

# HEAL<sup>®</sup>: Mindful Leadership for Self and Organisational Transformation

Evidence-Based Managerial Excellence Program to Manage Stress, Boost Productivity and Actualize Your Potential

July 23 - July 26, 2025

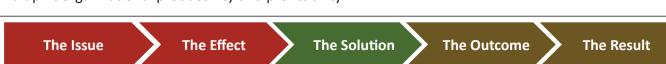


## HEAL<sup>®</sup>: Mindful Leadership for Self and Organisational Transformation

Evidence-based managerial excellence programme to manage stress, boost productivity and actualize your potential

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Modern day workforce is not happy. As data indicates, this unhappiness isn't just limited to the employees experiencing unease but hugely affects the organizational outcomes. Fortunately, there is an evidence-based wellness solution conceptualized at IIM Ahmedabad that if implemented could enhance employee well-being and uplift organizational productivity and profitability.













~80%¹ of Indian Workforce Reported Mental Health Issues ~INR 1 Lakh Crore Lost By Indian Employers Each Year Due to Poor Employee Mental Health ~10% Improvement<sup>2</sup> in Happiness Levels Post Completion of Our Happiness Programmes 13% Upliftment<sup>3</sup> in Productivity When Employees Are Happier 23% Higher Profits<sup>3</sup> For Business Units with Happier and More Engaged Workers

**Note:** <sup>1</sup> Based on Deloitte Report on "Mental health and well-being in workplace" (2022); <sup>2</sup> Across multiple formats with practices continuing for minimum 4-weeks; <sup>3</sup> Based on Gallup's "State of the Global Workplace" (2022)

The 'HEAL®: Mindful Leadership for Self and Organisational Transformation' programme has been conceptualised and taught at IIM Ahmedabad to address the existing needs and gaps in the realm of employee well-being and performance.

The programme aims to empower professionals with the experiential knowledge and implementable techniques to build the 3 capacities essential for a successful and happy life: Health, Emotions and Authentic Living (HEAL<sup>©</sup>).

The program integrates lessons on productivity, stress-management, emotional control, purposeful living, and positive relationships, drawing on contemporary research in Positive Psychology, practices of Mindfulness and ancient Indian knowledge systems.



#### **Programme Contents**

#### **Covered Themes**

- Enhancing mental well-being through mindfulness and yoga
- Boosting productivity and concentration at work
- Reducing overthinking, stress and reactivity
- Managing emotions and creating positive thinking patterns
- 5 Discovering meaning & purpose
- 6 Developing positive relationships and skillful communication
- 7 Re-discovering ethics through a well-being lens

#### **Pedagogical Methods**

#### A. Experiential Practices:

Mindfulness Practices, Oneness Meditation

#### **B. Scientific Instruments:**

Character Strengths, Stress Assessments

#### C. Case Studies:

Life of a Corporate Employee, Meaning at Work Caselets

#### **D.** Insight Activities:

Pleasant Events Visualization, Exploring Mind-Body Connection

#### **E. Self-Reflection Journaling:**

Anger Analysis, Job Role Satisfaction Assessment

#### F. Group Activities:

Strengths Spotting, Appreciative Enquiry Practices

#### **Who Should Attend This Programme**





Leaders and HR Managers	Trainers and Life Coaches	Working Professionals	
Looking to develop a happier workplace	Working towards employee well-being	Seeking next level of personal and professional	

#### **Programme Credentials**

#### IMPACT OF HEAL®-BASED HAPPINESS PROGRAMS

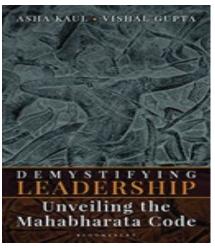
From college students to corporate executives to civil servants, programs adapted from HEAL<sup>©</sup> have been delivered value across audiences. Below are the impacts of some of programs:

