

Elegance

Design. Develop. Deliver.





Elegance

IPH

The Backbone of Elegance

Institute for Psychological Health (IPH): The Parent Organization

IPH is a social enterprise formally constituted in 1990. The primary objectives of IPH have included providing affordable but quality mental health care facilities; reducing stigma toward mental illness and seeking help from mental health professionals; providing opportunities for mental health enhancement; and giving opportunities to the society to participate in the delivery of mental health care.

Thus, IPH has been active not only in the treatment of psychological problems, but also in preventive and developmental areas of mental health. Since 1990, IPH has reached out to more than forty thousand families through its curative, preventive and development oriented programs and projects on mental health.

Who We Are

It is a universal fact that individuals have to encounter competition from others but we believe that they have to primarily compete with self. They can't escape the anxieties, agonies and apprehensions that by default come with the work. That said it is the actions and behaviors of the people within the organization and not the organization itself that adds to work-related problem.

This brings us to the conclusion that no amount of motivation or tools will make ordinary employees give the best to their jobs. It is the attitude, capability & behavior of people within the organization that leaders should seek to understand to excel. Elegance delivers this understanding to the business through Hiring practices, Training programs and Feedback systems.

Elegance an IPH initiative since 2008, has taken the corporate world to a superior level by applying psychological knowledge to understand behaviors and tackle problems at work. We determine appropriate employees for pre-defined roles, help the individuals realize & explore their areas of strength & growth by providing assessment, individual counseling – development & provide training inputs to organizations and its employees.

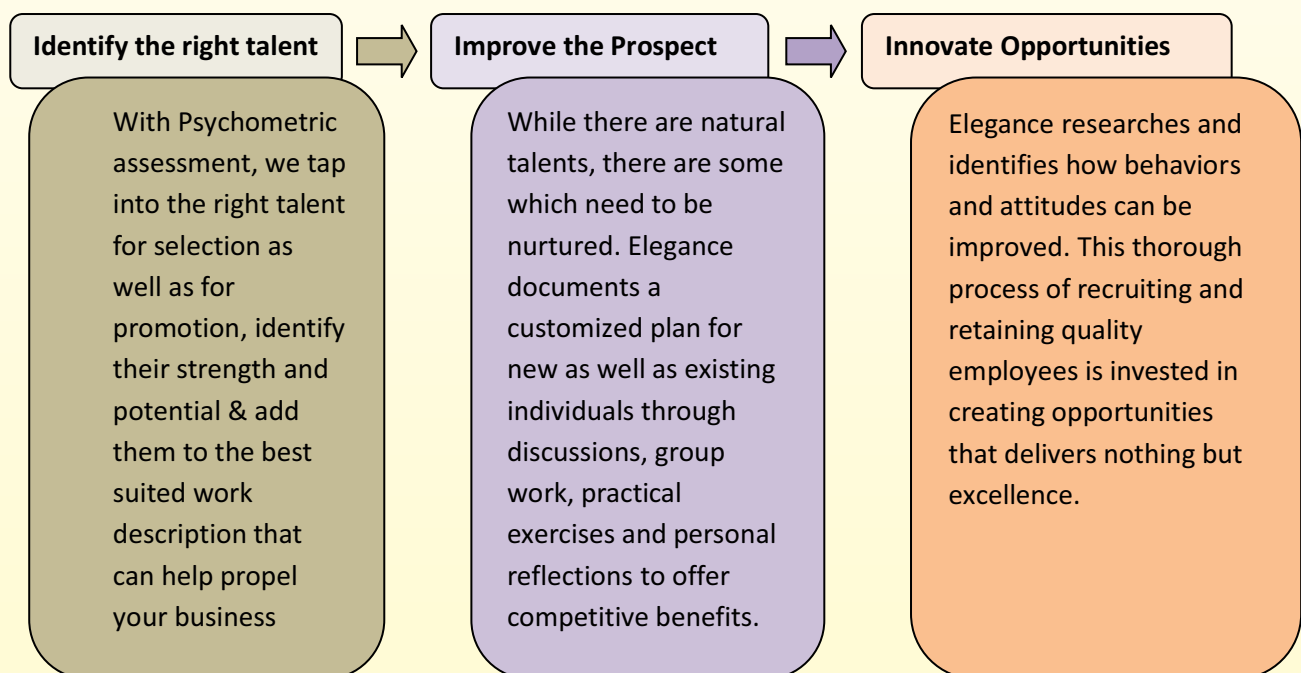
This program provides a reliable platform right from the niche to the top notch class to deliver excellent service; thus setting your business apart from the competition.



Elegance

What we do

We help your company select the best and also develop the best with these 3 steps



Solutions we offer

Elegance's solutions are well directed in realizing your business goals & also assist in providing value addition to your Organization.

