

Mentoring the Millennial

Dayananda Sagar University

2019



*Workshop*

*Mentoring the Millennial*

*Saturday, January 12, 2019*

*Dayananda Sagar University,*

*Innovation Campus,*

*Kudlu Gate, Hosur Main Road,*

*Bangalore 560 068*

**Contact: Aravind N.V.**

Manager -CEE

+91 80 49092930

+91 9972598981

[aravind.nv@dsu.edu.in](mailto:aravind.nv@dsu.edu.in)

## **Dayananda Sagar University**

Dayananda Sagar Institutions was founded by, late Sri Dayananda Sagar who was determined and committed to take knowledge to the people, transforms today's students into responsible citizens and professional leaders of tomorrow. Dayananda Sagar University created by an Act of the Karnataka State in 2014, built on an adorable legacy and inspired by its own milestones, it has consistently the needs of quality higher education in this part of the world. It is a leading university in India.

DSU is a proud member of the Dayananda Sagar Institutions family. Founded by Late Sri Dayananda Sagar in the early sixties (with just four students), DSI has morphed into global education power house, spread over five campuses, catering to the education needs of over 17,000 students. Operating under the aegis of the Mahatma Gandhi Vidya Peetha Trust in Bengaluru, DSI has enabled the transformation of tens of thousands of young Indian and international citizens into professionals in diverse specializations.

Beginning Academic Year 2015–16, Dayananda Sagar University offers courses in Engineering, Computer Applications, Sciences, Arts and Management in the Bachelors, Masters and Ph.D. levels. Supporting the academic activities are the Centres of Excellence in ICT, Health Care, Energy and Life Science, among other fast evolving fields of study.

The university has grand plans for expansion for Executive Education, plans to make education available to all by offering programs at affordable costs on a flexible platform in many areas of learning, to keep pace with changing technology, practices and demographics.

In order for colleges and universities to truly prepare students for the real world, these places of higher learning need to cultivate diverse populations and offer programs relevant to industry. To do this, the program strives to bring in faculty from many different areas to make learning effective as envisioned by our founding father. Our faculty recognize and provide academic and career guidance and encouragement.

We also live our mission in striving to bring higher education to all aspiring denizens in encouraging working professionals to have more meaningful careers and turn entrepreneurs' in time.

## Centre for Executive Education



*An Institution that cannot produce its own managers will die – Peter Drucker*

The key differentiator in most cases, for organizations chasing competitive advantage is quality of their managers. Very little else differentiates organizations. The need and importance for executive development arises because of the certainty of this fact and also that greatest efficiency is achieved in most cases, when organizations create an internal managerial pool. In such situations, what an organization is called upon to do is to develop qualified and talented employees by developing skills and competencies, so that the future demand may be effectively catered to.

Society is in a state of flux, being impacted by globalization, technology, demographic trends and shifting centres of power and influence. At the more micro level, executives stare at obsolescence and job loss. Executive Education programs from Dayananda Sagar University, aims to provide working executives higher education at great quality to mitigate these issues.

We believe that the best learning occurs in a diverse setting! We live in a diverse world and it is imperative that a manager understands the nuances of organization behaviour and the ability to deal with varied cultures. You can expect to have students and faculty from diverse backgrounds, experience and education providing you with opportunities to network and learn from a multitude of working professionals. In all likelihood you could be rubbing shoulders with an army man or a space scientist in a class teeming with innovation and creativity.

The ability to innovate, solve problems and make decisions' is the new paradigm and the program will enable these competencies. While working in class-groups you can test your leadership quotient and ability to work as an effective team player.

CEE engages with industry and manages programs for the working professional while trying to make significant social impact through its many programs. The Centre is a vertical in the School of Commerce and Management Studies, Dayananda Sagar University, Bangalore.

The centre launched an Executive MBA program in October 2018, for working professionals.

## **Mentoring the Millennial**

Jean Wenge, the author of the 2006 book *Generation Me*, considers millennials, along with younger members of Generation X, to be part of what she calls "Generation Me". Twenge attributes millennials with the traits of confidence and tolerance, but also describes a sense of entitlement and narcissism, based on personality surveys showing increased narcissism among millennials compared to preceding generations when they were teens and in their twenties. There are vast, and conflicting, amounts of literature and empirical studies discussing the existence of generational differences as it pertains to the workplace. The majority of research concludes millennials differ from both their generational cohort predecessors, and can be characterized by a preference for a flat corporate culture, an emphasis on work-life balance and social consciousness and are quite different in the way they view life and work, creating challenges at school and work.

**Purpose of the Workshop:** To bring about a psycho-spiritual awareness among the teaching faculty about mentoring students, managers in mentoring their young colleagues and parents their children through an experiential learning. The workshop will serve to develop a plan of action in dealing with a generation that is the future and in providing mentors with workable tools for creating that action plan.

**Validity of the Certificate to Participants:** On successfully participating in the workshop certificates would be issued to the participants, by Dayananda Sagar University and SACAR and Auro University. Auro University is a private university in Surat, recognized by UGC.


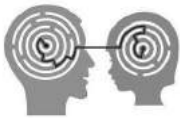



**Who should attend:** Faculty and managers who interact with students and the millennial worker. Parents of millennials, who would want to mentor and look to channelize energies of their young children,





**Various techniques while conducting the workshop:**

Participants would be put through various exercises during the one - day program. Behavior of each and every participant would be studied as to how they react and relate to mentoring.