PRIMARY AUDIENCE	Post Graduate Students	Executive Education Participants	Teacher Trainers	Multiple Corporate Participants	Civil Servants	
PROGRAM RATING	9.3/10	4.5/5	3.5/4	9.8/10	9.6/10	
WELLNESS IMPACT	~10% Improvement* on Standard Scientific Scales of Happiness and Emotional Intelligence *For participants practicing HEAL principles for a minimum of 4-weeks					

#### LIST OF OFFERINGS AND PUBLICATIONS CENTRED ON HEAL



Workbook For Course Participants at IIM Ahmedabad



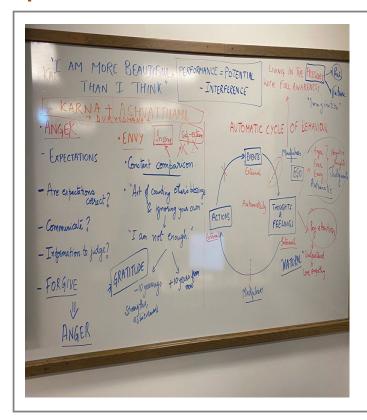
Business Book of The Year – Business Management (FICCI Publishing Awards)



2023 Coursera Learners First Achievement Award



#### **Special Features**



#### 1. End-of-Day Reflection Sessions:

Evening get-together at the end of each day for queries around personal & professional well-being.

#### 2. Habit Building Support:

Recordings of practices and a 6-week practice workbook provided. Two follow-up calls will be available to the participants.

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#### 3. Well-Being for Teams and Families:

Practices can be cascaded to people close to the participants (respective teams and families) and help them also benefit from HEAL<sup>®</sup> learning

#### **Uniqueness of The Programme**

#### **✓** Scientific:

HEAL<sup>®</sup> has consistently proven to effectively uplift individuals on valid scales of mindfulness, emotional intelligence and happiness.

#### **✓** Experiential:

HEAL® offers an experiential deep-dive into tools & techniques that become integral to life and living.

#### ✓ India-Centric:

HEAL<sup>®</sup> has been designed keeping in mind the Indian context with several themes emanating from ancient Indian wisdom.





#### **Faculty Profiles**



**Prof. Vishal Gupta** (Faculty Co-Chair)

Email: vishal@iima.ac.in

Vishal Gupta is a Professor in the Organizational Behaviour Area at the Indian Institute of Management Ahmedabad (IIMA).

Vishal's research has been published in international and national journals of repute and has been covered by national dailies and magazines such as the Times of India, Financial Express, Economic Times, Hindu BusinessLine, DNA, Mint, People Matters and Business World.

Vishal has been honoured with awards from Indian and international agencies including Outstanding Doctoral Dissertation award (2013-14) by the European Federation for Management Development, India's 25 young HR leaders (2013) by People Matters, the Emerging Psychologist award (2014) by the National Academy of Psychology India and the Young Scientist Award (2016) by the National Academy of Sciences India and Scopus (Elsevier).

Vishal's 'Leadership Skills' course on the Coursera platform (course link:

https://www.coursera.org/learn/leadershipskills) has been subscribed by more than 160,000 individuals from around the world and has been ranked as the top 3 leadership courses of all time on the Coursera platform.

Vishal has trained numerous professionals from public as well as private sector organisations on in various areas related to self-mastery, leadership and organization development.



Mr. Shishir Arya (Faculty Co-Chair)

Email: shishir@knowthyselfhappy.com

Shishir is the founder of HEAL<sup>®</sup> Labs, an alumnus of IIM Ahmedabad, institute medalist from IIT Roorkee and a certified mindfulness trainer.

Over the past several years, Shishir has introduced Happiness related themes to 1000+ individuals across institutions, corporate and colleges globally. He has taught multiple courses pertinent to mindfulness and emotional intelligence as a visiting professor for an audience varying from undergraduates to executives at institutions like IIM Ahmedabad, IIM Bodhgaya, IIM Jammu and Institute of Rural Management, Anand. He has also worked with educators and executives in the Delhi and Bihar Government building assets and customized trainings for stress reduction, happiness etc.

