

Program Brochure

IMPETUS

Arise, Ascend, Transcend!

(IPH Pune Corporate Training Wing)

For enquiries and bookings:

Please write to impetus@iphpune.org or

Call us at 7588098054

www.iphpune.org

Contents

- IMPETUS..... 3
- A. Developmental training programs 4
- B. Psychometric assessments 6
- C. Individual coaching and mentoring 7
- D. Short Capsules..... 7
- E. Customized training programs..... 8
- F. Outdoor Training programs 8
- Appendix: Training Outline Details 9

IMPETUS

Any business, any transaction in any domain or technology involves people dealing with people. Interactions happen between people. Decisions are made by people. People often work for people.

For any organization, their teams and people are an invaluable asset!

While organizations invest heavily in training, coaching and mentoring of this human taskforce, the focus remains often on Skills and Behavior enhancement. The equally important third dimension of an individual – Emotional regulation is neglected or assumed to be healthy. In reality, emotional literacy and regulation is still a meek skill for many; never focused on and practiced in any of our curriculum.

Impetus – the corporate training wing of IPH (Institute for Psychological Health) focuses on this much neglected aspect of a healthy and happy self.

Our goal is to help participants excel at managing their emotions, evoking rational thinking and work towards the comfort within!

With our practitioners donning the hats of trainers, we bring in rich experience of mental health professionals to training rooms, which otherwise is confined to clinics. The team is coached and mentored by Dr. Anand Nadkarni who brings in 30+ years of experience and wisdom of working with corporate workforce. With Comprehensive mental health at the core, we work with corporates as a community of their employees and extended families.

Apart from group training modules, we also have a forte in one-to-one coaching and psychometric testing services, helping corporates nurture the talent in line with aspirations of the organization and teams!

For enquiries and bookings –

Please write to impetus@iphpune.org or call at 7588098054 / 9822667388

A. Developmental training programs

Our training programs are conducted as a batch of 30 participants in a classroom environment with various group activities and role plays included to bring about experiential learning. Each participant is provided with a training kit.

Catalog of our training programs is as below.

Details of some programs are captured in the annexure for your read.

Course Code	Program Name	Duration	Participant profile
C001	Stress Management	1 Day	-
C002	Enhance your EQ	1 Day	-
C003	ABCD of REBT	1 day / 2 Days	-
C004	Mommificent! (Moms that work in office too!)	1 day	Working mothers
C005	Shubharambh – Boot camp for Freshers	Half day/ 1 Day	Freshers (< 6 months working experience.)
C006	Overcoming Procrastination	1 day	-
C007	Secret of confidence & dealing with insecurities	1 Day	-
C008	Getting Together (Premarital considerations)	Half day	Premarital stage youth
C009	Marriage Enrichment	1 Day	Preferably couples together
C010	Effective Parenting	1 day	Parents
C011	Leadership Skills	2 Days	8 Years+ work experience
C012	Giving and receiving feedback	1 day	-
C013	Team Building	1 Day	1+ years of work experience

C014	Empathy and Communication skills	1 Day	-
C015	Managing Appraisals	Half day	4+ years of work experience
C016	Quality of Life	1 day	-
C017	Midlife Crisis	Half day	35 to 45 age group
C018	Quarter-life Crisis	Half day	25 to 35 age group
C019	Values in 21 st Century	Half day	-
C020	Retirement Planning	Half day	50+ age group

Training Kit and consulting support

For each participant -

1. A Training Kit (Printed Notes, Follow up exercises, Self- talk diary, Index cards, Notepad, pen)
2. One month of free consulting over email from date of training

Training location

Specifications for Training room –

- Flexible seating arrangements (participants need to form groups for discussions and exercises)
- Good acoustics and microphone arrangements
- Projector screen
- Whiteboard and colored markers (3)

We can conduct the trainings at such facility available on your premise.

Alternatively IPH Pune center at Karve Nagar, Near Rajaram Bridge has a well-equipped 35-seater training room which can be made available for the trainings as per availability at extra charge.

Getting away from the desks and out of office helps participants free up their minds from daily chores so as to get engaged better.

Training timings

- Full day training program -
 - From 10 AM to 5 PM
 - 2 tea breaks of 15 minutes each and Lunch break of 45 minutes.

- Half day training programs –
 - 9.30 AM to 1.30 PM Slot OR
 - 2 PM to 6 PM slot
 - with one 15 minutes tea break

B. Psychometric assessments

We offer following psychometric assessments for the corporates:

1. **Basic Stress & Coping Inventory**
 This tool helps people realize how stressed they are and what coping skills are available to deal with the same. Stressors are beyond our control. However, if we develop our coping skills, then the same stressors are not so debilitating.
2. **Golden Personality Type Indicator**
 This helps us understand how we respond to the environment, think and deal with challenges on Introversion – Extroversion, Thinking – Feeling, Sensing – Intuition, Organized - Open-ended. This helps us to understand self as well as others better.
3. **Watson Glaser Test of Critical Reasoning**
 This is Gold standard for understanding how people process information and take decisions.
4. **DAT – Differential Aptitude Test**
 This test is useful to know the natural abilities the person has and how to leverage the same.
5. **MLQ- The Multifactor Leadership Questionnaire based on Bass & Avio theory of leadership.**
6. **Belbin Team Roles –** Helps understand the different team roles and how people fit into the same.
7. **NEO PI R – Personality Test based on the Big Five theory.** Helps with the understanding of how personality and responses to challenges.
8. **MBTI –** Based on the personality theory of Jung. This too gives insight along the lines of Golden Personality.
9. **MIPS – Millon’s Index of Personality.**

All the above-mentioned tests are available online and the latest versions of the tests are used.

