



भारतीय प्रबंध संस्थान कोषिकोड
Indian Institute of Management Kozhikode
Globalizing Indian Thought

EMOTIONAL INTELLIGENCE: HARNESSING YOUR EMOTIONAL ENERGY FOR SUPERIOR PERFORMANCE

August 03 – 05, 2026

Overview:

Managing your emotions in the workplace is probably more important today than it ever has been because today's workplace is a challenging place. To succeed, it is therefore important to not just understand your emotions (be self-aware) but also to be in control of your responses (self-regulate), recognize how your emotions affect your actions and the actions of others (develop social skills) and deploy such capabilities while at work (Daniel Goleman, 2004). Furthermore, positive emotions are of great value in organizations as they have the potential to improve relationships, increase trust, and build productive and satisfying relationships at work.

Taking a potential-centric approach (as against a problem-centric one) to an individual's emotional expressions, this three day Programme intends to help participants discover and enhance the emotional energy that drives their work and life purpose. Attending this course will help participants learn how to develop higher levels of emotional intelligence and deal with expectations of emotional labor effectively. Further, it will support participants in learning how to manage emotions positively to gain the support and cooperation of subordinates, colleagues and superiors and consequently energize the underlying emotional engines for personal effectiveness and growth.

Objectives:

The Programme will help participants to manage their emotions for superior performance and lead a stress-free life. Participants will learn how to use emotions in productive ways.

Targeted Participants/Profile:

This Programme will be useful for employees across levels and functions in the organization who are experiencing intense emotional and/or stressful situations at work. The perspectives built and the emotional regulation capabilities developed in the course will be especially helpful for leadership development.



Day One

- Emotional entelechy: exploring the power of emotions.
- Dealing with self-conscious emotions.
- If only I had. Undoing past decision regret.
- Coping with disappointments in life.

Day Two

- Managing difficult colleagues.
- Managing difficult conversations.
- Emotional Intelligence: what is it?
- Assessing your EQ & Feedback

Day Three

- Primal Leadership: using empathy at workplace.
- Personality, gender & emotions: breaking stereotypical assumptions.
- Understanding & assessing your blocks to creative expression.
- Unblocking for creativity and personal growth.

Pedagogy:

The Programme will use a variety of pedagogical tools such as lectures, discussions, role plays, exercises and assessments to support the learning activities.

Outcomes:

Greater maturity in managing emotions & building a new perspective in managing emotions and one's mind. Identifying blocks to creativity and drafting a developmental plan for enhancing their creative potential.



Programme Facilitator:



Prof. Priya Nair Rajeev

Associate Professor, Organizational Behaviour
and Human Resources

Prof. Priya Nair Rajeev, a distinguished academic and leader, holds a Ph.D. in Management Studies from IIT Madras and has been trained in Participant Centred Learning at Harvard Business School. As a gold medallist and university rank holder at all academic levels, she has received numerous accolades, including the Highly Commended Award in the Emerald/EFMD Outstanding Doctoral Research Awards. Currently heading the Centre of Excellence for Social Innovation at IIM Kozhikode, she was also the Chairperson of the OB & HR Area, Chairperson Placements and Chairperson EPGP, becoming the first woman to lead programmes at the institute.

She is a prolific researcher, trainer and author of *Being an Impact Champion: Enacting Corporate Social Consciousness*, aimed at inspiring young managers to drive meaningful change. With 22+ years of experience, she has led corporate development programmes for leading organisations such as Reliance Industries, DRDO and the Indian Army. Additionally, she has served on several high-level academic and governmental committees and continues to advise the Kerala Government and various social initiatives.

Programme Fee:

Residential
Rs. 75,000
GST @ 18%

Non-Residential
Rs. 65,000
GST @ 18%

Discount will be available for IIMK Alumni & Corporate nominations (in group)

Cancellation Policy:

Joining instructions will be sent to the selected candidates 10 days prior to the start of the programme. Kindly do not make your travel plans unless you receive the confirmation email from IIM Kozhikode. If the programme is cancelled, the participants or the sponsoring organization will have the option to either get the fee paid by them adjusted against any other future management development programme(s) of the Institute or get a refund. IIM Kozhikode will not be liable for any other expenses incurred by the organization or the participant. Also the transaction fee will not be refunded.



Management Development Programme

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