

NEW HORIZON QUALITY ASSESSMENT AND SKILL DEVELOPMENT CENTER

ORGANIZES

MANAGEMENT DEVELOPMENT PROGRAM

ON

“LEADER AS A CHANGE MAKER”

ON 12TH AND 13TH OCTOBER 2017

Resource Person: Mr. C.V Ramanan, Founder CEO of Ladder Consultancy Pvt. Ltd.

Topics specified for the workshop:

- Developing Aspirations to Success
- Creating high performance in organization
- Embedding Leadership Skills
- Setting directions and Decision making for effective working
- Encouraging Individual and Team work
- Managing Emotions
- Conflict Resolution - Problem Solving
- Business Communication
- Inter Personal Skills
- Minimizing Communication gaps

Objectives:

1. To set the parameters for facilitating learning at all levels.
2. To develop aspirations to success at the individual and institutional level.
3. To create high level performance amongst leader for the benefit of stake holders
4. To give clarity to leadership skills and to take up challenges
5. To help balance the emotions –handling changes amongst students
6. To design value based curriculum to improve students values

Approaches used during workshop:

- Questioning technique
- Discussion for clarifications
- Individual building activities
- Online tools for knowing one’s own personality
- Video Presentation
- Meditation and Introspection

Execution:

The program began on 12th October 2017 T 9:30 am with a short prayer by Dr.Girija.N.Srinivasalu, director, QASDC followed by the brief introduction on the program, significance and the introduction of Mr. C.V. Ramanan who is the resource person facilitating the program for both the days along with the 2 other resource person to support him were Mr.Swami and Mr. shah Bahadur.

Mr.C.V.Raman began the session by introducing the deeper meaning of Management, which means "Meant to be a man of age". This starts from Self and then to the outer world to link this he also asked all the participants of key takeaways from the previous MDP session along with the impact.

Activity: All the participants were asked to describe themselves with an adjective that best describes them, after writing those, he had all the participants pin the A4 sheet to their back and collect the other participants views on them. The task was to describe everyone with an adjective. The session seemed to be very interactive while everyone went up to other people to identify them with an adjective.

Discussion: Post which the participants were instructed to compare their views against how others perceive them.

The facilitator also informed all the participants to chalk down their expectation out of the MDP program and have it pinned to the wall, so that it can be revisited the next day. He also stated the opportunities created for a student within the organization for their employability, if it is only engagement oriented or just employability oriented, which means if the students are able to sustain their job after getting one.

He then posed series of questions to all the participants trying to analyze if they operated from the inner world or the external world, which of the 2 world is influencing them the most.

1. Is life predictable or unpredictable at this point?
2. Is life clear or confusing?
3. Is your life filled with faith or fear?
4. Do you approach the problems in life objectively or subjectively?
5. Are you all **personality oriented or purpose oriented?**
6. Are you leading a life of probability or belongingness?
7. Are you all operating in the state **of Intelligence or wisdom?**
8. Are you excelling in life or existing in life?
9. Are you leading a life of **survival or a life of aspiration?**

He also asked the participants the definition of fundamental things in life such as:

Intelligence: is the state of differentiating between things.

Wisdom: is the ability of understanding the truth.

He stated that everyone is born with wisdom and the world around it allows them to be intelligent, post which everyone starts operating from the state of Intelligence and not from the state of wisdom.

The result analysis was that every individual operates from a state of intelligence and not from the state of wisdom, which means the outside world rules one's behavior and livelihood and not the inner world. He stated that the day everyone starts paying attention to the inner world life becomes much more reliable and excellent than just existing; one should have aspirations from deeper inside to lead a successful life and also to lead a group of people.

He stated that for a student to enter to outer world and sustain, they need aspiration within themselves which can be sprouted only at the institutional level, hence all the heads and the staff in the institution have more responsibility towards the student than just getting them employable.

He introduced tools those were created for the purpose of enabling oneself to understand self-better; He introduced tools like Know yourself, in which the participants are allowed to jot down the time spent in a given time and to analyze for themselves of the productive time spent.

Next, he introduced a **tool** that maps one's needs and the priority that is given to their personal needs. He also introduced behavioral tool based on the **Response, reactive and the resilient expressions**.

Then, the tool that states one's **habits and hobbies** which indeed decides their behavior was administered. With all these he closed the first day letting everyone know that they must come back the next day by filling up all the details in the online tools.

The 2nd day session started with a recap session about the previous day and also the key takeaways from the previous day session. There was a lot of debatable discussion about the need to induce hunger in students before they get out of the institution.

Post discussion, the facilitator began with the discussion about personality, which is the reflection of mind. The reflection are of 2 types that is introvert and an extrovert, while introverts are good in deep analysis and researching and the extroverts are survivors who try marketing strategy. He told everyone to analyze for themselves what kind of an individual are they towards self and survival. He explained the traits of individual as self and survivors with illustrations, which was helpful for the participants to analyze themselves better.

With all the above mentioned tools, he stated the one will be able to understand them better and also rule them according to what can give them success and also try to operate from the inner world.

In the meanwhile, there were visitors from DCB bank, one of the sponsors for the Management development program visit the venue to brief the audience about their product. The session went on for about 20 minutes with participants having all queries answered by the bank representatives.

He also discussed about the importance of having to set Vision and Mission for oneself to be able to set Vision and Mission at the Institutional level.

The next session began with designing, declaring and deciding about an individual's professional values. He spoke about 7 values under 3 quotients, Personality Quotient, Ability Quotient and Holistic Quotient.

The 7 values were:

1. The power of word (Reliability)
 2. Power of commitment (Responsibility)
 3. Power of time (Accountability)
 4. Power of creativity (Problem solving)
 5. Power of quality (Effectiveness and sustainability)
 6. Power of speed (Efficiency)
 7. Power of expression (Perception management)
- : Personality Quotient
- : Ability Quotient
- : Holistic Quotient

There was an activity which enabled everyone to write down others path to enable progress as a term professional.

Vote of Thanks: was delivered by Dr.Girija.N.Srinivasalu thanking the resource person, the sponsors, the participants and all the supporting staff.

Sponsors for the program: LOTUS UNIFORMS, ETHERGLOBAL and DCB BANK.

Here are the feedback results:

Objectives and Content	2.94
Methods used for conducting workshop	2.91
About the Resource Person	3.95
Duration of the workshop	3.00
Overall quality of the workshop	3.03



