



Mahindra™
University
Global Thinkers. Engaged Leaders.

CENTRE FOR
EXECUTIVE EDUCATION



Leading with Emotional and Social Intelligence

Live Online Programme (3 Weeks)





Overview

Emotional and social intelligence has emerged as the most critical predictor of future and sustainable success. Leadership performance is elevated by emotional intelligence, beyond cognitive ability and technical knowledge. There is psychometric evidence of what may be crucial for the Indian executives and leaders. Leaders who have a high EQ enjoy a variety of benefits, including a heightened sense of self-awareness, an exceptional ability to understand others, a broad and diverse social network, greater motivation, and a higher social impact. In an age where we are globally connected to clients and colleagues with diverse backgrounds and experiences, leaders who can adapt to change, manage their emotions, and work well with others are the most sought after.

Social Intelligence is a vital life skill that has been left largely unexplored in traditional modes. This gap has led to people becoming highly successful in their respective fields but with significant problems in social skills which causes them to withdraw from other people, events and situations, leading to deficits in productivity, success, and wellbeing. Social demands and media interfacing mean the spotlight is always on. You may miss looking at everybody; but everybody is looking at you.

The workshop is designed to provide leaders with a new mindset and skill set to enhance their own leadership potential, and enhance people's social skills, self-esteem, self-confidence, in incorporating key social skills and competencies in their repertoire. Motivational in design, the Programme offers to expand individual potential of executives, by creating a predictive index around capabilities, that enhance the possibility of success flowing from character and competence; not luck nor environmental factors.



Programme Objectives:

- Deepen the participants' understanding of themselves based on 2 psychometric assessments
- Enhance the appreciation of the new role and inherent opportunities of a VUCA environment
- Understand how managing emotions can drive engagement and organizational productivity
- To enable a deeper understanding and connect with one's critical stakeholders
- Help participants gain insights into their emotional make up and thus be optimally oriented to manage crisis situations; enable the creation of personal insights that has the power to transform behaviors and actions
- Develop subordinates actively and building a robust pipeline for sustainable success
- Build flexibility and adaptability for standing tall amid unprecedented challenges

Programme Structure and Duration:

- The Programme would be delivered through 9 live online sessions of 90 minutes each, spread over 3 weeks.
- Between sessions, there would be Group Assignments to be completed
- Discussions during the sessions would also include discussion & debrief of the Psychometric Instrument Reports, for helping participants to prepare Personal Development Plans

Learning Methodology: Discussions of conceptual frameworks, inferences from psychometric instrument reports, case discussions, and application exercises

Key Topics covered in the Programme:

Session I:

- Introduction to Emotional Intelligence
- The Psychobiology of Emotional Intelligence
- VUCA Context: Challenges and Opportunities

Session II:

- Emotional Intelligence Framework: 1-5-15 Model
- Concept/Application/Measurement
- Building Emotional Intelligence: Self Awareness and Positive Outlook
- Johari Activity

Session III:

- Johari Debrief: Building Emotional Intelligence in Groups
- EQI Subscales – Descriptions
- The Emotionally Intelligent Leader: Managing Critical Events / Crisis

Session IV:

- EQI Report: Implications and Applications for Self-Development
- Imbalances and Dysfunctions: Self and Teams
- Insight to Action: Self Improvement Model (Default-Design) – Who / When / How

Session V:

- Building a Culture of Emotional Intelligence: Acquisition / Alignment / Development / Retention of EI
- Leader as Teacher – developing others / subordinates
- Creating Empowerment Culture

Session VI:

- The Primary Dimensions of Social Intelligence and Attractiveness: Networking / Appreciative Orientation / Enlightened Self Interest / Go-Giving / Personal Branding and Visibility
- Building Performance Norms: Team Spirit Building by Navigating Lencioni's dysfunctions

Session VII:

- Enablers for Social Skills and Stakeholder Leverage
- Skill Demonstration / Group Role Play / Developing Subordinates

