

ANNUAL REPORT 2008-09



PARIVARTHAN
COUNSELLING, TRAINING AND RESEARCH CENTRE

The word “Parivarthan” has its origin in Sanskrit and means TRANSFORMATION.

Parivarthan Counselling, Training and Research Centre is a non-profit, registered society, with no religious affiliation. It was founded in 1995 and offers a comprehensive one year training programme in counselling theories and skills; and provides individual and relationship counselling using only trained counsellors.



What is Counselling?

Counselling is suitable for most people and most problems, provided you really want to change your life and are willing to experience some emotional upheavals along the way!

No one faces a trouble free life. Each of us have to cope with challenges that may cause confusion, emotional distress and sometimes loss of hope. This is when it becomes necessary to reach out for help.

At Parivarthan we believe in offering confidentiality and mutual respect as essential elements of the counselling relationship. Counselling is a professional commitment to help the client explore their difficulties and make their own decisions. This process of self discovery can lead to better coping, greater resilience and a more fulfilling life.

COUNSELLING SERVICES

Counselling sessions at Parivarthan take place in a private and confidential setting. This is important as it enables the client to feel safe to talk about the issues and feelings that cause them distress. The empathic and non-judgemental attitude of the counsellor builds trust and enables the client to explore the difficulties that they may be experiencing.

NO. OF CLIENTS HELPED DURING THE LAST 3 YEARS

Clients	2006-07	2007-08	2008-09
Individual	134	181	271
Couples	22	40	48
Family	12	7	34
Children & Adolescents	16	13	24
Career	9	10	24
Psychiatric Consultations	-	-	14
TOTAL	193	261	415
No. of Sessions	1327	1828	2157

Career Counselling:

- At our Centre: There has been a significant increase in the career counselling services clientele. 24 students and young adults underwent standardized testing of their aptitude/abilities, interests and personality. Together with their expressed interests, inputs from parents (where appropriate), and with the aid of counselling skills, the Career Counsellor provided guidance on future academic streams/careers and possible job changes.
- Parivarthan conducted Career Guidance and Testing at the Ebenezer International School for 29 high school students to help them choose academic streams that matched their interests and abilities.

THE CIPLA-PARIVARTHAN OUTREACH INITIATIVE

Over a hundred children and adolescents availed our counselling services through our Outreach Projects at BALAKIYARA BALA MANDIRA - a Government Remand Home for Girls, ASHRAYA - an Orphanage, APSA - a Shelter for Street Children and SATHI - an NGO working with runaway children.

This year Parivarthan has also begun providing counselling services at the Remand Home for Boys in Madiwala, in collaboration with ASHRAYA.

TRAINING

Parivarthan provides training in life skills, counselling and other mental-health related areas for both professionals and non-professionals. We offer professional training in counselling at both basic and advanced levels.

Basic Skills in Counselling (BSIC 2008-09)

This Training Programme provided the 7 trainees a very structured and intensive training schedule, incorporating theories of counselling and supervised skill training.

What makes this course unique is that each session of each trainee is individually supervised to help them fine-tune their skills. These sessions may be live or audio or video-taped. Their professional development is further enhanced with presentations, personal counselling and a facilitated process group. They are also introduced to research methodology by conducting a group study on any topic related to mental health or counselling.

The Graduation Ceremony of the counsellors who completed the Basic Skills in Counselling 2007-08 was held on July 18, 2008. Dr. Ashok Rau, Executive Trustee and CEO, Freedom Foundation was our Special Guest. His address was very meaningful as he talked about the importance of building on these skills and on the need for trained counsellors in today's world.

