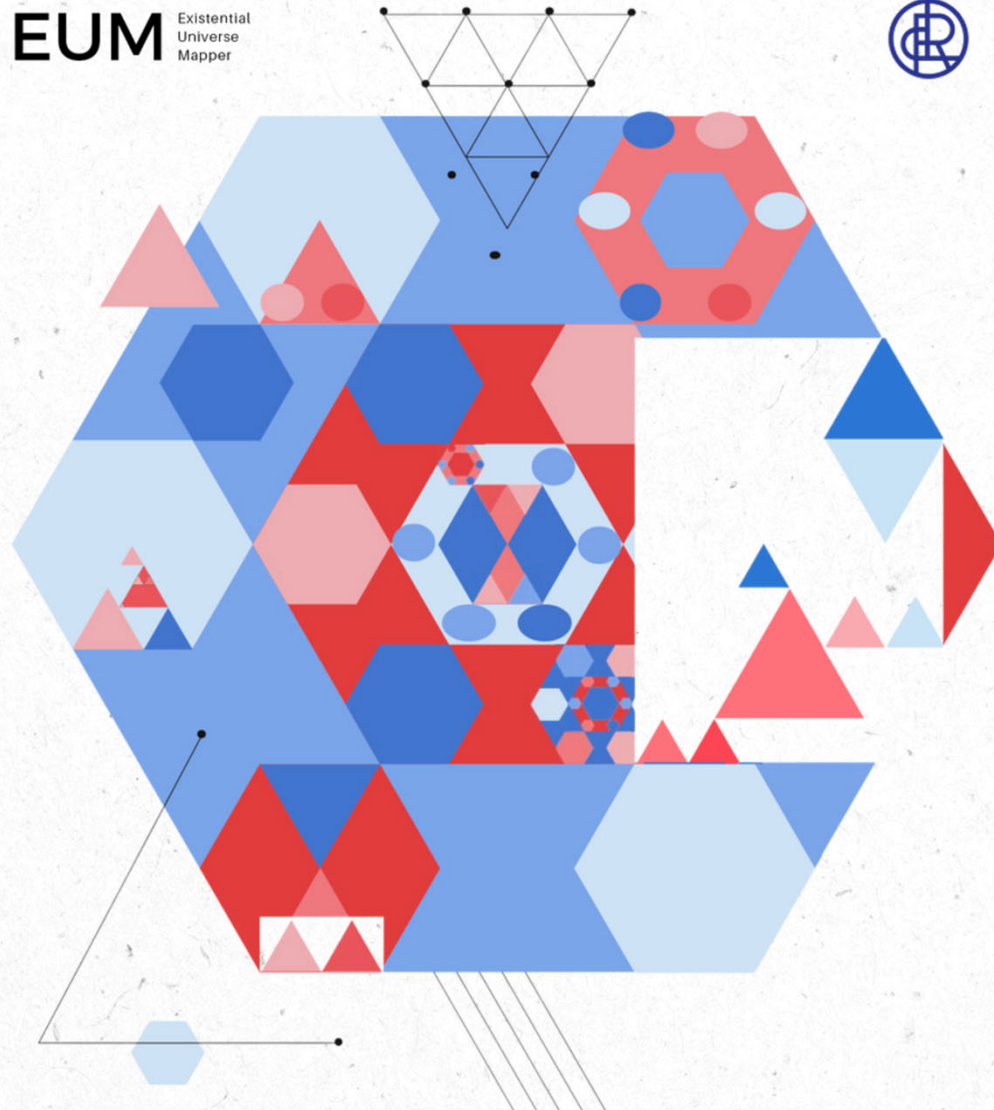




EUM Existential
Universe
Mapper



Reflexive
Lenses
Consulting



EUM Certification Workshop

25th and 26th of July 2026
[ONLINE]

ABOUT EUM

EUM represents an evolutionary framework and a set of associated tools/reports that serve diagnostic and developmental needs of individuals and organisations. The EUM framework has been created by Ashok Malhotra. Major contributing influences have been the work of Prof. Clare Graves, and various strands of Indian philosophical thought such as pluralism and context-sensitivity. The two most popular instruments/applications of the EUM framework are:

EUM-I

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. 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, organisations and the society at large.

EUM-O

The Organisation Identity Mapper or the EUM-O framework is a lens to explore the myriad relationships that co-exist between the organisation, 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 organisations, and enable strategic fitness. The Organisation Identity report provides deep insights into:

- How the organisation perceives itself and what it wishes to become?
- How it deals with various tensions and polarities?
- Some of the issues which it needs to address to enhance fitness and be responsive to its context.

ARE THERE ANY REQUIREMENTS TO CERTIFY?

This certification program requires learners to complete certain requirements before, during as well as after the course to become certified to use EUM-I and EUM-O suite of reports and join the EUM partner community. These requirements are illustrated below.

Please note that after you will have cleared the certification exam, you can deploy any 3 EUM reports of their choice in real-world situations. These reports can be used for executive coaching, mentoring, leadership development, team alignment or any other suitable OD intervention. The reports are valued at INR 24,000/- + GST and are offered at NO ADDITIONAL COST to the learner.

