



**Residential Training and Development Program
on Emotional Intelligence for Executives of
Damodar Valley Corporation
10th-11th March 2025**

Proposed by

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About Vinod Gupta School of Management, IIT Kharagpur

Vinod Gupta School of Management (VGSoM) started in 1993 as a unique initiative among the Indian Institutes of Technology (IITs). A management school within IIT Kharagpur, VGSoM imbibed the parent Institute's culture of research and quality teaching. After more than 30 years since its inception, the school has grown holistically, winning several accolades and setting new benchmarks of excellence. Today, VGSoM plays a pioneering role in nurturing leaders of tomorrow by blending management philosophy along with technological advancement to develop managers, who appreciate both critical technological issues and their business implications. IIT Kharagpur, as an established world class institute, helps VGSoM leverage its strength in terms of infrastructure, intellectual resources, illustrious alumni and its "will to be the best" Business School in India.

In 2015, IIT Kharagpur, Indian Statistical Institute Kolkata, and Indian Institute of Management Calcutta jointly launched a Post Graduate Diploma Program in Business Analytics (PGDBA). Within a few years of its inception, the PGDBA program has become one of the most coveted and prestigious programs in Business Analytics in the country and abroad. Faculty at VGSoM have been actively involved with the program since its inception.

Vinod Gupta School of Management regularly organizes Management Development Programmes (MDPs) and training programs for educators in India and abroad. Highly qualified faculty with outstanding academic credentials and diverse industrial/consultancy experience associate with colleagues in India and abroad to provide the best possible learning environment to the students. Faculty also contribute to the knowledge base through their research and consultancy projects with their partners in the industry and academics. Now, more than two decades after its inception, the school has grown holistically, winning several accolades and setting up new benchmarks for excellence. As a part of the world renowned IIT Kharagpur system, the school enjoys access to state-of-the-art infrastructure, one of the most well-equipped libraries in the country, and a very large, well-established network of alumni.

In addition to the above, Vinod Gupta School of Management boasts of the unique capability to draw upon the expertise of a wide variety of world-renowned scholars and researchers from other departments, centres, and schools within IIT Kharagpur, and other reputed Institutes of Higher Education within the country and, occasionally, abroad.

Program Details

Three essential skills of successful leadership beyond technical skills are intrapersonal skills, interpersonal skills and conceptual skills. These skills help the person to become a successful team leader and a strategic decision maker. The leaders can enhance their intrapersonal and interpersonal skills and conceptual skills by honing their Emotional Intelligence.

Emotional Intelligence is the ability of the individual of being aware of oneself, having the ability of self-management, being empathetic to others, being aware of organizational situation and managing relationships well. It develops in the leader the essential qualities of assimilation, openness to experience and learning, flexibility and adaptability which are key qualities of inclusive leadership.

The training program will focus on developing competencies of self-awareness, self-management, social awareness, relationship management, knowledge management through discussion sessions, management games, case studies and also give a brief understanding of the emotional intelligence of the participants in the work situation and scope for improvement in the different domains through psychometric analysis.

Topics covered:

1. EI at Work: Introduction and Psychometric Assessment
2. EI and Self Awareness
3. EI and Social Awareness Empathy
4. EI and Self-Management
5. EI and Knowledge Management
6. EI and Ethical Leadership
7. EI and Relationship Management