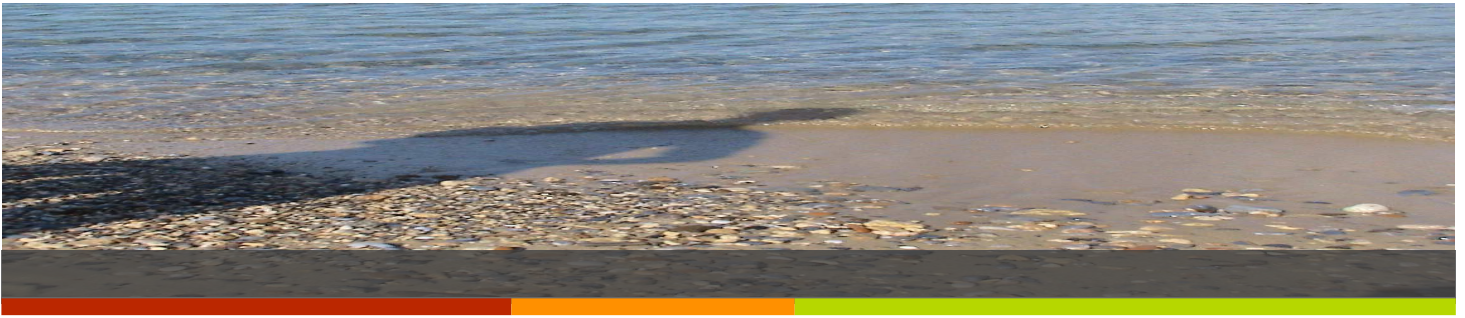


EUM- I Certification Workshop

Venue: Taj West End, Bangalore

Dates: 29th, 30th November and
1st December 2018

Offered by:
FLAME TAO KNOWARE PRIVATE LTD.



The Existential Universe Mapper[®] (EUM) framework helps to understand individuals and organizations from a holistic perspective. Its origins can be traced to Clare Graves' work on Levels of Existence. However, the underlying assumptions of the EUM framework mark a significant departure. *More on this, in the workshop...*

A significant member of the EUM suite of tools is the **EUM-I (EUM-Individual) assessment tool and framework**. It is based on the belief that despite similar patterns in the nature of issues faced, people are unique. The tool examines the current psychological location of an individual, direction/ choices for the future as well as anticipated blocks and impediments. It sees the individual as dynamic, and with an inherent capacity for change. Thus, EUM-I seeks to understand an individual as evolving and responsive to the context, in distinctive ways, rather than as a time-invariant entity whose patterns of existence are a 'given'.

The **EUM-I**, now 18 years old, has been administered to over 5000 individuals across a range of age, gender, nationality, education and occupation profiles. It maps the individual, both as a "whole", and as a "part" of the larger context, offering insights into his/her membership in Familial systems, institutions, organizations, and the society at large.

The tool and framework enable an exploration and portrayal of an individual's identity And role-taking on a wide canvas. Unlike some other tools that are deterministic and are Based on "a priori" constructs of types of people, the **EUM-I** addresses people as vested with A range of potentials, allowing for their unfolding through a process of dynamic engagement with their context.



EUM-I APPLICATION AREAS

Coaching: The tool and framework helps coaches and mentors to understand not just the way the individual sees herself/himself but also how she/he sees her context and what are the movement the individual is seeking for herself or himself. Rather than boxing the individual into a certain personality type, EUM-I, focuses on understanding how the multiple aspects within the individual are presently configured. Consequently, the focus is not on “changing” the individual, but on enabling her/him to harness the unrealized potential.

Team Building: EUM-I helps the members of a team to understand both the similarities and differences among themselves. Consequently, it enables the team to value and grace the unique contribution that each individual brings to the table. The team experiences more authentic and cohesive engagement with each other, can address underlying issues around tasks, relatedness and interpersonal dynamics and engage with them effectively.

Personal Growth: The tool and the framework help the individual to gain a non-judgemental acceptance of different parts within the self and how they are presently configured. Simultaneously the individual is in a position to realize how this configuration is influencing one’s relationship with others in areas such as authority, systems, structure, roles, etc. As a result, the focus is not on eliminating deficiencies/limitations but on expanding one’s awareness of the potential that “I can be more than who I am today” and enhance one’s elbow room in relating with the context.

Recruitment, Selection, Competency Mapping: EUM-I does not treat competencies as absolute categories but as issues of alignment between the situation and the individual. It works on the premise that competencies ought to be seen in the context of role requirements and situational demands. It attempts to understand how an individual is likely to engage with and impact different situations. Consequently, EUM-I can be used as a support tool in assessing suitability of individuals for different roles.

THE WORKSHOP

Pre-work:

Confirmed participants for the workshops are expected to attend two preparatory webinars before the workshop. These webinars are designed to introduce the basic concepts of the framework and as preparatory steps for the workshop.

At the Workshop, the participants will be working with following:

- EUM Framework – assumptions and philosophical underpinnings;
- In-depth understanding of the Universes – the essential building blocks of the EUM;
- Working with the EUM-I tool and the EUM-I Thematic Report;
- Overview of applications for assessment, personal growth, coaching, leadership development and group work;
- EUM-I – 'on the web' and other resources

Post Workshop: for ease of practice, participants will have a choice of a 60-minute mentoring session with a certified EUM Practitioner

CERTIFICATION:

The participants will go through a process of assessment after the workshop to qualify as an EUM Practitioner. The details will be available at the workshop.

