

## EMOTIONAL INTELLIGENCE WITH DR ASHIS SEN



Dr. Ashis Sen with the students of IMT, Nagpur

Dr. Ashis Sen, General Manager, Capability Building – Hindustan Petroleum Corporation Limited was here at IMT, Nagpur with his over 30 years of experience to address the student managers on the topic “Emotional Intelligence and Leadership Effectiveness.” He is B.E. Mechanical and is accredited for Emotional Skill assessment by Dr. Darwin Neison Professor, Texas A&M University. Also, he is Vice Chairman of Forum for Emotional Intelligence Learning Here are some of the excerpts of an interview with him:

Q1. How has your experience been having met so many diverse people so far in your career in the field of Emotional Intelligence and how have you managed to be so positive?

Ans: I have worked in the field of HR and Emotional Intelligence for the last 13 years. All successful people have something very interesting in them like certain competencies and skills

which help them in pursuit of goals and relationships. People really do not care what you give them but they always remember how you make them feel. Leadership is a relationship and every relationship works only when there is reverse action, if there is no reverse relationship there will be no followers. My own understanding is that, the more you have faith in people, the more you will enjoy their success. As a leader you become more satisfied and they will have stake in your organizations success.

Q2. In today's session you quoted "Behavior appreciated and behavior awarded is behavior repeated". How much according to you are emotional intelligence and job satisfaction connected?

Ans: When there is a general appreciation it is for a particular event in real time and is positive. If leaders don't do that they will create an environment which is unworthy. Today we know from neurosciences that appreciation matters, because we feel an essence of goodness and good feelings help us to get relaxed, which is crucial for learning. Appreciation is good. The more the leader appreciates, the more it is inspiring for the followers as they come to know that their behavior is recognized.

Q3. What strategies would you suggest to student managers that can help them to manage emotions?

Ans: The moment you know what emotions you are going through, the better you become. Accessing, understanding and naming your emotions is important. If you don't know what emotion it is, you are suffering from Alexithymia. The more you express the better you become and the better you perform.

Q4. How has your experience with the students of IMT Nagpur been?

Ans: I found them very energized and enthusiastic. They belonged to varied background, yet connected to each other. They asked questions, this itself is a reflection of willingness to learn. Try new things, I am sure all of you have great future ahead.