Session VIII:

- Inhibitors for Social Skills: Group Activity
- Power of Communication with Critical Stakeholders

Session IX: • Developing Personal Development Plans





FACULTY

Rajeshwar Upadhyaya

Rajeshwar is a visiting faculty in Executive Education at Mahindra University. He is currently the Dean of Academy of Applied Emotional Intelligence (AAEI) an organization that drives transformational learning and is based out of Mumbai (India). He has also been a visiting faculty in Executive Education at ISB, KAIST, LBSNAA, SVPNPA, NAIR, IIPA, NISA. Rajeshwar has over 28 years of industry and consulting experience.

He has consulted for business houses in India, South East Asia, and the USA. He has taught over 48,000 executives across Government, Public Sector, Private Sector. Participants in his programmes included executives from ESADE Business School, EADA, Spain, ESTM, Germany and RSM, Erasmus University. He also taught at School of Finance and Management, Oxford Brooks University, UK, Thunderbird, USA and SKOLKOVO Moscow Institute of Management, Russia

He has taught executives from an array of industries including Manufacturing, Infrastructure, Nonbanking Financial Services, Bank, Automobiles, Market Research, Pharmaceuticals, PR, Oil & Gas, Steel, Telecom, Shipping, Media & Entertainment, FMCG, Academia, etc. having engaged with more than 140 organizations. Rajeshwar teaches the Global Leadership Immersion Program at the Korean Advanced Institute of Science and Technology (KAIST), Seoul, South Korea to senior corporate executives with a focus on 'Leadership Skills for Doing Successful Business with India'.

He is a Leadership Speaker at various national and international forums and conferences including The London Speaker Bureau, India Literary Festivals and IQPC, Singapore. Rajeshwar is an author of two books and numerous articles. A third book "Insights from the Tragedies of Shakespeare – Exploring the Psychology of Leadership Failure" is underway.

Rajeshwar has an MBA with a specialization in International Management from Thunderbird, The American Graduate School of International Management, AZ, USA. He is also certified in various globally recognized psychometric and coaching tools like MHS EQI; Pearman; Pearman Flex, Big Five Personality Factors (Comprehensive Suite), Hardiness Resilience Tool, Risk Type Compass Profile, Hogan Challenges/ Motivations Preferences/ Potential; FIRO-B and FIRO-Business; MBTI Step I and Step II; DISC; ESQ, Leadership Tracker (Derailment Propensity Inventory), etc. He is also a Zig Zilgar Certified Trainer.

About Centre for Executive Education

The Centre for Executive Education (CEE) at Mahindra University, creates and conducts learning programmes for working professionals, which are designed to provide timely and relevant knowledge, insights and perspectives, that help them progress in their current and future roles in organizations. By enhancing performance of executives, these programmes are aimed to positively impact the organisations that they work for.

Executive Education Programmes at Mahindra University span across multiple business disciplines, engineering & data science, and law, for different seniority levels, in various national and international geographical locations.

CEE's mission is to be a hub for engaging & beneficial interactions between business leaders and the academia. The centre works with some of the finest faculty in India and from leading Global Business Schools. Participants will have opportunities to learn from the innovative research and consulting experience of the faculty, wide experience of the peer group of learners, and from Industry practitioners who bring in strong domain knowledge.

About Mahindra University

Mahindra University, established in May 2020, is a multi-disciplinary global education and knowledge campus which offers industry-aligned curricula, a student-centered learning environment, and opportunities for international exposure. The University offers Undergraduate and Post Graduate programs in its five Schools namely Ecole Centrale School of Engineering, School of Management, School of Law, Indira Mahindra School of Education, School of Media and Liberal Arts.

The University has world class collaborations with Cornell Universities SC Johnson College of Business, Virginia Tech, Centrale Supélec, BABSON and University of Florida which serves inter-disciplinary learning through live industry projects and in-built flexibility of course choices, making the education very practical catering the needs of the students.



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