

*Contemporary blend of measurement  
and process of human dynamics*

Discovery of one's turning points is an event in life. Like threads that stitch the fabric of meaning, your experiences sit well with wholesome integration. We succeed with strengths that help us in a certain situation. Overused strengths can become limitations. The treasure of potential is in the paradoxical constraints we place on ourselves. Identify them to your benefit and develop with assurance into the future. In Leadership Turning Points, the process is about **you**, and not some distant ideal.

## Leadership Turning Points

**Undiluted immersion in workshop mode at the CEO (Continuous Education Opportunity) Center, Bangalore on**

**Friday 18 and Saturday 19 January, 2013, followed by Coaching (Upto 6 Sessions over 6 months)**

**BLOCK YOUR DATES**

**0900-1730 hours IST**

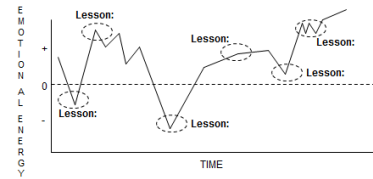
[Workplace Catalysts LLP](#)

Workplace  
Catalysts  
Enabling Performance

©



Leadership Journey Line



- Speak your Leadership Lifeline
- Uncover Perceptual Biases
- Benefit from Paradox Measures
- Work with upsides of Polarities
- Craft Goals with Development Guidelines
- Upto 6 Coaching sessions post-workshop

<b>Who would benefit?</b>	Middle and Senior Level <b>Leaders with at least 10 years of work experience</b> who wish to make reliable insights into their leadership enablers and derailers
<b>Why?</b>	Prepare your leadership self for a rapidly changing world
<b>What do you get?</b>	<ol style="list-style-type: none"> <li>1. Experiential reflection of your leadership journey in a thorough process</li> <li>2. 150 Plus Traits Details and Preferences highlighting Life Themes and Strengths</li> <li>3. Leadership Paradox Report based on Paradox Technology™ (Harrisons)</li> <li>4. Personal attention on your Leadership Development Plan</li> </ol>
<b>What do you invest?</b>	<b>Rs. 12,530/- inclusive of taxes</b> , (for 2 days workshop and process, Trait Report, Paradox report, lunch and refreshments & upto 6 post-workshop coaching sessions).
<b>Where do you pay?</b>	<p><i>Write Cheque / DD towards "Workplace Catalysts LLP" payable at par HDFC Bank, Branch: HRBR Layout, Kalyan Nagar, Bangalore – 560043. OR</i></p> <p><i>Online payment mode (preferred) at RTGS / NEFT IFSC : HDFC0000353 Account Number: 03532560001966 Account Type : Current.</i></p> <p>Please quote online transaction reference number after you make payment to help us link your nomination with payment.</p>

**Pay by deadline of Jan 10, 2013** to reserve your seat (No more than **20 participants** for this workshop. Avoid cancellation charge of 50% of course fee). Write to [josephg@workplacecatalysts.com](mailto:josephg@workplacecatalysts.com) for pre-workshop preparations. Feel free to seek any clarification to help your participation.

**Venue : SAIACS CEO Centre –** (Kindly register directly with the Center in case you wish **overnight accommodation** at very reasonable rates under Rs. 2500/- per person, per night)  
 SAIACS, BOX 7747, **Gubbi Cross Road, Kothanur Post Bangalore 560077**, Phone:91-80-23681725-1727  
 Fax:91-80-28465412. [Click here for Location Map.](#) **Email : ceo.centre@saiacs.org**

Workplace Catalysts LLP brings this learning experience to Bangalore. Feel free to share this document with your friends.



## **Facilitator Profiles**

### **Gp Capt P Venugopal (Shaurya Chakra) ( Retd)**

A mountaineer of international & national repute, Venugopal has participated in many expeditions, national and international. He was awarded the gallantry award of 'Shaurya Chakra' by the President of India in 1980 and commended by The Chief of Air Staff in 1993 for exemplary professionalism. Held the post of Chief Instructor of Services Paratroopers' Training School with a force of around 125 instructors under his charge and the responsibility of training the trainers and entire paratroopers and skydivers of the Indian Armed Forces. He is also a renowned instructor in parasailing, is a paraglider pilot and a water sports instructor.

Academically, Venugopal is a postgraduate in Economics, Defense Studies, Finance and Psychology. He voluntarily retired from Indian Air force in 1997, while working as the Joint Director (Finance) at Air Headquarters, New Delhi, after serving for 26 years. Accredited in Harrison Assessment Tools, Venugopal is versatile in facilitation and enabling insight into personal development. He is trained as an OD consultant by the Netherlands based Institute named Management for Development Foundations (MDF) South Asia. He has attended Group Relations Conference on Authority, Empowerment, Resistance & Leadership' (Tavistock Model) at Hyderabad in 2003 and also attended an International Group Relations Conference on Transformation of Self & Organisation in Globalised Economy at Jaipur in 2005 organised by 'Business World -India'. Certified in MBTI – Step 1 and Step 2 and Advanced Application Programme by The Association Of Psychological Types USA. He is also trained in Yoga. Presently he conducts one to one Corporate Executive Coaching, having been trained by David Leeper & associates UK. He is Master Practitioner of NLP and also completed the Tools Of Spirit course and Gestalt Therapy Course- all conducted by Dr Richard Mc Hugh SJ PhD.

Has facilitated, anchored and designed over 700 L & D programmes for various corporations and for all levels i.e. from directors' and vice presidents' level to induction level. Presently he works with a few select clients like Robert Bosch Engineering & Business Solutions, Cisco, Titan, Nike India, Aditya Birla Novo, Hero Group, Zicom, DLF Promerica, GSK & Net App and Helpage India. He has adequate exposure in behavioural science. Has co-authored a paper entitled 'Outward Bound Learning (OBL)- A Pilgrimage to Personal Growth - An Indian Experience' and presented in The International Conference named VI World Wilderness Congress held in Bangalore in October 1998.

### **Dr. Joseph George A**

Appreciative of Career Development, Training & Development and Organization Development processes, Joseph enjoys integrating these three streams creatively and yet practically. His expertise is based on line, staff & consulting experiences spanning 2 decades in organizations such as Wipro, Blue Dart Express, CCMC and Spaco. Joseph's methods have been based on research in the behavioral sciences, which helped him navigate diverse challenges across the world. Recognized by the Society of Human Resources (SHRM, India) as a Subject Matter Expert (SME) in Learning and Development, he is also the convener of the OD India forum, and a member of the ODN, USA.

A certified coach, and trained in Psychometry, he is also adept in Neuro Linguistic Programming and Job Profiling processes. Certified by NTL in OD, by Belbin Associates in Team Profiling and by APA in MBTI, and Cubiks for PAPI, he also convened the Psychometric Advocacy Group at Wipro, integrating group and individual processes. His facilitation of high-potential leadership pools enables him to bring Harrison Assessments based insights to a delightful blend in workshop mode. Certified by Dr. Dan Harrison himself, he continues to receive guidance and insight from world renowned thought leaders in Leadership and Organisation development.

Partner with Workplace Catalysts LLP, author of publications, advisor to start-ups, Dr. Joseph also teaches and extends his academic thought at institutions such as the Tata Institute of Social Sciences, and the Christ University. He has also engaged at the Sumedhas foundation for OD in India and is guide for Fellow Scholars at the Academy of HRD. His doctoral thesis was on the Evaluation of OD, and his M.Phil. on Entrepreneurial Orientation and Learning styles.