



SCMS COCHIN SCHOOL OF BUSINESS

A TOP-NOTCH B-SCHOOL OF SOUTH INDIA
WITH A SILVER JUBILEE HERITAGE OF
CRAFTING MANAGERIAL MINDSETS –
IS PROUD TO PRESENT...

A One Day Workshop on Fundamental Interpersonal Relations Orientation-Behaviour Element (FIRO-B)



Workshop on
Interpersonal Effectiveness

Organized by
SCMS Cochin School Of Business

Date: **26th October 2018**

Time: **9.00 AM to 5.00 PM**

Venue: **SCMS Cochin School of Business**
SCMS Campus, Prathap Nagar, Muttom, Aluva, Cochin-683 106.

FIRO-B Workshop

FIRO B is an Instrument originated from the need to understand and predict how high-performance military teams would work together, later modified to be used in the context of Human Relations Management.

Interpersonal skills have been found to be essential for personal effectiveness across situations – both professional and social. The significance of interpersonal relations in formal organizations was also established by the Hawthorne studies, where morale and productivity in the work group continued to increase even after the improved working conditions were restored to their original level. This phenomenon of increased effectiveness was found to have resulted from the changed nature of the interpersonal relationship between the supervisors and the workers. Again, of the three broad skills essential for managerial effectiveness, the need for the human skill was found to be constant across all levels of management, while the need for the technical and conceptual skills, by and large, varied across the organizational levels.

While the FIRO-based Human Element training deals with interpersonal relations comprehensively at the three levels of self-concept, beliefs/feelings and behavior in a three-to-five-day workshop, we shall only focus on the behavioral level in this one day -workshop. You can, by earnest involvement, look forward to personal insights, besides acquiring familiarity with the FIRO theory and the Element-B instrument.



Participants:

The workshop is useful for those who want to understand their respective interpersonal orientation and work on it to be effective in their professional as well as personal life.

Resource person:

Dr. M.J. Arul has worked at premier institutions, spanning ISRO, IIM-A, IRMA and SP Jain – Mumbai. He was director of the Business School at Presidency College, Bangalore, from December 2003 and retired in 2017.

Dr. Arul was trained by Dr. William Schutz, erstwhile Professor of Psychology at Harvard University and father of the FIRO theory and the FIRO-B instrument, the revised version of which is named Element-B.

Registration:

For registration please refer the below details:

1. Workshop registration would be limited to the first thirty participants only.
2. Registration Fee: Rs. 1,500/- for single entry; Rs. 1,250/- per participant for multiple entries from same institute. For research scholars with id proof Rs. 1,000/- only.
3. Payment is accepted through DD/cheque/ cash. Demand Draft must be in favor of “SCMS-Cochin” payable at Ernakulum.
4. Kindly e-mail a copy of the completed registration form to sudheer@scmsgroup.org or to madhu@scmsgroup.org
5. Delegate fee is non-refundable; however, change in nomination (s) is acceptable.
6. Limited on-the-spot registrations may be allowed against cash/DD/cheque.

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SCMS boasts of a unique legacy for supporting and developing individuals and their aspirations to help contribute to the world's wealth of knowledge, bridge communities and make it possible for individuals to grow academically, professionally and personally. Rooted in social values, the institution is committed to provide holistic education. SCMS dares to be different and draws on its diversity to transform the individual, strengthen the society and enrich the world. Over the years, SCMS Group has established a network of institutions providing quality education in diverse disciplines like Management, Mass Communication, Information Technology, International Studies, Engineering, Biotechnology and Finishing School Training.



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