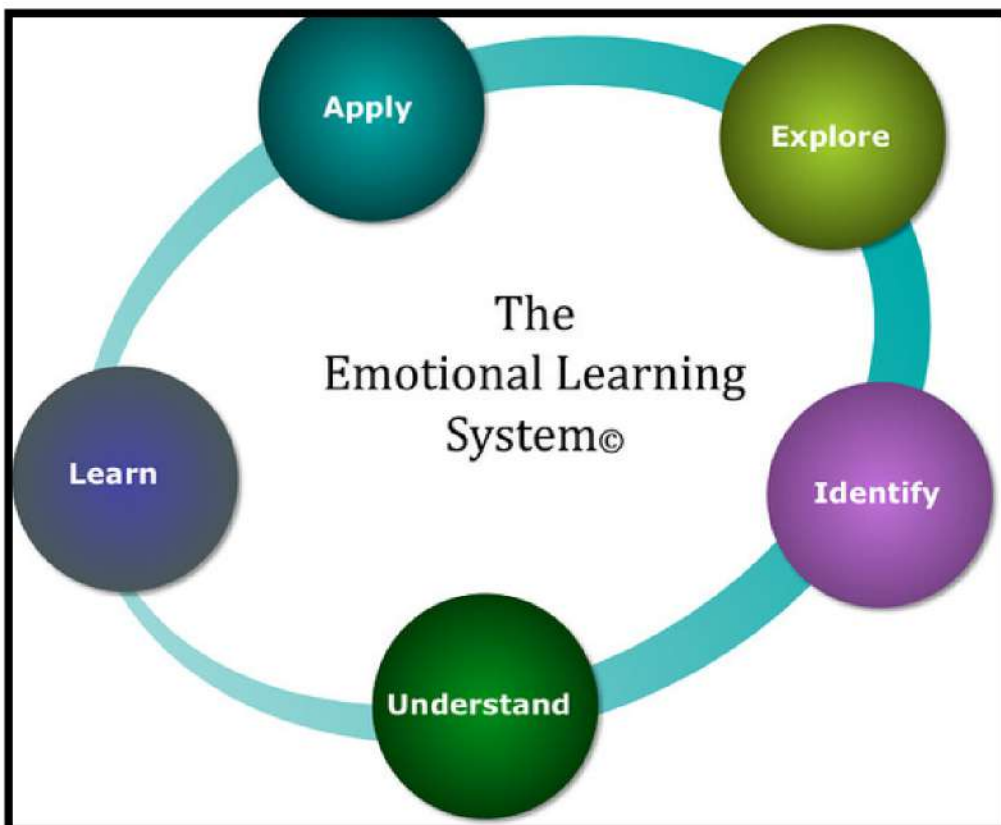


Emotional Intelligence competencies are the distinguishing competencies and connected to superior performance

With the EI Assessment Tool SCALE (Skills for Career and Life Effectiveness) Report, you would identify the competencies' quality in the four domains of Emotional Intelligence (EI). After that, plan for enhancing Emotional Intelligence competencies and company's performance



Using the EI Learning systems, Experiential Model participants would learn to create Learning Experience to enhance EI Competencies



Programme Schedule – Workshop on Emotional Intelligence & Neuroscience of Development

The Details of the Modules for the EI Workshop are detailed out as under:
 Module 1 on Emotional Intelligence – Self Awareness, Self-Compassion, Writing to Heal. and Mindfulness

1	The Business Case of Emotional Intelligence- Workplace Climate and Business Impact	Lecture PPT Group Exercise, Article Video Questionnaire	Explain the Role of EI in Performance, Employee Engagement and Work Climate
2	The Brain Science Behind Awareness of Emotions – Neuroscientist-Joseph Ledoux findings	Lecture, Q&A PPT,	Explain the Neural Circuitry of Emotional Self Awareness
3	<ul style="list-style-type: none"> • Naming the Emotion • Impact of Naming the Emotion on Intensity of Disruptive Emotions • AEBC Model of Emotion 	Lecture, Q&A PPT Video Questionnaire	Ability to Name Emotions and Reduce Emotional Distress Display Behaviours to improve results in Emotional Distress
3	Journaling Emotions	Lecture, Q&A, Exercise, PPT	Learn to Journal Emotions for Emotion Management
4	Self-Compassion	Lecture Video Questionnaires	Questionnaire Video PPT Lecture
5	Mindfulness and Stress Management	Interactive PPT and Article Reading	Demonstrate Mindfulness Breathing Apply Mindfulness to Manage Day to Day Stress
6	Mindfulness Application in Business Organizations	Harvard Business Review Articles Reading and Presentation	Explain the Importance of Mindfulness for Executives Explain how Mindfulness Improves Decision Making

Module 2 on Emotional Intelligence– Self Control (Emotion Regulation), Forgiveness, Assertiveness and Resilience

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.

