



PARIVARTHAN  
CONSULTATION  
AND TRAINING  
SERVICES

**BIENNIAL  
REPORT**

April 2019 to  
March 2021

Parivarthan Consultation and Training Services is a registered Trust originated by PARIVARTHAN to provide consultation and training services for mental health.

## TRAINING PROGRAMMES



**LIFE SKILLS TRAINING PROGRAMME – MODULE 1- 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 (40 hours).

This continues to be sought after with a large mailing list of people interested to attend the Programme.

### 2019-20

1. June - August 2019 – 14 participants
2. November - December 2019 – 14 participants
3. January – February 2020 - 14 participants

#### Feedback:

- It was excellent. Very balanced (theory vs practical). The facilitators set a very open & trusting tone in the very beginning and led by example. This helped in the self-exploration process.
- The Facilitators were excellent, very committed and sincere. I would like to thank them for introducing me to the “NEW ME”. They helped me rediscover myself- provide a new perspective in life. Helped me improve my listening skills and to be comfortable with who I am.
- Just want to say that I am grateful for your contribution to my journey of self-discovery

### 2020-21

The first Programme that went online was the Life Skills Training (LST) – Module 1 on INTERPERSONAL COMMUNICATION AND LISTENING SKILLS with the only change being in a downsizing of the maximum number of participants to 12 (from 14), in the online mode, to enable all participants to be visible on the screen during the Training Sessions.

The following LST-I Programmes have been conducted over the year:

1. August – September 2020 - 11 participants
2. November – December 2020 – 12 participants
3. February to March 2021 – 12 participants

#### Feedback:

- It was a remarkable experience. Very generous and uplifting content. Very clear and transparent intent. The facilitators are the real gems who resonate the entire concept of the organization. I wish Parivarthan all the very best in your endeavors and hope to be a contributing member in the near future. I will carry your torch forward and direct all those seeking help your way.
- It was a great introduction to certain principles, exercises in building self-awareness in certain areas as well as breaking down listening as a skill. I missed the energy of being present in person with the participants, and the fireside chats that would otherwise happen in an in-person session. However, the online platform still brought together all the participants in a common forum and with common interest which was helpful. It also fostered a sense of belonging and a clear safe space for all to share their experiences and learnings.
- The handouts will be useful for me to refer to anytime I want. The slides shared helped me to understand the modules with more clarity. The slides about the “ego states of mind” and a row of paper boats to explain the instantaneous flow of thoughts made me feel reflective. The ten minutes break was really a blessing to me as I am not used to see the computer screen. Thanks so much!!



# BASIC SKILLS IN COUNSELLING



The **BASIC SKILLS IN COUNSELLING (BSIC)** Programme is an intensive training that is offered to a maximum of 12 trainee counsellors each year.

## The Programme includes:

1. Theories of Counselling & Counselling Skills
2. Introductory Courses on Special Areas of Counselling
3. Supervised Practicum
4. Personal Growth and Development

## 2019-20

We completed our 2019-20 Programme, online, with all 12 trainees successfully finishing the assigned Course Requirements. All 12 trainees were awarded their Certification.

### Feedback:

- › The combination of classroom training and on field practice under the guidance of different supervisors was very helpful to learn the theory/skills and have an opportunity to try it out with volunteer clients. The gradual introduction and development of each skill
- › At different levels in the whole program, I think was paced perfectly. The class role plays, different exercises given in handouts based on each skill was very helpful to understand how to use them in the client session.
- › The content was spot on - not too much or too little to lay the basics firmly in place. Methodology was excellent which covered theory experientially and linked them to the relevant practical skills. Practice sessions and fish bowl sessions were very useful to learn different styles and approaches.

## 2020-21

Moving our One Year Training Program online meant that we needed to upskill with both methodology and technology. Our Trainers underwent specialized training that was facilitated by the British Association of Counselling and Psychotherapy (BACP).

This year the programme had 12 trainees and was completely online, right from the interviews for the selection process.

We began in September 2020 and the Programme ended in June 2021.

The Training Sessions Were extended to 3 day weekend training sessions (from the earlier 2 days) , twice a month, with shorter hours per day i.e. Thursday and Friday from 10 am to 3 pm and Saturday from 10 am to 1.30 pm (with 2 to 3 breaks to avoid screen fatigue)

Training Methodologies were changed to ensure that the ethical protocols of the counselling profession were never compromised. And the trainees soon learnt that their practicum sessions could be conducted, transcribed and supervised – all online.

### Feedback:

- › I am thankful for the handouts particularly now that the course is over and supervisions are not going to be as detailed as they were. I find comfort in knowing that I can read/refer to them.
- › All the methodology that was used during the course, whether through ppts, practical exercises, the handouts, the role plays, the 'guest' trainers, everything served to enhance the learning.
- › Right from the Listening and Observational Skills to Reflection of Content to Reflection of Feeling, Summarising, etc., every skill was worked on practically until we felt some degree of comfort that we were doing justice to it. Observing our trainers in action was hugely beneficial, and informative. We were able to pick up on small nuances, which we would not have learnt had there been no opportunity to hone these skills.

# ADVANCED TRAINING MODULES

The Advanced Training Modules are offered to trained and practicing mental health professionals. These Modules cover basic theory, assessment and management of issues and the skills required to evaluate and counsel specific client populations.

## 2019-20:

**BASIC SKILLS IN CHILD AND ADOLESCENT COUNSELLING (CAC)** – September – November 2019 – 12 counsellors

This Advanced Training Module included Child and Adolescent Counselling Skills, the Use of Media, viz: Play and Art Therapy, Counselling for CSA, along with an Introduction to Sand Therapy and School Counselling.

