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.
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.
What we do

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

1. Identify the right talent
   With Psychometric assessment, we tap into the right talent for selection as well as for promotion, identify their strength and potential & add them to the best suited work description that can help propel your business.

2. Improve the Prospect
   While there are natural talents, there are some which need to be nurtured. Elegance documents a customized plan for new as well as existing individuals through discussions, group work, practical exercises and personal reflections to offer competitive benefits.

3. Innovate Opportunities
   Elegance researches and identifies how behaviors and attitudes can be improved. This thorough process of recruiting and retaining quality employees is invested in creating opportunities that delivers nothing but excellence.
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 & 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
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 helming 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 an 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 an invited speaker at PG programs and a Ph.D. guide.
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.