Who should attend:

This program is ideally suited for external and internal OD consultants, leaders, facilitators, executive and life coaches, human resource, training professionals and behavioural scientists

Workshop Fees:

Self-Sponsored: Rs. 50,000 +18% GST

Organization sponsored: Rs. 75000 + 18%

The workshop Fee include fees for pre-program webinars, workshop fees and a post program mentoring session (60 minutes) with a EUM Practitioner

The EUM-I Certification Workshop is non-residential.

Program timings:
9.30 am – 6.00 pm

For further information on the workshop content, please write to: Sarbari.gomes@gmail.com

Or call: +91 9845564848

For registration, [please click here](#)

Or please speak to Ms. Mahalakshmi at +91 9176680727 or 044- 24517949/1085

or write to: accounts@totallyalignedorganization.com

Nominations will be confirmed only on receipt of workshop / program fees.



LEAD FACULTY:

Ashok Malhotra, the author of the EUM Framework, is an IIM-A alumnus, and an Organization Consultant based out of Bengaluru.

Ashok articulated his EUM framework, after having explored the work of Clare Graves, and that of Scott and Myers, in the late 1990's. Soon after he designed the EUM Suite of tools (EUM-I, EUM-O and EmPact) to map individuals and organizations. People he has trained have been extensively using these tools in India and abroad since the last decade.

He is also one of the Founder members of Sumedhas Academy for Human Context and a Director on the Boards of many Indian companies.

Ashok is a researcher at heart, a gifted teacher and communicator, a past practitioner of Human Resource Management, an insightful observer of human processes, and a consultant who facilitates organic evolution of organizations.

Ashok is the author of the book "**Child Man - The Selfless Narcissist**" (Routledge), and many papers of academic and general interest.

His second book "**Indian Managers and Organizations: Boons and Burdens**" (Routledge) based on the EUM data collected over the years, is available now at bookstores and on amazon.in

Ashok Malhotra will be supported by a team of EUM practitioners who have worked with him through various stages of the development of the framework, the tools, and online deployment. They are:



ABHAY PHADNIS

Abhay, an alumnus of TISS, is an HR professional by training. After spending over two decades in organizational roles in the areas of HR, Technology, and Business Management, he is now a freelance consultant based out of Chennai. He specializes in psychometrics, assessment and development centers, and organisation development. He is an Associate Coach with the Center for Creative Leadership, and a trainer on the MBTI qualifying programs with Anahat OD Consultancy.

GAGANDEEP SINGH

Gagandeep is a founding member and ex-Director of TAO. An Alumnus of IIM A, and a Fellow with Sumedhas, Academy of Human Context, he is a visiting faculty to IIM Ahmedabad and Udaipur, FLAME, and IMDR Pune, and is a Consultant to National Institute of Design (NID). Gagandeep focuses on the processes of organization alignment and culture. He specializes in the areas of Strategy and Marketing. He is also the current Executive Director of Sumedhas, Academy for Human Context. He is based in Pune.

K S NARENDRAN

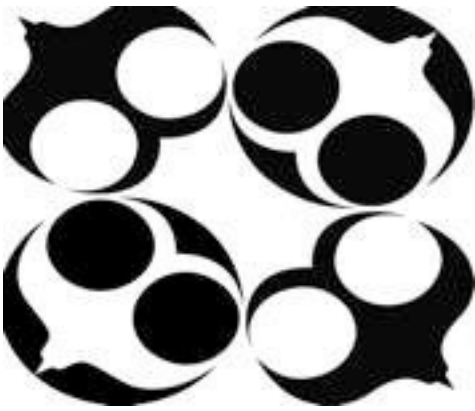
Narendran is a HR professional and an alumnus of TISS (Mumbai). After stints in industry, he has been a consultant for over 15 years, the last decade of which has been with TAO as Principal Consultant. His areas of interest are organization change, culture, leadership development, and coaching for personal and professional effectiveness. Narendran is based in Chennai.

SARBARI GOMES

Sarbari graduated in literature from Calcutta University and had a long innings of sixteen years with ITC. Currently, she works as a Principal Consultant with TAO and she focuses on culture, leadership, inclusion and diversity, alignment, and transformation. Apart from being trained in various psychometric tools, Sarbari is an Associate Coach with CCL, a PCC from ICF, and an avid blogger. Sarbari is a Fellow of Sumedhas Academy of Human Context and the Program Director of the Gender and Identity Lab offered by Sumedhas. She is based in Bengaluru.

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FLAME TAO Consultants (TAO) are experts in Lean Transformation and Applied Behavioral Sciences, as well as specific Management functions. In consulting on Transformation, Alignment and Optimization, they bring together a combination of proprietary approaches on Alignment, and Lean Practices.

Flame TAO is pleased to be associated with Ashok Malhotra and make available his framework on evolution of living systems, and the entire suite of tools authored by him.

Flame TAO consultants have applied his framework and tools to their consulting engagements around Organization Transformation, Alignment and Optimization, and in the processes of Organization design.

Flame TAO promotes the application of the EUM framework, and usage of the tools through www.taopowertools.com. It partners Ashok Malhotra and anchors the EUM Certification processes.



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