



ANNUAL REPORT 2013 - 2014

Highlights and Outcomes

(April 2013- March 2014)

COUNSELLING SERVICES

Parivarthan offers counselling services by trained counsellors for adults, couples, family, children and adolescents.

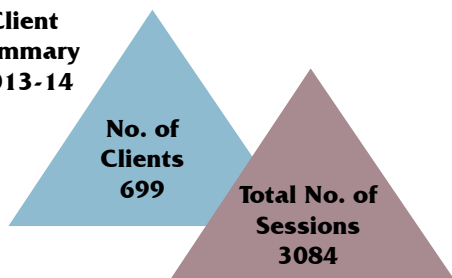
We offer Career Counselling for those having to make decisions on streams of study or career changes and Coaching for individuals to be more effective in both work and life situations.

A Psychiatrist is also available for consultation at our Centre.

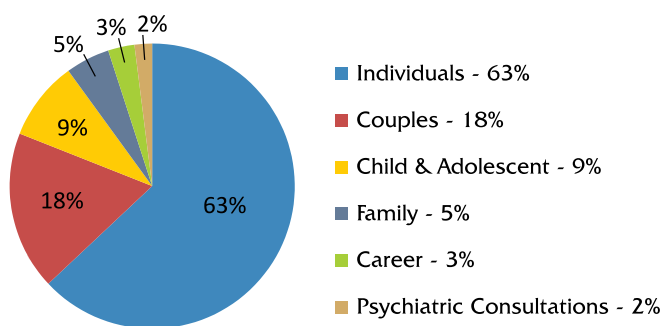
We also offer sessions on skype or telephone, on request, for our clients who relocate outside Bangalore.

Parivarthan is an Organisational Member of the British Association for Counselling & Psychotherapy (BACP) and is committed to BACP's ethical framework for good practice in counselling and psychotherapy, it's ethical guidelines in research and is subject to the professional conduct procedure currently in force.

Client Summary 2013-14



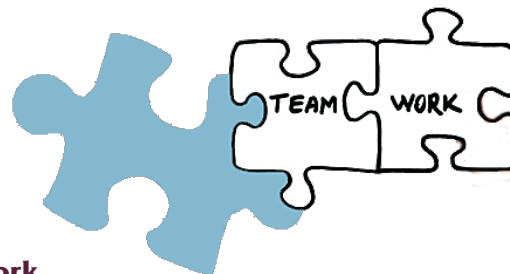
Therapy Formats accessed at our Centre



Gender wise Distribution of Clients



In keeping with the international trend, there was an increase in the number of men who availed of counselling services at our Centre this year, as well as in initiating Couple Counselling Sessions (Men – 47% and Women – 53%)



Group Work

- ⇒ Group Process –
 - 11 trainee counsellors of the BSIC (Basic Skills in Counselling) Programme – 10 sessions
 - 13 trainees of the FCAT (Foundation Course in Creative Art Therapies) – 10 sessions
- ⇒ Career Guidance – 30 students of Ebenezer International School
- ⇒ Group Work for Team Building/Group Facilitation – 6 members of WHaQ
- ⇒ Support Group for Parents – monthly sessions

SUPERVISION

Supervision is an ethical requirement for both trainee counsellors and fully qualified counsellors to ensure and develop a system that promotes accountability to our clients and within our profession.

Counsellors at Parivarthan receive regular supervision for individual and couple and family counselling services from external professionals.

We also provide supervision (both individual and group) to trained counsellors.

TYPE OF SUPERVISION OFFERED	NUMBER OF SUPERVISEES	NUMBER OF HOURS
Individual Supervision	34 counsellors/ trainee counsellors	658
Group Supervision	3 groups of 5-6 counsellors	64
External Supervision	9 staff counsellors	55
Peer Supervision	7 staff counsellors	2
TOTAL	65 supervisees	779 hours

TRAINING

Parivarthan offers professional training in counselling and psychotherapy at both basic and advanced levels.

