

EUM - I & O certification workshop

8th to 11th April 2020

9.30 am to 6.0 p.m. (Every day)

Venue:
Pier I & II
Waterstones Hotel, Off
International Airport, Marol,
Mumbai 400059

For Registration visit www.eumlens.in

Reflexive Lenses Consulting offers a double-header workshop, with an opportunity to get certified in EUM-I and EUM-O frameworks and reports.

The double-header provides you with an opportunity of participating in one or the other or both the workshops.

People who are new to EUM may attend just the EUM-I component or both the EUM-I and EUM-O components. Please note that the Certification in both the instruments is dependent on two separate examinations to be completed after the workshop.

People who are already certified in the EUM-I have the option of attending just the EUM-O component alone.

EUM - I workshop

8th -9th April 2020

**For: Professionals in HR and OD, Coaches,
Consultants, Change Agents, and Counsellors**

The Existential Universe Mapper© (EUM) framework and a portfolio of individual reports on leadership, coaching and managerial orientation help us to understand individuals from a holistic perspective.

It is now 17 years old and has been administered to over 6000 individuals across a range of age, gender, education and occupation profiles

The EUM-I maps the individual both as a “whole”, and as a “part” of the larger context, offering insights on his/her membership in familial systems, institutions, organizations and the society at large.

The EUM-I enables 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 an “a priori” construct 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.

On Certification, you can use EUM-I as a definitive tool for coaching, leadership, team alignment, and mentoring.

The EUM-I workshop will include:

- 1** The EUM Framework – assumptions and philosophical underpinnings;
- 2** In-depth understanding of the Universes – the essential building blocks of the EUM;
- 3** Working with the EUM-I tool and the EUM-I portfolio of Reports;
- 4** Overview of applications for assessment, personal growth, coaching, leadership development and group work;
- 5** There would be pre-workshop preparatory webinars and post-workshop assessments / assignments as well as a mentoring session with a EUM-certified practitioner



EUM - O workshop

10th - 11th April 2020

Only For: Certified EUM-I Professionals

Designing Organization Identity & Viable Culture

We believe that Organization Identity precedes Strategy, Structure and Culture. The Organization Identity Mapper or the EUM-O framework is quintessential in discerning and working with it.

Transforming Organizations requires such a lens to explore the myriad of relationships that co-exist between the organization, its multiple stakeholders, its ecology and its individual employees.

EUM-O serves both as a diagnostic lens as well as an OD tool to co-design viable organizations, and enable strategic fitness. EUM-O has been deployed in over 100 organizations for a range of uses.

Illustratively,

- As a diagnostic tool to articulate the dominant strands of culture.
- To examine convergence and divergences amongst the leadership teams.
- To identifying critical elements that help build fitness and responsiveness its context;

The EUM-O certification would enable you to create diagnostic reports on Organization Identity and Culture, design new interventions on Change and Transformation.

The EUM-O workshop will include:

- 1** The EUM-O framework: working with the core assumptions, axioms, features, diagnostic maps etc.
- 2** Exploring Organization Identity using a set of frames and tools including – Distinctiveness Tonality Matrix (DTM), Key Pairs et al – and leveraging these to get to the layers, textures, nuances of culture;
- 3** Co-creating Culture – Recurring patterns and outliers in Indian organizations.
- 4** Working with the individual's EUM-I and EUM-O response in conjunction – the individual and the 'picture of the organization in the mind'



Ashok Malhotra

Lead Faculty & Author EUM

Ashok is the author of the EUM Framework. He is an IIM-A alumnus, and an Organization Consultant. Ashok articulated his EUM framework in the late 1990s after having explored the work of Clare Graves, and that of Scott and Myers,

His latest book (Routledge) on 'Indian Managers and Organizations – Boons and Burdens', is based on the EUM data collected over the years and his insights on Indian-ness.

His first book, 'Child Man – the Selfless Narcissist' was also published by Routledge. He is one of the Founder members of Sumedhas Academy for Human Context, and a Director on the Board of many Indian companies.



Contact Us:

Abhay Phadnis

+91 98409 66825

abhay@eumlens.in

Narendran K S

+91 95000 80564

naren@eumlens.in

Gagandeep Singh

+91 99606 14440

gagan@eumlens.in

Sarbari Gomes

+91 98455 64848

sarbari@eumlens.in

The EUM-I&O Certification Workshop takes the form of a two-day non-residential workshop held in Pier I&II, Waterstones Hotel Off International Airport Road, Marol, 400059, Mumbai, India.

It comprises of two mandatory pre-program webinars, post-workshop learning and evaluative sessions.

The workshop timings are 0930 to 1800 hours each day.

Nomination/Payment Details:

Fee Structure

Fee (excluding GST)	EUM-I	EUM-O	EUM-I & O
Organization Sponsored Participant	60,000 INR	60,000 INR	1,00,000 INR
Self Sponsored Participant	40,000 INR	40,000 INR	70,000 INR
Early Bird Discount	20% before January 15th	15% before February 15th	10% before March 8th

Register here:

For Cheque / draft in favor of
Reflexive Lenses Consulting Private Limited

For Net transfer, please contact
Ms. Mahalakshmi at accounts@eumlens.in

For administrative help please contact Ms. Kokila S
at administration@eumlens.in

Nominations will be confirmed only on receipt of
workshop fees.

GST would be levied on the participant fee.



The End.



The EUM-I has been deployed with great success with companies across India, China, Europe and USA such as:

