



# ORGANISATION SUPPORT

EMPLOYEE PRODUCTIVITY  
WELLNESS  
CULTURE



**KALEIDOSCOPE**  
*Counselling for a Quality Life*



## Current Scenario of the Corporate World

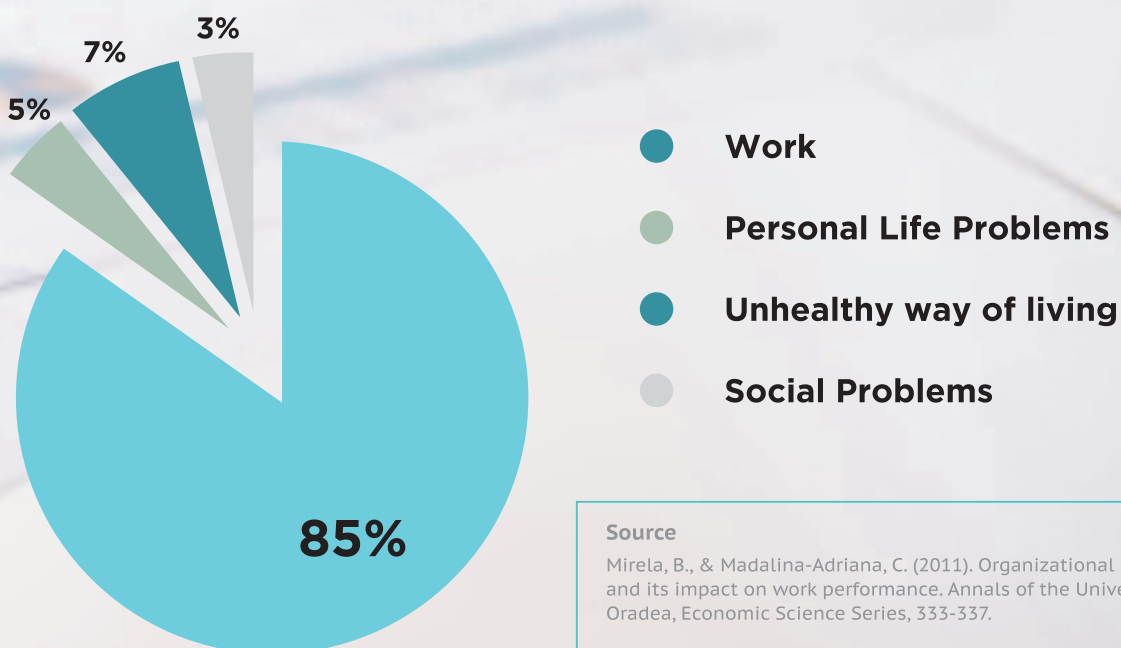
The world around has become immensely competitive. It has become imperative to be better than the best. Be it the organization or its employees. Organizations are competing against each other and so are the employees. At the end of the day, productivity is measured in graphs and numbers achieved. Year on year the competition is increasing and taking a toll on the hard-working employees.

The effect on employees is visible when some situations like **poor interpersonal relations with colleagues, burnout, absenteeism, disengagement, poor job performance, low morale or high attrition rate**, start to become frequent. From the perspective of an employee, there are stressors which they feel at organization level like, **working culture, fatigue due to long working hours and travel, leadership issues, promotion issues** and more. Apart from these, **personal problems, like family issues, relationship issues, child concern, illness** are also a big add on to this list of stressors.

## Work Place Stress

People report their unhealthy working way as a major cause of stress. Studies conducted on populations all over the world have shown that workplace stress is very common. It has been found that workplace stress and burnout affects between 19% and 30% of employees in the general working population.

*In a study by ASSOCHAM (2018) it was highlighted that 42.5 per cent of employees in Indian private sector are afflicted with General Anxiety Disorder or depression.*