Shishir has delivered several successful well-being workshops for a wide variety of corporates. Some of his recent clientele vary from mid and senior level managers at Adani Group, NTPC, IOC to Indian Airforce Officials to Civil Servant with the Bihar Government. He has over the past few years conducted open programmes that have seen participants from firms such as McKinsey & Co., Goldman Sachs, TATA Capital, Toyota among other multinational firms.

Shishir currently serves as the Director of 'The Mindfulness Based Stress Reduction' (MBSR) teacher training program with Imagine Mindfulness, a registered worldwide non-profit.

#### **Testimonials**

"Brilliant program which uses powerful combination of theory, surveys, action-plans in a safe space but very interactive setting. It feels like the program is tailored for myself as there is so much to discover about oneself across the sessions. Highly recommend it to everyone!"

- Manager, Big 4 Consulting Firms

I had the opportunity to attend the HEAL Program in Nov 2024, a holistic and well delivered program by Prof Vishal Gupta and Prof Shishir Arya. The workshop has had a definitive impact on me. We went insights based on research, frameworks, guided meditation, mindfulness practices and more. This experience has certainly been a transformative one. I strongly recommend this workshop for anyone who is looking for clarity and holistic well-being.

Rajiv Mehta, Managing Partner
 Motilal Oswal Financial Services Limitedt

An Excellent Executive Programme. Well stitched Curriculum and engaging. Each Session was unique. Before i attended this programme, i never knew life could be so beautiful, peaceful and productive only by controlling your Mind. Thank You Prof. Vishal Gupta and Shishir Arya.

Sourav Dasgupta, AVPPrimarc Group

HEAL made a huge difference in my professional and personal life. Since the programme, I don't allow myself to get stressed and I'm able to maintain a steady state of mind. Prof Vishal sir and Shishir sir have really done an excellent job structuring the programme.

— Sivaganga, Doctor

Self Employed

#### **How to Apply**

To register for the programme, fill in the application form through the link:

https://bit.ly/44XeHMo

For more information, please write to us at mdp-info@iima.ac.in, connect with us on WhatsApp at 6357435951, or call us at 07971524624.

The closing date for receiving applications is July 09, 2025. The last date for early bird discount is July 02, 2025.

All applications are subject to review and approval by the programme faculty (usually after the due date for receiving applications).

A formal acceptance letter will be sent to the selected candidates. Applicants are requested to make their travel plans only after receiving the acceptance letter.

#### **Programme Fee & Payment**

**INR 1,36,000 plus GST** per person for participants from India and its equivalent in US Dollars for participants from other countries. The fee includes tuition fee, programme materials, boarding and lodging.

The programme fee along with the application form should be received by the Executive Education Office latest by July 09, 2025. In case of cancellations, the fee will be refunded only if a request is received at least 15 days prior to the start of the programme. If an application is not accepted, the fee will be refunded to the person/organisation concerned. The programme fee can be paid in one of these two ways:

#### [A] Electronic Fund Transfer

- Name of Beneficiary: Indian Institute of Management Ahmedabad
- 2. Savings Bank A/c IIMAHMOEP
- 3. HDFC Bank Limited, Ahmedabad Vastrapur Branch (IFSC Code: HDFC0000048, MICR Code: 380240003)
- 4. Name of Remitter: (Please mention the name of the sponsoring organization)
- 5. Purpose of Remittance: HEAL: Mindful Leadership for Self and Organisational Transformation
- 6. IIMA Permanent Account Number (PAN):
  AAATI1247F
- 7. IIMA Tax Deduction Account Number (TAN): AHMI00189A

- 8. IIMA GST Registration Number: 24AAATI1247F1Z4 (SAC: 999293)
- 9. After making the payment, please email us the complete transaction details so that we can link your remittance with your nomination.