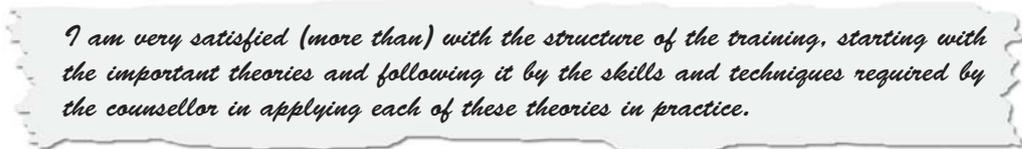


Advanced Training Modules

We offered the following advanced training modules during the year:

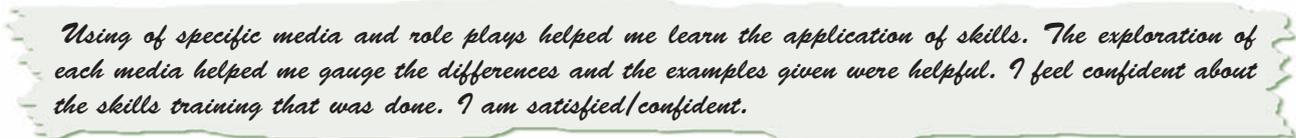
a) **Basic Skills in Couples and Family Counselling - 7 trained counsellors**

This is a 70-hour programme that is covered in 10 sessions. The aim of the course is to orient counsellors to develop the awareness and skills required for relationship management.



b) **Basic Skills in Child and Adolescent Counselling - 7 trained counsellors**

Counselling Children & Adolescents is not the same as counselling adults as it requires particular skills and qualities. The aim of the course is to develop the special awareness and skills that are required while working with children & adolescents.



c) **Advanced Training in Transactional Analysis - 13 trainees**

A Diploma as a Certified Transactional Analyst is awarded on completion by the International Transactional Analysis Association (ITAA), USA.

LIFE SKILLS AND HUMAN DEVELOPMENT EDUCATION

- **Interpersonal Communication and Listening Skills (LST-I)**

This Programme focuses on the development of basic communication and listening skills through self-awareness. This course is experiential in nature, with the aim to improve the participant's quality of life in the workplace and in family and intimate relationships.

The following LST-I programmes were conducted during the year:

1. July to August 2008 - 12 participants
2. October-November 2008 - 6 participants from Afghanistan and Bhutan
3. November - December 2008 - 12 participants
4. December 2008 - January 2009 - 5 participants from Bhutan
5. January - February 2009 - 12 participants

- *Listening skills with practice was awesome! Assertiveness & Defence Mechanism was extremely useful & I intend to use & explore them in the near future.*
- *Excellent, maintain the standards.*

• Parenting Skills

A 25 hour programme held during the month of September 2008 for 11 participants. The aim of this training programme is to help interested parents learn skills that would enable them to provide a nurturing and safe environment for their children. Participants experienced personal integration through self awareness exercises & assignments

Really liked being in a like minded group of strong women who were considerate, friendly & interested. Thanks for providing/facilitating & actively building such an environment.

COUNSELLING SKILLS FOR THE WORKPLACE

The International Planned Parenthood Federation (IPPF), South Asian Regional Office, Delhi commissioned Parivarthan to conduct a 5 week intensive skills based training programme in counselling for 2 medical doctors from Afghanistan and 4 counsellors and volunteers from RENEW, an NGO in Bhutan that works for the rehabilitation of women.

The Aids Prevention Control Project, Voluntary Health Organisation (APAC-VHS), Chennai, commissioned Parivarthan to conduct a 4 Day Introductory Skills Training Programme for Telephone Counsellors on HIV/AIDS at Hyderabad. The participants included 9 Helpline staff, 1 Team Leader and 1 Trainer.

- *Theoretical and practical session were helpful. Learnt how to handle the telephone call and how to speak and what not to speak on the phone.*
- *Very good & I learnt more skills during the sessions. These skills will be applied in telephone counselling.*

After experiencing the training at Parivarthan, the staff of RENEW, Bhutan who had participated in the IPPF commissioned programme, recommended that 5 of their colleagues who had just completed their internship, also be sent to Parivarthan for a One Month Intensive Skill Training Programme from December 2008 to January 2009.