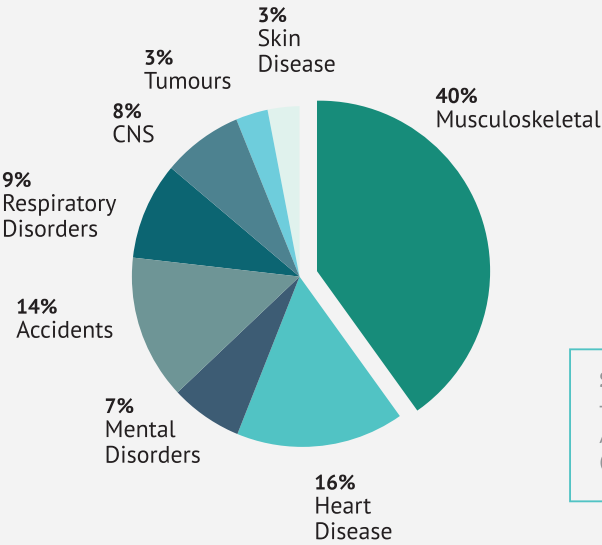


### Source

Mirela, B., & Madalina-Adriana, C. (2011). Organizational stress and its impact on work performance. *Annals of the University of Oradea, Economic Science Series*, 333-337.



# What happens when workplace stress is left untreated?



There are alarming effects of untreated workplace stress. For instance, longterm workplace stress can lead to burnout and is characterized by feelings of fatigue, depression, isolation, inefficiency and lack of personal achievement. In order to maximize the performance of employees, it is important that their stress levels are reduced. We offer trainings, guidance and counseling to address such issues.

**Source**  
 Takala J. (ILO) Indicators of death, disability, and disease at work. African Newsletter on Occupational Health and Safety 1999, 9 (3); 60-65

Costs of occupational and work-related diseases



# Workplace **Wellness**

In a study conducted by World Economic Forum on 2 million employees in 125 countries, it was found that those firms that invested in workplace wellness had significant positive effects on the firms. The benefits include:

**Increased productivity**


**Reduced cost of employee healthcare**

**Increased employee engagement**

**Reduced turnover**

**Reduced sick leaves**

In an interesting research by Myers-Briggs company's study among Indian population found that employees liked to work in the workplace that contributes to workplace well-being (7.85/10) followed by organization that emphasize meaning (7.69), accomplishments (7.66), engagement (7.43) and positive emotions (7.19). They also found that employees who are interested in the work and tasks have a higher level of well-being. This was then followed by focussing on tasks that makes them feel positive, undertaking task where they learn something new, taking breaks at work when needed, undertaking challenging work that adds to skill and knowledge.



**So how can  
the  
organizations  
boost their  
employees'  
morale  
and take their  
organization  
to  
new heights?**



# Kaleidoscope is the solution.

At Kaleidoscope, we believe in a preventive and holistic well being of an individual. We seek to understand and track these patterns of change to help make the journey of life, a smooth and fulfilling affair for individuals, organizations and communities. With our assessments and evidence-based interventions on employee and organization level, we help them to grow and achieve set goals with a sound mind and a happy environment. Assessment tools, workshops and training programs have been designed by our expert team of organizational psychologists and neuro-linguistic programming experts, specifically to tap into the pain areas of organizations and their employees and provide them with a holistic and sustainable solution. These programs are tailor-made for the welfare of the employees, as well as the leaders of the organization

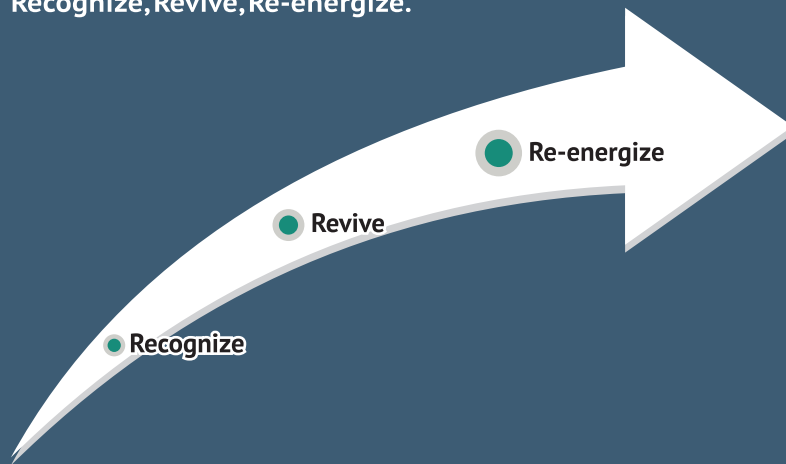
We understand the pain areas of employees and the management. We understand how the low morale can affect the employer's productivity as well as the organization's reputation. Therefore, organizations have a stake in promoting employee well-being, including preparing them to manage stress, depression, anxiety or other related issues. We provide a safe space for every individual to express their innermost feelings with ease, without judgment and with their dignity. We provide our services at our care centers and through our outreach programs. We aim to be the catalyst to reform whole communities and societies by making mental wellness a part of our ecosystem.