1

PREWORK

- Completion of EUM-I and EUM-O Profiles online
- 1-on-1 Dialogue Session with a EUM Partner
- Mandatory Reading

2

COURSEWORK

- 100% attendance in all sections
- Homework completion (after each day)
- 1-on-1 Peer Coaching

3

POSTWORK

- Certification examination completion
- Administering EUM assessment + coaching real time

ABOUT EUM CERTIFICATION

Reflexive Lenses Consulting offers a composite workshop to get certified in both EUM-I and EUM-O frameworks and reports. The certification will enable the practitioners to use both the tools and reports with individuals.

WHAT WILL YOU LEARN?

The learning objectives of this certification program are as follows:

- To gain a deeper understanding of the essential building blocks of EUM – the EUM - I & O universes.
- To get an overview of the various EUM reports and their applications for different purposes.
- To become familiar with EUM-O report and how to use it for organization development purposes.
- To practice coaching individuals and giving feedback using the various reports.

WHO SHOULD ATTEND?

While this certification program can practically help anyone who is interested in understanding themselves and/or other people and/or who wishes to apply this framework in a professional setting, our past participants have typically been:

- HR/OD Executives
- Coaches
- Change Agents
- Consultants
- Counsellors
- Internal OD Anchors
- Business Leaders
- Team Managers
- Any individual who wishes to explore their relationship patterns with the various systems that they are a part of.

PROGRAM LOGISTICS

DATES

- ❑ 25th and 26th July 2026
- ❑ Virtual Session from 09:30 to 18:00 IST

INVESTMENT, REGISTRATION & REFUND POLICY

- ❑ Standard Program Fee of Rs. 75,000 plus GST
- ❑ Last date for Registration – 20th July 2026
- ❑ If you have any program related enquiries, please contact Gagandeep Singh at +91 99606 14440 or via email – gagan@eumlens.in
- ❑ For Registration, please send an email to 'eumtests@eumlens.in' or call Ms. Indumathy at +91 77084 21422
- ❑ For payments via net transfer or through cards, please contact Mr. Rajesh at accounts@eumlens.in or on +91 99805 24696
- ❑ For cancellation requests received up to 20th July 2026, 90% of the fees shall be refunded and no refund thereafter.
- ❑ At RLCL's discretion, the registration may be transferred to the next certification workshop with no additional fee.

EUM SELECT CLIENTELE

The EUM framework has helped over 7000+ individuals steer their personal and professional journeys, and offered significant insights to craft a substantive transformation agenda for over 200 organizations.



EUM framework and tools are being used in India, UK, USA, China, Japan and many parts of the South-East Asia. Today, the EUM community includes over 150 practitioners spread across three continents who have found EUM to be a powerful diagnosis and development tool for Coaching, Organization Development Consulting and Leadership Development. Our clients' expressions have often included words like "life-changing", "impactful", "eye opening", etc.

ABOUT THE FACILITATORS

ASHOK MALHOTRA

Ashok Malhotra is the author of the EUM Framework, is an IIM-A alumnus, and an Organization Consultant based out of Bengaluru. Ashok is a researcher at heart, a gifted teacher and communicator, an insightful observer of human processes, and a consultant who facilitates organic evolution of organizations. He is also one of the Founder members of Sumedhas, Academy for Human Context and a Director on the boards of many Indian companies. In addition to several papers of academic and general interest, Ashok has authored two books - "Child Man - The Selfless Narcissist" and "Indian Managers and Organizations – Boons and Burdens", both published by Routledge.

GAGANDEEP SINGH

Gagandeep Singh is a graduate from IIM Ahmedabad, having specialized in Finance (PGDM 1992-94). In the past 25 years of consulting experience and 32 plus years of overall experience, he has anchored OD interventions on transformation of culture, alignment, coaching & leadership, and change management. Gagan has been a visiting faculty for IIM-A, ISB Hyderabad and Mohali, and other business schools. He is a Director and Fellow of Sumedhas Academy for Human Context. He along with Raghu Ananthanarayanan wrote a book – The Tensegrity Mandala Framework' – published by Sage Publications.

The EUM CERTIFICATION WORKSHOP Schedule

Timings	Day 1 25 th July 2026	Day 2 26 th July 2026
09:30-11:00	• Introductions • Expectations • Foundational Axioms of the EUM Framework	• Reviewing Day 1 and Check-In • Theory – Self & System Simultaneity • Introducing EUM-I and EUM-O
11:00-11:30	• Break	Break
11:30-13:00	• Introducing the Construct of an “Imperative” • Exploring and a deep dive into EUM Imperatives	• Self & System Simultaneity – Resonance & Dissonance • Systemic Membership
13:00-14:00	• Break	Break
14:00-15:30	• Exploring and a deep dive into EUM Imperatives • Introducing the Instrument Design	• Working with EUM-O Framework • Introducing Reports – MOR, OI, and Coaching
15:30-16:00	• Break	Break
16:00-17:30	• Working with EUM-I Framework • Learning Summary & Close of Day 1	• Q&A or Peer Coaching Sessions • Learning Summary & Close of Day 2
Homework		