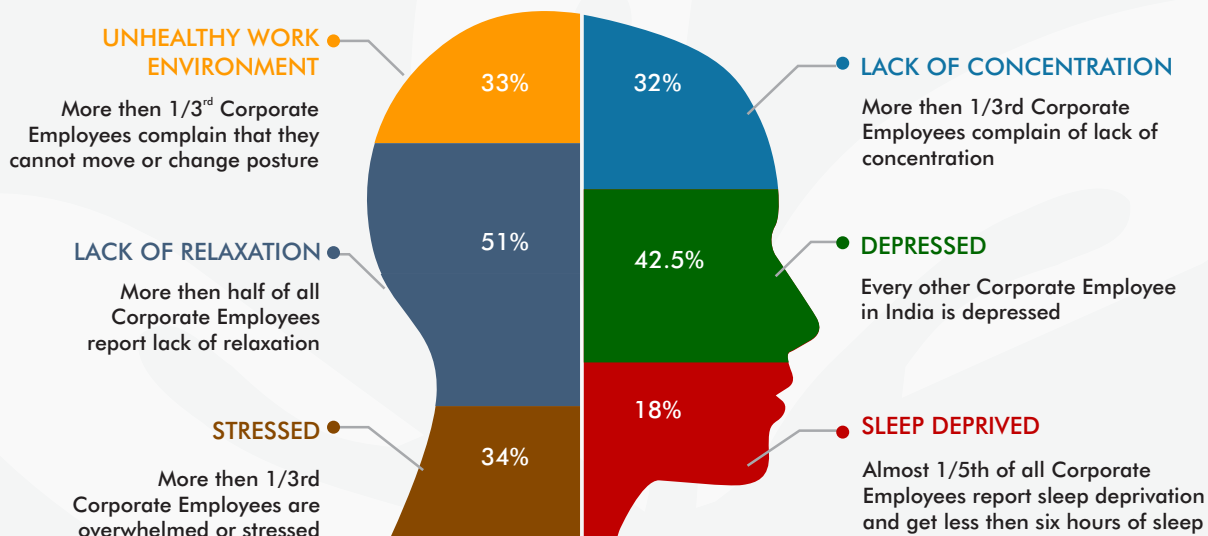




Employee
Wellbeing
Services



CORPORATE EMPLOYEE PSYCHOLOGICAL PROFILE



Organizational Problems



Rising Absenteeism



Massive loss of workdays



Lack of employee engagement



Declining employee motivation & Declining employee Morale



Staff retention problems

Economic Consequence

- The estimated cost to the global economy due to depression and anxiety is US\$1 trillion per year.
- The World Health Organization estimates India will suffer economic losses amounting to a staggering US\$1.03 trillion from mental health conditions between 2012 and 2030.

