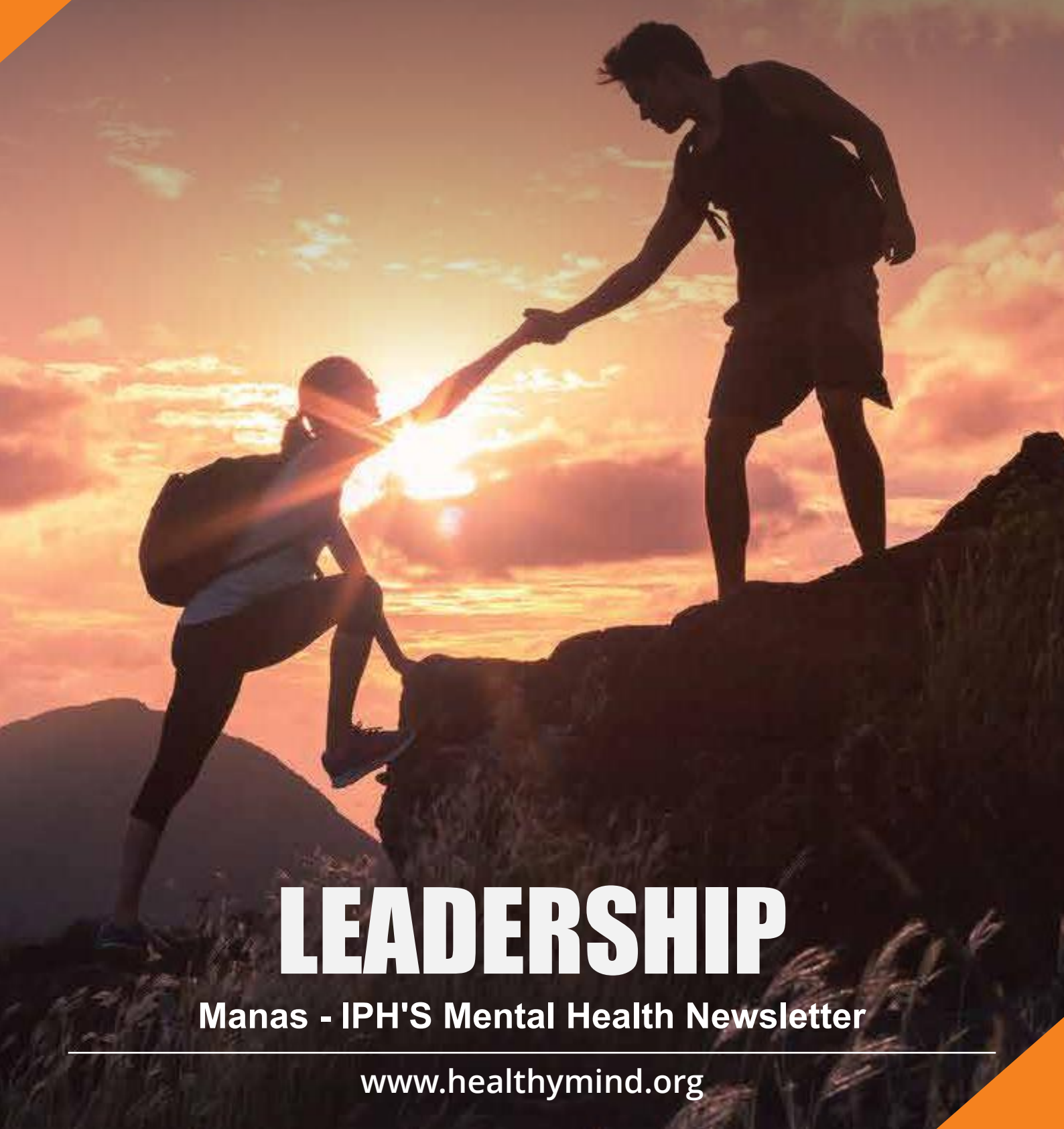




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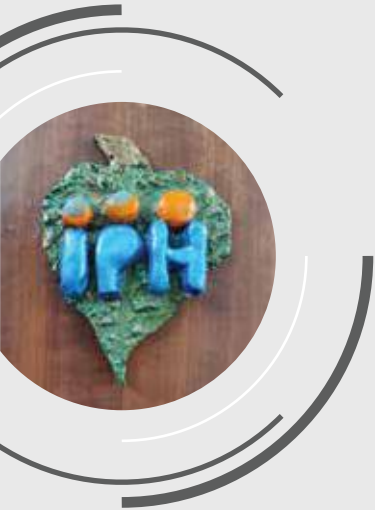
ISSUE 5 - OCTOBER 2019



LEADERSHIP

Manas - IPH'S Mental Health Newsletter

www.healthymind.org



Editor's desk

The pleasure of leading.....

