

## ORGANIZATION DEVELOPMENT LAB

The world of business can't survive without human intervention and managing this most critical resource is the greatest challenging task. Motivating the human capital, building effective teams, maintaining good interpersonal relationships amongst them, keeping them stress free, enhancing their leadership qualities etc. are to name a few. Understanding this University School of Management Studies started activities of Behavioral Testing and Training in the year 2002 and then established its own unique Behavior Testing and Training Lab in 2008. It was first of its own kind of lab in any B-School in India. The lab provides training to the students, academicians and industry professionals on behavior assessment and training. The lab was then augmented to Organization Development Lab under the UGC SAP DRS-I Project in 2014.

Under the flagship of this lab, USMS has trained eight batches of industry professionals on Basic and Advanced Certificate Course in Behavior Testing and Training.

The testing and training services available under this lab includes

- Personality Profiling and Development
- Stress Management
- Competency Mapping
- Developing Character Strength
- Ethics and Values
- Achievement Motivation Training
- Interpersonal Training and Transaction Analysis
- Sensitivity Training
- Team Building
- Leadership Development
- Soft Skills
- Communication Skills
- Employability Skills
- Etiquette Training
- Resilience Mapping and Management
- Thought and Meta-Cognition Training
- Happiness Training
- Various OD Interventions

The lab includes Advanced Counselling and Psychotherapy services also.

Students are regularly trained on various skills under the lab. The students of 2017-19 batch and 2018-20 batch while receiving training on leadership, team building, achievement motivation initiated 'Project Hope' to promote mental health amongst youth. In this pursuit they organized the biggest flashmob dance on Feb 8, 2019 wherein 2259 students danced together for 16 minutes and set a new record which is booked in '**India Book of Records**'.



