

**State Bank Institute of Leadership, Kolkata**  
(An ISO 21001:2018 & 9001:2015 Certified & IGBC Platinum Certified Institute)

# **Decisive & Empathetic Leadership**

**3 Day Open Programme  
for Senior Executives  
(AGMs & above ) in BFSI  
Sector**



**Date June 9th -11th 2025**



**Location**  
**State Bank Institute of Leadership**  
**Plot No. II F/2 Street No. 329, Action Area III**  
**Newtown, Rajarhat, Kolkata PIN 700160**



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**Send us an email on [sbil@sbi.co.in](mailto:sbil@sbi.co.in)**



## Decisive & Empathetic Leadership

In the dynamic world of banking, where decision-making is high-stakes and leadership agility is paramount, professionals must navigate complex problems, analyse risks, and make strategic choices with confidence.

However, despite their vast experience, many banking leaders struggle with balancing logical reasoning and emotional intelligence, leading to challenges in crisis management, stakeholder communication, and effective team leadership. The ability to think critically, solve problems efficiently, and regulate emotions under pressure is no longer optional, it is essential!

## Addressing the Leadership Imperative in Banking

To address these critical leadership competencies, the State Bank of India presents a three-day open programme under tie-up with VMentor.ai, designed to equip banking professionals with advanced Problem-Solving, Critical Thinking, and Emotional Intelligence skills. Through expert-led sessions, real-world case studies, and interactive simulations, participants will enhance their ability to make strategic decisions, manage crises, and lead with confidence in high-pressure banking environments.

## Who Should Attend?

This programme is designed for seasoned banking professionals in leadership roles (AGMs and above), who are responsible for strategic decision-making, problem-solving, and managing teams in high-pressure environments.



# What's in It for You?

- 1.Master Problem-Solving & Decision-Making Techniques**– Learn structured frameworks to analyze complex problems, assess risks, and make informed decisions under pressure.
- 2.Enhance Critical Thinking for Strategic Impact**– Develop analytical and reasoning skills to evaluate situations logically and drive effective banking strategies.
- 3.Leverage Emotional Intelligence in Leadership**– Understand how emotional regulation, empathy, and social awareness can drive better communication, stakeholder relationships, and crisis management.
- 4.Real-World Simulations & Case Studies**– Apply learning through real-world banking scenarios, role-plays, and crisis simulations to enhance problem-solving capabilities.
- 5.Collaborate & Network with Industry Peers**– Engage with senior banking professionals to exchange insights, best practices and build a strong leadership network.

## Meet Your Expert Facilitators



**Mr. Anindya Basu Roy**

Anindya Basu Roy is a seasoned OD consultant and corporate trainer with 36+ years of expertise in Learning & Development, competency mapping, and leadership capability building. A visiting professor at IISWBM and XLRI, he authored Competency-Based HRM (SAGE). He has designed and delivered training programmes for NBFCs, banks, and leading organizations like TATA Sponge and Berger Paints, specializing in managerial effectiveness, risk management, and team leadership.

A seasoned banking and IT leader with 35+ years of experience, having held senior roles in banking technology and IT firms across India and Oman. A certified global coach with 600+ coaching hours, he has mentored senior banking professionals across India, the Middle East, APAC, and Europe. He specialises in leadership development, banking strategy, digital transformation, and change management, equipping leaders to drive innovation and operational excellence in the financial sector.



**Mr. Shantanu Sen Sharma**



# Programme Structure & Key Takeaways



## Day 1: The Art & Science of Problem-Solving in Banking

- Understanding the Problem-Solving Mindset & Frameworks
- Identifying Root Causes & Eliminating Cognitive Biases in Decision-Making
- Developing Strategic & Agile Thinking for Banking Leadership

### **Key Takeaways:**

Enhanced problem-solving skills, structured decision-making approaches, risk mitigation strategies

## Day 2: Critical Thinking for Banking Success

- Strengthening Logical Reasoning & Analytical Skills
- Evaluating Data & Information to Drive Sound Financial Decisions
- Overcoming Cognitive Traps & Improving Judgment in High-Stakes Situations

### **Key Takeaways:**

Stronger analytical thinking, improved risk assessment capabilities, strategic mindset development

## Day 3: Emotional Intelligence for High-Impact Leadership

- The Role of Emotional Intelligence in Banking Leadership
- Managing Emotions Under Pressure & Enhancing Stakeholder Communication
- Practical Application: Simulation and Real-World Case Studies

### **Key Takeaways:**

Emotional resilience, improved interpersonal skills, enhanced leadership influence



## Commercials

The charges are Rs.15,000/- per participant per day, which includes accommodation for participants on a single occupancy basis, meal charges, classroom and other facilities.

GST, as applicable, will be additional.

## Contact Us

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