Sample reports of the above are available and can be presented for further clarity. We can source other tests that may be needed to fulfill the need of our clients.

C. Individual coaching and mentoring

Individual coaching services are offered by Dr. Sukhada Chimote. She is working with IPH for last six years and is a very popular therapist in both Individual & Group settings. She has been conducting corporate training programs for last six years and her ability to generate many individual referrals at the end of her group sessions, led her to take further inputs in the process of coaching.

About Dr. Sukhada Chimote-

- Dr. Sukhada Chimote is a Consultant Psychiatrist who brings in a unique set of talents in the space of corporate coaching.
- Holds postgraduate qualification in Psychiatry (with a Gold Medal)
- Accredited Rational Emotive Behavior Therapy (REBT) Therapist by Albert Ellis Institute New York.
- First and only Psychiatrist in the country to operate a Satellite Office, recognized by Albert Ellis Institute ATC, India.
- A certified coach of ICF (International Coaching Federation) and has exposure to various other streams in psychology such as NLP, TA, FORUM, Hypnotherapy. Metaphor Analysis is her special skill, which is the art and science of discovering the hidden mental processes through colors-lines-and drawings.

As the head of IPH Pune Activity center, her expertise will be available more readily to the Corporate Organizations in an around Pune metropolitan region.

D. Short Capsules

These are short duration modules which are designed on principle of 'edutainment'. These are based on the theme of picking cues from History, Bollywood etc. to connect with the audience, invoking their thought process for better emotional management.

Duration of these modules is 2 to 3 hours and can be conducted for a larger audience. These compact and power packed modules make them ideal choice for Friday evening activity once a month!

1. Shivaji the CEO
2. Assault with Salt (Dandi March)
3. That Man, that speech (Vivekananda in Chicago)
4. Agra vanishing act
5. Bollywood and stress management
6. Short Films and Rainbow of Emotions
7. Theme based short firms followed by discussions.

E. Customized training programs

Apart from the standard programs, we can customize the programs based on client needs –

1. Alter / extend duration of training
2. Combine two or more trainings as a program
3. Weekend programs to accommodate spouses / kids
4. Align the trainings with your organizational theme / goal
5. Focus group trainings – for young leaders / leaders on fast track growth trajectory / Women leadership development
6. Different demographic groups – support staff, security staff, low income staff, lesser educated staff etc.

F. Outdoor Training programs

Learning can happen in many ways, through many modes. In a conscious effort to not confine the mental health learning programs to classrooms, we have developed outdoor training program modules. These programs bring in a mix of fun & adventure with focus on cognitive and emotive learning.

Our team leading these programs comprises of skilled outdoor trainers along with mental health professionals.

A creative touch to traditional learning in these experiential modules makes these sessions interesting, engaging and enriching!

Appendix: Training Outline Details

C001: Stress management

For most of us Stress has become a constant companion. We all know it is undesired and can have serious effects on health and quality of life. But we struggle to handle it. This module aims at understanding stress and coping strategies to manage stress, as well as using it constructively.

The course will cover –

- Is stress a villain?
- Healthy stress (eustress) and unhealthy stress (distress)
- How much stress is optimal? What makes it healthy?
- Increasing frustration tolerance
- Difference between patience and tolerance
- Reaction Vs Response
- Neuroplasticity
- Converting distress into Eustress

C002: Enhance your EQ

“IF god asks me for choice, I will ask for High EQ. With high IQ one can be successful but not necessarily happy. With high EQ, I will be successful as well as happy as I can recruit 100 brains to work with me.”

Quote above by Henry Ford captures the essence of Emotional Quotient (EQ). But many of us are not even aware of definition of emotion and how to regulate it.

This module aims to create the understanding and skill to read and regulate emotions of self and help others do the same.

The course will cover –

- Define emotion (We eat, sleep, live with it but we don't know it!)
- Don't know it? Can't regulate it!
- Suppressing the emotions – EQ is messed up!
- Managing emotions of self, helping others manage theirs.
- Great at IQ, Struggle with EQ!

C003: ABCD of REBT

Rational Emotive Behavior Therapy (REBT) evolved by Dr. Albert Ellis is one of the most effective 'Self Development model' accepted globally.

