

Programme on
**Decision Making for
Effective Leadership**
(December 01 - 05, 2025)



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

PROGRAMME OVERVIEW

In today's rapidly evolving business landscape, a manager's ability to make informed decisions and demonstrate effective leadership is more crucial than ever. With the emergence of remote work, virtual teams, and AI-driven technologies, managers must adopt innovative tools and approaches to lead successfully. This programme blends leadership development with the strategic application of artificial intelligence, enabling participants to enhance decision-making capabilities and people management skills in digitally transformed workplaces.

Unlike traditional leadership programmes, this initiative employs validated psychometric tools, scientific models, and certified practitioner-led insights to deliver an integrated learning experience. Participants will explore customised decision-making frameworks tailored to their leadership styles, empowering them to manage diverse teams and navigate complex challenges confidently and precisely.

OBJECTIVE

- Identify and refine individual leadership styles using psychometric assessments.
- Equip participants to lead and manage virtual and hybrid teams effectively,
- Apply AI-integrated quantitative decision-making tools to leadership strategy.
- Foster creative thinking and continuous learning for improved people management.
- Design customised team structures and management strategies.
- Enhance teamwork and conflict resolution skills in diverse team environments.

CONTENT

Day I: Leading Self - Understanding Self & Others

- Emotional intelligence and leadership self-awareness
- Understanding and valuing diversity in teams
- Assessment of personal leadership traits and strengths

Day II: Leadership Transition & Positive Psychology

- Navigating leadership transitions and identity shifts
- Applying positive psychology for mindset and performance enhancement
- Structured decision-making models for growth and adaptability

Day III: Leading Teams - Change & Conflict Management

- Change leadership and manage resistance
- Conflict resolution strategies in team dynamics
- Tools for fostering team adaptability and resilience

Day IV: Negotiations & High-Performance Team Building

- Advanced negotiation techniques for leaders
- Building and sustaining high-performance teams
- Strategic communication and collaboration skills

Day V: People Management & Decision-Making in Leadership

- Managing people under pressure and uncertainty
- AI-enabled decision-making in complex leadership scenarios
- Simulations and case-based learning to apply leadership strategies

METHODOLOGY

The programme follows a blended pedagogy integrating theory with practice. It includes psychometric assessments, experiential learning, AI-supported decision-making simulations, group activities, and real-life case analyses. Certified practitioner resources ensure participants gain actionable insights tailored to their individual and organisational contexts

FACULTY

Dr Ashok Kumar Patnaik, Professor of CHRD, and Dr Bharath Shashanka Katkam, Assistant Professor of CHRD, led the programme. It is supported by ASCI's esteemed faculty and a distinguished panel of experts from Indian Civil Services, senior industry professionals, business strategists, and legal and technology advisors. These professionals bring decades of experience and practical wisdom to the learning environment, making it rich, relevant, and impactful.

PARTICIPANT PROFILE

This programme is designed for Junior, Middle, and Senior-level managers across sectors involved in leadership, team management, or strategic decision-making. It is especially valuable for professionals navigating the challenges of digital transformation, remote team management, and AI-integrated leadership environments.

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 is Wi-Fi enabled in a comprehensive way.

DURATION

The programme duration is 5 days starting from **December 01 - 05, 2025**. The participants are expected to arrive a day before commencement and may leave after the conclusion of the programme.

PROGRAMME FEE

Residential Fee: **Rs. 69,500/-** (US \$1086 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. 59,500/-** plus GST as applicable (presently 18%) per participant. The fee covers tuition, course ware (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 **November 28, 2025**.

Note: Kindly forward us the details of the Bank/ Wire transfer of the programme fee through email 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, Raj Bhavan 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 hospitalization

LAST DATE FOR NOMINATION

Please use the prescribed/attached form. Last date for receiving nominations is **November 24, 2025**. Kindly contact Programmes Officer for further details (contact details are given at the end of the nomination form).

LAST DATE FOR WITHDRAWAL

November 27, 2025. 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 conclusion of the programme.

Programme Directors

Dr. Ashok Kumar Patnaik & Dr. Bharath Shashanka Katkam

Email: ashok.kumar@asci.org.in / bharath@asci.org.in

Administrative Staff College of India (ASCI) is taking all the precautionary measures and following all the norms (in light of COVID 19) to provide a safe environment for the participants who are visiting our Campus to attend the Training Programmes.



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

Bella Vista, Raj Bhavan Road, Khairatabad, Hyderabad - 500 082, India.

Telefax (Programmes Office) : 0091-40-23324365

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College Park Campus

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Delhi Campus

ASCI, C-24, Institutional Area, South of IIT
Behind Qutub Hotel, New Delhi-110016.
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+91-11-26866097



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Leadership through Learning

ADMINISTRATIVE STAFF COLLEGE OF INDIA

Bella Vista, Raj Bhavan Road, Hyderabad - 500 082, India

Nomination Form

Programme on

Decision - Making for Effective Leadership

(December 01 - 05, 2025)

Nominee's Contact Information

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

Sponsors Details

Name of the Sponsoring Authority:	:	_____	Designation:	_____
Organisation	:	_____		
GSTIN Number:	:	_____		
Address	:	_____		
	:	_____	Pincode:	_____
Phone(s)	:	Office: _____	Mobile: _____	
e-mail	:	_____	Fax:	_____

Fee particulars

Amount Payable	:	_____	Mode of Payment (DD/Ch/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**