Assessment Solutions

We offer customized assessment solutions in the following areas:

- ⌘ Employee Selection: Assessment focused on selecting employees with specified attributes related to abilities, personality, intelligence, emotional management capacity etc.
- ⌘ Employee Problem Detection: Assessment focused on detection of problems including stress and burnout, nature of coping mechanisms, detection of psychological problems and development of intervention plans based on the results.
- ⌘ Relationship and Teams: Assessment that is targeted on determining patterns of relating to others, communication styles and patterns, conflict handling strategies, etc.
- ⌘ Leadership and Mentoring: Assessments aimed specifically at determining leadership styles, these styles with reference to styles preferred by team members, readiness to mentoring, mentoring capability etc.
- ⌘ Career Development: Personality, Aptitude / Ability, Interest based assessments helping in determining individuals the most appropriate career options and their readiness for certain careers and stages in career.

Training and Development Solutions

We have been offering tailor – made solutions to our clients based typically on (but not limited to) the following issues:

Individual Inputs:

- ⌘ Individual mentoring coaching and counseling
- ⌘ Psychotherapy for problems, distress, and disorders
- ⌘ Vocational and career counseling

Group Training modules:

- ⌘ Absenteeism & industrial health
- ⌘ Change Management
- ⌘ Changes & challenges
- ⌘ Coaching & Mentoring
- ⌘ Communicating with an addict
- ⌘ Communication Skills
- ⌘ Conflict Management
- ⌘ Counseling skills
- ⌘ Creativity development
- ⌘ Growth and Development – Difference and moving toward Development
- ⌘ Effective parenting
- ⌘ Listening Skills
- ⌘ Rational Thinking
- ⌘ Retirement Planning
- ⌘ Self Development
- ⌘ Perceptual Sensitivity and Emotional Intelligence
- ⌘ Social Commitment
- ⌘ Work and Life Stress Management
- ⌘ Stress management for chronically ill & disabled
- ⌘ Stress management for working women
- ⌘ Team building & group dynamics
- ⌘ Time Management
- ⌘ Understanding Self & Others



Elegance



Methods

1. Interactive
2. Role plays
3. Audio visual Presentations

Core Team

Our professionally qualified and dedicated staffs come from a wide variety of background with years of experience in mental health care services and this experience is Elegance's great asset and differentiator.



Dr. Anand Nadkarni:

A psychiatrist by profession, been helping training programs for almost 2 decades now. Also a renowned writer and dramatist



Arun Naik:

Psychologist and Hypnotherapist, he has been a trainer for about a decade now. Also holds a management degree and is a ISO consultant.



Kuldeep Datay:

A Clinical Psychologist by profession, been a part of the assessment and training team for more than a decade. Also works as a therapist for adults, work focus areas include corporate assessment, premarital and marital assessment and counseling, and development of computerized assessment systems.



Saraswathi :

A practicing psychologist for the past 26 years, has extensive experience in the use of psychometric testing in the industrial set up. Trained and mentored several people. Currently an independent corporate trainer and part of IPH training and assessment team



Dr. Shubha Thatte:

Senior Clinical psychologist with several decades of experience in assessment, training, and individual psychotherapy in different sectors. Is also a invited speaker at PG programs and a Ph.D. guide.



Elegance



Clients List

We are honored to have worked with some of the most well-known companies from all sectors & deliver them not only short term benefits, but also long term strategies.

We pledge to give Elegance's full value of talent and support, and will work until you are satisfied with every aspect of your organization.

Valued clients :

Reliance Industries Ltd.
Siemens Ltd.
Cipla Ltd.
Indoco Remedies
Galaxy surfactants
Pragati Udyog
Nirmiti Precision
RCF
Fiat India Automobiles Ltd.
Abbott Nutrition
Castrol Ltd
Hi tech Bio sciences
Raymonds Ltd
Indoco Remedies
Thermo labs
MCGM (Municipal Corporation of Greater Mumbai)
Deepak Fertilizers
Medusinth Solutions
Lupin

Other clients :

Force 1
Pratham Institute

Why Choose Elegance

A question we can proudly answer with confidence!

We named our company Elegance because that is exactly how we deliver results to our clients. Taking the weight off the clients' shoulders with a smile & leaving them delighted with results is our weakness.

We achieve this because:

1) We are good at what we do

IPH has been established to serve people with quality mental health care facilities for more than two decades. Elegance was born out of the same dedication to serve individuals who are exposed to mental stigma. We provide an extra lens through which the hidden factors behind work-related problems can be identified and better managed. Our team here is passionate for results & is an expertise in their respective departments.

2) We provide fitting solutions for every need

Having worked with leading companies over the years, we understand the challenges faced by the in-house and also that not one solution meets the needs of all the prospects. Elegance provides tailor made solutions that compliments every need of corporate assessment and Development Programs

3) Less complications; More transparency

Our methods are organized and systematic from the start. With our standardized process we give everyone the same opportunity so that the participants can show a range of abilities in realistic and relevant simulation exercises. We listen & act accordingly for the employers to get a complete view of each individual which is particularly important when organizations are competing to attract and retain scarce talent.

4) We View from your point

We keep ourselves at your place & understand how important it is to take your business to a new height. Doing a good job really matters to us. We always want to do well by our clients & respect the values the company believes in.