How many times we have looked at famous leaders with awe and admiration.... Forgetting that we personalize this virtue almost subconsciously... For us leadership and persona of an individual become one. The problem with this perspective is that, we divide our pack in 'Leaders' and 'Followers', as if it's a lifelong fate and faith, quite rigid and unchangeable.

But 'to lead' is a function, a role that can be very dynamic...the style can change, the person can change and also there can be a role reversal, as in.... A leader for a particular task, project, responsibility can be a follower in the next endeavour.

In today's world 'leadership' needs to be a 'Functional Proactivity' based on, person's mastery on that particular skill, quality or aptitude..... Hence leadership does not become an exclusive role but an inclusive

responsibility. In 1930, just before Gandhiji started his epic salt-March he distributed regional and local responsibilities to the last layer of workers, clearly stating who was to replace whom, in case the initial leader gets arrested. Someone asked him, "In case all your batches of leaders get arrested..... Then?"

"The battle itself will throw-up new leaders", said Gandhiji. It was his faith that each person has a 'leader within' and if committed to a goal, those hidden pearls start shining. By September 1930 when the entire 'leadership' was behind bars, the chain of satyagraha continued till Jan 1931 by heroes, unheard of till then.

For any organisation, this is an important example. We as a culture are more tuned to looking at particular charismatic figures and personalities as 'saviours'.

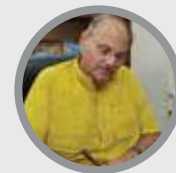
यदा यदा हि धर्मस्य, ग्लानिर्भवति भारत ।
अभ्युत्थानमस्वधर्मस्य तदात्मानं सृजाम्यहम्

In this famous sloka from Gita, the 'me' is not a person but 'Divine leadership' getting expressed through many people..... so let us 'Normalise' leadership. Let the last person in an organisation inculcate his own touch of leadership.... his own expression of the divine essence.

The process of actively leading, can be extremely educative and thrilling although at times burdensome. But it can give a golden touch to a otherwise mundane life. How many

times we have seen during the times of crisis, unknown people standing tall and delivering beyond their hitherto unknown capacities.

It's my humble contention that future belongs to a collective leadership respecting the value of 'Interdependence'. In fact 'Leadership for interdependence' is a function so clearly seen in nature. The leaves of a plant 'lead' photosynthesis, the flowers lead, pollen spread and roots lead the nutritional function. Without competing they 'LEAD' the tree towards blossoming and optimising its potential. And when we own the responsibility we actually start enjoying the very experience of leadership..... when all these functional leaders help the tree express its 'TREENESS' in its totality, each function also gets optimally fulfilled.... Interestingly none of these 'functional leaders' ask for separate acknowledgement. They merge their aspirations with the whole 'TREENESS'. Civilizations have survived on these critical expressions by unknown leaders..... it's time we underline and revisit this fact in the current stream of extreme changes.....That will add an interesting angle to effective coping for all of us.



Dr. Anand Nadkarni

Managing Director / trustee

www.healthymind.org/
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www.vedhiph.com/



IPH Thane

Launched on 23rd March 1990 with humble beginnings, IPH today is a colossal unique NGO with its premises in Thane and Pune. It operates a number of Support groups & Developmental groups along with services ranging from a full fledged Audio Visual Unit to a Telephonic helpline and its independent Learning Centre.

IPH believes in an 'Umbrella

approach' of piloting varied services & being holistic in mental health. It is a unique blend of individual and family intervention alongwith integration of curative and developmental models.

IPH functions at all three levels namely in-house work with individuals with problems & their care givers, Community outreach programs on awareness building

and Industrial Training workshops.

In pursuit of its goal, IPH would like to consider itself as a laboratory of community mental health, a place where competent service, community participation and creative education go hand in hand. IPH has been conducting innovative programs and projects in the field of mental health over the last 29 years. Our Mission : Mental Health For All.



150+

Volunteers associated with IPH,Thane



50+

Non Clinical Staff working in IPH,Thane



65+

Clinical Staff working in IPH,Thane



15484

Maitra Telephonic Helpline Calls successfully attended till date



71131

Clients treated by IPH, Thane in the past 10 years



3492

Charity OPD

IPH Pune

23 rd March 2018 was an eventful day in the history of IPH with the launch of its Pune Centre. Pune is now a growing educational hub with Cultural diversity & its own challenges. Its a blend of increasing

population of young students; professionals and senior citizens along with psychiatrists in clinical practice. It was essential to have a team approach and participation of volunteers too. There was felt a

need for a laboratory that will promote mental health and help in alleviating symptoms of mental disorders. IPH has developed a rich network in Pune city within one year of its functioning.



