



International School of
Business & Research
Bangalore

The DNA of Decision making: Cutting edge Leadership



"...there is such a thing as perfection...and our purpose for living is to find that perfection and show it forth....Each of us is in truth an unlimited idea of freedom. Everything that limits us we have to put aside."

From Jonathan Livingston Seagull, by Richard Bach

We believe that the essence of any leadership development is one's continuous ability to excel. To be in this journey, one needs to learn and master the art of making great decisions on an ongoing basis.

A person in a leadership position is often confronted with having to make critical decisions on a daily basis and any error in even one of these could have far reaching implications on the organisations present and future. It is the quality of decisions taken by those in influential positions which decides the destiny of an organisation.

While making any decision, every leader has to be aware of what he/she wants to achieve (purpose) and how he/she is going to go about it (process) and what are the real demands of the context. Any misalignment between these elements can affect the quality of the decisions and hence the very purpose of the exercise.

It hence becomes essential for leaders to look at the DNA of decisions and understand their own leadership orientation. This would give the leaders why whatever is happening the way it is happening and where they need to focus to build their leadership that will enable them to build great organisations.

Who is it for?

"If you and I do not think beyond what had been thought, this place will not progress."

From Inner Realities, by Dr.J M Sampath

Every system should ensure that the pillars on which it is built are strong and intact. Hence it becomes essential to work with those in the position of power and enable them to gain clarity, as it is their Leadership that eventually shapes the success of the organisations towards its cherished mission.

This programme addresses **Founders, Corporate leaders, Decision makers** and anyone playing the vital & responsible role of leading the organisations in the path of excellence, not only in its chosen field, but towards becoming a trendsetter.

Our Intervention...

Based on our philosophy and assumptions, we have designed a unique intervention that addresses essential dimensions and elements of **Decision making** that eventually leads to **cutting edge leadership**.

The **DNA of decision making - cutting edge Leadership** is a powerful **three day module** with action oriented plans. The key objective of this initiative is to build a deeper level of context sensitivity and maturity to empower oneself and others to make appropriate decisions that can take the organisation to the next level.

This unique opportunity presents to you a deep understanding into all that goes into making great decisions. This workshop will provides the insights on why one does what one does and how it impacts various aspects of life.

"Organisations grow or perish because of the quality of decisions its leaders take."

J M Sampath

Take-aways...

What each participant takes back..

- Developing the acumen towards building **Cutting edge Leadership**.
- Clear understanding on what it takes to make great decisions and how to build the capacity for the same.
- Ability to address issues and challenges at causative levels and develop sustaining solutions.
- Clarity on personal **Purpose and Processes** and their vital implication in one's life.
- Understanding the various essential dimensions of life through the '**Value Profile**' and how one's **decisions** can be enabling or disabling the self while performing their roles.
- Clear understanding on the gaps existing within self at various levels and to identify the areas that need focus to bridge them in order to achieve synergy.
- Analyzing what prevents one from being all that they are capable of and drawing appropriate action plans to overcome these shortcomings.

Value Profile Instrument (VPI)

VPI is a powerful multi-rater tool, which allows one to clearly identify the action - perception gap that exists in one's life, as to how one is perceiving the self and how he/she is being perceived by those around, in various significant dimensions. This intervention requires a pre-workshop procedure of collecting feedback from significant others along with a self feedback for a Value Profile Questionnaire developed for the purpose.

(The above procedure can start soon after registration and hence we request the participants to register at the earliest in order to enable sufficient time to collect the desired responses, to make the exercise more effective and the personalized **Value-Profile report** generated for each participant, more comprehensive.)

Vision Value Instrument (VVI)

VVI is a self focused tool that helps one identify the alignment in the **Vision and Value** dimensions of one's life. This exercise provides a relative positioning of the participant with respect to a relevant group, providing significant insights for individual growth. This exercise will be done during the course of the workshop.

Discovery - an instrument that can make you look deep within

is a tool widely used in organisations as a very powerful self discovery process. Discovery, a transformational learning tool, uses parables from ancient origin to cull out multiple facets of values and instil a process of self-enquiry, which instigates the need to learn to learn.

Our Process...

Our process approach is well summarized by this old Chinese proverb:

“Give a man a fish, and you feed him for a day. Teach him how to fish, and you feed him for a lifetime.”

We believe in equipping the participants with a self sustaining process that enables a lifelong methodology to reflect and monitor one's evolutions at various levels.

The design flows as a semi structured process and shapes up with the group dynamics. Some of the forms used to convey the essence are:

- Group activities & role plays
- Participative lectures
- Individual reflective processes
- Video clips and audio music
- Action plans on real life challenges



Dr. J M Sampath

MD, Arpitha Associates
Visiting Faculty, IIM B

Sampath is a quintessential learner. His 18 years of dedicated research and observation over 500 workshops have evolved into time tested models and assessment tools for individual and Institutional development.

Working with individuals with a fundamental process-oriented approach, Sampath's life and mission parallel facilitation of the movement towards wisdom, in the quest for excellence, in all spheres of human activity.

With a masters in social work from Madras school of social work and his doctoral work is in the area of "Building organizational culture through a process of Value Clarification", his core skills are in the areas of Leadership development and coaching.

He is also the author of two books, 'Inner realities' and 'Discovery', publications in the space of consciousness and self awareness.

Kalpna is a human resource professional and development artiste, active for the last 15 years and heading the Education and Research wing at Arpitha.

With a masters in social work from Bangalore university, her doctoral work is in the area of "feeling of belongingness amongst knowledge workers."

Kalpna's research acumen and conceptual clarity distinguish her as a practitioner who is constantly learning and feeding her experiences back into ongoing research and she brings in a unique flavour to her workshops with the use of kinesthetics to facilitate self-expression.



Dr. Kalpna Sampath

Director Arpitha Associates.
Visiting Faculty, IIM B

Get Started...



For programme and registration details:



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