

Amity Business School

Report on Residential Workshop on Personal & Professional Excellence (Learn-Collaborate Develop) for Officers of Indian Oil Corporation Limited (IOCL) (November 02-04, 2022)

Amity Business School organized the Eighth Batch of 3 days *Residential Workshop on Personal & Professional Excellence (Learn-Collaborate-Develop)* for Officers of IOCL. The venue for the event was F3 Seminar Hall, Amity University, Sec 125, Noida.

Day 1: November 02, 2022

The Day started with Registration of the participants. Total **21** Officers of IOCL registered for the workshop.

Inaugural session began with an auspicious start by recital of Sarasvati Bandana and lamp lighting. Dr. Sanjeev Bansal, Dean FMS & Director ABS welcomed the guests from IOCL and all participants for the workshop. Introduction to workshop was given by Dr. Puja Sareen, Head-Trainings & Associate Professor. She briefed the participants on the workshop design based on the concept of *Ikigai* and extended a heartfelt welcome to all. The Inaugural session was graced by the presence of Mr. Manish Patil, Executive Director HR & CSR, IOCL and Mr. Amit Gupta, GM HRD, IOCL. The address by Mr. Patil to all the participants set the ground for the workshop and motivated them. He appreciated the efforts of team of trainers for the successful completion of the seven batches of training of IOCL Officers.

The **Ice breaking** session by Dr. Jaya Yadav, Professor, ABS helped the participants to know each other and build a rapport.

The session on **Journey to self** by Dr. Harminder Kaur Gujral, Professor, ABS was enriching for the participants wherein each one of them identified their personality through MBTI. Knowing the personality type can help in understanding ourselves, understanding others, communicating in a better way, working more cooperatively with others, managing people in a better way and appreciating individual differences.

Pre-assessment of participants was done using a self- rating questionnaire.

Wheel of life activity was conducted with the focus to set outcomes or prepare action plan during and after the training. In our professional, life when all our energy is focused on a special project, it is easy to find ourselves off balance, not paying enough attention to important areas of our life.

While we need to have drive and focus to get things done, taking this too far can lead to frustration and intense stress. That's when it's time to take a "helicopter view" of our life, so that we can bring

things back into balance. This is where the Wheel of Life can help. Commonly used by professional life coaches, it helps us consider each area of our life and assess what's off balance. As such, it helps us to identify areas that need more attention so that we can prepare an action plan. Participants of IOCL prepared their action plans based on the activity “Wheel of life” followed by ‘one on one’ interaction with the trainers. This discussion of participants with our team of trainers, gave us insights on the participants' view of personal and professional life.

The post lunch session on **Power of Words and Actions** by Dr. Puja Sareen, Associate Professor, ABS was activity based session wherein emphasis was on the positive self-talk, styles of communication, role of nonverbal communication, how to be assertive and the art of giving and receiving feedback. Participants came to know their areas of strengths and areas of communication wherein there is further scope of improvement. Participants came to know of their areas of strength and areas which need further improvement through ‘Interpersonal Communication Inventory’.

The session on **Reprogramming your mind for happiness and wellbeing** by Dr. Vijit Chaturvedi, Professor, ABS focused on happiness and art of creating happy work space. The participants were actively involved in discussions on the remarkable power of Gratitude and forgiveness. Emphasis was on how to be self-motivated in life. Participants enjoyed knowing their Happiness Balance score through a questionnaire.

Day 2: November 03, 2022

The day started with a session on **Spiritual Wellbeing** by Dr. Vijit Chaturvedi. It focused on orienting the participants to realize the immense power of being connected to our Higher Sensory faculties for realizing, utilizing and remembering the flow of life energy and subtle energy for elevating and maintaining consciousness. The session involved practicing visualization technique and breathing exercise for elevating consciousness.

The session on **Know your Emotional Quotient (EQ)** was taken by Dr. Jaideep Kaur, Associate Professor, ABS. It focused on the need to comprehend the importance of emotional intelligence in personal and professional life. Dr. Kaur discussed with participants about primary and secondary emotions and the influence of secondary emotions which is deeper and affects the physical health and mental health. The session started with a deep understanding of personal competence that caters to self-awareness, self-regulation and self-motivation. The case of Mike Tyson was discussed. It is a case on emotional hijacking where the emotional brain is hijacked within 13 milliseconds and the rational brain is delayed in giving the reaction. The questionnaire on emotional intelligence was conducted that stretches the input on 25 competencies and also highlighted the areas of strength and areas of improvement.