Sr. No.	Topic	Mode	Participant Takeaway
7	The James J Gross Model on Emotion Regulation	Lecture, Q&A, PPT, Exercise	List and explain the 5 strategies of Emotion Regulation Employ Emotion Regulation Strategies
8	Assertiveness – Effective Communication Styles	Lecture, Q&A, PPT, Exercised	Define Assertiveness Explain three forms of communication. Employ Assertiveness in Daily Communication
9	Forgiveness Scale Heartland Scale	Lecture, Q&A PPT	Define Forgiveness and Impact on Health and Immunity
10	Resilience (Hardiness)	Individual and Group Exercise	Assess self and other's hardiness on the Hardiness Scale Create action plans for improving hardiness and health
11	Cognitive Behavioral Therapy	Article Reading	Helping Employee in Distress – Using Basics of CBT

Module 3 on Emotional Intelligence– Social Awareness Competency: Empathy, Organizational Awareness and Dialogue

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.

Module 4- Influence -The ability to positively impact people and kindle intrinsic motivation towards achieving a collective goal

Sr No.	Topic	Mode	Participant Takeaway
12	The Brain Science Behind Social Awareness -Mirror Neurons	Lecture, Q&A PPT, Video	Explain the Neural Circuitry of Empathy
13	<ul style="list-style-type: none"> • Cognitive Emotions • Affective Empathy • Empathetic Concern 	Lecture, Q&A PPT	Learn the Science of Relating to and understanding the Perspective and Emotions of
	The Art of Listening	Lecture, Q&A, Exercise, PPT Reading the Article What Great Listeners Really Do	Display the Behaviors of Empathetic Listening
15	The Art of Influence based Cialdini's Research	Lecture, Video Exercise	Explain the Six Principles of Influence

Sr No	Topic	Instructional Method	Participant Takeaway
1	Understanding the SCALE Framework	PPT, Lecture, Q&A	Explain the history and concept of SCALE Tool
2	<ul style="list-style-type: none"> • The Ten Competencies of SCALE • Interpreting the SCALE Report 	PPT, Lecture, Write up	<p>List the competencies under SCALE</p> <p>Explain the competencies</p> <p>Identify where the participant is ranked in the ten competencies.</p> <p>Identify the three problem areas in ESAP and your current position in those areas</p>
3	Coaching With SCALE	PPT, Lecture, Simulaton	Conduct coaching sessions with SCALE Feedback
4	Action Plan for application of learned concepts	Group and Singular Exercise	Action Plan for Improving the EIcompetencies
5	Feedback and Certification	Interactions	

Sample Report of SCALE (Skills For Career And Life Effectiveness)

Assessment of Skills for Career And Life Effectiveness®

SCALE® PROFILE

	DEVELOP	STRENGTHEN	ENHANCE	
INTRAPERSONAL SKILLS				
SELFEESTEEM				SELF ESTEEM
INTERPERSONAL SKILLS				
ASSERTION				ASSERTION
COMFORT				COMFORT
EMPATHY				EMPATHY
CAREER and LIFE SKILLS				
DRIVE STRENGTH				DRIVE STRENGTH
DECISION MAKING				DECISION MAKING
TIME MANAGEMENT				TIME MANAGEMENT
INFLUENCE				INFLUENCE
COMMITMENT ETHIC				COMMITMENT ETHIC
PERSONAL WELLNESS SKILLS				
STRESS MANAGEMENT				STRESS MANAGEMENT
PHYSICAL WELLNESS				PHYSICAL WELLNESS

PERSONAL COMMUNICATION

INTERPERSONAL ASSERTION				INTERPERSONAL ASSERTION
INTERPERSONAL AGGRESSION				INTERPERSONAL AGGRESSION
INTERPERSONAL DEFERENCE				INTERPERSONAL DEFERENCE

PERSONAL CHANGE ORIENTATION

PERSONAL CHANGE ORIENTATION				PERSONAL CHANGE ORIENTATION
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Value Proposition for Participants

The participants would learn from cutting-edge neuroscience/brain science practical and coachable methods for self-awareness, self-regulation, Social Awareness and Relationship Management Domains as theorized by Daniel Goleman and leading neuroscientist and EI Gurus

Dr Ashis Sen is MD ASCC, **Adjunct Professor at IIM Nagpur**, Chairman of Forum for Emotional Intelligence Learning, Member of EI Consortium USA, which has Daniel Goleman Richard Boyatzis as a member and is a practitioner who has been involved in developing leadership potential in a Fortune 500 company. He has helped build leadership capacity in firms like Hindustan Petroleum, Indian Oil, Balmer Lawrie, Indian Railways, Reserve Bank of India, Infosys BPM, and Tata Motors based on emotional intelligence skills.