Corporate Wellness Programmes in India: Present Status

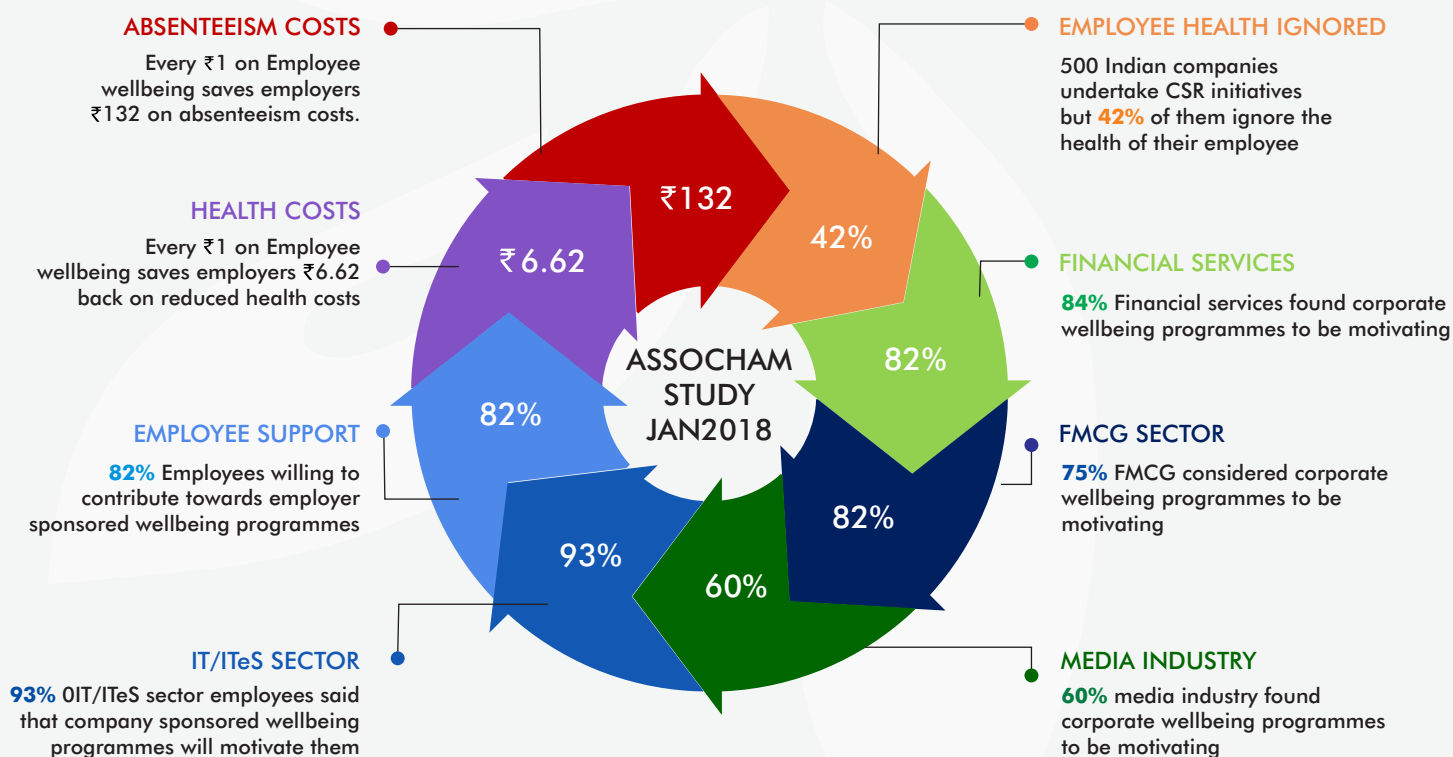
Lack of robust corporate wellness Programmes costing Indian organizations up to \$20 billion each year: Assocham study

Globally, organisations have realised that employee wellbeing ensures a healthy, happy and stress-free workforce which is more productive and valuable than an overworked workforce.

In India, however, the thrust on corporate wellness is sporadic, and corporate wellness programs haven't been able to help employees much, according to an Assocham study that came out in January 2018.

The Assocham study suggested that corporate wellness Programmes, if implemented effectively, can save India Inc. nearly \$20 billion. It further said that such programs would also help in managing chronic and lifestyle diseases of corporate employees.