I've always been a listener but to listen actively is indeed very difficult, but it improves with practice, it seems. Had so much fun learning and using all my senses.

Dear Mr. Sebastain,

I thank you on behalf of the RENEW for sponsoring me for the counseling training at Parivarthan. The training program was designed in such a way that I as a beginner could understand and grasp the training modules quite easily. I understand that though the counseling training is a very vast subject but I would like to mention here that within one month training I learnt a lot about the difference between what is counseling and what is not. The LSTs (Life Skills Training) was a very effective one in particular.

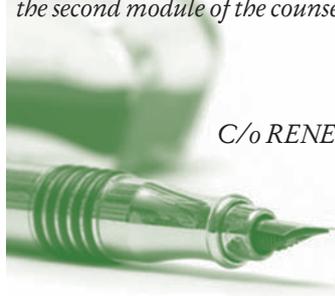
The family of Parivarthan was very helpful in every way during our one month training period. The trainers provided by the Parivarthan were also highly qualified ones. They were down to earth especially while teaching.

Even in future if I am given a chance I would like to undergo the second module of the counseling training at Parivarthan.

Thank you,

DECHEN

C/o RENEW, Phuentsholing, BHUTAN



WORKSHOPS

- Parivarthan Counselling Training And Research Centre conducted 14 Youth Empowerment Workshops for the students of the II PUC of Christ Junior College. The topics covered were:
 1. What is Adolescence?
 2. Handling Relationships
 3. Conflict Resolution

I liked...

- *That we had time to reflect on ourselves understand some of our feelings & realise we are "normal".*
- *Freedom & space to think about self & our abilities.*
- *Believe in yourself.*

A Problem I had which was solved...

- *The way to talk to my parents, teachers and the best I could do to avoid an arguement.*
 - *Stereotyping (that was great); my relationships will be little better now.*
- Half Day Workshop - Interventions for Couples and Families for 23 Medico Social Workers working in the field of HIV/AIDS at Snehadaan. Language: Kannada
 - Two Half Day Sessions on Micro Skills of Counselling and Caring for Self were conducted by a Counsellor/Trainer from Parivarthan at a Training Programme organized by the National Institute of Public Cooperation and Child Development (NIPCCD), Bangalore for 30+ Probation Officers and Counsellors from Karnataka. Language: Kannada
 - A One Day Workshop on Listening Skills for Volunteers was conducted for 40 Student Volunteers of the Carmelite Outreach Programme.
 - A Half-Day Workshop on Work-Life Balance for 20 women staff of the Hindustan Petroleum Corporation Limited (HPCL) in connection with their celebration on Womens Day (March 08, 2009)

Helped in overcoming stress out of office and how to relax and enjoy work.

CARE FOR THE CARE PROVIDERS

This programme is offered to staff and volunteers who work in NGOs, teachers and other professionals in the service sector. The goal of this Training is to help them become aware of their personal needs, thereby better equipping them to meet the needs of their target populations.

- 12 teachers of the Hindu Balika Patashala, participated in a 10 hour Self Awareness and Listening Skills Programme that enabled them to improve their communication skills. HBP is a School that is over 180 years old and with students from the lower socio-economic strata, many of who are from single parent families.
- A programme was conducted for 3 facilitators of the Bangalore Medical Services Trust (BMST) to address issues of Child Sexual Abuse. They attended a 15 hour training on Listening Skills/First Level Interventions for Sexual Abuse. This Programme was a combination of self awareness and skills training to look at workplace issues.

Really a very good Training for the teachers. Thanks to Ms. Sharada for giving us such a wonderful training programme, made us realize what we are & how to be in class. Helped in handling the children to improve their standards & get good results.

This Workshop taught me that I need a lot more in terms of skills. It has made me wary about doing out advice, false assurances, explanations, etc when someone discloses sexual abuse to me. This Workshop was the tip of the iceberg, however it was good because it made us aware of the tip at least.

