



Find Strength to Stride through Life

www.resilienceworks.in

WHO WE ARE

Building on decades of experience in providing psychological services to Indian & multinational corporations, RW's products and services have been developed based on first-hand knowledge of industry needs, patterns of utilisation, customer concerns, and barriers to usage. The team has worked across industries engaging with leadership, managers and employees at all levels.

RW's services are created and delivered by qualified counselling psychologists, with experience ranging from 5-40 years in this field. All counsellors and dieticians have a minimum qualification of a Masters degree.

ABOUT



WHAT WE DO

Specialising in EAP, POSH and behavioural consultancy services, ResilienceWorks supports organisations in creating an engaging, productive and safe workplace for all employees. A combination of online and offline services ensures accessibility, relevance and cost-effectiveness while maintaining the highest professional standards.



Managing Director

MA Psychology, Dip. Psychological Counselling,
Exec Certificate in POSH.

A pioneer in the field of EAP & Wellness with 40 years of experience, Karuna combines professional expertise as a counselling psychologist with knowledge of corporate requirements across industries. She also has considerable experience and interest in Prevention of Sexual Harassment and issues of working women.

Karuna's prior experience includes co-founding and developing India's pioneer EAP company and teaching Counselling Psychology at graduate and postgraduate levels. She has made numerous presentations at international and national conferences establishing a reputation for excellence and thought leadership within the country and globally.



Director

MSc Psychology (Clinical), B.Ed., Diploma in Counselling

Ellen has over 32 years of experience as a mental healthcare practitioner and professional counsellor. At RW she takes responsibility for the quality of the counselling interventions, processes and products, facilitating innovations in therapeutic interventions and training senior management in corporations to support employee wellness.

Ellen is also highly knowledgeable and experienced in prevention of sexual harassment. Ellen's prior experience as Clinical Director of a large EAP company and earlier as Clinical Head of India's first residential rehabilitation centre for persons with psychiatric disabilities adds greatly to her expertise.



Director

MSc, Counselling Psychology; Dip. in Legal Studies; Certificate in POSH

A counsellor and trainer with over 17 years of experience, Deepti has expertise in high-level product development, and is experienced in all aspects of counselling operations from recruitment and training of counsellors to quality control.

With a background in legal studies, Deepti has worked in Prevention of Sexual Harassment, developing and conducting training programmes and awareness resources. She also has extensive experience working with women in corporate India as a coach, mentor and counsellor.

DIRECTORS PROFILE

CLIENTS



EMPLOYEE ASSISTANCE PROGRAMME

- Psychological counselling
- Diet counselling
- Legal & financial information
- Online self-help resources
- Seminars / webinars
- Manager consultation & referral
- Manager training
- Group counselling
- 24/7 emergency helpline
- Emergency response training
- CISD (Critical Incident Stress Debriefing)
- Utilisation reports



Why RW?

RW offers customised EAP options ensuring high-quality yet cost-effective services with an excellent ROI.

The team of experienced counsellors, is able to sensitively manage a range of issues including high-risk situations, across age-groups and seniority levels.

Consistently high utilisation rates are a distinguishing feature of RW's EAP.

EAP



PREVENTION OF SEXUAL HARASSMENT SERVICES

- External representation on the Internal Committee (IC)
- Training & assessment for IC
- Employee training (in-person / virtual)
- Manager training (in-person / virtual)
- e-POSH for employees & managers
- Leadership orientation
- On-going awareness, refresher programmes & preventive measures
- Documentation support
- Consultation on best practices
- DMS (Cloud-based document management platform)



Why RW?

RW's team is certified in the POSH Act and brings expertise from over a decade of hands-on experience as External Members on ICs.

Their background in psychology and counselling combined with an in-depth understanding of the nuances of the POSH Law provides an edge to the services ensuring support for all concerned without compromising on compliance.

TRAINING

Representative areas include:

- Self development
- Professional growth
- Work-life integration
- Mental health & well-being
- Diet & lifestyle management
- Relationship skills
- Campus to corporate training