REBT is both 'Prolife' & 'Prohuman'. It acknowledges the fallibility of all human beings, but also believes that human rationality can be nurtured and used for effective coping with life. It advocates a balance between short term and long term emotional goals and strives to attain high degree of resilience while facing challenges.

REBT advocates integration of personal goals with the goals of significant others. At the base of this theory is robust, assertive, 'self-acceptance' and ability to energetically change dysfunctional beliefs and emotions.

This session is delivered in a simple and lucid language with the use of day to day examples for demonstration of the concepts for easy understanding. Use of role plays, group discussions give the participants real life experience of the philosophy of REBT.

The course will cover –

- Beliefs and Self Talk
- ABC Principle
- Choice - Price
- Unconditional acceptance of self and others
- Healthy and unhealthy emotions

C004: Mommificent! (Moms that work in office too!)

Guilt and a feeling of deficiency are often companions of a working mom.

The two questions they ask themselves repeatedly are – “Am I doing enough for home & kids & at office?” and “Does anybody appreciate what I go through?”

Intelligent, rational and emotionally healthy mothers are assets to companies, families and more importantly the society as a whole.

This module deals with emotional turmoil working mothers go through at different stages of their motherhood, how to cope and deal with these rationally and helps these moms develop a healthy outlook towards work and family both!

The course will cover –

- Career and Motherhood – are they exclusive to each other?
- Guilt – at office and at home!
- My EQ nurtures my child's EQ
- Superwoman syndrome Vs Reality
- Managing expectations of self & others
- From “career = life” or “child = life” → Career and child are parts of life!
- Remember, the guy called husband!!
- I am what I am. (Career + child + +++++)

C005: Shubharambh - Bootcamp for Freshers

As the students transition into working professionals, they undergo a big metamorphosis! While some set themselves free, many feel overwhelmed with the new phase they enter.

They need to be professional, responsible, manage their money and deal with BOSSes! They have to strive hard to achieve career goals and aspirations. While the security covers of being student are taken away, they still need to remain student and learn multiple new skills and techniques!

In addition to the technical and behavioral skills they acquire for the job, this module will help them see the perspective of professional life and help achieve a smooth transition into a thriving professional and a happy self!

The course will cover –

- Transition from student life to professional life
- Dependence → Independence → Interdependence
- Money is not equal to Wisdom!
- Boss is not DEVIL! Boss is not GOD!
- Belongingness and connect with the organization
- Career goals and aspirations
- My emotional perspective of people and things
- Professional and Personal life balance
- Not letting the Student in me die!!

C006: Overcoming Procrastination

Being Busy is the new 'Busyness'!

Being busy and procrastination – what is the cause and what is the effect?

Procrastination is a widespread phenomenon in corporates and catches the new blood pretty quick. This module helps recognize the internal processes behind procrastination, concept of motivation and how one can start making the change.

The course will cover –

- Why procrastinate?
- Motivation, Boredom and procrastination
- Decisional balance – Cost benefit analysis
- Why do people change?
- Trap of righting reflex

C008: Getting Together

Marriages though they say are made in heaven; need lot of effort and understanding to survive and thrive! Youngsters today facing modern age challenges are highly confused as they get ready to take the plunge. This module addresses this confusion and how one can rationally look at the decision of marriage.

The course will cover –

- “To Marry? Or Not To Marry?” – Is the question!
- Tinder Vs Facebook
- Goals, Objectives, Means
- Wedding Vs Marriage
- Choice and Price – both Practical and Emotional
- Compromise → Adjustments → Adaptation
- Me to We

C010: Effective Parenting

Parenting is an incredibly challenging at the same time rewarding process! While parents deal with endless questions of the kids, some of the questions bother them constantly; what is right and how much is enough to be a “good parent”? Emotions play a major role in parenting be it dealing with tantrums of your 5 year old or befriending 15 years old daughter. Nuclear families, technology advances and busy schedules of both the parents add to this complexity.

This module addresses these parenting challenges and help one realize parenting goals, play of emotions and how to deal with the challenges of new era!

The course will cover –

- How is 21st century parenting different
- What is parenting for me?
- Understanding my child
- Communication and emotions
- Discipline and punishment
- My goal in parenting

C012: Giving and receiving feedback

Giving and receiving feedback is the most basic unit of communication, especially in the professional context. However more than often we find giving a realistic feedback or taking it from someone very challenging! This module helps address pertaining question

of what goes wrong, the mental blocks and emotional states and how to handle the feedback.

The course will cover –

- Definition of feedback
- Beliefs, prejudices, conditioning
- What goes wrong?
- Emotional states during the process
- Reaching the magic quadrant
- Pre and Post feedback communication

C016: Quality of Life

We all want a happy, enriching life, a life of good quality, but often struggle to even define what quality of life is and how to gain it. This module helps individuals introspect and start being aware of self and goals of life and necessary skills needed to reach those.

The course will cover –

- Goal of my life
- Awareness of self
- Destination Vs Journey
- Positive Process emotions
- Circles of life
- Am I floating or Swimming?
- Tensometer
- Actualization & Transcendence