

Ref: ELD/05/26

17.11.2025

**WORKSHOP ON ETHICAL LEADERSHIP AND DECISION MAKING AT  
GANGTOK, SIKKIM**

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Govt., State Govt., Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations.

A workshop on **Ethical Leadership and Decision Making** is being organized by NAHRD from **17.05.2026 to 20.05.2026** at Gangtok, Sikkim.

The increasing complexity of governance, public service delivery, and organisational expectations has made Ethical Leadership and sound Decision Making critical competencies for officers in Government organisations and Public Sector Undertakings. Officers today encounter sensitive ethical dilemmas, competing priorities, and high-pressure situations that demand integrity, analytical thinking, and the ability to take balanced, transparent, and citizen-centric decisions. This workshop is designed to enhance participants' capability to make ethical and well-reasoned decisions, strengthen accountability mechanisms, promote transparency, and build organisational trust. It will help officers navigate conflicts between policy and pressure, uphold fairness, and contribute to a culture of responsible, value-driven, and effective governance. After the workshop, participants will have updated knowledge and skills in the following areas:

- Identifying, understanding, and analysing ethical dilemmas in professional settings
- Role of Values and the Value/Competency Quadrant in ethical leadership
- Applying structured decision-making models for fair, consistent & transparent choices
- Using analytical tools for evaluating options and consequences in decision-making
- Strengthening public trust and institutional credibility through ethical decisions
- Managing conflicts between personal interest and official duty
- Handling policy-versus-pressure situations with clarity, integrity, and sound judgement
- Building and sustaining trust within teams and organisations
- Fostering and promoting an ethical organisational culture
- Ensuring effective and ethical implementation of policies and decisions
- Enhancing value-based leadership qualities for improved governance
- Aligning decisions, actions, and organisational behaviour with Constitutional & values

**Workshop Methodology**

The workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, etc.

**National Academy of Human Resource Development**  
Office: A-456, LGF, Defence Colony, New Delhi- 110024

## **Faculty**

**Dr. Nanditesh Nilay** is an alumni of IIT Delhi & ICSSR, is a double doctorate and PhD in two disciplines, is a Human values advocate, Leadership & life skills coach, Author, Columnist, Speaker, Poet and a Storyteller. He has been the Diploma Board Chairman of Indian Society for Training and Development (ISTD) consecutively for three years. He has completed the course in Justice from Harvard University and his second PhD from IIT Delhi in Ethics, values and ethical decision-making process among Indian Bureaucrats. He has been a Doctoral Fellow in Gandhian Studies, ICSSR and received his first PhD in Image Building in Written Culture. He has been the expert/consultant to UPSC, Central Bureau of Investigation (CBI), Competition Commission of India (CCI), LBSNAA, HIPA, ATI Nainital, IITs, NITs, Indian Railways, Delhi University, Internal Security Academy, ISTM, NCB, NCUI and many more. His area of teaching and writing is Values, Ethics and Leadership, Aligning Values and competency, Assessing Moral Intent, Transforming behavior and Change, Lateral team collaboration, The art of Narration, EI & Values in Interpersonal relationships, Business Ethics, Resilient Leadership, Handling conflict, Women Empowerment, Mindfulness for Happiness, Creativity, Ethical Decision Making, Ethics in Governance and many more. Dr Nilay believes in Transformation through Realization. In the words of Dr Nilay, "This transformation will only happen through realisation, and that can be done by practicing human values and professional ethics. He is a columnist for The Indian Express, The Hitavada, Jansatta, Danik Bhaskar group. Dainik Hindustan, The South Asian Times and writes on Ethics, happiness and society.

**Smt. Shivani Garg Sabharwal** is a Management & Behavioral Training Consultant. A Dale Carnegie Certified and armed with a Post Graduate Diploma in Business Administration, she has facilitated around 1500 plus hours of classroom delivery. With an experience of more than 22 years in the corporate world and certification in program 'Seven Habits of highly Effective People', she has delivered workshops as well as managed and trained teams of trainers. She carries an appropriate blend of corporate and training experience. The drive to apply management concepts taught in institutes to actual day working of the organizations is the rationale behind her trainings. She is a competent result-oriented HR professional and has handled various HR Functions ranging from recruitment to performance management and on boarding to off boarding the employees. She possesses excellent interpersonal, communication and organizational skills with proven abilities, problem solving and learning. She has successfully designed and delivered workshops for various levels of participants and her sessions have been widely appreciated across industries.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to Ministry of Road Transport & Highways, Ministry of Commerce & Industry, LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, New India Assurance Co. Ltd., North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

## **Participation Fee:**

Single Occupancy - Rs. 74,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 65,000/- plus GST @ 18% per participant

Non-Residential - Rs. 50,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all- inclusive nominal charges in case nomination of the participant is on single occupancy. Twin Sharing is available only in case even number of participants of same gender from same organization. The participation fee for non-residential participants covers the cost of lunch & study material.

**Venue:** The Fern Denzong Hotel & Spa/ Yanthang Heritage, Gangtok, Sikkim-737101

**Check In-** 17.05.2026 (02:00 P.M.)      **Check Out-** 21.05.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 18.05.2026 and will conclude at 5:30 P.M. on 20.05.2026. However, there will be an introductory session on 17.05.2026 after all participants have reported at the venue. In case of non-availability of rooms at training venue as on date of nomination, arrangements for stay shall be made in another property.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with cheque/DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

**Name of Beneficiary:** National Academy of Human Resource Development

Bank: Kotak Mahindra Bank. A/c No. 8912179265 IFSC Code. KKBK0004620

PAN: AAJFN7963N    GSTIN: 07AAJFN7963N1ZF

**For further information or clarification kindly contact:**

**Rohit Agarwal**

Email- rohit@nahrdr.in  
Phone- +91 9873057803

**Vivek Manchanda**

Email-vivek@nahrdr.in  
Phone-+91 9650745789

Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **28.04.2026.**

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD