



# Centre for Organization Development

Educate | Evolve | Empower



Program on  
**Emotional Intelligence at Workplace  
for Scientists and Technologists**

(February 17-21, 2020)

*Sponsored by*  
Department of Science and Technology,  
Ministry of Science & Technology, Government of India

**Program Directors** | Dr. Anuradha Rao & Prof. Lalitha Akundi



## PERSPECTIVE

- Emotional Intelligence (EI) matters.
- EI is the hidden advantage.
- EI is one of the predictors of job performance.
- EI improves both productivity and psychological well-being in the workplace.
- EI is the most crucial determinant of success in the workplace.
- EI is the ability of a person to use emotions as a guiding tool for personal and interpersonal effectiveness.
- Scientific organizations in the west have realized that EI plays a dominant role in enhancing the performance of Scientists / Technologists.

Workplace has become the field of competition, demands, pressures, interpersonal difficulties, and simply put roller coaster ride. Workplace challenges are self-created or experienced from others. If one wants to succeed one must have the ability to respond positively to such challenges. Otherwise, it may lead to emotional disturbances in the form of frustration, anger, anxiety etc., which in turn affect individual productivity. Therefore, emotional intelligence (EI) is considered to be a critical competence for scientists / technologists.

## OBJECTIVES

- To enable participants appreciate the practical applications of Emotional Intelligence (EI)
- To equip participants reflect on and develop their EI at workplace

## CONTENTS

- o Emotional Intelligence: An Overview
- o Managing Emotions
- o Measuring Emotional Intelligence
- o Motivating Self and Others
- o Self-Awareness
- o Working in Teams
- o Managing Differences
- o Stress Management



## METHODOLOGY

All the sessions will be highly interactive in order to harness maximum learnings from everyone's experiences. Multiple methods will be used such as Lectures & Presentations, Case Studies, Video Clippings, Interactive Sessions, Outbound Activity, Psychometric Questionnaire, Role Plays, Group Discussions etc.

## TARGET GROUP

Target group/prospective participants are Scientists/technologists holding scientific posts/working in Scientific Ministries/ Departments of Govt. of India and State Governments, Autonomous Institutions/Public Sector Undertakings of Central/State Governments, Research and Development Institutions/Research Laboratories of Central/State Governments, Central/State universities, State Science & Technology Councils. Academicians/Professors who are having PhD / MTech degrees and actively involved in research & development (R&D) will be selected as participants to the program.

## DURATION

Monday, February 17 to Friday, February 21, 2020. The program starts at 0930 hours on February 17 and concludes on February 21, 2020 at 1715 hours. Participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the programme or in the morning of the following day.

## VENUE

The programme will be held at the Centre for Organization Development, Madhapur, Hyderabad. It is fully residential and the participants will be accommodated in single air-conditioned rooms at its campus.

The Centre arranges transport between Airport/Railway Station and the campus.

## **SPONSORSHIP**

The program is fully sponsored and funded by DST, GoI. **Nominating Institutions and participants NEED NOT pay any fee or expenses for board & lodging.** The Institutions will have to only bear travel expenses to & fro Hyderabad of their nominees.

## **LAST DATE FOR NOMINATION**

**February 1, 2020.** This program attracts large number of nominations. You are requested to send your nomination well in advance to [upendra@codhyd.org](mailto:upendra@codhyd.org) as we accept nominations on first come first serve basis, subject to all applicable conditions. Upon receiving the acceptance note from us, participants will have to necessarily send their confirmed travel plan by February 10, 2020.

## **CERTIFICATE OF PARTICIPATION**

The Centre issues a Certificate of Participation on conclusion of the Program.

## **COD ALUMNI ASSOCIATION**

Participants of the program will become members of COD Alumni Association.

## **PROGRAM DIRECTORS**

**Dr. Anuradha Rao**, Professor in HR and OB& OD, Centre for Organization Development, has over 27 years of experience in the area of Human Resources. She has held several leadership positions in the corporate world with organizations like GE Capital International Services, IBM, Mphasis, Genpact and Deutsche Bank. She held positions of Operations training leader at GE Capital International Services for Hyderabad and training lead for IBM BTO Operations. AS Director, Human Resources at Mphasis, she was responsible for HR function for its International and Domestic biz. She was the training leader for Genpact China and travelled to Dalian where she was involved in the transition and customization of the L & D Curriculum for the region. She also served as the interim HRD.

Anuradha has a Doctorate (PhD) in English Literature from the Central Institute of English and Foreign Languages, a Diploma in Journalism and has been trained on Methods and Methodologies of Learning and Content Development. She is also accredited on implementation of the Psychometric tools – MBTI and DISC and is a certified facilitator on the 'Performance Leadership Program' and '7 Habits of Highly Effective People' – programs conducted by the Franklin Covey Group. Her certifications also include Master Practitioner of Neurolinguistic Programming by the National Federation of Neurolinguistic Programming, Florida and as a Certified Coach by Neuro Leadership Group, an organization founded by David Rock, CEO.

**Prof. A. Lalitha**, Assistant Professor in OB, OD& HR, Centre for Organization Development, is an M.Phil. NET/JRF in Social Sciences. She is DISC certified. She has vast experience and is adept in designing and delivering training programs in OD and OB. Since 2010, She has conducted several open and in-house Leadership Development programs and long duration workshops where emphasis was on Strategic and Collaborative Leadership, Mentoring Relationships, Stakeholder Orientation and Building and Leading Teams for client organizations like Department of Science and Technology, DRDO, NMDC, MRPL, BOB, IOB, OBC, LIC, HPCL, Ministry of Finance, Government of Afghanistan. She is highly adept in conducting sessions on Time Management, Mentoring and Coaching Competencies, Team Development, Team Coaching, Emotional Intelligence, Interpersonal Skills, Awareness of Self, Understanding Self, Building Positive Organizational Culture, Leadership Vision, Situational Leadership, Personal Effectiveness, Trusted Leadership, Trust in Organizations, Organizational Climate Value-based Leadership, Women at Work, Team Building and Conflict Resolution. She has got expertise in conducting Activity-based Experiential Learning sessions for all levels of Management.

She has conducted Organizational Climate Surveys, Learning Need Surveys in different public sector organizations like NMDC. She has successfully led the project team, evaluating the training programs conducted by AMR-APARD. As a team member, she has worked on the assignments of preparing HR Manuals for APMDC Ltd., NMDC Ltd., ePragati and NMDC-CMDC.

She has published several research papers/articles to her credit in various Journals and Books. Her areas of interest include, Organizational Development & Behaviour, Public Policy, and Women in Management, Training Evaluation and ROI in Training.



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