CONSULTANCY SERVICES



During the year we undertook the following consultancy assignments:

- Supporting the teachers of Kangaroo Kids, Indiranagar, Bangalore on emotional and developmental issues in children
- External supervision for the Masters Students of Psychological Counselling at the Sampurna-Montfort College
- Parivarthan is the NGO member on the Committee against Sexual Harassment at the Workplace for the Central Government Health Scheme (CGHS), Bangalore.

PROFESSIONAL AFFILIATIONS

- Organisational Member of the British Association for Counselling and Psychotherapy (BACP), Membership No. 129337. As an Organisational Member of BACP, we are bound by its ethical framework for good practice in Counselling and Psychotherapy, ethical guidelines in Research and are subject to the professional conduct procedure currently in force.
- Parivarthan is a founding member of the Bangalore CAN Prevent Group, consisting of NGOs and professionals that are working towards the prevention of child abuse and neglect.

VISITS/INTERACTIVE SESSIONS

- Kristen and Huub Severin, The Netherlands. Kristen, a student of Social Work did a 4 month internship at Parivarthan in 2003.
- An Informational Session on the Use and Abuse of Tobacco for the employees of Sobha Renaissance Information Technology (P) Ltd
- Saroj and Carlos Welch the Founders of Parivarthan, were our Special Guests in January 2009 to give out Certificates to the 5 staff members from RENEW, Bhutan on completion of their Intensive Counselling and Life Skills Training Programme.
- Basil Joseph, Senior Counsellor, Catholic Family Services, PEEL - DUFFERIN, Canada (Basil was the Director-Programmes at Parivarthan from 2002-04)

It was wonderful to notice the growth and change at Parivarthan. I experienced the team as skilled, competent, curious, warm and vibrant. I am confident that you will continue to make a difference to the individuals couples and families that you serve.

- Basil Joseph

We are thrilled to see that Parivarthan is doing so well

- Saroj and Carlos Welch



RESEARCH

As a part of the Course Requirement, the trainees of our BSIC Programme conducted studies on:

- **Role of Art Forms in Emotional Expression** - A qualitative research project using a sample of 20 artists to study the healing effects of art forms and how they are used to deal with emotions.
- **Happiness** - This study looked at data received from 28 respondents (11 men and 17 women) from 11 nationalities on their perceptions of what happiness means to them and what factors influence it.

CONFERENCES & SEMINARS

A presentation on the **Counselling, Training and Research activities of Parivarthan** was made at a 3 Day National Conference of Stakeholders in Guidance and Counselling, organized by the National Council of Educational Research and Training (NCERT).

A presentation on **The Role of Training for Sustainability of Helplines** was made by Parivarthan in a 3 Day Meeting on *Sustainability of Helplines: Models That Work*, organized by TARSHI (Talking About Reproductive and Sexual Health Issues) at Delhi

Parivarthan facilitated the module on **Stress Management** at a 2 Day International Labour Organisation (ILO) Programme, **SOLVE**, that addresses psychosocial stressors at the workplace.

A Counsellor/Trainer from Parivarthan was a **Panelist** at a One Day Workshop on “*Providing Counseling Support to Families with Children with ASD (Autism Spectrum Disorder)*” organized by The Com DEALL Trust, Bangalore.

SUPERVISION AND CONTINUING PROFESSIONAL DEVELOPMENT



Supervision is an intrinsic part of our work at our Centre. Supervision sessions are held for our staff and trained counsellors at regular intervals. During the year there were 7 Peer Supervision Sessions and 5 External Supervision Sessions.

As Counselling is a relatively new and a constantly growing field, we realize the need of continuing education and the professional development of staff and at Parivarthan offer this service to other trained professionals as well. We are grateful to the professionals who conducted the following professional development workshops during the year.