2225+

Clients treated by IPH, Pune



30+

Volunteers associated with IPH, Pune.



10

Non Clinical Staff working in IPH, Pune



18

Clinical Staff working in IPH, Pune.



A Trail of Leadership

No matter what your job or task is, doing it is much easier when you have a format to follow, methods which can be replicated, and also, when someone has already lived that path, and you have to follow the same. Following someone or their journey is exciting and interesting, but often, in that, we lose our sense of reason and intention. We forget why we had started the journey in the first place.

All around us, we see different leaders spearheading different campaigns and in charge of several organisations and institutions. But, if we observe closely, we understand that while we may be fascinated by most of them, there are only a selected few whose journey ignites us to do something meaningful and purposeful. These individuals do not practise becoming leaders. All that they do is pursue their work to the best of their abilities and passion, and purposeful leadership emerges out of it organically. These are the leaders who often influence us. On the contrary, those who try to become leaders often deviate from their goal, and their focus shifts away from their work.

A few days ago, I had the wonderful opportunity and privilege to meet Dr Anand Bang at IPH. I have known him for the past 4-5 years as a mentor, and through the Nirman initiative, but when he was at IPH recently, the aspect of our meeting



was on a different plane. In our interaction, we tried to understand the area and scope of his work, and to get a clearer picture of his naturally developed community leadership skills. Dr Anand Bang has been working with three prime, yet extremely different, organisations of Maharashtra. One is SEARCH, an NGO initiated by Dr Abhay and Rani Bang (his parents), the other is the TATA Trust and the third one is with the Government of Maharashtra itself.

He has been working with all three organisations as a consultant for a long period now. All these organisations are diverse in nature and culture; hence it can be quite challenging to be honest with one's own purpose, and still gracefully address one's responsibilities.

Dr Bang spoke unaffectedly about how managing all three different work areas can sometimes be demanding. He shared that what help him through are emotional management and clarity. He further revealed that one could feel guilty and regretful if one is not able to give the desired amount of time to a particular organisation, but as he is crystal clear about the purpose of his work, there is a peaceful acceptance of it. It can also be quite frustrating to come up with

path-breaking ideas all the time. But, Dr Bang reflects upon something more beautiful. He suggests that not all battles are to be fought. It's best to choose our battles, decide our niche, and fight for those in a focused manner. That makes the journey interesting. The system outside may not always be right or congenial, but our conscience should be clear.

It's best to choose our battles, decide our niche, and fight for those in a focused manner. That makes the journey interesting. The system outside may not always be right or congenial, but our conscience should be clear.

Clearly, Dr Bang has a wide array of skills—technical, public and psychological. His technical skills are a result of his knowledge, studies and research. His public and psychological skills are because of his integrity towards his work, and his skills of emotional management are a result of his belief in the ultimate goodness

of the result of the process. I imbibed two important learnings from his work. One, that it's not enough just being a visionary; being proactive is equally important. The other learning is that it's imperative to take calculated risks at every moment. The short term consequences of your risks are lesser than the ultimate result of the work. There will come a time, when the need for your work will be the highest, and if you are ready at that moment with your model, BANG ON, it will all fit together like a puzzle!

Dr Anand Bang has been working for many years now. I am sure that he did not start the work to lead these organisations, but the integrity of his work is so impactful, and his trail so unique, that it will lead many others to blaze their own naturally. Which brings us back to the premise that leadership is not exclusive to the person, but is found in everyone, and can be cultivated by the right people. While working with the people, and for the people, there are

no set rules of leading. Although technicalities can be similar, psychological skills are bound to differ. Hence, it is not a highway that can be travelled by everyone, but a unique, often unbeaten path, that each one has to find or make on their own.

When I look at these community leaders, two interesting and relevant lines from the Marathi poem ' लावण्य रेखा ' by बा.भ.बोरकर always come to my mind:-

“ देखणी ती जीवने जी ध्यासपंथे चालती,
वाळवंटातून सुद्धा स्वस्तिपद्मे रेखती ”



Mrunmayee Agnihotri

Counseling psychologist

“ **"A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves."** ”

Lao Tzu ”

FROM WHY ME TO WHY NOT ME

Being told that I was a part of GenNext felt like a privilege, but it also raised many questions and doubts in my head. I am not leader material, I cannot command people, and I am not ambitious. How will I ever fill such LARGE shoes? At the very first GenNext meeting, Dr Anand Nadkarni gave us a whole new perspective on what the term leadership means, especially for an organisation like IPH, and it allayed some of my fears. Over the last one and a half year, this grooming programme has given me an opportunity to meet and interact with great personalities, initiate some activities for IPH and learn a lot from mentors.