***We provide assistance by making you recognize, realize and promote early intervention, support system, recovery and revival.***

# Our Approach

We provide assistance by which you can improve productivity and business performance with a healthy, happy, motivated and focused workforce. We believe that sometimes making a small change matters and it's all about utilizing one's energy.

These are then combined with the 3 R's namely:  
**Recognize, Revive, Re-energize.**



## We help your employees by:

- **Recognizing what stops them from realizing their capabilities, their mental blocks, and problems in personal and professional life, basically the problem areas of their life.**
- **Then help them Revive the situation by making them realize that they can overcome the situation or problem themselves.**
- **Our last step is to make them re-energize for future state of affairs.**

Once our experts know which areas need the most work, our individualised training are delivered with the aim of increasing the productivity and efficiency of the employees and enhancing their energy levels. Further, one-on-one counseling is provided to support employees and the management in overcoming the challenges faced by them. Several studies have shown that such a holistic approach leads to highly positive results in the growth of employees, the management and the organization as a whole.



## Our Services:

**1.**

**Peak Performance Program**

**2.**

**Trainings & Workshops**

- Management Training
- Employee Wellness

**3.**

**One-to-one Counseling Services**

**4.**

**Creative Therapies**

# Organization Support Services

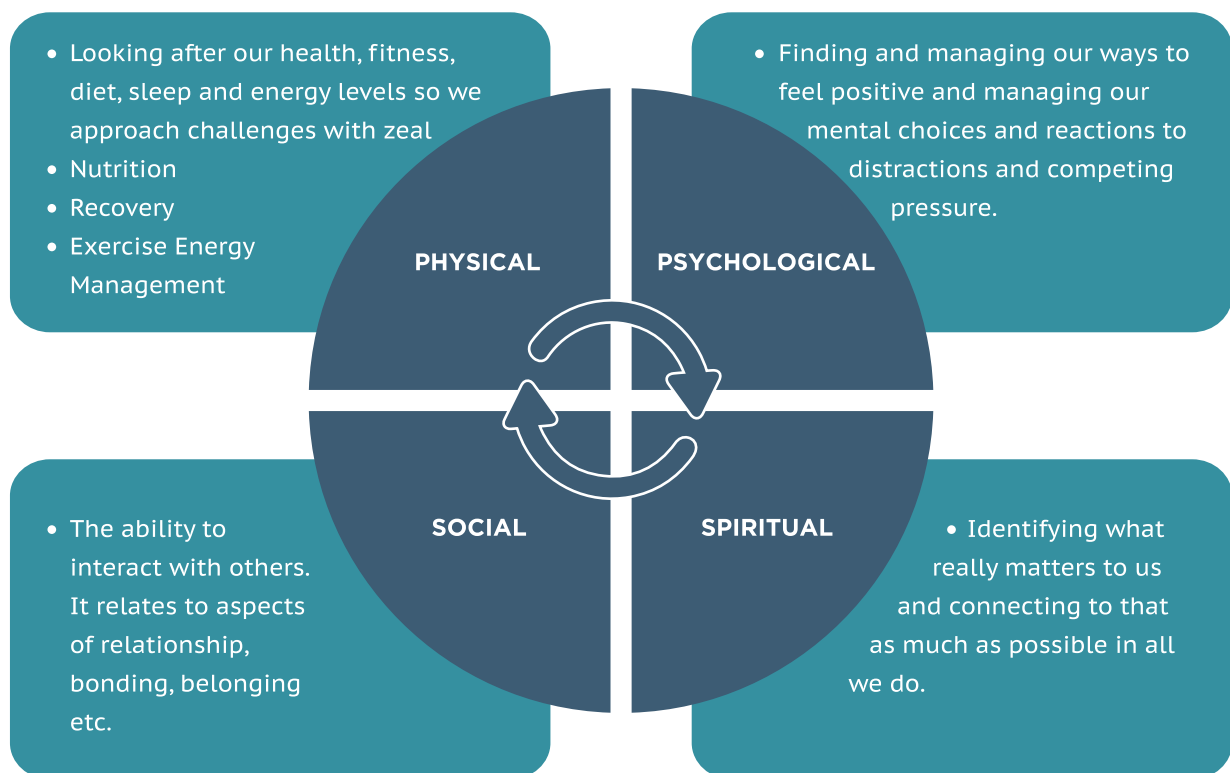
## 1. Peak Performance Program

This is our master program prepared by our internationally certified organizational psychologists and neuro-linguistic programming experts, specifically designed to enhance the productivity of the employees. We understand that it is not the time spent by employees at work rather the energies that they bring at work which adds to their productivity.