TOPIC	FACILITATOR/ORGANISATIONS
Follow-up Workshop - The Har-Tuv Psychotherapy Method	Mr. Avi Har-Tuv, Psychotherapist (Jerusalem)
TCI - Theme Centred Interaction	Dr. Rajaram Subbian, Psychosocial Consultant (India).
Introduction to the use of CBT for Depression	Dr. Shilpa Reddy, Clinical Psychologist (India)
Amendments in the Income Tax Act that affect NGOs	Organised by Credibility Alliance
Staff Process	Ms. Charlotte Daellenbach, Psychotherapists, (New Zealand)
Jiva Career Counselling and Livelihood Planning - National Launch and Seminar	Promise Foundation, Bangalore
Mediation Services - how mediation works and how it could be used by counsellors and therapists	Meta-Culture, Bangalore
Introduction to Dialectical Behavioural Therapy (DBT)	Ms. Maitri Goplalakrishna, Bangalore

- *Lot of ideas for application in client work - like mindfulness exercises, use of body, objects, etc.*
- *What I liked is kind of integrating CBT and skills with being, process and mindfulness.*

OUR TEAM

Ms. Malini Sridhar	Executive Director
Ms. B.N. Sharada	Counsellor / Trainer & Head of Kannada Services
Dr. Gayitri Bhatt	Counsellor / Trainer
Ms. Amita Bala	Counsellor / Trainer
Ms. Vinita Shah	Counsellor / Trainer
Ms. Manisha Gokhale	Counsellor / Trainer
Ms. Meera Ravi	Counsellor
Ms. Surya Vaz	Counsellor
Ms. Annapurna Jain	Counsellor
Ms. Padma Mahadev	Counsellor
Ms. Brinda Jacob-Janvrin	Counsellor / Movement Therapist
Dr. Rajaram Subbian	Group Facilitator
Mr. Ramesh Chinaiah	Assistant - Accounts & Administration

MEMBERS OF THE EXECUTIVE COMMITTEE (2006-2008)

Name	Occupation	Office held
Dr. Raj K. Bammi	Chairman - Sami Labs Ltd	President
Mr. D.B. Inamdar	Agriculturist	Vice- President
Mr. Deepak Bhise	Creative Consultant	Secretary
Ms. Sangeetha Ghosh	Counsellor - Cancer Patients	Treasurer
Ms. Mabelle Palat	Counsellor	Member
Ms. Meera Huddar	Director - HR	Member
Ms. Lynette Nazareth	Counsellor / Trainer	Member

THANK YOU

We are grateful to our donors and well-wishers for their contributions in the past year. We acknowledge and thank our executive committee members, staff and resource persons, our trainees and clients and all who have supported us and contributed to our growth in numerous ways.

A special thank you to Ms. Deena Khalid, Masters in Communication (1st Year), Christ University, Bangalore (Internee - April/May 2009) for her contribution towards the design of this Annual Report.



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Website: www.parivarthan.org

OUR BANKERS

Corporation Bank
HAL II Stage, Indiranagar
Bangalore

State Bank of India
Indiranagar
Bangalore

OUR AUDITORS

C.V. Surender & Co
Chartered Accountants
Cox Town, Bangalore

LEGAL DETAILS

- Registered under the Karnataka Societies Registration Act 1960: No. 331:95-96 dated August 04, 1995
- Registered under Section 80G of the Income Tax Act: No. DIT(E)BLR/80G(R)/72/AAATP2741H/ITO(E)-2/Vol 2009-2010 dated 04/06/2009, for the period 01/04/2009 to 31/03/2011.
- Registered under the Foreign Contribution (Regulation) Act. No. 094420785

WILL YOU SUPPORT US?

At Parivarthan, we ensure that no one is denied a service on account of their inability to pay. We do not compromise on our standards or quality of work regardless of the monetary returns. Over the years, many individuals and organisations have supported us financially, making it possible for us to help people in need. We can continue our work with people who cannot afford to pay, only if people like you support us.

Donations are eligible for tax exemption under Section 80G of the Income Tax Act.

Thank you!