



asci
Leadership through Learning

Programme on
**Personality Development
for Executives**

(Feb 16-18, 2026)



Administrative Staff College of India
(accredited as उत्कृष्ट by Capacity Building Commission, GoI)

INTRODUCTION

Self-awareness is fundamental to effective leadership, decision-making, and performance. It enables individuals to understand how their values, beliefs, and personal biases influence their perceptions and interactions. A high level of self-awareness empowers leaders to reassess initial judgments, adopt alternative approaches, and improve interpersonal effectiveness.

Stephen R. Covey, in his seminal work *The Seven Habits of Highly Effective People* (1989), emphasised that our habits—often unconscious yet consistent—play a crucial role in shaping our effectiveness. By becoming aware of these habits, assumptions, and paradigms, individuals can take ownership of their behaviour, examine their perceptions objectively, and open themselves to feedback and continuous growth.

To effectively interpret and respond to the behaviour of others, it is essential first to understand ourselves—our values, beliefs, and motivations. Equally important is an awareness of how others perceive us and how this perception shapes their behaviour toward us.

In this context, personality assessment becomes critical in clinical and organisational environments. It supports case conceptualisation, intervention planning, and personal development efforts. Scientific approaches to personality measurement aim to quantify individual traits and behaviours, helping leaders understand emotional tendencies, motivations, attitudes, and interpersonal dynamics.

This programme equips participants with the knowledge and tools to enhance self-awareness, develop emotional intelligence, and cultivate the interpersonal skills essential for leadership success.

OBJECTIVES

- ▶ Understand the key components of personality and their impact on leadership and executive effectiveness.
- ▶ Cultivate self-awareness and emotional intelligence for more informed decision-making.
- ▶ Enhance interpersonal communication and presentation skills to influence and inspire.
- ▶ Develop confidence and executive presence that commands respect and credibility.
- ▶ Learn effective stress management techniques for sustaining mental well-being in high-pressure roles.
- ▶ Build a personal leadership brand aligned with career aspirations and organisational values.

CONTENT

Day I: Understanding Personality

- ▶ Defining personality: concepts, frameworks, and significance
- ▶ Introduction to personality assessments

- ▶ Preparing for and interpreting personality questionnaires

Day II: Emotional Intelligence and the Personality Toolkit

- ▶ Emotional intelligence: dimensions and leadership relevance
- ▶ The Personality Toolkit: leveraging strengths and addressing developmental areas

Day III: Applied Techniques for Personality Development

- ▶ Coaching, mentoring, and counselling for personality enhancement
- ▶ Cognitive Behavioural Therapy (CBT) for addressing maladaptive patterns
- ▶ Transactional Analysis: understanding social interactions
- ▶ Neuro-Linguistic Programming (NLP) techniques for personal and professional growth

METHODOLOGY

The programme employs a blended, experiential learning methodology, combining:

- ▶ Psychometric assessments and interpretation
- ▶ Case-based discussions and real-world applications
- ▶ Role plays and interactive simulations
- ▶ Reflective exercises and peer feedback
- ▶ Faculty-led workshops and concept sessions

This approach ensures theoretical understanding and practical application in professional contexts, fostering holistic development.

FACULTY

Prof. Swarnalatha Jagarlapudi

Prof. Swarnalatha is a distinguished academician and seasoned HR professional with over 36 years of experience in the public and private sectors. She holds an MPhil in Industrial Psychology from TISS, Mumbai, and multiple postgraduate degrees in Applied Psychology, Criminal Law, Forensic Science, HR, International Business, Economics, Foreign Trade, and Mass Communication.

Known for her strategic insight and entrepreneurial acumen, Prof. Swarnalatha has designed and led impactful leadership and organisational development programmes across Government, Banking, IT, Manufacturing, and Finance sectors. Her diverse certifications—including NLP Practitioner, Internal Auditor, and Stress Management Specialist—further strengthen her academic and practical expertise.

PARTICIPANT PROFILE

This programme is ideally suited for senior and mid-level executives from the private and public sectors, including

government departments. It benefits HR professionals, corporate trainers, and individuals responsible for talent development, leadership coaching, and organisational transformation. Participants will benefit from a collaborative learning environment that promotes professional growth, cross-sectoral insights, and practical leadership application.

Organisational sponsorship is essential

VENUE

The programme is fully residential and the participants will be accommodated in air-conditioned single-occupancy rooms. The college does not provide accommodation for the family. The college campus is Wi-Fi-enabled comprehensively.