Individual Introspection	Group Games	Discussions	Role Play
Psychometric tests	Questionnaire	Case Study	Presentations

## Program Summary:

	Topic	The Thought Substance	Time
	Introduction of participants	Initial warming up and bonding 	09:00 – 09:15
1	Introduction of subject 	The role of a mentor would be to help students and the millennial worker to develop their intellectual, aesthetic, emotional, moral and spiritual being. By understanding their temperament and capabilities the millennial would be guided to find the purpose in their own life and also how to be useful in the larger community life.	09:00 – 09:30
2	Nurturing a Mentoring Relationship (Group Exercise) 	<ul style="list-style-type: none"> <li>• Bonding and collaborating with love and sympathy</li> <li>• Freedom for the young to gain more knowledge through their own efforts</li> <li>• Respecting individual unique nature of the millennial, while considering the latent gifts of mind and spirit</li> </ul>	09:30 -10:00
3	Consciousness Management (Group Exercise) 	Consciousness Management would be a methodical transformation process through unshakeable faith, consecrated offering, joyful surrender and an inner awakening in all thoughts, words and actions.	10:00 -11:00
	Tea Break		11:00 – 11:30
	Purpose of life: Its excitement, the fear of failure and the ultimate offering (Sketching the tree of Life – group exercise) 	<ul style="list-style-type: none"> <li>• Roots = Life influences and beliefs which influences conduct</li> <li>• Branches = What excites in life’s journey to success and fulfillment.</li> <li>• Seeds = Ideas and hopes for the future, and their potential. Are they realistic!</li> <li>• Thorns = The obstacles along fears in life and how to overcome.</li> <li>• Flowers = What actions to realize and plan of action</li> <li>• Fruit = The offering to self and society</li> </ul>	11:30 -12:30
	Lunch		12: 30 – 13:30

5	<p>Strategies to use to achieve the goals (Parts of being)</p> 	<ul style="list-style-type: none"> <li>• Being more capable to perform or manage physically, logically, economically, ethically and intellectually.</li> <li>• Ambition v/s aspiration. Success v/s fulfilment</li> <li>• Using the instruments of the physical, emotional (vital), mental and buddhi (intellect &amp; will)</li> <li>• Endurance, Indifference to success and failure and being Realistic</li> </ul>	13:30 -14:00
	<p>Pillars of Self-Governance leading to Inner Joy</p>	<ul style="list-style-type: none"> <li>• Wisdom</li> <li>• Strength</li> <li>• Harmony</li> <li>• Perfection</li> </ul> 	14:00 -15:00
	Tea Break		15:00 – 15:15
6	<p>Feedback and being sensitive to mentees (Group Exercise)</p>	<p>Creating an inner joy through deep bonding, empathic listening and compassion</p> 	15:15 -16:00
7	<p>True calling and going beyond the realms of reason</p>	<p>The higher the purpose the more collected will be the student Anantham = Anandam</p> 	16:00 -16:30
8	Conclusion	Concluding Remarks and Certificate Distribution	16:30 -17:00

### A brief about SACAR:

SACAR which 'Sr Aurobindo Centre for Advanced Research' is a non-profit organization (Trust) head quartered in Puducherry since 1998. It is a partner institution to Auro University, Surat. SACAR is an Institute for research and training. Consciousness Management is one of its wings and it aims towards human unity. The vision is to cultivate an environment where people know, feel and express the spiritual universality in all their energies.

### A brief about the Trainer: Profile of Kisholoy Gupta

- Kisholoy is an inspirational speaker on spirituality in management. He has conducted numerous workshops on this subject.
- Kisholoy Gupta has been in the area of HR for nearly four decades, having headed the function in various organizations for around 15 years.
- An HR strategy consultant and a professor. Some of the companies that he has been associated with are Biocon, Novartis, EMC2, Shriram Group, SAP, Tata Motors, Eicher, Reliance Industries, Collabera, and Onward Technologies.
- He has a post-graduation in Human Resources from the XISS and another post-graduation in Business Management from Xavier Labour Relations Institute (XLRI, Jamshedpur). He is a trained coach in the area of Career & Performance coaching from NEWS corridor coaching Israel.
- He has held numerous Management and Leadership positions in Indian and international companies.
- Kisholoy is now a trustee with SACAR, pursuing Ph D program on Sri Aurobindo Philosophy, from Hindu University of America.



### Personal Achievements:

- Invited as a speaker to present a paper on Vedantic wisdom, based on Sri Aurobindo's philosophy in Chicago, to commemorate the 125<sup>th</sup> year of the speech delivered by Swami Vivekananda.

- Contributed in a book printed by NIPM and Tata Mc Graw Hill on HRD.
- Presented papers on “Innovative Practices in HR” for World HRD Congress.
- Contributed papers to journals

**BANK DETAILS:**

<b>Executive MBA Fees payable by Cheque/DD/Net-Banking/Online Transfer in favor of:</b>	
Name:	Dayananda Sagar University
Bank Name:	IndusInd Bank
Current Account No:	100044771729`
IFSC Code:	INDB0000166
Branch	Malleswaram
City	Bangalore, Karnataka, India

**Commercials:**

#	Profession	Cost in Rupees
1	Faculty & Staff	500/-
2	Practicing Managers	1000/-
3	Homemakers	750/-