BASIC SKILLS IN COUNSELLING (BSIC 2013-14)

12 trainee counsellors were selected for the intensive training programme that included :

- ◆ Theories of Counselling & Counselling Skills
- ◆ Introductory Courses on Special Areas of Counselling
- ◆ Supervised Practicum
- ◆ Personal Growth and Development

Overall a well-structured program. Dedicated team of trainers/ counsellors. Found the experiential learning very useful.

.... I never thought that I could change so much It is also the toughest course I have ever done in my life. Thank you.

The Graduation Ceremony of the 11 counsellors who received Certificates on their successful completion of the One Year Training Programme, Basic Skills in Counselling 2012-13, was held on July 10, 2013. Dr. Tony Sam George, HOD, Department of Psychology, Christ University was the Special Guest for the occasion.

ADVANCED TRAINING MODULES

Parivarthan offers Advanced Training Modules for trained counsellors to acquire skills to counsel both children and adolescents and also to work effectively with couples and families. The following training programmes were conducted during the year:

- ⇒ **BASIC SKILLS IN COUPLE AND FAMILY COUNSELLING (CFC)** – This is a 70 hour training module, with weekly training sessions held over 10 weeks and covers both theory and skills to counsel couples and families. – 12 trained counsellors / mental health professionals (June to August 2013)
- ⇒ **BASIC SKILLS IN CHILD AND ADOLESCENT COUNSELLING (CAC)** – This is a 84 hour training module that is offered once a week over a period of 12 weeks and is an experiential programme – 12 trained counsellors / mental health professionals – January to April 2014



Very structured, focused on specific theoretical approaches and detailed in terms of theory and technique. Case studies were very useful (CFC)

I learnt a lot. The practical aspect of the training program is amazing. I can clearly see the shift in myself (CAC)

LIFE SKILLS TRAINING PROGRAMMES

The Life Skills Training Programme-Module I (LST-I) on INTERPERSONAL COMMUNICATION AND LISTENING SKILLS is a Self Awareness Programme that offers both intra and interpersonal skills in listening and communication and is conducted over a period of 6-7 weeks.

The following programmes were held during the year:

- ◆ April/May 2013 – 9 participants (KANNADA)
- ◆ July/August 2013 – 12 participants
- ◆ October/December 2013 – 14 participants
- ◆ January/February 2012 – 13 participants

This program has helped me see myself and the choices I make in my day-to-day personal and professional life in a new light. I feel much more self-aware and consequently empowered.

As a follow-up to the journey of self-awareness that begins in the LST-I, the Life Skills Training – Module 2 (LST-II) on **INTERPERSONAL RELATIONSHIP SKILLS** is offered to enhance personal relationships and to develop relational skills.

- ◆ April/May 2013 – 10 participants

The Life Skills Training Programme on **PARENTING** (25 hours) for parents to be able to provide a nurturing and safe environment for their children through their own self-awareness:

- ◆ September 2013 – 9 parents

I am definitely listening more and hearing more of what my child is NOT saying

CARE FOR THE CARE PROVIDERS

An onsite training programme offered for staff of NGO's and the Service Industry (teachers, nurses, social workers, etc) that was conducted at times and durations that were mutually convenient.



- ⇒ 2 Training programmes for the staff members of DOLNA {A Creche run by the National Centre for Biological Studies (NCBS)} (**KANNADA**)
- ⇒ 2 Training programmes for the Staff of the State Government Observation Home (**KANNADA**)

This training is very helpful especially because I work with children who have conflict with law.

It is important to give importance to each and every child's feelings. It is also important to accept the child as he/she is.

SPECIALISED TRAINING PROGRAMMES

The following training programmes/workshops were facilitated by counsellors and trainers from Parivarthan.

