



भारतीय कृषि अनुसंधान परिषद
INDIAN COUNCIL OF AGRICULTURAL RESEARCH
मानव संसाधन प्रबंधन एकक/HRM UNIT
कृषि अनुसंधान भवन-II, पूसा, नई दिल्ली 110012
Krishi Anusandhan Bhavan Pusa - II, New Delhi 110012

F.No. HRM-03/27/2021-KAB-164

Dated: 23rd September, 2022

OFFICE MEMORANDUM

Subject:- Nomination for DST sponsored training programme on "Emotional Intelligence at workplace for Scientist/Technologists from 31st October to 4th November, 2022 being conducted by Centre for Organization Development, Madhapur, Hyderabad – reg.

The Centre for Organization Development, Madhapur, Hyderabad is inviting nominations for Training Programme on "Emotional Intelligence at Workplace" for Scientist/Technologist from 31st October to 4th November, 2022. The objective of the training programme are to enable participants to appreciate the practical applications of EI and to equip participants to reflect on and develop their EI at the workplace.

The programme is fully sponsored and funded by the Department of Science & Technology, Govt. of India. Nominating Institutions and participants need not pay any fee. The sponsoring organization need to only bear travel expenses to & from Hyderabad of their nominees. The last date for receiving nominations is 24th October, 2022.

The Institute may nominate the suitable officers for training programme directly to Centre for Organization Development, Hyderabad under intimation to HRM Unit, ICAR. The nomination form and Brochure are enclosed or be downloaded from ICAR website under Col. Circular/HRM Unit. The Officer who have already attended this training programme need not apply.

Immune
23/9/2022

A K Vyas)

ADG (HRM) &

Training Manager, (ICAR)

Email: akvyas@icar.nic.in;

nkjip1971@gmail.com, sohrm2018@gmail.com

Distribution:-

1. All Directors of ICAR Institutes
2. All HRD Nodal Officers of the ICAR Institutes
3. ICAR Portal/HRM Portal
4. Guard file.



