



PARIVARTHAN
CONSULTATION
AND TRAINING
SERVICES

Annual Report

2021-2022



PARIVARTHAN CONSULTATION AND TRAINING SERVICES

TRAINING:



Our training programmes continued mostly in the online format during the year on account of the uncertainties of the Covid pandemic.

The Life Skills Training Programme - Module 1 - Interpersonal Communications and Listening Skills continued to be in demand and we were able to offer three training programmes on the following dates, in an online format during the year:

- ✦ May 10 - June 21, 2021 - 12 trainees
- ✦ September 16 - October 28, 2021 - 12 trainees
- ✦ January 17 - Feb 28, 2022 - 13 trainees

► FEEDBACK:

- ★ The most outstanding aspect of LST Module-I, was the gentle, insightful, and perceptive guidance and intervention of the facilitators. The non-judgmental, reflective pace they brought to the classes was exceptional and brought me many non-verbal and other behavioural and spoken learnings.
- ★ The promptness of sending handouts from Parivarthan was excellent. The clarity of rules laid down, punctuality, the time (and space, in terms of elasticity of response) to each participant helped create a composite group. Trust and authenticity got embedded.
- ★ Based on what I experienced in the programme, I am very keen to explore a career in mental health. What shape and form that will take, I have yet to get full clarity on, but my interest in pursuing this path is clear.
- ★ Some things are more deep-seated and need more internal work but being in the LST 1 course helped me get started on therapy myself. Often, the thoughts and memories that came up during class, made for richer therapy sessions, more incisive questions and more perceptive understanding of what I was hearing.
- ★ LST has been a transformative experience for me. The theories taught in the class were eye opening. It helped me understand my thought and behavioral patterns. A lot of WHYs were answered. The Practical Skills training gave me a venue to put into practice the theories on listening.

BASIC SKILLS IN COUNSELLING:



There were a lot of adjustments in our One Year Programme, BASIC SKILLS IN COUNSELLING to enable us to deliver the best possible outcome for the trainees, as our training focuses on practical counselling skills, backed by theory and the self-development of the trainee counsellor.

1. **September 2020 to August 2021** - 12 trainees - This BSIC Programme was offered only online as the ending of the COVID pandemic was still not in sight.

The Graduation Ceremony of the counsellors was held on August 07, 2021- Special Guest Ms. Mallika Verma, Psychoanalytic Psychotherapist and Clinical Psychologist, Australia

► FEEDBACK:

- ★ Despite the fact that this was the very first time that Parivarthan was offering the course online, there was nothing to complain about. Right from the start the trainers explained in great detail what is to be expected from an online course. The handouts were self-explanatory and covered everything. A) all technical queries addressed B) clearly explained how to familiarize oneself with tech C) the potential hazards of synchronous learning was delineated, while encouraging the trainees to practice communicating like so with peers. D) basic facts about

online/phone counselling laid out. The fact that the course began with these topics instead of plunging straight into theory, paved the way for us to understand how different online counselling was when compared to offline.

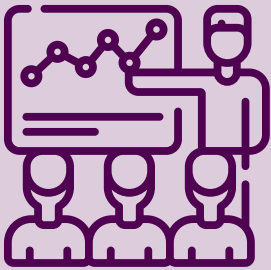
- ★ The methodology of introducing a theoretical concept or skill through discussions, exercises, demonstration, role plays, quiz, presentations were very effective. I could understand the concepts in depth which helped in better retention and application. The methodology made way for my own self-awareness and growth at both personal and professional levels.

2. Basic Skills in Counselling - 2022

With the easing of COVID, we offered this Programme in a hybrid mode where the Training Sessions were offered in person at our Centre in Indiranagar, while other Course Requirements continued to be done online. Unfortunately we had a few drop outs from the 12 selected trainees, due to discomfort with the hybrid mode:

January to November 2022 - 8 trainees - ONGOING

ADVANCED TRAINING MODULES:



As per the process that we follow at Parivarthan and to add to our Training Team of Counsellors, we needed to upskill and therefore the following programme was offered:

- ★ **Training of Trainers - 10 hours - 11 staff counsellors** - This Programme included both Theory and Skills with course work and presentations.
- ★ **Supervision Skills - 24 hours - 15 trained mental health professionals.**

With the need for more trained Supervisors, Parivarthan offered an intense and comprehensive training programme on Supervision Skills which was designed to provide participants with a clear framework for setting up practice as a supervisor. Trainees at this Programme had over 5 years of client work experience and were from both India and abroad.