- ◆ A 12 day Training of Trainers (TOT) programme on COUNSELLING STANDARDS AND PROTOCOLS for 12 faculty members and mental health professionals from the Department of Education & Counselling Psychology, Dhaka University and Ain-o-Salish Kendra (ASK), Bangladesh – March 2014
- ◆ Two training workshop on MARITAL THERAPY (3 days) and SUPERVISION SKILLS FOR COUNSELLORS, (2 days) organised by an NGO, Ain-o-Salish Kendra (ASK) was held at Bangladesh for 20 mental health professionals from Dhaka University and Ain-o-Salish Kendra (ASK) – September 2013
- ◆ A 5 Day Training Programme on INTRODUCTION TO PLAY AND SAND THERAPY for 9 mental health professionals at Mumbai, organized by Arpan – January 2014
- ◆ For the Foundation Course in Creative Arts Therapies (FCAT), a One Year Training Programme initiated by Studio for Movement Arts & Therapy (SMArT), Parivarthan facilitated the following: SELF-AWARENESS MODULE; COUNSELLING SKILLS TRAINING; SUPERVISION OF TALK THERAPY PRACTICUM; PERSONAL COUNSELLING and GROUP PROCESS – 13 trainees – June 2013 to April 2014

- Structure of the training was excellent. Every topic the training covers, theoretical and practical knowledge of the concepts and on-hands training of practicing skills were the excellent part of the training. The training covers all the methods of training like group activity, role play, discussion, reflection etc. / Come & train us more.

- PARIVARTHAN can arrange such training in order to facilitate this new profession in Bangladesh (TOT-Bangladesh)

I feel the skills acquired in counselling have been a big asset and something I feel is necessary in this profession. The supervision is a great learning space as well (FCAT)

Both the facilitators were non-judgemental & gave attention equally to all of the participants. They have structured knowledge & skills to connect theory with practice. (Bangladesh)

It helped me get in touch with a lot of things about myself./ It was an amazing journey. Please continue your good work (Mumbai)

INTERNSHIP

Internships are offered to select Post-Graduate Students.

Ms. Aakriti Aggarwal, a second year M.A. Counselling student of the Tata Institute of Social Sciences, Mumbai did an internship at Parivarthan Counselling Training and Research Centre, Bangalore from April 01 to May 06, 2013.

PARIVARTHAN OUTREACH SERVICES

Through our Outreach Services we provide counselling services, mostly to **women and children** who cannot access the services at our Centre. Trained counsellors from Parivarthan counselled children at weekly/bi-weekly intervals at the following Shelter Homes/Educational Institutions:

- ◇ BALAKIYARA BALA MANDIRA – a Government Shelter Home for Girls on Hosur Road – individual and group counselling
- ◇ PRIMUS PUBLIC SCHOOL – individual and group counselling
- ◇ NATIONAL INSTITUTE OF FASHION TECHNOLOGY (NIFT) – individual counselling for the students
- ◇ NATIONAL CENTRE FOR BIOLOGICAL STUDIES (NCBS) – individual counselling for the students & staff members

Our Outreach Services were also extended to **mental health and social workers** through the following capacity building training programmes /workshops :

- ◇ Workshop on COUNSELLING SKILLS for 42 Santwana Workers from 7 districts – Organised by the Department of Women and Child Development (DWCD), Government of Karnataka.
- ◇ NEEDS ASSESSMENT – A half day workshop for 12 Life Skills Facilitators of ACE Academy, Jayanagar
- ◇ EMOTIONAL NEEDS OF ADOLESCENTS – A one day workshop for 13 Life Skills Facilitators of ACE Academy, Jayanagar
- ◇ SUICIDE PREVENTION – PEER SUPPORT TRAINING- 5 One day workshops for 60 high school students from various schools – Organised by the Bangalore Multipurpose Social Service Society (BMSSS)

We now know how to maintain boundaries, how to go about the process of identifying and referring

For Corporates:

ENHANCING CREATIVITY – A one day workshop for 12 artists from a textile manufacturing company