Our experts have devised the Diagnostic Tool to assess the energies of employees on four aspects:

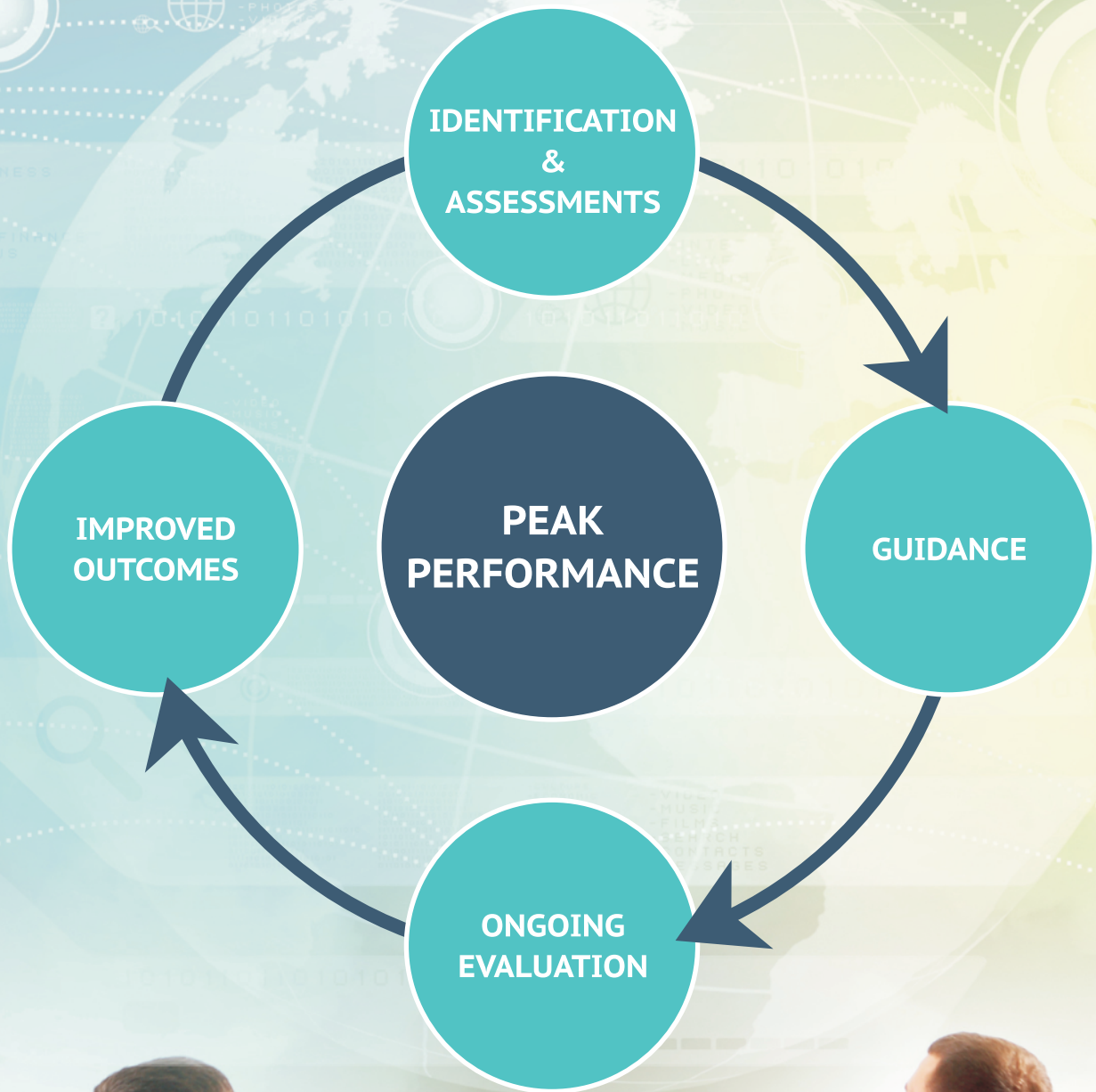
- Physical
- Psychological (mental and emotional)
- Social, and
- Spiritual

Assessment measures the overall well-being of the employees and evaluates cognitive processes like thinking and learning, as well as emotive dimensions of personality and behavior of every employee. All these aspects directly contribute to the work performance of these employees.