#### [B] Payment Gateway

Please visit the following link for Payment Gateway:

https://exed.iima.ac.in/pay-prg-online.php?prg\_i d=75ecb234-9729-750e-9c00-67bc6aa42390

#### **Discount**

Early Bird Discount: Applications received with payments on or before **July 02, 2025**, will be entitled to an early bird discount of 7%.

Early submission of fee and application does not, however, guarantee acceptance of the application.

Group Discount: Any organisation sponsoring four or more participants will be entitled to a discount of 7% on the total fee payable provided that at least four participants actually attend the programme. Organisations can avail themselves of both the discounts subject to a maximum overall discount of 10%.

Any organisation sponsoring 25 or more participants across all the Open Enrolment Executive Education Programmes of IIMA in one academic year will be entitled to an overall discount of 15% on the programme fee payable.

The above discounts will be applicable only when the requisite numbers of participants actually attend the programmes.

Programme dates and fee are subject to change at the discretion of the Institute.

#### Certification

A Certificate of Participation will be issued to the participants at the end of the programme, subject to their having attended all the sessions of the programme. Absence from any session needs to be with the prior approval of the Programme Faculty Chair.

#### Venue & Accommodation

The programme will be held at the Indian Institute of Management Ahmedabad. Participants would get full board and air-conditioned single room accommodation either on campus or with empanelled hotel partner. IIMA norms do not allow participants to have guests staying with them during the programme.

#### **IIMA Alumni Association**

Participants who are attending short-duration Executive Education Programmes for the first time, on or after April 1, 2012, will have to attend for a total of 21 days in one or more programmes in order to be eligible for alumni status and alumni identity card, both of which will be awarded on the payment of a one-time alumni fee of INR 10,000/++GST.

# Indian Institute of Management Ahmedabad (IIMA)

IIMA was set up by the Government of India in collaboration with the Government of Gujarat and Indian industry as an autonomous institution in 1961. The Institute provides education, training, consulting, and research facilities in management

### Major Programmes Offered by IIMA

- o Two-Year Post Graduate Programme in Management (MBA)
- Two-Year Post Graduate Programme in Food and Agri-business Management (MBA-FABM)
- o Ph.D. Programme in Management
- o One-Year Full Time Post Graduate Programme in
- o Management for Executives (MBA-PGPX)
- o Short duration Executive Education programmes through open enrollment, customisation and online for various levels of experienced professionals across industry
- o Faculty Development Programme (FDP)
- o ePost Graduate Diploma in Advanced Business Analytics (ePGD-ABA)
- o Armed Forces Programme (AFP)
- Blended Post Graduate Programme in Management (BPGP)

The Institute has 100 plus faculty members working in the following management areas and centres:

#### **Disciplinary Areas & Groups**

- o Centre for Management in Agriculture
- o Communication
- o Economics
- o Finance and Accounting
- o Human Resources Management
- o Information Systems
- o Marketing
- o Organisational Behaviour
- o Operations and Decision Sciences (O&DS)
- o Public Systems Group
- o Ravi J Matthai Centre for Education Innovation
- o Strategy

#### **Research Centres**

- Ashank Desai Centre for Leadership and
   Organisational Development
- o Brij Disa Centre for Data Science and Artificial Intelligence
- o Centre for Digital Transformation
- o Centre for Management of Health Services
- Centre for Sustainability and Corporate
   Governance Research
- o Centre for Transportation and Logistics
- o Gender Centre
- o IIMA Ventures (Formerly known as IIMA-CIIE)
- o India Gold Policy Centre
- o JSW School of Public Policy
- Madan Mohanka Centre of Excellence in Case Method of Learning
- o Misra Centre for Financial Markets and Economy
- o NSE Centre for Behavioral Science in Finance, Economics and Marketing



कार्यकारी शिक्षा भारतीय प्रबंध संस्थान अहमदाबाद