Workshop was good – good for my profession

CONSULTANCY SERVICES

- ◇ Parivarthan is the NGO member on the Internal Complaints Committee in connection with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 for 8 Corporate Organisations. We assist in formulating the Policy of the Company under the above Law, conduct appropriate training workshops and are a part of the investigation process in case of complaints.
- ◇ A 2 Day training in connection with PREVENTION OF SEXUAL HARASSMENT AT THE WORKPLACE for the Internal Complaints Committee Members and 47 Managers of an IT Company.
- ◇ INTRODUCTION TO COUNSELLING – Talk to faculty of the M.P. Birla Institute of Management.
- ◇ Consultative Meet for Bhoruka Charitable Trust
- ◇ Half day workshop on GUIDELINES FOR THE INTERNAL COMPLAINTS COMMITTEE
- ◇ PARENTING ISSUES – NCBS Creche

The Workshop was very useful in getting some understanding of different types of harassment. The training definitely helps at looking at harassment from different contexts.

RESEARCH

As a part of the Course Requirements, the trainees of our One Year Training Programme, Basic Skills in Counselling 2013-14 participated in a Group Research Project and presented their findings on the following topics:

- ◇ Survey on the effects of migration on educated young adults
- ◇ How “smart” is your connection? A snapshot of mobile relationships
- ◇ Emotional Impact of Social Networking Services on Individuals



CONTINUING PROFESSIONAL DEVELOPMENT

Parivarthan places great importance on the need of updating of skills and knowledge of counsellors, together with providing opportunities for self-reflection and self-growth.

We therefore organized and/or attended the following WORKSHOPS / MEETINGS / CONFERENCES / SEMINARS during the year:

- ◆ *Couples Therapy – The Positive Effect Relationship Framework* – Mr. Johannes Kelder (Australia) – PARIVARTHAN (3 Day Workshop – 12 counsellors)
- ◆ *Counselling for Cancer Patients, their Caregivers & on Mental Health Laws on Patient's Rights and Liabilities* – Organised by ASHRAYA (1 Day Seminar – 3 staff members)
- ◆ *Trauma & Dissociation* – Ms. Adithy (Pune) – PARIVARTHAN (1 Day Workshop – 14 counsellors)
- ◆ *Brief Solution Focused Therapy* – Ms. Gayitri Bhatt & Ms. B.N. Sharada PARIVARTHAN (1 Day Workshop – 13 counsellors)
- ◆ *Tension Release Exercises (TRE)* – Ms. Shilpa Limsay/ Ms. Shaily Khedkar – PARIVARTHAN (2 Half Day Workshops – 14 counsellors)
- ◆ *Systemic Response in Cases of Child Abuse* – Enfold (Half Day Workshop – 2 staff counsellors)
- ◆ *Exploring Myths in Everyday Life* – Ms. Ann Shearer (2 Day Workshop – 2 staff counsellors)
- ◆ *Supervision Skills* – Ms. Gayitri Bhatt & Ms. B.N. Sharada – PARIVARTHAN (1 ½ day workshop – 6 staff counsellors)
- ◆ *Play Therapy* – Ms. B.N. Sharada & Ms. Manju Sapru – PARIVARTHAN (1 Day Workshop – 8 counsellors)
- ◆ *Ethical Issues in Psychotherapy Practice* – Organised by the Dept. of Clinical Psychology, NIMHANS (2 Day Symposium- 3 staff members)
- ◆ *A Practical Approach to Gestalt Therapy* – Ms. Lena Soderlind (Sweden) PARIVARTHAN (Half day Workshop – 12 counsellors)
- ◆ *Relationships* – organised by Dept. of Psychology, Jyothi Nivas College – (2 Day Workshop – 2 staff counsellors)
- ◆ *Rational Emotive Behaviour Therapy (REBT)* – Dr. Debbie Jaffe Ellis – organised by Mind Matters India (2 three day workshops – 6 staff counsellors)
- ◆ *Satir Transformational Systemic Therapy Training Program Level 1* – Ms. Linda Lucas (USA) organised by Dept. of Psychology, Christ University – (5 Day Training Workshop – 3 staff counsellors)

Great insights to some experiences that I have had, while doing my work as a counsellor. It defined a growing edge for me & to take it further during supervision/more training.