Manager / HR Training

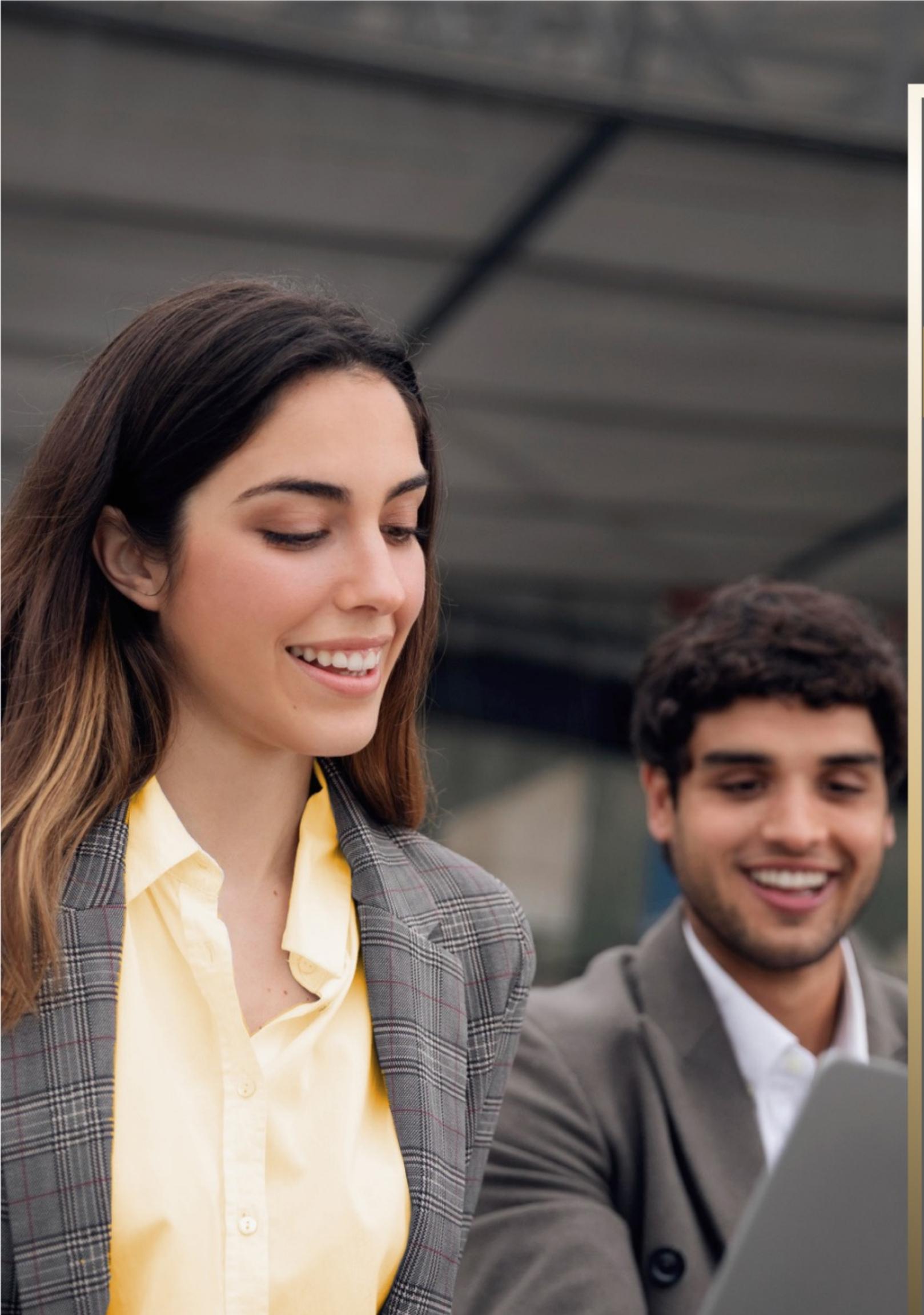
- People skills for managers
- New manager training
- Supporting stressed employees
- Managing challenging situations

Why RW?

Facilitated by counselling psychologists, workshops focus on the application of knowledge and skills in everyday life. Trainers are proficient in engaging audiences at all levels of seniority and are able to customise programmes according to the work context.



TRAINING



D&I

GENDER DIVERSITY PROGRAMMES

- SheWorks: A unique online + live coaching program for women
- Training for women on personal and professional growth
- Gender sensitisation programmes for managers & leaders
- Stress assessment and focus groups for women
- Training on inclusivity of the LGBTQ+ community



Why RW?

Programmes are developed and executed by professionals with a deep understanding of issues faced by working women and the various stakeholders involved.

STRESS RISK ASSESSMENT

- Online assessment tool
- Measures stressors & protective factors
- Individual report
- Corporate report, analysis & recommendations

Why RW?

This comprehensive assessment has evolved over years of work in the Indian corporate sector.

An in-depth analysis is provided with a view to designing targeted interventions and policies to reduce employee stress or manage specific concerns.

STRESS AUDIT

CUSTOMISED CONSULTATIVE SERVICES

Some examples

- Mentor-Mentee training
- Support in setting up ERGs
- Focused group interventions
- Coaching programmes before overseas placement
- Exit interviews
- Consultation on developing organisational culture for start-ups
- Bespoke programmes for at-risk groups

CONSULTATION

Why RW?

Programmes are based on psychological principles, and curated by experienced senior counsellors in consultation with management and other stakeholders. These are customised to meet specific needs or pain points and ensure sustainable, practical implementation.



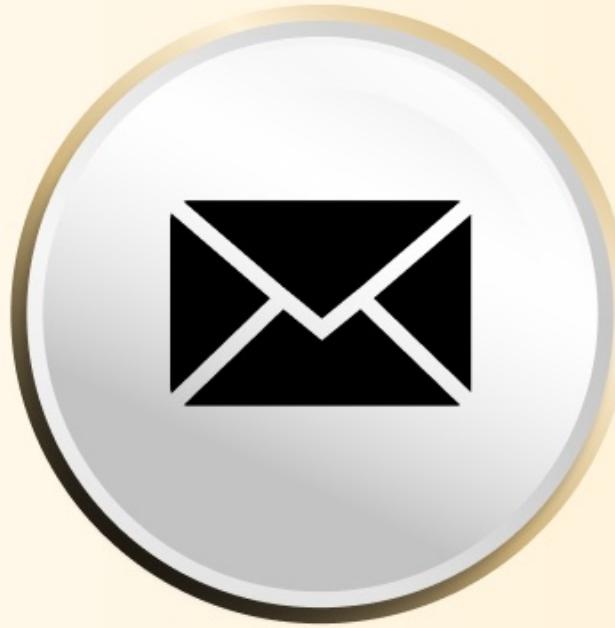
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