This program begins with the diagnostic tool that helps the employee in analysing the level of well-being in these 4 aspects, followed by a two-day experiential workshop. This workshop will help them gain knowledge in the domain where the improvement is required. After which counseling sessions with our organizational psychologists will be scheduled. These sessions help in guiding the employees to implement the knowledge acquired during the workshop. At the end, the Diagnostic tool test is implemented again to analyze the level of improvement in their energies, that ultimately reflect in their performance.

Here's how our Peak Performance program works:



## **Step.1 :** **Identification and Assessments**

Before we proceed to effect change in and get your employees on the path to healthier living, we will evaluate each employee's well-being status. Through a combination of Assessment Evaluation and Screening, we can determine the level of care and oversight required for each of your employees in different domains of well-being.

Based on their results, each employee will fall somewhere on the lower/Average/Higher well-being in that particular aspect. Those employees with more serious conditions will fall in the lower category and employees taking care of themselves will fall in higher category based on the severity of their situation.

## **Step.2 :** **Guidance**

Once the level of care of well-being is determined for each employee, we will direct them to the appropriate programs and resources based on where they fall along the health continuum. Since each employee has a different set of needs, Kaleidoscope will recommend customized program for each employee. These can range from participation in our tailor made workshops, one-on-one counseling, creative therapies etc.



### **Step.3 :** **Ongoing Evaluation**

Using data, feedback from the employee's and assessments, we will continue to monitor each employee's progress to determine the level of improvement in them and provide further suggestions if they could benefit from additional programs and services provided by us.

### **Step.4 :** **Improved Outcomes**

By coordinating the appropriate program, based on the unique health status of each of your employees, our program can help your employees get healthy, stay healthy and live the best life possible. With our program, we'll help to reduce your employees' health risks, decrease health care costs and increase productivity.

#### **Peak Performance program provide significant benefits for Organizations and employees**

<b>For Organizations</b>	<b>For Employees</b>
Reduces healthcare costs	Improves health and wellbeing
Improves productivity	Improves self-esteem
Improves organizational brand and culture	Reduces risks for developing preventable chronic diseases
Improves recruitment and retention	Decreases stress level
Improves employee engagement	Decreases the health-related expenses for employees



## 2. Workshops

**Our experts provide assistance** on development issues that are addressed through constructive workshops that help the employees channel their stress into productive outcomes as a team.

**These workshops are divided into two types:**

- 1) Management Trainings
- 2) Employee Welfare Trainings

### 2.1 : Management Trainings

The management of any organization holds responsibilities that are so important that they can turn the organization's future course. To help them keep the balance between healthy and unhealthy stress, we offer Management Trainings. These training emphasize on the fundamental components of delegating work effectively, preparing business plans, setting result-oriented goals, providing constructive performance feedback, and providing growth opportunities.

The uniqueness about our trainings is in the creation, delivery and aftermath of the trainings. The training modules have been carefully created by organizational psychologists after intense research on techniques that evidences progress of the organization. At Kaleidoscope, we offer tailor-made workshops for the management to harness their existing expertise and help them to develop additional skills as effective leaders.



**Kaleidoscope will help improve the management skills to meet organizational goals by providing trainings depending on the requirement of the management at different level; hence it is divided into 2 categories.**

### **2.1.1 : Middle Level Management**

Increasingly, middle managers hold more responsibilities than they did before. Due to the lack of proper training, just 10% of mid-level managers feel well-equipped to handle the complex challenges of their roles. Developing these professionals doesn't have to be a rigid formula. There are different methods to prepare them for senior management, depending on the needs of the organization.

Middle management is fundamental to maintaining a hold on strategic decision-making and developing the next generation of leadership within the organization. However, they can only do so effectively if they are trained. Therefore keeping this in mind, we have prepared our module so as to provide the organization with the best support that is required these days. Some of the trainings are mentioned below:

Leadership Skills: what it takes to lead

Emotional Intelligence in Leaders

Decision-Making

Managing Teams

Influence and Persuasion in leadership

Dealing with Workforce Diversity

Time Management

Effective communication

Gaining employee commitment and loyalty

Managing yourself and Leading others

### **2.1.2 : Top Level Management**

The Top-level management is accountable to the shareholders for the performance of the organization. Hence the top level management face challenges in performing their task on daily basis.