STAFF TRAINING

Staff counsellors/trainers at Parivarthan are attending an ongoing training on Supervision Skills facilitated by Dr. Elspeth Schwenk, an independent BACP Accredited Counsellor, Senior Accredited Supervisor, Trainer and External Examiner (UK).

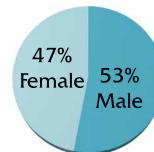


HELPLINE SERVICES

We have now extended our services to both adults and children through a free telephonic helpline that is serviced by trained counsellors to provide counselling services to those who cannot come to our Centre or who may require help to deal with immediate/pressing concerns.

A brief analysis of the calls received over the past year:

- The maximum number of calls were received on Friday (32%), followed by Monday (26%)



- Male callers were 53% and Female callers 47%

- Most of the callers were above 25 years of age (71%)
- Calls were usually made for issues relating to self (72%)
- A majority of the calls were from Karnataka (85%) though calls were received from Delhi, UP, MP, Maharashtra and Tamil Nadu.
- Nature of calls pertained to abuse, bullying, sexuality, relationships, anxiety, stress, parenting, etc.

ALUMNI ASSOCIATION

The Alumni Association of counsellors trained at Parivarthan has over 83 members and has provided a platform for learning, sharing and caring.

PROFESSIONAL AFFILIATIONS

Organisational Membership (No. 129337) of the British Association for Counselling & Psychotherapy (BACP). We are therefore committed to BACP's ethical framework for good practice in counselling and psychotherapy, as well as its 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 NGO's and professionals that are working towards the prevention of child abuse and neglect

OUR TEAM

Ms. Malini Sridhar	Executive Director
Ms. B.N. Sharada	Counsellor / Trainer / Co-ordinator – Outreach Services
Dr. Gayitri Bhatt	Counsellor / Trainer / Co-ordinator – Basic Skills in Counselling
Ms. Vinita Shah	Counsellor / Trainer / Career Counsellor
Ms. Amita Bala	Counsellor / Trainer
Ms. Manisha Gokhale	Counsellor / Trainer
Ms. Surya Vaz	Counsellor / Trainer
Ms. Manju Sapru	Counsellor / Trainer
Ms. Maitri Gopalakrishna	Counsellor / Trainer / Drama Therapist
Ms. Shabari Bhattacharyya	Counsellor / Trainer
Ms. Chitra T.V.	Counsellor / Trainer
Ms. N. Parvathi	Counsellor / Trainer
Ms. Archana Ramanathan	Counsellor – Centre & Outreach Services
Ms. Pushpa Kumar	Counsellor – Outreach Services
Mr. R. Ananda	Counsellor/Trainer – Outreach Services
Ms. Shabnam K. Kumar	Counsellor – Outreach Services
Ms. Sangita Unni	Counsellor – Outreach Services
Ms. Padma Mahadev	Life Script Facilitator
Ms. Sophie Christopher	Process Group Facilitator
Mr. Satish Kumar A.	Executive – Accounts & Administration
Dr. Bhupendra Chaudhry	Consultant Psychiatrist
Mr. Vivek Saxena	Certified Integral Coach

EXTERNAL SUPERVISORS

Ms. Sanika Chandran – Consultant Psychologist

Dr. Rathna Isaac - Clinical Psychologist

Dr. Kakli Gupta - Clinical Psychologist

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

MEMBERS OF THE EXECUTIVE COMMITTEE (2013-2014)

