

University of Mysore
 Department of Studies in Psychology
 Manasagangothri, Mysuru 570006



International **LEADERSHIP EXCHANGE**

Global Leadership Partners

Todd is founder and President of Global Leadership Partners, a non-profit which provides world-class leadership training in countries world-wide. Todd formerly served as a Senior Finance Director for Procter & Gamble. In his final role at P&G, Todd oversaw Leadership Development for P&G and helped the company maintain its status as one of the top developers of leaders world-wide.



Todd Geist



Paul Belcher

Paul graduated from Wheaton College, Illinois, in 1979, with a degree in Economics. For more than a decade, Paul has served as an international consultant, advising organizations across Central and Eastern Europe. In 1981, he established his own successful insurance agency in Eagle River, Wisconsin.

Sanjay is an HR consultant with leadership experience in corporate, academic, and international development sectors. He has led strategic initiatives at World Vision India and specializes in People & Culture and Training & Development. A Global Ambassador for Human Rights & Peace, he is also a founding member of the National Association of Professional Social Workers in India.



**Dr. Sanjay
 Bhattacharya**

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As a part of the Centenary Year Celebration, the **Department of Studies in Psychology**, University of Mysore, along with Mysore University **Psychology Alumni Association** is organizing an "International Leadership Summit" for the students of Psychology.

Join us for a unique leadership interaction with The **Global Leadership Partners** and **LeaderImpact**.

Date:
November 19, 2024

Time:
2.30 pm

Venue:
Seminar Hall,
 Department of Studies in
 Psychology, Manasagangothri



Mysore Psychological
 Society



LEADER **IMPACT**

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 registration



INTERNATIONAL LEADERSHIP EXCHANGE: LEADERSHIP SUCCESS

Date: 19.11.2024

Venue: Seminar Hall, DOS Psychology

Resource Persons: Mr. Todd Geist, Mr. Paul Belcher, Mr. Prakash T. John, and Dr. Sanjay Bhattacharya

Introduction

As a part of the Centenary Year Celebration, the DOS in Psychology, University of Mysore hosted an **International Leadership Exchange** for the students of Psychology initiated by the Chairman of the Department, **Prof. Sampathkumar**. The International Leadership Exchange, themed "**Leadership Success**," was a milestone event held on **November 19, 2024**, at the **Seminar Hall, Department of Studies in Psychology, University of Mysore**. The program was organized as a collaborative effort between the **DOS in Psychology**, the **Mysore University Psychology Alumni Association**, **Mysore Psychological Society**, **Global Leadership Partners**, and **LeaderImpact**. Bringing together students and faculty from renowned institutions such as **Teresian College**, **Maharani's Arts College for Women**, and the **University of Mysore's DOS in Psychology**, the event created a vibrant platform for dialogue, engagement, and inspiration.

The initiative was designed to provide participants with a deeper understanding of **leadership principles** while exploring the practical dimensions of leadership success. By focusing on critical elements such as **self-awareness**, **ethical decision-making**, **empathy**, and **adaptability**, the program aimed to bridge the gap between theory and practice. Attendees had the opportunity to interact with experienced leaders and trainers, gaining valuable insights into the challenges and opportunities of leadership in diverse contexts.

Structured around a series of **interactive sessions and discussions**, the program emphasized collaboration and experiential learning. Participants were encouraged to engage with facilitators and peers actively, fostering an environment of mutual learning and shared growth. The program not only explored the technical skills required for effective leadership but also highlighted the human aspect of leading with purpose, inclusivity, and authenticity.

Program Overview

1. Inaugural Session

The program began with a warm and ceremonial **lighting of the lamp**, symbolizing knowledge and enlightenment. As the lamp was lit, **first-year psychology students** performed a **cultural song**, adding a harmonious and auspicious start to the event. Their heartfelt performance was well-received, setting a positive and reflective tone for the day.

The dignitaries, including the distinguished speakers and facilitators, were welcomed onto the stage by students from III semester namely **Sanjana**, **Chandrika**, **Dorine**, and **Sheetal**, who introduced each guest with poise and grace, highlighting their professional accomplishments and contributions to the field of leadership and human development. Each dignitary was then presented with floral tributes as a gesture of respect and gratitude.



The Resource Persons inaugurating the program by lighting the lamp

2. Keynote Address

Keynote speaker Mr. **Todd Geist**, Founder and President of **Global Leadership Partners**, delivered an insightful address that highlighted the essence of **leadership success** through his journey. Drawing from pivotal moments in his career, Mr. Todd reflected on the experiences, challenges, and values that shaped his leadership philosophy. His narrative was not merely about personal accomplishments but focused on how true leadership is a transformative process aimed at inspiring others and creating a meaningful impact.

