

Corporate Development &
Assessment Center

優雅
Elegance

An IPH Initiative

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Background

Institute for Psychological Health (IPH): The Parent Organization

IPH is a social enterprise formally constituted in 1990. The primary objectives of IPH have included providing affordable but quality mental health care facilities; reducing stigma toward mental illness and seeking help from mental health professionals; providing opportunities for mental health enhancement; and giving opportunities to the society to participate in the delivery of mental health care.

Thus, IPH has been active not only in the treatment of psychological problems, but also in preventive and developmental areas of mental health. Since 1990, IPH has reached out to more than twenty eight thousand families through its curative, preventive and development oriented programs and projects on mental health.

Elegance: IPH's Corporate Assessment and Development Center

Elegance is IPH's initiative focused on providing services based on its core competencies to corporate clients. It provides assessment, individual counseling and development, and training inputs to organizations and its employees.

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Solutions we offer

Assessment Solutions

We offer customized assessment solutions in the following areas:

- ⌘ Employee Selection: Assessment focused on selecting employees with specified attributes related to abilities, personality, intelligence, emotional management capacity etc.
- ⌘ Employee Problem Detection: Assessment focused on detection of problems including stress and burnout, nature of coping mechanisms, detection of psychological problems and development of intervention plans based on the results
- ⌘ Relationship and Teams: Assessment that is targeted on determining patterns of relating to others, communication styles and patterns, conflict handling strategies, etc.
- ⌘ Leadership and Mentoring: Assessments aimed specifically at determining leadership styles, these styles with reference to styles preferred by team members, readiness to mentoring, mentoring capability etc.
- ⌘ Career Development: Personality, Aptitude / Ability, Interest based assessments helping in determining individuals the most appropriate career options and their readiness for certain careers and stages in career.

Training and Development Solutions

We have been offering tailor – made solutions to our clients based typically on (but not limited to) the following issues:

Individual Inputs:

- ⌘ Individual mentoring coaching and counseling
- ⌘ Psychotherapy for problems, distress, and disorders
- ⌘ Vocational and career counseling

Group Training modules:

- ⌘ Absenteeism & industrial health
- ⌘ Change Management
- ⌘ Changes & challenges
- ⌘ Coaching & Mentoring
- ⌘ Communicating with an addict
- ⌘ Communication Skills
- ⌘ Conflict Management
- ⌘ Counseling skills
- ⌘ Creativity development
- ⌘ Effective parenting
- ⌘ Listening Skills
- ⌘ Rational Thinking
- ⌘ Retirement Planning
- ⌘ Self Development
- ⌘ Perceptual Sensitivity and Emotional Intelligence
- ⌘ Social Commitment
- ⌘ Work and Life Stress Management
- ⌘ Stress management for chronically ill & disabled
- ⌘ Stress management for working women
- ⌘ Team building & group dynamics
- ⌘ Time Management
- ⌘ Understanding Self & Others
- ⌘ Induction programs for new employees

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Core Team

(in alphabetical order)

- ⌘ Dr. Anand Nadkarni: A psychiatrist by profession, been helming training programs for almost 2 decades now. Also a renowned writer and dramatist
- ⌘ Arun Naik: Psychologist and Hypnotherapist, he has been a trainer for about a decade now. Also holds a management degree and is a ISO consultant.
- ⌘ Deepika Dabke: Counseling Psychologist, part of the training team since 1998. Works as a psychotherapist and currently pursuing her Ph.D. in Emotional Intelligence and Leadership in corporate sector.
- ⌘ Kuldeep Datay: A Clinical Psychologist by profession, been a part of the assessment and training team for more than a decade . Also works as a therapist for adults, work focus areas include corporate assessment, premarital and marital assessment and counseling, and development of computerized assessment systems.
- ⌘ Saraswathi A: A practicing psychologist for the past 26 years, has extensive experience in the use of psychometric testing in the industrial set up. Trained and mentored several people. Currently an independent corporate trainer and part of IPH training and assessment team
- ⌘ Dr. Shubha Thatte: Senior Clinical psychologist with several decades of experience in assessment, training, and individual psychotherapy in different sectors. Is also a invited speaker at PG programs and a Ph.D. guide.

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Clients List

Adventity
Aplab Ltd.
BHEL
Bharat Bijalee Ltd.
Blue Star Infotech Ltd.
Bombay Dyeing
Cabbot India Ltd.,
Castrol India Limited
Essel World
German Remedies Ltd
Glaxo India Ltd.
Godrej GE
Goodlass Nerolac Paints Ltd.
H & R Johnson Ltd.
Hoechst Marion Roussel
Income Tax Dept
Indian Organic Chemicals Ltd
Indoco Remedies Ltd
Jain Irrigation co. Ltd.
KSB Pumps Ltd.
Kopran Pharmaceuticals Ltd.
LIC of India Ltd
Merind Ltd
Nippon Denro Ispat Group
Owens Corning (India) Ltd
Philips India Ltd.
R.B.I,
Reliance Industries Ltd.
Reliance Security Services
Torrent Pharma Ltd.,
Thane Belapur Industrial Association