Centre for Organization Development

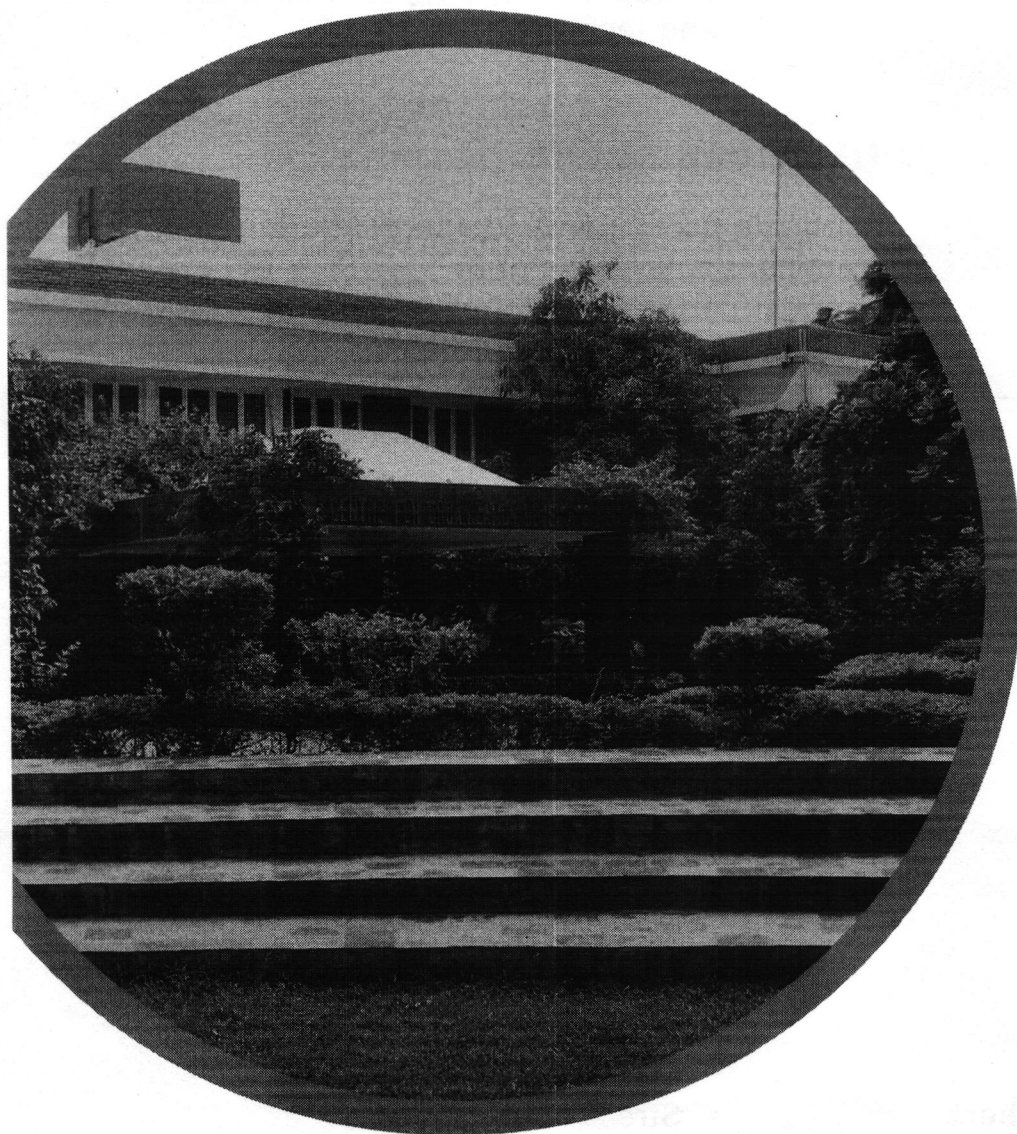
Consulting • Training • Research

presents

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

Sponsored by

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



**COD campus
Hyderabad**



**October 31 –
November 4, 2022**

Program Directors
**Dr Srinivas Kandula
Prof Lalitha Akundi**

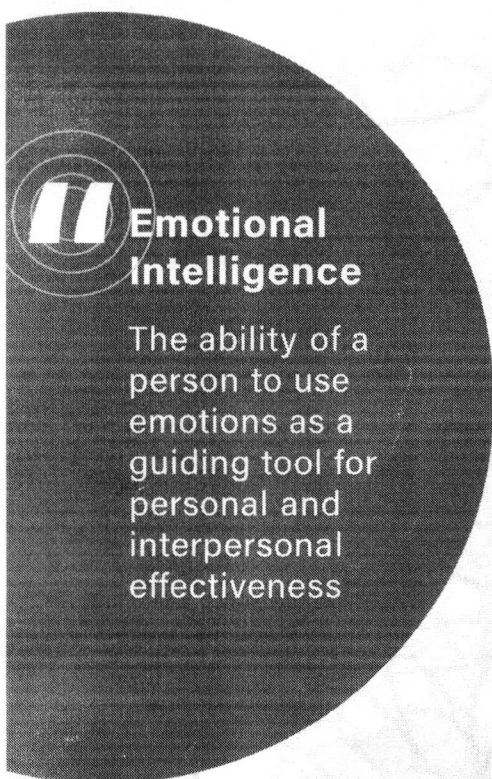
PERSPECTIVE

- Emotional Intelligence (EI) matters
- EI is the hidden advantage
- EI is a predictor of job performance
- EI improves both productivity and psychological wellbeing in the workplace
- EI is the most crucial determinant of workplace success
- Scientific organizations in the West have realized that EI plays a dominant role in enhancing the performance of scientists and technologists

The workplace is a space of competition, demands, pressures, interpersonal difficulties, and simply put, a rollercoaster ride. Workplace challenges may be self-created or experienced from others.

To succeed, one must be able to respond positively to such challenges; otherwise, they lead to emotional disturbances in the form of frustration, anger, anxiety, etc., which in turn affect individual productivity.

Therefore, EI is considered a critical competency for scientists and technologists.



OBJECTIVES

- To enable participants to appreciate the practical applications of EI
- To equip participants to reflect on and develop their EI at the workplace

METHODOLOGY

All sessions are highly interactive to harness the maximum learnings from everyone's experiences. Multiple methods will be used, including lectures and presentations, case studies, videos, interactive sessions, outbound activity, psychometric questionnaires, role play and group discussions.

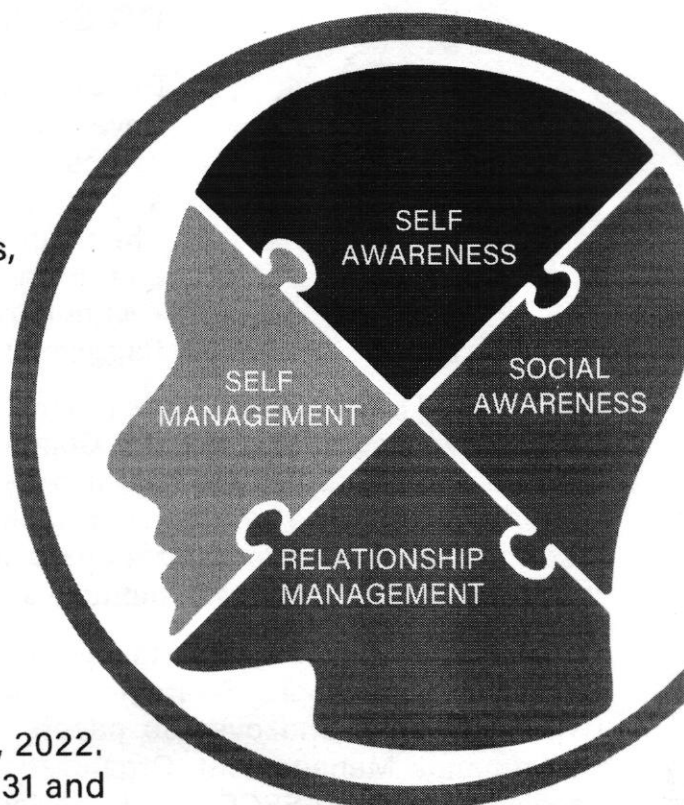
CONTENTS

- EI: an overview
- Managing emotions
- Measuring EI
- Motivating self & others
- Self-awareness
- Working in teams
- Managing differences
- Stress management

TARGET GROUP

Scientists and technologists holding scientific posts or working in Scientific Ministries and Departments of the Government of India and State Governments, autonomous institutions/Public Sector Undertakings of Central/State Governments, Research & Development Institutions/Research Laboratories of Central/State Governments, Central/State universities, and Central/State Science & Technology Councils.

