



Ontological Leadership Foundation



Founder Directors



Shri A N Verma is an enterprising HR thought leader with over 40 plus years of total experience which spans across profiles and roles. He has served on various top management positions such as Executive Director (HR)- NTPC Limited and Chairman – UPL (a JV of NTPC Limited and Reliance Infrastructure Limited). He also served as Sr. Advisor (HR) at EESL, post superannuation from NTPC.

As a strategic and innovative HR professional, Shri Verma has translated many businesses vision into HR initiatives that improve performance, profitability, growth, employee engagement and improving organisational culture.

A.N. Verma

A widely travelled person Shri Verma has honed his skills by training stints at Harvard and Wharton Business School. An established empowering leader who supported the organization with a unique perspective and appreciation that human capital is every organization's greatest asset. Further, he is a genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals and thereby positioning HR as a Business Partner for Excellence.

His experience spans across best HR practices, Employee Relations, Coaching, Mentoring, Leadership Development, Process & Systems Design, Workforce Planning, Performance Management Systems, Change Management etc.

Yogi Balkrishna is a spiritual teacher, thinker, author and founder of Vedantvidya Sansthan Trust (www.vedantvidya.in). A disciple of Poojya Swami Sukhabodananda, he has been teaching Yoga and Vedanta for over a decade. His core area of interest is application of profound and timeless Indic wisdom in the corporate context and synthesizing it with the modern management practices. Combination of Spiritual Knowledge and his own experience of working in corporates Including NTPC Ltd. and SAIL, makes him uniquely equipped to disseminate spiritual wisdom in the corporate arena. His inspirational talks and workshops enable individuals and teams to thrive in this fast changing and challenging business space with peace and poise.



Yogi Balkrishna

An avid trekker, explorer and traveller, his spiritual sojourn has taken him to high altitude places like Pindari Glacier, Tapovanmam, Gangotri, Badrinath, Kedar-Nath, Amarnath, Gurudongmar, Tiger's-Nest in Bhutan and to Majestic Kailash-Mansarovar in Tibet.

He is Conferred with Kaka Kalelakar Samman by Hindi Sansthan UP, for his Hindi translation of Poojya Swami Dayanand Saraswati's exquisite exposition of Kenopnishad. His collection of reflective Hindi-Poems 'Suno-Re' is popular among Hindi-Poetry lovers. His book on 'Patanjali Yoga Sutras – A Journey to Limitless released on International Yoga Day-2022 is for the benefit of people who intend to understand the "True essence of Yoga". He is also a regular contributor to 'Speaking Tree' column of Times of India and Economic Times.

LEADING THE CHANGE

A Two Day Workshop on Change Management & Value Based Organisation Culture



In the corporate world which is constantly in the vortex of flux and disruption, the program 'Leading the Change' offers a unique perspective on Change Management & Value Based Organisation Culture by infusing corporate astuteness, agility and spiritual wisdom.



This transformative journey explores how espousing ontological principles can guide individuals and organisations through change and inspire the development of value-based culture. Apart from learning the nitty-gritty of driving and leading change in the corporate context the participants will also learn to develop and harness inner resources.

The workshop provides transformative insights and practical tools to foster a harmonious, value-driven work environment, enhancing employee engagement and satisfaction. 'Leading the Change' is the bridge that aligns the individuals' goals and purpose with organisational values, fostering a culture of purpose, unity and adaptability. Join us on this exciting journey to bring about profitable change and a value-based organisation culture.

LEADxCEL : Governance for Growth in the Era of Change

The LEADxCEL : Governance for Growth in the Era of Change workshop is a **Three Day** experience that delves into intricate realms of ESG (Environment, Social & Governance) obligations fostering Professional Probity, Integrity, and Ethical Leadership espousing Ontological Leadership Principles. Participants will engage in dynamic sessions that blend principles and practical applications exploring the profound impact of robust governance structures and ethical leadership in today's corporate landscape. Through case studies, interactive discussions, games and immersive exercises, attendees will gain insights to align business strategies with ESG obligations navigating complex ethical dilemmas and embodying the Ontological Leadership Paradigm to inspire authentic and sustainable leadership.



Customized need based programs can also be undertaken.

Conflict Management

Integrating Indian Spiritual Ethos with Western Management Practices



Diverse perspectives, cultural variegations, interests, and value structures among people and stake-holders make conflict inevitable at any workplace. This comprehensive **Two-Day** program, "**Conflict Management: Integrating Indian Spiritual Ethos with Western Management Practices**," is designed for leaders and professionals seeking to master the skill of conflict resolution. By blending the wisdom of Indian spirituality with effective western management techniques, participants will learn to address conflicts holistically. The program begins with an exploration of conflict resolution principles from Indian spiritual perspective, focusing on self-awareness, equanimity, and empathy. It also includes strategies such as negotiation and mediation and practical western models of conflict resolution. Through interactive workshops and practical exercises, participants will learn to integrate these diverse approaches, fostering a balanced and harmonious work environment and conflict-resilient organizational cultures.

Beyond the Bargain

Workshop on Negotiation Skill

Embark on a immersive **Two-Day** journey to learn the Negotiation-nuances in our dynamic workshop '**Beyond the Bargain**.' Over two intensive days, participants will immerse themselves in cutting-edge strategies and proven techniques to master the art of negotiation and science of observation and spontaneity. From understanding the psychology of persuasion to honing effective communication skills, this workshop offers comprehensive toolkit for navigating diverse and complex negotiation scenarios. Engage in interactive simulations, case studies and facilitator-lead discussion to gain hands on experience and real-world insights. Whether you are a seasoned professional or a newcomer, '**Beyond the Bargain**' equips you with the skills to confidently navigate complex negotiations, creating a space for win-win and emerge victorious in every deal.



'Core Value Actualization' of an Organisation

Are your organisation's Core-Values just words on a page or do they shape employees' behaviour and actively drive every action and decision? Join our **One-Day** dynamic workshop on 'Core Value Actualization' where we emphasize and explore how Core-Values must serve as the Vis Viva - 'The Living Force' of your organisational culture and how they can be truly embodied to transform the workplace. In this immersive workshop we delve into the ontological aspect of Core-Values which goes beyond mere acknowledgement to living and breathing these values in every facet of the organisation. This approach ensures and demonstrates that Core-Values are not just stated ideals but are integral to the daily experience and interactions of every team member.

WHY ONTOLOGICAL LEADERSHIP

Ontological Leadership simply means enlightened leadership. The idea of ontological leadership is evolving in a big way, the world over. It focuses on leadership, as a way of being, rather than just a set of skills or actions. Ontological Leadership emphasizes on self-awareness of the leaders, their authenticity and ability to inspire and influence others. The effectiveness of leaders is because of their exalted consciousness, inclusive values, firm beliefs, grounded emotions and their ability to present themselves to the stakeholders.

The principles of ontological leadership are not only highly relevant for modern-day organizations but are extremely crucial because of rapidly changing business environment, which requires the business leaders to be able to foresee, inspire, influence, and connect with others on a deeper level.

KEY BENEFITS



VISION

"To be a premiere learning and development institution empowering people and organisations to be at the forefront of the transformation and value creation".



MISSION

"To cultivate and nurture leadership based on ontological paradigm and principles, through continuous education and engagement for enriching lives".



CORE VALUES

- Self-Awareness
- Authenticity
- Creativity
- Ethical Leadership
- Dedication

MOTTO

- Lead
- Inspire
- Serve
- Transform



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