Mr. Todd emphasized that **leadership success** begins with a strong foundation of **self-awareness** and clarity of purpose. He urged participants to reflect deeply on their missions, encouraging them to align their actions with their core values. According to Todd, a leader who understands their "why" can navigate complexities with confidence and authenticity, fostering trust and inspiring others to work toward shared goals.

Critical insights shared during his address included:

- **Self-awareness and Mission:** Leadership begins with understanding one's unique purpose and aligning decisions and actions with that mission. This clarity fuels resilience and focus during challenges.
- **Ethical Decision-Making and Integrity:** Mr. Todd highlighted how leaders must prioritize ethical decision-making, even in the face of difficult choices. Integrity, he explained, is the cornerstone of trust, the most essential ingredient in effective leadership.
- **Defining Success through Impact:** True leadership success, Mr. Todd reiterated, is not measured by titles, wealth, or accolades but by the lives a leader touches and the positive ripple effects they create. A successful leader leaves a legacy of empowerment, inspiration, and transformation.

Mr. Todd's relatable examples, such as moments of triumph and failure, demonstrate how each experience contributed to his growth as a leader. His ability to connect personal anecdotes to universal leadership themes made his address both practical and deeply inspiring. Participants left the session with a renewed sense of purpose and actionable takeaways for their leadership journeys. By linking **leadership success** to values like self-awareness, integrity, and impact, Mr. Todd provided a holistic framework that resonated with both aspiring and experienced leaders in the audience.



Mr. Todd Geist addressing the audience

3. Interactive Session: Leadership Mission and Values

Facilitated by **Mr. Paul Belcher**, an accomplished leadership trainer with extensive global experience, this session provided participants with a structured and reflective approach to crafting their **leadership mission**. Paul began by sharing his leadership journey, illustrating how his approach to leadership has evolved over the years. He recounted vital moments of learning, including challenges he faced and how these experiences shaped his leadership philosophy. By emphasizing the importance of adaptability and continuous self-improvement, Mr. Paul set the tone for a deeply introspective and engaging session.

The session revolved around the foundational idea that a clear **leadership mission** is the cornerstone of effective leadership. Mr. Paul explained that defining a mission is not only about setting goals but also about understanding the values that guide a leader's decisions and actions. He encouraged participants to introspect and reflect on three critical aspects:

1. **Personal Values:** How one's values—such as integrity, compassion, and resilience—serve as the foundation of their leadership style. Mr Paul illustrated this with examples from his training programs, showing how leaders who remain true to their values gain trust and inspire others.
2. **Vision for Leadership:** Participants were asked to articulate what they aim to accomplish as leaders, whether in their professions, communities, or personal lives. Mr. Paul highlighted that an inspiring vision serves as a guiding light, enabling leaders to navigate challenges while staying true to their purpose.
3. **Inspiring Others:** The importance of authenticity and empathy in leadership was underscored, with Mr. Paul emphasizing that genuine connections are at the heart of

inspiring and empowering others. He shared anecdotes of leaders who transformed their teams by being approachable, transparent, and empathetic.

To translate these insights into actionable steps, Mr. Paul guided participants through **collaborative group exercises**. These activities encouraged them to:

- Reflect on their leadership experiences and aspirations.
- Articulate their core values and align them with their leadership goals.
- Develop draft mission statements that encapsulate their purpose and vision as leaders.

The group discussions were dynamic and thought-provoking, with participants actively engaging in meaningful conversations. They shared personal stories, provided constructive feedback to peers, and exchanged ideas on how to integrate authenticity and empathy into their leadership practices. Mr. Paul facilitated these interactions, offering personalized insights and encouraging participants to think beyond conventional leadership paradigms.

The session concluded with a synthesis of the participants' reflections and learnings. The collaborative environment not only fostered personal growth but also cultivated a sense of community among participants.

By the end of the session, attendees had a clearer understanding of their **personal leadership mission** and practical steps to translate it into impactful leadership practices. The energy and enthusiasm in the room were profound as participants left inspired and empowered to lead with purpose and authentication.



Mr. Todd Geist interacting with students

4. Workshop: Strengths and Growth Areas in Leadership

The workshop on **Strengths and Growth Areas in Leadership**, led by **Dr. Sanjay Bhattacharya**, focused on the importance of self-assessment as the foundation for effective leadership. Drawing from his own experiences, Dr. Bhattacharya shared how recognizing and leveraging strengths like empathy, resilience, and communication helped him build trust and lead effectively while addressing growth areas such as delegation, adaptability, and time management, which allowed him to overcome challenges. He emphasized the significance of continuous learning and feedback in fostering personal and professional growth, encouraging participants to see feedback as a tool for improvement. Through an interactive exercise, participants created individualized **Strengths and Growth Plans**, mapping actionable steps to

enhance their leadership capabilities. This hands-on approach provided practical insights and strategies, leaving participants with a clear direction for self-improvement and development.