DURATION

The programme duration is 3 days, starting from **February 16-18, 2026**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Residential Fee: Rs. 43,700/- (US \$ 683 for foreigners) plus GST as applicable (presently 18%) per participant. The fee covers tuition, board and lodging, courseware (in electronic form) and other facilities of the College including internet usage.

Non-Residential Fee: Rs. 37,700/- plus GST as applicable (presently 18%) per participant. The fee covers tuition, courseware (in electronic form), working lunch, and other facilities of the College, including internet usage.

A discount of 10% on the Programme fee for three or more participants from the same organisation will be given, provided the payment is credited into our Bank account before **February 13, 2026**.

Note: Kindly forward us the details of Bank/Wire transfer of fee payment indicating the **Programme Code (Prg/25-26/1/185)** to **poffice@asci.org.in** for confirmation.

Bank details are given below:

For Indian Participants :

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
IFSC Code	SBIN0020063
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Raj Bhavan Road, Somajiguda, Hyderabad - 500 082

For Foreign Participants:

Bank Account Number	62090698675
Beneficiary Name	Administrative Staff College of India
Swift Code	SBININBB327
Bank Name	State Bank of India
Branch Address	Bellavista Branch, Rajbhavan Road, Somajiguda, Hyderabad - 500 082.
Country	India

MEDICAL INSURANCE

The nominees are requested to carry with them the proof of Medical Insurance. The sponsoring agency is required to endorse the nominees' medical coverage in the event of hospitalisation.

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. The last date for receiving nominations **February 09, 2026**. Kindly contact the Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

February 12, 2026. Any withdrawals after this date will entail forfeiture of fee paid, if any.

ASCI ALUMNI ASSOCIATION

Participants of the College programmes will automatically become members of the ASCI Alumni Association.

CERTIFICATE OF PARTICIPATION

The College issues a Certificate of Participation on the conclusion of the programme.

Programme Director

Prof. J Swarnalatha

e-mail: swarnalathaa.j@asci.org.in



ABOUT ASCI

ASCI is the first management development institution set up in the country at the instance of the Government of India and industry in 1956 to impart state-of-the-art management education for practicing managers, a legacy that we proudly take forward with a strong alumni of over 1,76,500. We are proud of our alumni which includes the leaders of Indian industry and senior Civil Servants in the government, public sector undertakings to be a part of this unique organisation. We are thankful to you all for the support extended in the past and look forward to your continuing patronage in 2025-26.

Also, ASCI conducts customized programmes for Government of India, State Governments, Public Sector, Private Sector and various international organisations. Our experienced faculty bring to the table a wealth of academic credentials, rich industry exposure and act as a catalyst in the classroom discussions, case study analyses and tutorials. Our faculty also conduct international programmes which provide an exposure to the global best practices. In addition to this, faculty at ASCI also carry out large number of management research activities (typically about 100 each year) which helps them provide the much needed value addition in the training programmes. In addition, we conduct non-residential programmes at our New Delhi Centre as well as off-campus programmes at the venue of the client's choice.



Administrative Staff College of India

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College Park Campus

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Hyderabad - 500 034.

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Delhi Campus

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South of IIT, Behind Qutub Hotel

New Delhi-110 016.

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ADMINISTRATIVE STAFF COLLEGE OF INDIA
Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, (India)

Nomination Form
Programme on
Personality Development for Executives
(Feb 16-18, 2026)

Nominee's Contact Information :

Name (Mr/Ms) :	_____	Date of Birth :	_____
Designation :	_____	Qualification :	_____
Organisation :	_____		
Address :	_____		
Phone(s) :	(Off) : _____	(Mobile) :	_____
		Home :	_____
e-mail :	_____	Fax :	_____

Sponsor's Details

Name of the Sponsoring Authority _____	Designation _____
Organisation :	_____
GSTIN No. :	_____
Address :	_____

	Pincode : _____
Phone(s) :	(Off) : _____
	(Mobile) : _____
e-mail :	_____
	Fax : _____

Fee Particulars

Amount Payable :	Mode of Payment (DD/Chq/NEFT) :
Name of the Bank :	Date of Instrument/Transfer :
Instrument Number :	UTR Number for NEFT :

Medical Insurance

Name of the Insurance Agency	Policy Number	Validity upto
Note : Coverage should be available in Hyderabad, India		

Signature and Official Seal of the Sponsoring Authority :

NOTE : Forward nomination form to : **Mr. G. Sreenivasa Reddy, Programmes Officer**, Administrative Staff College of India, Bella Vista, Hyderabad-500 082. Phone : 0091-40-66534247, 66533000, Mobile: 9246203535, Fax : 0091-40-66534356, e-mail: poffice@asci.org.in