Academics/Professors who have PhD/MTech degrees and who are actively involved in R&D may also be selected to participate in this programme.



PROGRAMME DETAILS

DURATION

Monday, October 31 to Friday, November 4, 2022.

The program starts at 9.30 am on October 31 and concludes on November 4, 2022 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. The Centre arranges transport between Airport/Railway Station and the Campus.

LAST DATE FOR NOMINATIONS

Monday, October 24, 2022

As this program attracts a large number of nominations. Applicants are requested to register their filled in nomination well in advance at DST portal (<https://training.dst.gov.in>) and click on REGISTER NOW: APPLICANTS ONLY.

SPONSORSHIP

This programme is fully sponsored and funded by the Department of Science & Technology, Government of India. **Nominating institutions and participants NEED NOT pay any fee. However, the sponsoring organization need to only bear travel expenses to & from Hyderabad of their nominees.**

CERTIFICATE OF PARTICIPATION

The Centre for Organization Development issues a Certificate of Participation upon conclusion of the programme. Participants in this programme become members of the COD Alumni Association.

PROGRAMME DIRECTORS

DR SRINIVAS KANDULA



Dr. Srinivas Kandula Director, Centre for Organization Development & Chairperson- Leadership Development vertical of COD is an author, educator, business leader and transformative innovator. He has worked as Chairman of Capgemini India from Jan, 2019 to Jan, 2022 and from 2016 to 2018, he was CEO of Capgemini Technology Services India and a member of the Capgemini Group Executive Committee.

Joining iGATE Global Solutions in 2007, he spearheaded the highly successful multi-geography integrations of Patni Computer Systems with iGATE (2011) and of iGATE with Capgemini (2011). He has also held senior leadership positions at Power Grid Corporation of India and Sasken Technologies. His transformative strategies were instrumental in these organizations being recognised among India's Great Places to Work and Best Employers in multiple surveys.

Dr. Kandula is a doctoral fellow of XLRI Jamshedpur. His doctoral thesis was published as a book, 'Strategic Human Resource Development', in 2001. He has written 9 books and over 60 papers on Strategic Human Resource Development, Performance Management, Organization Development and Self Development. He is associated with NASSCOM, CII, the Indo-American Chamber of Commerce, and the National HRD Network, and delivers talks by invitation at MDI Gurgaon, ASCI, the IIMs, and his alma mater, XLRI.

PROF LALITHA AKUNDI



Lalitha Akundi is a core Faculty at COD and for over 15 years, Prof Lalitha 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 Lalitha is the author of a number of well-regarded academic papers and articles.

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

CONTACT

Upendra Surve

+91 944 173 6202

+91 934 700 3017

upendra@codhyd.com

codhnp@codhyd.com



GOVERNMENT OF INDIA

MINISTRY OF SCIENCE & TECHNOLOGY

DEPARTMENT OF SCIENCE & TECHNOLOGY

TECHNOLOGY BHAWAN, NEW MEHRAULI ROAD, NEW DELHI - 110 016

TEL No. 011-26524941, 011-26590340, FAX : 011-26864570, 011-26590340

NOMINATION FORM

TRAINING PROGRAMME, INSTITUTE & DATE OF TRAINING	
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NAME Prof./Dr./Mr./Ms.			
DESIGNATION :		ORGANISATION: LOCATION/MINISTRY/ DEPTT/GOVT.	
SEX (M/F)		PRESENT PAY AND GRADE PAY :	
DATE OF BIRTH		DATE OF ENTRY IN GOVT. SERVICE (AS GROUP 'A')	
COMPLETE ADDRESS/			

CONTACT NUMBERS / E-MAIL			
EDUCATIONAL / PROFESSIONAL QUALIFICATIONS (GRADUATION ONWARDS)			
SL.No.	YEAR	DEGREE	UNIVERSITY / INSTITUTE

[illegible]

EXPERIENCE/POSTINGS FROM LEVEL SCIENTIST 'B' ONWARDS (IN GROUP 'A')				
SL. No.	NAME OF THE ORGANISATION	POST HELD	FROM	TO

TRAINING ATTENDED				
SL. No.	YEAR	NAME OF THE TRAINING PROGRAMME	NAME OF THE INSTITUTE	DURATION
SPECIFIC AREA IN WHICH SKILL UPGRADATION DESIRED				

RECOMMENDATION BY THE CONTROLLING OFFICER

Signature of the Candidate

(SIGNATURE OF THE RECOMMENDING OFFICER)
(Name & Designation with Seal)