The SCALE instrument for EI Assessment was created by Texas A&M Professors and EI Learning Systems after decades of research on Emotional intelligence and is found very valuable in assessing and coaching executives.

The participants would be certified to administer SCALE, interpret scores and coach people.

Fees and Venue

Venue; Hotel – Meluha the Fern ,Hiranandani Gardens, Powai
Fees per participant is modestly set for the three-day certification workshop at Rs. 50000/- plus GST (Rupees Fifty Thousand Plus GST) per Participant

Photos from left to Right a) with Dr Robert Kaplan Harvard Business School Professor, who invented the Balanced Scorecard in a Panel Discussion, b) with Dr Peter Senge MIT Sr Faculty and called Father of the Learning Organization Concept and c) Delivering a talk at ESADE for EI Consortium meet, Spain

Please contact for Nominations:

Dr Ashis Sen Email- senashis@gmail.com Mobile +[919920434669](tel:919920434669)





1. Receiving Dean of Peace Award From WWA
2. Conducting an Online Session
3. With MD DMRC Shri Mangu Singh
4. Delivering a Talk at A&M University Texas on EI
5. On a Panel on Emotional Intelligence



Photographs of Participants from Some Open Workshops on Emotional Intelligence



Feedback

Letter of Appreciation from Director – HR, Hindustan Petroleum now C&MD for work on coaching and leadership development, etc.

पुष्य जोशी
निदेशक – मानव संसाधन

PUSHP JOSHI
Director - Human Resources



हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड
(सारा सरकार उपक्रम)

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. : 2202 3772 FAX : 2283 0383
e-mail : pushpj@hpcl.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)

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

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.)

Off.: Lalbaug, Vadodara – 4, *Tel. 45216 (Rly) , (0265) 2652991 (P&T)
*Fax : (0265) 2638267 *Email: spob@nair.railnet.gov.in



भारतीय पटसन निगम लिमिटेड
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पंजीकृत और प्रधान कार्यालय: 15एन, नेली सेनगुप्ता सरणी, 7वां तल, कोलकता - 700 087

Regd. & Head Office: 15N, Nellie Sengupta Sarani, 7th Floor, Kolkata - 700 087

सी.आई.एन. / C.L.N.: U17232WB1971GO1027958

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

PURANIK BUILDERS LIMITED
Puraniks One, Near Kanchanpushpa Complex, Opp Suraj Water Park, Kavesar,
GG Road, Thane (W) 400 615, Tel: +91 22 2598 8888. E-mail: info@puraniks.in,
Website: www.puraniks.in | CIN: U99999MH1990PLC056451



To

Ashis Sen

Date: April 20, 2019

Ashis Sen Consulting and Coaching

Andheri, Mumbai

Dear Dr Ashis 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

Autobahn Trucking

Autobahn Trucking Corporation Pvt. Ltd.
(BharatBenz Authorised Dealer)
VIB/404 E, NH-47, Near IDC Pump, Kottayi, Near Athani Junction,
Nedumbassery PO, Ernakulam - 683585, Kerala.
Phone: +91 484 2379000
Email: info@autobahntrucking.com



Ref : ATC/HR/AL/0419/001

Date : 24 April 2019

Dr. Ashis Sen
Ashis Sen Consulting and Coaching
Andheri, Mumbai

Sub : Letter of Appreciation

Dear Dr. Ashis Sen,

We truly appreciate your work done with us 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 develop talent in the organization as well as improve their business and people performance.
 - b. Your coaching interventions with our senior executives helped our executives to hone their Emotional Intelligence and leadership competencies.
2. Performance Management System and Strategy Execution with the Balanced Scorecard:
 - a. Your work with us on building, monitoring and reviewing processes on the strategy and execution have rendered significant assistance to us in outlining clear priorities on customer and process initiatives and their linkage to both financial and learning initiatives.
 - b. It helped us in putting 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. HR Processes:
 - a. Your inputs on HR Processes especially on 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 effective interventions in the above areas.

Thanking you,

Sarath Murzil S
Head HR



Some of Our Clients



IndianOil



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PURANIKS
Ideas that stay with you



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.