To help them overcome these challenges we provide them with the trainings required in performing these functions.

**Some of these trainings are:**

Super-Leader Mindset for Excellence

Emotional and Cultural Intelligence

Engagement and productivity

Multi-generational leadership skills

Leadership Coaching and Mentoring strategies

Build a high performing team

Setting Goals and Achievement using NLP



## 2.1 : Employee Welfare Trainings

The Employee Welfare Training aims at employee's well-being and personal growth. This helps to relieve unhealthy stress and other related issues of the employees. As we all know the fact that the productivity of employees gets affected by the stress they face in their life, be it related to their work or their family.

**The organizations that provide such trainings help the employees in staying connected with the organization, which further results in enhanced productivity of the organization.**

As the concerns are different at different levels hence we have prepared the list of topics considering the challenges that the management is facing on a daily basis in current scenario. The list mentioned below is not exhaustive, but just covering few topics.

Lifestyle management - Live life king size	Healthy relationship - Truly, Madly Healthy
Stress Management - Million Dollar Stress	Personality Development - Never Imitate
Communication Skills - Read Between the Lines	Positive attitude - Yes, I can!
Resilience building - How do I grow stronger than before?	Self-awareness - Now I see me
Adaptability - Shark Tank	Interpersonal Skills - Between You and I
Time Management - Easy Come, Easy go	Anger Management - Game Plan
Work Life balance - Fifty-fifty	Emotional Intelligence - The bottom Line
Creating Lasting impression - Manage the mirror	

# 3. Counseling

Counseling is a unique relationship focused on confidentiality, open dialogue and mutual trust to help individuals identify and explain their problems and enable them to solve them. Workplace counseling services can play a powerful role in supporting a healthy work environment, our team of certified and trained psychologists; can be made available at the office premises for an individual counseling session once in a week or on fortnight basis depending on the need or requirements of the client. This helps them unload their personal or professional challenges in a confidential and safe space.

Industrial psychologists specialize in creating workplace wellness in organizations. **And, they've found that the most effective and efficient routes of ensuring workplace wellness is counseling.**

## Benefits of workplace counseling

### For Employees

Easy access to trained counselors

Strict maintenance of confidentiality

A safe space to talk about their problems

Helping employees to understand themselves better

Establishing or improving coping skills

Developing effective solutions to problems

Learning to look at issues with a more positive outlook and different perspective

### For Organizations

Decreased costs related to turnover

Decreased burnouts

Reduced absenteeism

Reduced accident-related disability

Increase in productivity of the organization

Improvement in employee performance

Establish a reputation as an employer that cares about staff



## **4. Creative Therapies**

We provide a wide range of therapies for people who experience different types of emotional pain, vulnerability, life struggles or mental health issues. Our team of psychologists specializes in Art Therapy, Dance Movement Therapy, Music Therapy, Aroma Therapy, Yoga Therapy and so on. Each therapy is influenced by its unique medium or form, giving it the flexibility to meet the complex needs of our clients.

## Why Us?



### Team:

- Internationally certified Mental Health Professionals
- Reputed Advisory Board
- Associated with the best Neurology tertiary Care Hospital
- In house expert team on research and development



### Centre:

- Specialized care centre
- Specifically designed boutique consultation rooms
- Five senses room for experiential comfort
- State of Art Facility



### Services:

- One stop solution for mental wellness services
- Preventive and promotive help for all age groups
- Assessments and evidence-based interventions
- Focussed Holistic well being
- Transparency, Confidentiality and Safe Space



### SENIOR CARE

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Joyful Companionship  
Home Therapeutic Counseling  
Alzheimer and Dementia Care  
Home Management  
Health Management  
Bon Voyage  
Elite Seniors Club



### CHILD & ADOLESCENT CARE

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Growth Monitoring Screening (GMS)  
Counseling  
Standardized Assessments  
Workshops  
Career Planning  
Creative Therapies



### ADULT CARE

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One-to-one Counseling  
Couple Counseling  
Family Counseling  
Standardized Assessments  
Workshops and Programs  
Creative Therapies



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