The aim of this course was to develop awareness, knowledge and skills that are beneficial while working with children & adolescents from the counselling perspective. It is based on a body of knowledge drawn from the different psychological theories, developmental psychology and clinical observation.

### Feedback

- › Interactive, presentations, Media experiences, experiential learning all helped to understand the concepts better.
- › The mix of experiential, theoretical and supervision was wonderful.
- › Handouts were like bible all we need to work with children and adolescent, very extensive note and very helpful.

**DRAMA METHODS IN THERAPY** – June-July 2019 – 9 counsellors

This was a 5-day training programme, designed to equip counsellors/mental health professionals with the tools to begin to use a few basic drama techniques in their work with clients. Participants were introduced to easily accessible drama techniques and exercises that can be learnt and utilized within multiple theoretical frameworks and contexts.

The Programme was offered to trained and practicing therapists/counsellors, who work under supervision.

### Feedback

- › I am taking back many tools / better understanding / activities that I can use with my clients. I am more comfortable ..... Role plays with my clients after attending this workshop.
- › Skills were practical and also spoken in detail, simple tools, focused on individual therapy.

## 2020-21

We chose not to offer the Basic Skills in Child and Adolescent Counselling in an online mode as working with children requires different methodologies such as Art and Play and as our Training incorporates hands-on learning experiences.

**BASIC SKILLS IN COUPLE AND FAMILY COUNSELLING (CFC)** – January – March 2021 - 12 mental health professionals

The aim of this course is to orient counsellors who have been trained to counsel adults or have been working with adults in a counselling setting, to develop the awareness and skills required for relationship management. The focus of the course is on the skills required to evaluate and intervene in the kind of relationship problems that trained counsellors are likely to face in practice.

It covered basic theory, assessment, and management of issues specific to couple and families, including divorce and domestic violence.

### Feedback

- › It was well designed in terms of content and duration. Except the content is so heavy that even a six-month duration would be welcome
- › The structure was extremely well thought and planned. Everything served a purpose and beautifully held together. One thing supported the other. While there was a structure there was also flow in it.
- › The homework, padlet reflection, supervision and personal journal were top notch. I enjoyed the learning and practical application in terms of skills learnt from the supervisor. The course material was comprehensive covering the skill sets and coming from an Indian context.

## SPECIALISED TRAINING PROGRAMMES

2020-21

**WORKING WITH THE RESIDUES OF CHILDHOOD SEXUAL ABUSE IN COUNSELLING AND PSYCHOTHERAPY** – November – December 2020 – 7 mental health professionals

This training focused on therapeutic care that can be offered to an individual once childhood sexual abuse has ended. The training drew on research and current practices in the area.

### Feedback

I really enjoyed the various aspect that were involved in the training such as body, intellectual, social and art. The theme of emergence and subjective suffering, the various levels at which the course highlighted group work, theoretical framework, discussions were well done. Validating and challenging in a constructive way

I liked the mix of theory and discussions. There was plenty of time to discuss the cases and inputs from the facilitators and peers really helped. It was well paced and adherence to time and boundaries was really helpful. I would have liked a little more time for practice like the exercise we did with imagery in the smaller group.

## WEBINARS/ WORKSHOPS:



- May 2020 - Mental Well Being for Mothers – staystrongmom.com
- June 2020 – Online Learning – Parents of Innisfree School
- August 2020- Listening Skills for Managers - BRIDGEi2i Analytics Solutions

## PREVENTION OF SEXUAL HARASSMENT AT THE WORKPLACE (POSH)

We continued our consultation services as the External Member on the Internal Committees in several Corporate Organisations from various sectors, PAN India.

We also conducted Training Workshops related to POSH and POCSO (Protection of Children from Sexual Offences) in both Schools and Organisations:

- Training for IC Members - April 2019
- Training for IC members – October 2019
- Training for IC members – October 2020
- POSH Training for Managers - August 2020

## OUR TEAM



### TRAINERS/FACILITATORS:

#### BSIC:

**Ms. B.N.Sharada (Coordinator)**  
**Ms. Vinita Shah**  
**Ms. Manisha Gokhale**  
**Dr. Gayitri Bhatt**  
**Ms. Amita Bala**

#### LST:

**Ms. Manisha Gokhale (Coordinator)**  
**Ms. Shabnam K. Kumar**  
**Ms. Snehal Padhye**  
**Ms. Supriya Kalbag**  
**Ms. Sumana Hari**  
**Mr. Vivek Varma**  
**Ms. Kaushiki Rao**

### ADVANCED TRAINING MODULES/ WORKSHOPS/WEBINARS:

**Dr. Rathna Isaac**  
**Ms. Amita Bala**  
**Ms. Manju Sapru**  
**Dr. Maitri Gopalakrishna**  
**Ms. Shabari Bhattacharyya**  
**Ms. Prerna Kapur**  
**Ms. Archana Ramanathan (2019-20)**

## ADMINISTRATION /ACCOUNTS

Ms. Malini Sridhar  
Ms. Clarice Dass  
Mr. Satish Kumar A  
Mr. Vinoth Kumar (2019-20)  
Mr. Iyanar Mani  
Ms. Shilpa Prasad (Accountant)

## OUR BANKERS

HDFC Bank  
Indiranagar  
Bangalore

## OUR AUDITORS

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

## TRUSTEES: (2019-2021)

Mr. K.o. Thomas  
Mr. Vivek Saxena  
Ms. Malini Sridhar (Managing Trustee)

## LEGAL DETAILS

Registered Trust under the Sub-Registrar,  
Shivaji Nagar Bangalore, Karnataka on 2nd July 2019



## PARIVARTHAN CONSULTATION AND TRAINING SERVICES

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