



**Centre for Organization Development**  
Consulting • Training • Research

*presents*

# Program on Emotional Intelligence at Workplace



COD campus  
Hyderabad



October  
14-18, 2024

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*Program Directors*  
Prof. V. Ramachandran  
Prof. Lalitha Akundi

## Focus

- 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 managerial effectiveness and leader's excellence

Workplace has become the field of competition, demands, pressures, interpersonal difficulties, and simply to 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 executives across all levels working in any organization.

## Objectives

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

## Contents

- Emotional Intelligence: Perspective Building
- Measuring Emotional Intelligence
- Managing Emotions
- Managing dysfunctional emotions
- Mindfulness to manage stress
- Coaching for Emotional Intelligence

## Who can Participate?

This program is designed for middle and senior level executives of public sector, private sector and government organizations.

## 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.

## Duration

The Program starts at 9.30 AM on 14th October, and concludes on 18th October 2024 at 5.15 PM. The participants are expected to arrive in Hyderabad a day before commencement and may leave after the conclusion of the program or in the morning of the following day.

## Venue

The program 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.

## Program Fee

The program fee is Rs.40,000/- + GST. The fee includes tuition, board and lodging, courseware and other facilities of the Centre like internet usage, well equipped gym etc. Local participants, not availing hostel accommodation, will be given a discount of Rs. 1,000/- per day for the duration of the program.

## Last Date for Nominations

Friday, September 13, 2024

## 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.



### Prof. V. Ramachandran



Prof Ramachandran has over three decades of operational and strategic experience in HRM, executive coaching, and design and delivery of Assessment and Development Centres. His extensive experience includes leadership stints at BHEL, Texas Instruments, the Murugappa Group, Motorola, AT&T and Air Mauritius.

Prof Ramachandran is an empanelled Executive Coach for the LTSM executive program at the Indian School of Business, Hyderabad and an Adjunct Professor at IIM Bangalore. He has worked with and trained leaders across Asia, Australia, the Middle East, Africa and the US. Prof Ramachandran has a BSc in Mathematics from the University of Madras, a Master's degree in Personnel Management and Labour Welfare from the Tata Institute of Social Sciences, and an Executive Certificate from INSEAD, Singapore in International Human Resources Management. He is an ICF Associate Certified Coach and holds several credentialed certifications in psychometric instrumentation.

### Prof. Lalitha Akundi

Prof. A. Lalitha, is Associate Professor at Centre for Organization Development and for over 15 years, Prof Akundi has partnered with companies, institutions and government departments to design, develop and deliver insightful, engaging and interactive Leadership Development programs, extended-duration workshops, and executive education courses covering a wide range of HR practice areas, including leadership development strategy, collaboration, mentoring relationships, stakeholder management, and team-building. She has been directing the Leadership Development and Emotional Intelligence at Workplace Programs of DST for more than 9 years at COD. She closely works with DRDO, NMDC, MRPL, Bank of Baroda, Indian Overseas Bank, Oriental Bank of Commerce, LIC, HPCL, and the Ministry of Finance, Government of Afghanistan, among many others. She has created operational frameworks, defined HR processes, and administered organizational climate and employee engagement surveys for many public sector companies, led training needs analyses and impact evaluations at AMR-APARD, and authored HR manuals for APMDC, NMDC, e-Pragati, AP Transco, APTDC and NMDC-CMDC. Prof Akundi is the author of several well-regarded academic papers and articles.



Prof Akundi holds an MPhil in Social Sciences and is DiSC-certified. Certified Emotional Intelligence Practitioner, Trained Experiential Educator and POSH Enabler.

### CONTACT

Mr. Murthy Vadapalli  
☎ +91 934 700 3017 |  
798 910 6094

✉ programs@codhyd.com  
✉ codhpo@codhyd.com

**Program on**  
**Emotional Intelligence at Workplace**  
(October 14-18, 2024)

**Nomination Details**

Name of the Organization: \_\_\_\_\_

Name of the Sponsoring Authority: \_\_\_\_\_

Address: \_\_\_\_\_

Mobile: \_\_\_\_\_ Email: \_\_\_\_\_

Nominee's Details:

S. No.	Name of the Participant	Age	Designation	Mobile & Email ID

**REGISTRATION FEE PER NOMINATION**

Rs.40,000/- plus 18% GST for residential participant

Rs.35,000/- plus 18% GST for non-residential participant

Group participation (3 or more) and member organizations of COD will get 10% off on the course fee.

The payment of fee may be made either by electronic transfer or crossed cheque/DD in favour of 'Centre for Organization Development' payable at Hyderabad.

Signature: .....