Name	Occupation	Office held
Ms. Mabelle Palat	Counsellor	President
Mr. Deepak Bhise	Creative Consultant	Vice-President
Ms. Sangeetha Ghosh	Counsellor/Yoga Instructor	Treasurer
Ms. Lynette Nazareth	Associate Director - Wellness & Work-Life Solutions	Secretary
Ms. Meera Huddar	HR Consultant	Member
Mr. Prashant Shankaran	Management Consultant	Member
Mr. Christopher Jayakaran	Consultant Geologist	Member

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)/80G@ /485/AAATP2741H/ITO(E)-2/ Vol.2010-11 dated 14.03.2011, valid from 1/4/2011 onwards.
- ⇒ Registered under the Foreign Contribution (Regulation) Act. No. 094420785

An Internal Complaints Committee is constituted under the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. – No complaints were received during the year

COUNSELLING FOR THE ADOLESCENT

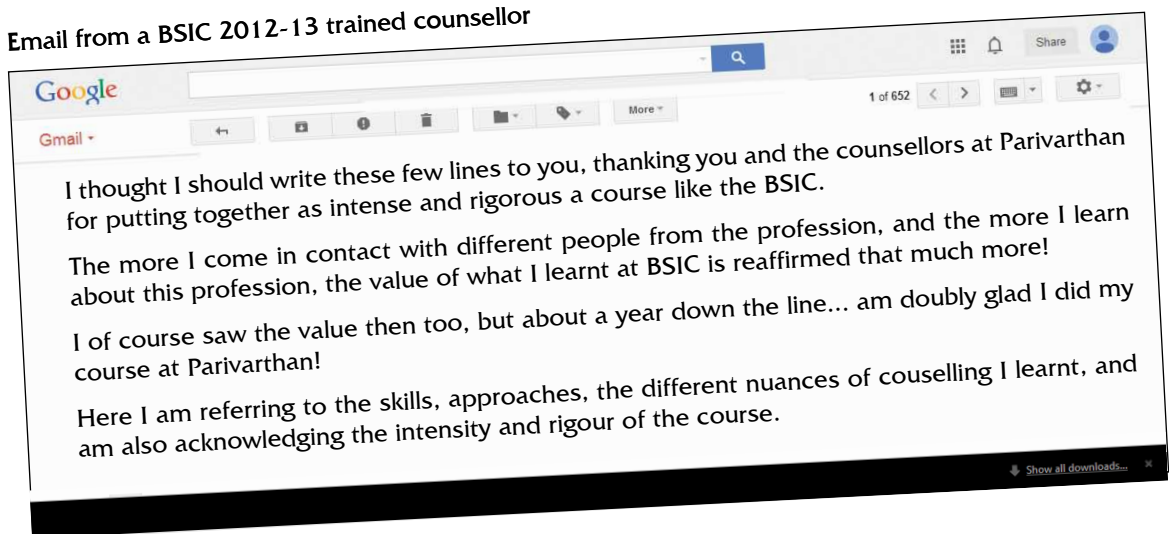
The word 'adolescence' comes from the Latin word 'adolescere' which means 'to grow'. It represents a period of intensive growth and change in nearly all aspects of a child's physical, mental, social and emotional life. It begins with puberty and ends with the general cessation of physical growth, ranging from 10-12 years to 17-18 years, and in case of girls, usually beginning a year earlier.

Adolescence is a significant stage as it is a time of rapid physical, mental, social, emotional, moral and sexual development. The most important fact about adolescence is that it is a period of transition from childhood to adulthood where psychologically, the individual becomes

integrated into the society of the adults. It is the stage when the child no longer feels that s/he is below the level of the adults but rather an equal with them, at least in rights.

Counselling can help the adolescent with stress related to body changes, peer pressure, family issues, and academic pressures to name a few. It can help them make sense of their feelings and behaviour and often address their difficulties in communication, especially with adults. Through counselling, an adolescent can become aware of the strengths and skills they already possess, whilst also helping them develop new internal and external supports to enable them to move into the next developmental stage of being a young adult.

Email from a BSIC 2012-13 trained counsellor



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.

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 a 50% tax exemption under Section 80G of the Income Tax Act.