

Ref: ELD/05/26

05.02.2026

**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, and 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.

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Faculty

Subject experts having practical knowledge and understanding of the subject will be invited as faculty for the present subject.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, JNPA, Indian Space Research Organization, Border Security Force, GIC of India, Delhi Metro Rail Corporation, Bharat Dynamics Ltd., Canara Bank, UCO Bank, AI Airport Services Limited, Rashtriya Chemicals & Fertilisers Limited, National Fertilizers Limited, MOIL Limited, RailTel Corporation Limited, GAIL (India) Limited, NTPC Limited, NLC India Limited, SIDBI, THDC India Limited, NHPC Limited, Jute Corporation of India, REC Limited, Grid Controller of India Limited, Hindustan Petroleum Corporation Limited and many more.

Participation Fee:

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 60,000/- 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:

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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.

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