



PARIVARTHAN
CONSULTATION
AND TRAINING
SERVICES

**2024
2025**

ANNUAL REPORT

PARIVARTHAN CONSULTATION AND TRAINING SERVICES

TRAINING

This year we offered most of our training programmes through in-person training sessions at our Centre.

The Life Skills Training Programme – Module 1 - Interpersonal Communications and Listening Skills continued to be in demand and we offered it both through online and in-person training sessions.

July – August 2024	12 trainees	ONLINE
October – November 2024	12 trainees	ONLINE
January – March 2025	14 trainees	IN-PERSON

Feedback:

- LST-1 Programme learnings have equipped me to build better relationships, resolve conflicts and foster collaboration both personally and professionally by enabling clear communication, listening, empathy and understanding. The programme challenged me in an encouraging and non-judgmental way towards self-awareness and personal development.
- LST 1 has helped me get some very good tips about how to listen attentively. Also, to some extent, some of the areas of self-awareness like intimacy circles and filters really helped in getting to know myself better. The hands-on listening sessions, were good experiences as well.
- One major thing I got out of this course was how feelings drove actions and behaviour. I feel I'm trying to pick up on the feelings that are coming up while interacting with people. I would also like to try different ways of communicating that we briefly touched up on. Also the course brought to me the awareness of my own baggage. I often wondered where I lost the speaker while listening. This was a big blind spot that was brought to my awareness and I'm so very grateful for that.

BASIC SKILLS IN COUNSELLING

We continued with our original schedules for our One Year Flagship Programme to begin in June 2024. We had all the fortnightly Training Sessions through in-person training sessions and the other course requirements were offered in a hybrid mode – both in-person and online.

June 2024 to March 2025 12 trainees

Feedback:

- **Content:** The content included all the theoretical knowledge, self-reflection, practical skills & supervision experience. The program provided a strong foundation in practical skills, role plays & particularly valuable in building confidence
- **Group Process** – Was excruciatingly insightful. As challenging and difficult and sometimes painful, it seemed, it was what truly placed me in a situation to understand how I relate with others, how I see myself in groups, how I see others and also how I might be seen by others, It made me conscious of my own relational patterns and I found it valuable as a base to begin connecting with my blind spots and also opening myself to vulnerability.
- **Supervision** – My actual growth from integrating classroom sessions & practical sessions – did happen during supervision. I think the feedback received, constructive or otherwise, helped me develop my own style with confidence in my skills. The feedback from my supervisors has been extremely helpful in gaining insights into myself, as well as honing my skills.
- **Skills Training** - The course was designed well enough to instill the basic skills of counselling. Initially, I found it to be tough, but having completed the course today, I am confident enough to say, I have learnt the basic skills. The training was planned stepwise and accordingly I was nudged, probed and encouraged to keep bettering my skills usage.

ADVANCED TRAINING MODULES

Advanced Training Module was held on 'Trauma Informed Therapy' through in-person training sessions from June to September 2024, for 10 mental health professionals.

Feedback

- Grounding techniques were useful in terms of the skills training and how we employ it. Observing the nuances of the somatic experience in ourselves and clients was useful one. Role plays, discussion groups on different theoretical concepts were useful
- The format, and the process of consolidating the information into the format, and trying to conceptualize the case, were very helpful. I revisited 3 ongoing clients in detail, and going over the old notes, to relook from a trauma lens, was a very useful exercise.
- Supervisions were a good way to learn and practice the skills of looking at the case from a trauma lens. The case presentations and discussions before the final presentation helped me look for finer details in the case and gather the missing information from the client.

Advanced Training Module conducted on 'Child and Adolescent Counselling' through in-person training sessions, from July to October 2024, for 7 mental health professionals.

Feedback

- All these supervisions gave some great insights into the work. Very helpful, I feel I managed to do a lot more than what I expected would be achieved in practical work because of supervision support. Clear with intent and way forward with clients.
- Use of media such as - Soft-toys, Drawing, miniature animals, clay, postcards were well-illustrated through reflective exercises, classroom roleplay and peer role-play. Excellent handouts - good to refer to for a long time to come.
- I learnt a lot from the role plays that the trainers did to demonstrate the use of media in class. it was very helpful.

Advanced Training Module conducted on 'Couple and Family Counselling' through in-person training sessions for 10 mental health professionals. The training was divided into 3 Modules of 4 weeks each to facilitate learning and allow the trainees to practice and hone their new skills:

Module 1	November 2024
Module 2	January 2024
Module 3	March 2024.

Feedback

- The subject matter, theory was quite overwhelming but was handled very effectively because the way in which it was taught. Questions were answered comprehensively. The fact that it was spread across three modules gave us time to slowly assimilate the subject matter.
- The course structure and methodology worked very well for me. The alternations between theory and practise ensured that what the mind is being told the body is actually doing. That set a movement into motion, week upon week. An integration was happening without being conscious of it. In fact the structure and methodology itself felt circular in nature.
- The handouts were very well put together - long yet concise, and it felt like every word mattered. As a reader I enjoyed their structure and flow. Having said that I'm certainly left feeling like not more than 25 percent of the content has entered my system. Given the duration and requirements of the course - parallel to work etc - that seems reasonable. I didn't have the time or space to sit and reflect on the handouts nearly as much as I would have liked. Having said that, they are now with me, so I can go back to them in more depth with patience, and navigate the theory in real time alongside actually starting couples and family work, hopefully.

CONSULTATION SERVICES:

We continued to offer services related to The Sexual Harassment Act (Prevention, Prohibition and Redressal) Act 2013 and currently serve as the External Member on the Internal Complaints Committee for 9 Corporate Organisations / Non-Profits.

We also conducted the following Training / Workshops for Internal Committee Members and POSH Awareness Workshops for Employees as the POSH Act.

Internal Committee Members	2 Training Sessions
POSH Awareness for Employees	4 Workshops

Administration / Accounts:

Malini Sridhar, Vivek Varma, Satish Kumar A., Iyanar Mani, Shilpa Prasad (Accountant)

Our Bankers:

HDFC Bank – Indiranagar, Bengaluru

TRUSTEES: (2024 - 2025):

- 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

OUR TEAM

Trainers / Facilitators:

- BSIC 2024-25: B.N. Sharada(Coordinator), Manisha Gokhale, Dr. Kalyani Patange, Dr. Maitri Gopalakrishna, Mirnalini B
- LST: Supriya Kalbag (Coordinator), Rovin Varghese, Shweta Pannu, Rakesh Mehar, Amrita Kaur, Tejsweeta Singh, Lakshmi Madduri, Anjana Kochhar, Rama Lakshmi P.
- Advanced Training Modules: Dr. Rathna Isaac, Manju Sapru, B.N. Sharada, Suma Belawadi, Pallavi Shetty, Dr. Gayitri Bhatt, Srividya Muralikrishna



PARIVARTHAN CONSULTATION AND TRAINING

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