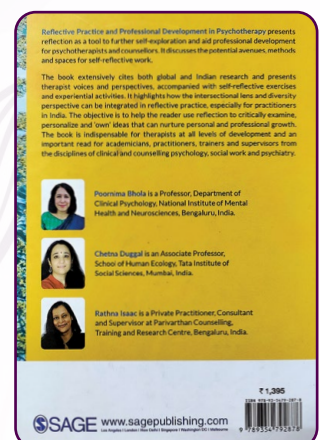
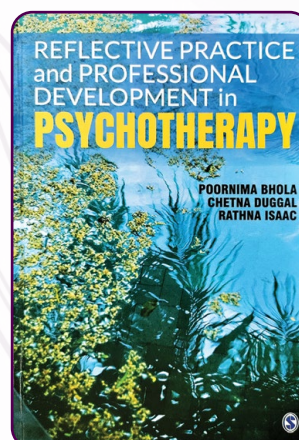
► FEEDBACK:

The Interactive Methodology used in Parivarthan Trainings makes it a lived experience. The Program was very well structured. The smaller modules were very nicely incorporated in the larger context. The Breakout room activities provided for a very reflective and learning space. The structure also allowed for flexibility which helped in being spontaneous. The PowerPoint slides were used as great pointers to a subject, but only as a support and priority was given to the interactive learning process.

PUBLICATIONS:

Rathna Isaac, PhD in Clinical Psychology, is a therapist, supervisor and trainer with over 20 years of experience. She is an external consultant/supervisor for the Couple and Family Therapy Programme at Parivarthan Counselling and Training Centre.

She has created and conducted both basic and advanced training programmes on couple therapy, and provides ongoing group supervision for couple counsellors.



CONSULTATION SERVICES:

We continued to offer services as per The Sexual Harassment Act (Prevention, Prohibition and Redressal) Act 2013 and currently serve as the External Member on the Internal Complaints Committee for 12 Corporate Organisations.

The following Workshops were conducted for the Prevention of Sexual Harassment (POSH) at the Workplace during the year :

- ★ August 2021- Training of the ICC Members
- ★ October 2021 - POSH Awareness Session - Women Employees
- ★ November 2021 - Training of the ICC Members
- ★ December 2021 - Training of the ICC Members
- ★ December 2021 - POSH Training for Employees
- ★ January 2022 - POSH Training for Employees

OUR TEAM

▶ TRAINERS/FACITITATORS:

BSIC 2020-21: B.N.Sharada (Coordinator), Vinita Shah, Amita Bala.

BSIC 2022: Manisha Gokhale (Coordinator), Dr. Gayitri Bhatt, Dr. Maitri Gopalakrishna, Manju Sapru, Mrinalini B.

LST: Supriya Kalbag (Coordinator), Shabnam Kumar, Kaushiki Rao, Anjana Kochhar, Rovana Varghese.

▶ ADVANCED TRAINING MODULES:

Dr. Rathna Isaac, Amita Bala, Manju Sapru, B.N. Sharada, Manisha Gokhale, Dr. Maitri Gopalakrishna.

▶ ADMINISTRATION /ACCOUNTS:

Malini Sridhar, Clarice Dass, Satish Kumar A, Iyanar Mani, Shilpa Prasad (Accountant).

▶ OUR BANKERS

HDFC Bank, Indiranagar, Bangalore.

▶ TRUSTEES: (2021-2022):

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.

PLANS FOR 2023

Parivarthan Counselling, Training and Research Centre is excited to announce our plans to start new training programs to meet the changing requirements of our clientele:

▶ COACHING FOR PERFORMANCE:

This skills-based program is being offered in the space of coaching, enabling the transformation of today's work environment from authoritarian to supportive - from the standard 'Manager-Reportee' structure to one of 'Coach-Coachee'.

This program is catered for those who wish to learn basic coaching skills towards enhancing the overall organizational performance for themselves, their teams, and their organization.

This program is being planned for both interested individuals looking to upskill and for Organizations who are looking for a new approach in Management Styles/Protocols.

▶ CAREER COUNSELLING- ADVANCED SKILLS TRAINING PROGRAM

Recognizing the need for a structured and comprehensive training for counsellors - in order to help students and young adults decide on their career paths, we are planning to offer an Advanced Training Program for Psychologists that will include Theoretical Inputs, Skills Training through case vignettes, assignments and role plays, Conducting and Scoring of Psychometric Tests and Writing a Career Report.



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