The session on **Managing Differences Collaboratively** was taken by Dr. Jaya Yadav. It began with a deep understanding that Conflicts are inevitable part of our lives and there shall be no stage of life/ phase of life wherein no conflict is being observed. The session also explored on the fact that all conflicts are not bad in nature and conflict is also important as it facilitates higher

performance. The different Conflict resolutions styles were also recognized along with an outcome of identifying the action plan for enhancing resolution techniques.

Dr. Shikha Mishra, Associate Professor, ABS took the session on **Leadership Capability Development**. VUCA approach (Volatility, Uncertainty, Complexity, Ambiguity) for Leadership potential development was brainstormed. Degree of Leadership Potential of the participants was identified in the workshop. Inputs were taken by the participants on the need for collaborative growth, new leadership paradigm and leadership competency management for sustainable growth. LEADERSHIP DAGGER (Activity) was created by the participants for the Leadership potential development.

Dr. Harminder Gujral, Professor, ABS conducted the session on **Transforming and Empowering through NLP**. Language is a powerful tool. Language is the currency of business transactions. By learning to develop mastery on our language, we can have a lot more than we expect. Enriched communication Quality of language is an important aspect of NLP. Communication should be rich in Use of all senses. The activity was conducted so that the trainees can find out their style of communication, whether it is Visual, Auditory or Kinesthetic or mix of any two or all three. The relevance of each style was discussed with the participants.

Within the context of real-life, **case study** session conducted by Dr. Shikha Mishra, the participants were introduced to the business and management theory while at the same time developing a wide range of vital skills. These include negotiation, analysis, defending and challenging viewpoints, team and lone working, and the ability to guard against making decisions based on too little information. This case study discussion shall greatly enhance participants decision making and employability.

The objective of the last session of the day-**Audio Visual** was to rejuvenate the participants through inspirational and motivational movie clippings on Gratitude, Positive thinking and Excellence.

Day 3: November 04, 2022

The day began on a positive note wherein the participants were introduced to importance of well being in the session of **Spiritual Wellbeing** by Dr. Shikha Mishra. She discussed the importance of Physical, Mental, Emotional & Spiritual wellbeing. The participants did breathing exercises and Surya Namaskar.

The session on **Transactional Analysis** was taken by Dr. Pujja Sareen. Through various real-life examples and activities, the concepts of Ego states, Life positions, Types of transactions and Life script were discussed. The participants enjoyed analyzing their ego states as well as ego states of those around them in personal and professional life.

The session on **Goal Setting and Time Management** by Dr. Jaya Yadav, brought the participants closer to the outcome of the three days residential workshop. During this session, the entire learnings of diverse sessions led towards working on the learning outcome of the workshop. An attempt to document the new learnings, self-discovering process and future course of action was the main theme of the session.

At the commencement of the session, all the participants were briefed about the importance and vitality of setting goals in one's life and accordingly ensuring that the goals are achieved as per the time line or else it loses its sanctity. After the participants understood the relevance of the concept and how it would enhance their personal and professional skills sets, they were divided into different teams and each team was overall led by the trainers of the workshop. Each participant after analyzing themselves **developed their personalized Action Plans** and carried it along with themselves to continuously and consistently work upon it to update themselves. This session paved way towards creating an Action Plan wherein each participant got a clarity of thought, behaviour and action towards building and enhancing their personal and professional excellence.

The next session included **Team Building** activities, which, kept the participants involved enthusiastically and highlighted the importance of working collaboratively in a team culture.

This was followed by a session on **Feedback** by Dr. Gujral. It included the 'Take-away' from the workshop for participants and trainers. Participants filled the feedback forms and shared their learnings and experiences from the workshop. Some good suggestions for future workshops were also received. This session was graced by presence of Dr. Sanjeev Bansal, Dean FMS & Director ABS.

The certificates of participation were given to all participants by Dr. Sanjeev Bansal, Dean FMS & Director ABS during the **Valedictory Session**. Along with the certificates, the participants were also given framed Group Photograph of the workshop and a small memento. Overall the workshop ended on a positive and optimistic note.

The glimpses can be accessed from the link given below:

<https://drive.google.com/drive/folders/1UV5xEK8I3bZfvKm2XMorPf5-rO8u-1cy?usp=sharing>

Photographs of the Program :