5. Leadership Behaviors in Action

In this session, Mr. Todd provided participants with practical insights into key leadership behaviors essential for fostering trust and collaboration within teams. He emphasized the importance of empathy, highlighting how understanding the needs and concerns of team members strengthens connections and builds a positive work environment. Mr. Todd also discussed the critical role of effective communication in aligning team efforts toward shared goals, explaining how clarity and consistency in messaging can inspire and motivate others. Resilience and adaptability were identified as indispensable traits for leaders, enabling them to navigate challenges and maintain composure under pressure. Participants actively engaged in role-playing activities to practice these behaviors, receiving real-time feedback from facilitators and peers. The hands-on nature of the session ensured that participants could relate theoretical concepts to practical leadership scenarios, making it both engaging and impactful.



Mr. Todd Geist demonstrating the importance of teamwork



Mr. Todd Geist and Mr. Paul Belcher conducting a group activity

6. Leadership in Multicultural and Diverse Teams

Mr. Paul Belcher guided participants through the nuances of leading diverse teams, drawing on his experiences in global leadership roles. He shared insights on how cultural sensitivity and inclusivity are not only ethical imperatives but also strategic advantages in leadership. Paul illustrated how understanding and respecting individual differences within a team fosters unity and improves collaboration. The session focused on the importance of adapting leadership styles to meet the unique needs of diverse groups while ensuring that all voices are heard and valued. Through interactive discussions, participants explored ways to navigate cultural differences effectively, align team goals, and create an inclusive environment that supports innovation and cooperation.



Mr. Paul Belcher giving insights on leadership

7. Facilitators' Leadership Journeys

Throughout the program, Mr. Todd Geist, Mr. Paul Belcher, Mr. Prakash T. John, and Dr. Sanjay Bhattacharya shared personal reflections on their leadership journeys, offering valuable lessons drawn from their own experiences. They discussed how challenges shaped their leadership philosophies and how their approaches evolved. Each facilitator emphasized the significance of empathy and authenticity in leadership, illustrating how focusing on the well-being and growth of team members creates a lasting impact. Their openness and candid narratives resonated deeply with participants, providing inspiration and practical guidance for aspiring leaders. By sharing their stories, the facilitators highlighted that leadership is a dynamic process of learning, adapting, and growing through experience.



Mr. Prakash T. John narrating his leadership experience

8. Students' Active Engagement

A hallmark of the program was the enthusiastic involvement of the students. From asking insightful questions to participating actively in discussions and the activities that were held, the students demonstrated a keen interest in learning and applying leadership concepts. The facilitators reciprocated this enthusiasm by engaging with the students directly, fostering a collaborative and inclusive environment.



Section of the audience

9. Closing Address: Leadership as a Legacy

In the concluding session, Mr. **Todd Geist** reflected on the day's highlights and redefined the meaning of leadership success. He encouraged participants to focus not just on personal achievements but on the positive impact they create for others. His parting message was both motivational and thought-provoking: *"True leadership success lies not in accolades but in the lives you inspire, the communities you uplift, and the legacy you leave behind."*

The program marked a great success with over hundred participants, comprising of students, staff, research scholars from the DOS in Psychology and its constituent colleges across Mysore.

Program Outcomes

1. Leadership Awareness and Growth:

Participants gained valuable insights into their leadership missions, behaviors, and areas for improvement.

2. Practical Strategies for Leadership:

The interactive sessions provided actionable tools for addressing leadership challenges and fostering collaboration.

3. Engagement and Collaboration:

The dynamic exchange of ideas between facilitators and participants enriched the learning experience, inspiring mutual growth.

4. Empowerment through Experience:

The facilitators' experiences of leadership empowered participants to approach leadership with authenticity and purpose.



Seated: Dr. Sanjay Bhattacharya, Mr. Paul Belcher, Prof. Sampathkumar, Mr. Todd Geist, Mr. Prakash T. John, Dr. Narasimaraju N.

Standing (left to right): Mrs. Kochamal, LeaderImpact Team, Mrs. Sruthi, Dr. Hita Claudia Rao, Ms. Annapoorna A. M., Dr. Jaysheela S., Mr. Sam Verghese, Mr. Ginson George.

Acknowledgments

The Department of Studies in Psychology, University of Mysore, expresses its heartfelt gratitude to the facilitators, Global Leadership Partners, LeaderImpact, and the participants from Teresian College, Maharani's College, JSS College, and the University of Mysore. Special thanks to Sanjana, Chandrika, Dorine, and Sheetal for introducing the dignitaries and the first-year psychology students, Nivedita and team, for their beautiful cultural song. The collaborative efforts of all contributors made this event a resounding success.

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