

Dr. Nirmala S. Rao a practicing psychiatrist of 20 years, established AAVISHKAR in 1993 with a view to extend the scope of psychiatry beyond clinical practice. Facilitating self-direction in others and enhancing their quality of life is Dr. Rao's motto. Dr. Rao is supported by a team of professionals in her pioneering approach to reach out to people.

PSYCHIATRIC CLINIC

Adjustment difficulties and depression are a growing concern the world over necessitating a comprehensive approach to deal with the disorders of the mind. Our approach includes:

- Systematic evaluation with the help of psychological tests
- Counseling and various psycho-therapies
- Behavior modification techniques to overcome behavioral problems

COMMUNITY ACTIVITIES

Wide-ranging programs to tackle adjustment problems resulting from social changes:

- Support groups for senior citizens and single women
- Skill-enhancing programs for parents, teenagers and children
- Workshops for disaster victims to deal with the post-traumatic stress disorder
- Programs on career choice and self development
- Providing teaching and learning-aids to rural schools and colleges with special emphasis on promoting girl-education
- Conducting mental-health exhibitions for increasing awareness in society.

CORPORATE TRAINING

Technological advancements and competitive work environment call for alertness, flexibility and adaptability. We assist organisations in facilitating continuous human development and increasing emotional resilience through our:

Behavioral training programs that emphasize individual capacity-building and facilitate team work.

a) **Individual capacity-building programs** These programs are designed to increase self direction, enhance coping abilities and thereby foster maximum utilisation of individual potentials.

- Towards pro-activity - focusing on alternatives by strengthening one's inner resources
- Stepping beyond the comfort zone -learning to extend oneself to emotional resilience and unleashing of untapped potentials.
- Reducing risk aversion - overcoming latent fears and anxieties and taking on new challenges
- Enriching the quality of life - adopting effective strategies for managing stress and time
- Empowerment - overcoming self-imposed restrictions to face various challenges
- Managerial excellence-self development program for executives
- Competency development - for keeping up with today's corporate mantra of multi- tasking in multiple roles
- Increasing personal effectiveness-enhancing a wide spectrum of skills such as decision making, managing self and emotions, effective communications and enriching relationships
- Enhancing resilience-through inputs, exercises and demonstrations for increasing well-being by physical education and yogatrainers.

b) Programs to enhance group cohesiveness and team work

A synergistic approach requires effective interpersonal skills and healthy group dynamics. Our programs aimed towards facilitating these are:

- Towards healthy relationships-providing inputs for shifting one's mindset and paradigm to understand others.
- Sensitivity training - brings about greater acceptance of gender differences and cultural diversity.
- Team building - trust building along with enhancing the 3 Cs - communication, collaboration and consideration through experiential learning

We design and customize programs to suit the specific needs of organisations.

Assessment and development centres to foster self-awareness and provide inputs for personal growth. We conduct psychometric assessments to enhance personal effectiveness. The tests we administer identify the following qualities:"

- Personality features that facilitate career growth
- Personal conflicts that hinder growth and effectiveness
- Communication styles
- Interpersonal needs and orientation
- Managerial styles
- Leadership traits

Individual personality profiles are prepared and individual counseling is done. We conduct full-fledged "development centres" using business games, committee exercises with psychometric assessments followed by a self-development workshop.

Organisational development programs for strengthening organisations' competitive edge. Business challenges today are more complex than ever. A "learning organisation" can effectively meet these complex challenges.

We propose the following programs/initiatives to help create a learning organisation: •

Organisational diagnosis and need identification

- Restructuring
- TOM for staying ahead
- Change management
- Performance counselling
- 'Hoshin' planning for policy deployment
- Continuous improvement with Kaizen
- Customer orientation
- Ancient wisdom in present day management

Our methodology

Activity based programs that:

- Facilitate learning
 - Draw upon the experiences and perceptions of the participants
 - Provide inputs and insights through concept clarification and illustrations
 - Make training a dynamic process through the medium of experiential learning
- Adventure activities and innovative group games are part of our programs.

Our outdoor programs

We conduct training programs at clients' sites and also in Nerai/ Matheran/ Lonavala.

Few of our esteemed clients in various industries

Banking and Finance

Bank of India • Industrial Development Bank of India -Life Insurance Corporation • Reserve Bank of India

Chemicals

Bombay Dyeing(DMT Division) • Herdilia Chemicals }

• Pidilite Industries • Reliance Industries Limited • Vinyl Chemicals

Engineering

Crompton Greaves India Ltd. • Gammon India

Oil and Petroleum

B.PC.L. • LB.P • LO.C.L. • H.PC.L.

Pharmaceutical

Johnson & Johnson • Syngenta (Crops Div.)

Power

Emerson Power Network- Tata Power

Public Sector Units

Airport Authority of India • Income Tax Department

Association

Bombay Chamber of Commerce and Industry

Educational Institutions Schools & Colleges

Why AAVISHKAR ?

The AAVISHKAR team comprises professionals from diverse fields. The multifaceted skills and immense experiences of the team could be drawn upon to address a wide range of issues.

Our team

Behavioural trainers

Dr. Nirmala S. Rao, M.D., D.PM.

Ms. Archana Samarth, M.Phil.(Psych.)

Ms. Malini Shah, B.A., PG.Dip.(Couns.)

Mrs. Rashmi Phanse, B.A. (Eco.)

Ms. Deepali Amin, B.A. (Psych.)

Ms. Rashee Tulli, M.A. (Psych.)

H.R. consultant

Mr. Vasudevan, B.E. (Mech.), Dip. Ops. Mgmt. (Retd. TT.K Executive Vice-President -Operations.)

Engineers

Prof. S. S. Satalkar, B.E. (Mech.) M.Tech. (Mech.), D.J. Sanghvi College of Engg.

Prof. S.S. Sridharan, B.Tech (Chem). M.Tech. (LLT. Bombay),Osmania University

Mr. Abhijit Rao, B.E. (Production) M.S. (Manufacturing systems, U.K)

Mr. Rohan Kulkarni, B.E. (Production)

Our team of dedicated volunteers facilitate the training sessions.



AAVISHKAR ENLIGHTENING LIVES

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