Ajanta Pharma Ltd.
Asian Paints Ltd.,
Bank of Maharashtra
Bharat Petroleum Ltd.
Bombay Chamber of Commerce & Industries
Cipla Ltd.,
Colourchem Ltd.
E Merck Ltd.
Excel Ind. Ltd.
Gharda Chemicals Ltd.
Godrej & Boyce Ltd.
Godrej Soaps
Grindwel Norton Ltd.
Hinduja Hospitals
Hotel Centaur
Indian Aluminium Company Ltd
IPCL (Indian Petrochemical Corp Ltd)
Isahghad Potteries Ltd.
Johnson & Johnson
Kirlokar Brothers Ltd.
Konkan Railway Corporation Ltd.
Mahindra & Mahindra Ltd
Morde food products & Priya Food Products Ltd
NR JET Enterprises Ltd.
Patni Computers Systems Ltd
Pregna International Ltd.,
Rashtriya Chemicals & Fertilizers.
Reliance Logistics Ltd.,
Siemens Ltd
Tata SSL Ltd
Voltas Ltd.

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Assessment Training and Development Work

Training and Development Experience

It is now accepted the world over that industrial organizations require appropriate “attitude” to persist, perform, & flourish in the globalized atmosphere. In addition to technological, financial, & managerial inputs, members of an organization also need “value” inputs.

IPH, with its more than a decade-long experience of working with some India’s most professional industrial houses, has been able to link “mental health” with “values” thus synthesizing scientific information with philosophical (read, life-style) insights”.

IPH began its corporate training program activities in 1991. These began with modules focused on mental health centric issues like stress and addictions. The uniqueness of the resource persons from the team from the beginning has been that all of them have been practicing mental health professionals. This has always proved to be an asset in that it has helped participants to realize the need for mental health development programs.

IPH’s approach to training has been effective in dealing with numerous blocks in acceptance of training – which may be hierarchical differences, mistrust based on rumors regarding ulterior motives, fear of excessive theoretical orientation, language related problems, resistance against change, detest due to lack of personal benefits, previous critical events in the organization etc. We have, over the years developed acumen to successfully handle similar blocks so that rapport and trust essential to training can be established within a short period.

The wide variety of training programs and their target areas reflect our ability to be sensitive to the needs of the organizations we cater to and also our capacity to sensitize organizations to their training & development needs. These modules, in most cases, were developed through an exercise aimed at matching the organizational and individual employee requirements.

Over the years, we have also been carrying our long duration training programs and organizational culture building exercises which are focused on systematically developing a structure to enhance productivity through preventive activities. Examples of these include programs focused on developing employee counselors who can deal with preliminary problems and also as a feedback system, specific programs for a difficult section or department within the organization, programs for families of the employees, those focused on facilitating vision planning, development and execution of plans to based on it, mentor development programs etc.

We have thus been successful in delivering to our clients not only short term benefits, but have also helped them to build long term strategies. Our team goes beyond mere completion of training and is also perceptive to the present and future needs of participants, organizational cultural patterns and shares this knowledge for better planning.

Through our programs, we have reached more than 300,000 people throughout India have become a name associated with care, development, trust, expertise & commitment.

Assessment Experience

Traditionally decisions of hiring and promoting people have been based on resumes, interviews, and ‘experience’ of the candidate. However, as these skills became subtler and refined, so did the preparedness of the candidates. Surveys of recent college graduates pointed out that 95% of the respondents said they would be willing to make a false statements in their résumés in order to get

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a job. while 45% admitted they had already done so. For interviews, candidates come with ready rehearsed pat answers. Furthermore, interviewing skills need to be practiced diligently and some parts of these skills are more an art than science. Hence some people are better at it than others. These highlighted the need to get impartial and unbiased reliable information about the candidates, which could be used for making decisions about employees.

Psychology developed rapidly over the past few decades and stepped in with refined and scientifically well-researched advances in assessment tools. It led to the development of reliable psychometric instruments in studying people, which are now available for wider applications. Psychometric assessments are now accepted as reliable aids that enhance the employee selection & promotion process; help detect problems in employees, and also help identify individual and organizational developmental needs. Research indicates that employee Assessment have resulted in selection of appropriate candidates for appropriate roles leading to increases in productivity reduction in employee relations problems, employee turnover, stress, tension, & conflicts; as well as reduction in overall human resources expenses.

At IPH, providing assessment services for corporate clients was an exercise in extending its pre-existing competency in psychological testing. As a part of providing mental health care services, the team has been actively involved in assessments aimed at diagnosis and problem detection, treatment and development planning, career planning etc. These assessments have always been conducted by a team of qualified professionals who have years of experience in assessment and training and mentoring. We have been using assessment instruments most appropriate to the needs of the person and the organization and have always ensured that these instruments are psychometrically 'sound.' we have striven to provide results that the client can read, understand, and put to use!

We have, over the years, been providing assessment solutions focused on: selecting appropriate employees for pre-defined roles; assessing stress and other problem areas in employees; determining emotional and psychological health and lacunae therein; helping organizations and its employees determine their career paths; as well as those focused on assessing and developing individual skills and attributes. Thus with our inherent competency in assessment, we have succeeded over the years in being different, better, and more attuned to the needs of the client which has led to our clients trusting and relying on us to deliver!