Sharing some of my learnings:

There is no single formula that makes a leader. Those who emerged leaders strongly believed in the cause that they were working for. They didn't necessarily have a large following from the outset. They didn't wait for the circumstances to turn in their favour. They worked with what they had, and despite odds, stayed steadfast on



by which their work will go on even if they are not present. I have now come to believe that I can never be a "leader" in the traditional sense, but I can certainly shoulder the responsibility for some tasks, a particular area or a small project, and that will be my contribution to taking forward the work of IPH.



Manjiri Gokhale

Clinical psychologist

their path. Over a period of time, people became a part of their cause and it became a movement. None of these personalities feel that they are indispensable. Hence, they have created a structure

“ I suppose leadership at one time meant muscles; but today it means getting along with people.”

~Mohandas Gandhi



Leadership

in Mental Health

It is said that good leaders are made, not born. Leadership is the capacity of transforming vision into reality. But, to have its influence on you, one needs to have witnessed leadership closely. In my journey with IPH for almost a decade now, I have gained immense inspiration from our mentors, Dr Shubha Thatte, Dr Anuradha Sovani and Dr Anand Nadkarni. Any small informal interaction with these forerunners has triggered my quest to learn more and more.

IPH has been an original maker of new projects in the field of community mental health. One of its visionary flagship projects is GenNext, which aims at creating future leaders to continue the legacy of the mental well being of society. This project involves overall psychosocial grooming of future leaders. Throughout the journey of one year, GenNext members got opportunities to meet leaders from various facets of society, who worked in the fields of mental health, public health, social work, etc. The interaction with these distinguished torchbearers helped me understand the process of leadership making. What fascinated me the most is the fact that leaders can rise from



In fact, a leader should also have a support system. The third valuable learning is to keep one's conscience clear and alive while working for a cause. Also, if you are convinced about the goodness of the outcome, the risk is worth taking. One more valuable insight is to decide which battles to fight. These insights have led me to a deeper understanding of the anatomy of leadership. I hope to gain many more such nourishing insights during this journey of GenNext.

humble beginnings, from the common pool of society, and they do not need to have a legacy of leadership. The second insight is that the role of leadership could also give rise to a conflict between your personal goals and your group goals. In order to resolve this conflict one should not hesitate to seek help from experienced others.



Swapnil Pange

Clinical psychologist

Heading Aakalan

IPH's Learning Centre for Knowledge and Excellence

My formal association with IPH began in October 2007, when I took charge as coordinator of Aakalan, the learning centre of IPH. The Institute for Psychological Health can be viewed as a laboratory of community mental health, a place where competent service, community participation and creative education go hand in hand.

Aakalan was launched during the mental health week, and since then has evolved as a nodal centre to provide educational and training inputs, and to conduct innovative programmes and projects in the field of mental health. Students and professionals alike, both Indian and foreign, visit IPH and have greatly benefitted from these learning programmes. This learning module is skill based and experiential, and stresses predominantly on skill set acquisition and enhancement, focusing on a balanced approach of theoretical inputs and practical training. The teaching modules are prepared taking into account changing social trends and updated research knowledge, and also incorporating different perspectives.

Organising Aakalan programmes has been an interesting exercise. All professionals at IPH have equal participation in conceptualising and implementing programmes of their interest. Many of these workshops are conceived during informal chats in the Research room at IPH. I prefer to have a six-month planned



offers onsite training facilities, educational visits and also internship programmes.

programme and try to have the same programme conducted twice a year, especially the psychometry-related skill training. Quality control for all programme content is checked through deliberations with the concerned resource team. The resource team then has a free hand in preparing the module. Since the learning programmes are all in the skill-based workshop format, it is seen that exercises for individual and group participation involvement in learning, are incorporated in the teaching modules. After the programmes, a feedback discussion is then carried out towards improvisation on the future presentations.

Aakalan programme schedules vary from one-day workshops, weekend workshops to full week courses of hands-on practical training. IPH

Heading Aakalan has been a fruitful and fulfilling journey in the pursuit of excellence in the field of mental health. What has been most rewarding is the IPH atmosphere—the democratic setup, respect for hard work, excellent team support, and the arena to try out new ventures. My professional network has vastly improved. I am personally looking forward to carrying on engaging in this very satisfying journey!



