

Report on the SQAC Students' Seminar

Date: 7th July 2025 Time: 11:00 a.m.

Venue: Audio Visual Room 1 (Room – 214)

Resource Person: Mr. Davies V Chacko, Assistant Professor, Department of Management, St. Joseph's University

Organized by: IQAC & SQAC

IQAC Coordinator: Ms. Asha Joseph

Convenors: Dr. Shanu N Nazar, Ms. Jyothsna K.S

Seminar Title:

Foundations of Effective Leadership: Building Self-Awareness and Emotional Intelligence
(Under Jeevan Kaushal 2.0 – Leadership Skills, Part 1)

Overview:

On 7th July 2025, the SQAC Students' Seminar was conducted at St. Joseph's College of Commerce. The session was facilitated by Mr. Davies V Chacko, an esteemed Assistant Professor from St. Joseph's University, who delivered an insightful talk on leadership, self-awareness, and emotional intelligence. The seminar aimed to equip students with foundational skills for effective leadership in both personal and professional spheres.

About:

The session, led by Davies Chacko provided a comprehensive overview of leadership principles, emphasizing self-awareness and emotional intelligence as crucial components for effective leadership.

The session began by defining leadership. Mr. Chacko highlighted several foundational pillars, including the idea that leadership extends beyond formal authority, encompassing the ability to inspire and guide others. Upholding strong moral principles and honesty (integrity) was stressed as crucial for building trust and credibility. Furthermore, understanding and sharing the feelings of others (empathy) was presented as vital for

building strong relationships and fostering a supportive environment, alongside the capacity to adjust to new conditions and challenges (adaptability).

Mr. Chacko then elaborated on several intrinsic qualities that define effective leaders: courage, which is the willingness to take risks and make difficult decisions; accountability, taking responsibility for actions and outcomes; humility, recognizing one's strengths and weaknesses and being open to learning; and emotional balance, maintaining composure and stability under pressure.

The session incorporated interactive elements to encourage personal growth, starting with a "Leadership Self-Reflection" activity where participants were prompted to write down three people they admire as leaders, list their qualities, and assess whether they possess those admired qualities. Mr. Chacko also shared valuable anecdotes and lessons from his extensive career in Human Resource Management, providing practical context, and introduced the concept of the "3rd Real Version of You that you are yet to find out".

A significant portion of the session focused on the impact of self-awareness, highlighting its benefits such as better decision-making, stronger relationships (self-aware individuals can better understand others), and reduced blindspots (identifying personal limitations). The "Johari Window" was introduced as a partner activity to stress on the importance of peer feedback.

Emotional intelligence (EQ) was presented as a cornerstone of modern leadership, comprising five key components. These include self-awareness (understanding one's own emotions, strengths, weaknesses, values, and goals), and self-regulation (managing one's own emotions and impulses, which involves controlling impulses, staying calm under pressure, and thinking first then acting). Motivation was described as being driven beyond external rewards, possessing a passion for purpose. Empathy involves the ability to understand and share the feelings of another person. Lastly, social skills encompass proficiency in managing relationships and building networks, including building rapport, conflict resolution, influencing others, collaboration, and handling emotional triggers.

The session concluded with a case study on Satya Nadella, highlighting his leadership journey at Microsoft. This illustrated how empathy transformed Microsoft's internal culture, leading to renewed innovation and collaboration. Key takeaways for ongoing leadership development were also provided, such as actively seeking feedback from peers, utilizing personality assessments, practicing mindfulness, regularly asking for feedback, choosing an appropriate leadership style, embracing challenges, learning from criticism, a commitment to continuous improvement, and choosing logic over emotions at workplace.

Conclusion

The session concluded with a Q&A session, followed by the speaker being presented with a token of appreciation. The "Foundations of Effective Leadership" session, enriched by Davies Chacko's vast HR experience, provided invaluable insights and practical tools for aspiring and current leaders to enhance their self-awareness, emotional intelligence, and overall leadership effectiveness.