Dr. Geeta Joshi

Coordinator – Aakalan,
Learning Centre, IPH

My reflections on leadership

When one hears terms like 'Gen-Next' and 'Leadership Mentoring', one would imagine young, hopeful people with stars in their eyes being scrubbed and polished into gleaming personalities that exude charisma. Now, this is exactly what GenNext is NOT.

What this programme has given me is the opportunity to learn from leaders who are successful in their own right and yet are 'one of us'. On interacting with these very 'human' people with a superhuman take on life and a humungous drive for creating change, I know that my definition of leadership had changed forever.

Very early into this programme, I realised that leadership does not have a 'prototype' and that once the façade of magnetism is dropped from the word leader, what we get is more functional, viable and committed. For me, in particular, it has been an insightful exercise which helps me work upon my habit of 'sitting on the fence' about most decisions, and also reduce my overemphasis on emotions.

A word leader now means someone who is relatable, approachable, and transparent, who builds trust in others and is objective in every sense. A 'leader' also realises the power of teamwork, thus



placing the team above everything else.

Since criticism often flows in abundance with any kind of leadership, a leader also needs to wear the fabled crown of thorns with grace. These leaders have taught me that frustration is a byproduct of long-term commitment to any given cause. At such times, it is only the vision of the superordinate goal that keeps one afloat.

My biggest learning from GenNext though, has been to learn adaptability. Not just as a skill but as a way of life.



Panna Kamaljeet

Clinical psychologist

15 YEARS TRUST
In Major Depressive Disorder
STALOPAM
Escitalopram 5 / 10 / 20 mg Tablets
...Say **yes** to life

DAYO OD
Divalproex sodium extended release tablets
First Line **Moodstabiliser**

ARZU
Aripiprazole tablets
10 / 15 / 30 mg
Desire to take control

In Schizophrenia & Bipolar Depression
Lurafic
Lurasidone Tablets
40 / 80 mg
Begin Again...

LUPIN MINDVISION

Gallery



Ankur- Muktangan-Sahchari



Bahurangi BAhar



Ankur- Muktangan-Sahchari



Inhouse trainings,workshops, meetings



Inhouse trainings,workshops, meetings



OCD support Group



Sapsopan Programs



Sapsopan Programs



Tridal Bus



Vedh Sammelan



Youth Club



Youth Club

Our Unique Initiatives

Manatarang

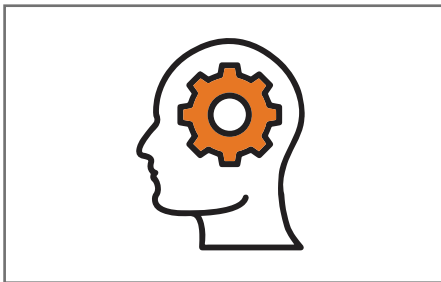


Manatarang is a unique film festival that is dedicated to the theme of mental health and is held during the mental health week in October. We have highlighted different facets of mental health like Childhood, Parenting, Ageing, Stress management, Caregiving, Adolescence, Overcoming Odds, Understanding disorders etc.

Dr. Anand Nadkarni along with a team of mental health experts have been on our panel. A combination of Feature films, documentaries and short films suited for our audiences and also to our goal of creating awareness about mental health. This would send across the intended message effectively and also act as a trigger to a lively discussion.

Eminent personalities from films, literary world, theatre and

MIND FE(A)ST



MIND FE(A)ST, is an event in the area of Community Mental Health with focus on: Family - Life style - Values. The new millennium has brought with it a new set of challenges. The changed family structure has had a subsequent impact on value system and lifestyle. As a result, people today are facing new challenges like how to maintain Cohesion and Bonding in Family? How to cope-up with change? How to integrate TRADITION and MODERNITY? etc. MIND FE(A)ST, an alternate yearly

event conducted over 3 days, will focus on concerns which need to be addressed and are contemporary. IPH hopes to nurture a new generation of INDIANS who have their roots embedded in a robust healthy national identity and are ready to embrace the whole world as their home.

Dwij Puraskar Salute to Recovery, Tribute to Mental Health



Dwij' literally implies 'a life reborn.' This is a salute to people who have been fighting with their serious mental illness & recognition for their family who are a pillar of strength behind them, those who had the strength to break the shackles of stigma and seek help. Who shall then be presented as role models of recovery. There is a detailed form revealing the journey of recovery for

Shubharthi (Patient) and for the Shubhankar (Caregiver). The forms are sent to psychiatrists all over India. The received filled in forms are scrutinised by a team of mental health experts. Shubharthis who stayed in shadows out of shame come on the stage in limelight to share their recovery process. Rs. 10000 each are given as award to 3 Shubharthis & 3 Shubhankars.

Forthcoming Events

IPH Thane



IPH Pune



Credits

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