Highlights

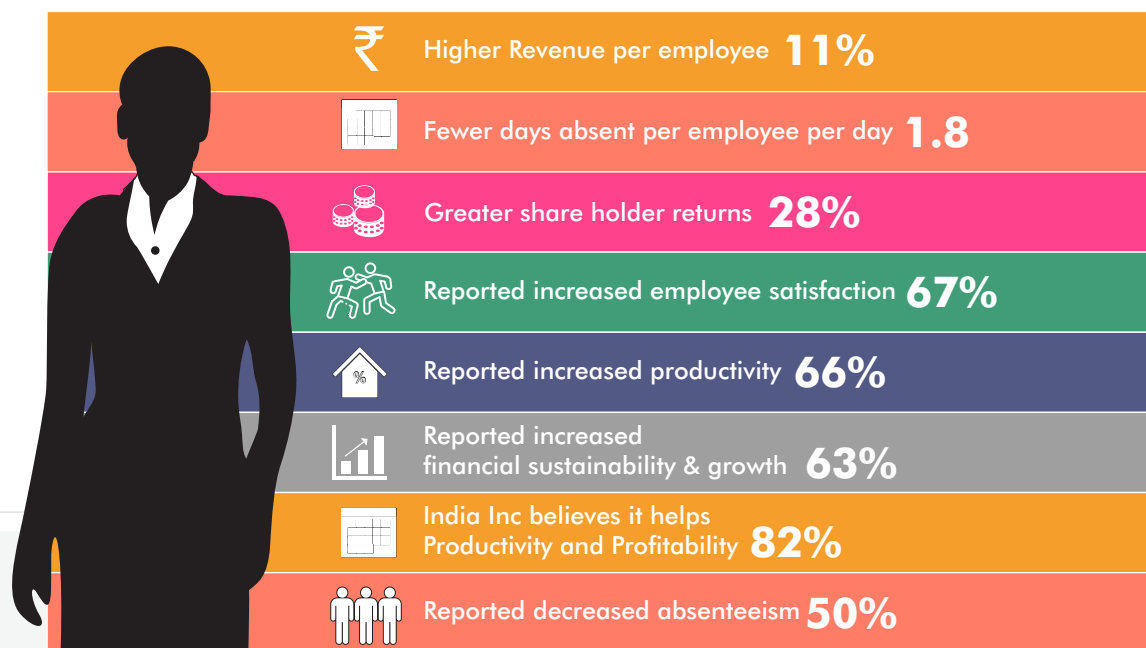




Benefits of employee wellness interventions

- Research tells us that for every US\$ 1 put into the treatment for common mental disorders, there is a return of US\$ 4 in improved health and productivity
- Suggesting a positive correlation between preventive health care and profits of companies, the ICRIER study said, "in an era where competitiveness and profitability are determined by intellectual capital, promotion of employee health is crucial for the organization."
- The survey covered 81 companies in 15 states across a wide range of sectors. The companies included Maruti, Bajaj Auto, Alcatel, TCS, Citibank and Genpact among others.
- Almost 82 per cent of the respondents (including many of those who do not provide preventive health care facilities at present) agreed that such measures increase firm productivity and profitability.
- Employee wellness demonstrates a real contribution to company bottom lines since promoting employee health is a mean to controlling health care costs, the study said.

Organizations with wellbeing initiatives



OUR PRODUCTS

Employee
Wellbeing

Our Employee Wellbeing product is designed for small, medium to large Indian corporations to counter rising absenteeism, massive loss of workdays, lack of employee engagement, declining employee motivation & declining employee morale and staff retention problems.

Academic
Wellbeing

Our Academic Wellbeing product is a collaborative proposal to work in partnership with schools, colleges, and higher academic institutions in India, designed to help young people of all ages to have an opportunity to express their concerns and challenges in a safe and encouraging environment and learn to employ strategies to enhance academic abilities, gain self-confidence to make informed career choices, develop personal qualities for employment readiness etc.

Ayush
Wellbeing

Our Ayush Wellbeing product is a collaborative proposal to work in partnership with health professionals, organisations, and institutions not only to complement pharmacological interventions but also to make a range of non-pharmacological intervention available to patients and their families. Our partnership contribution can range from pain and symptoms management, stress management, dealing with symptoms of depression and anxiety to help in changing dysfunctional thoughts etc.

Emotional
Wellbeing

Our Emotional Wellbeing product is designed for the members of Indian public and a professional response to bring about consistency in counsellor training, education and a framework for standards of practice. It is also designed to raise awareness among the population to increase the acceptability of counselling as a profession and make confidential, culturally sensitive and affordable services available to citizens.



OUR PROPOSITION

Scope of Silver Service Package

- Mental Health First Aid Training for middle managers and senior managers.
- Periodic Awareness Building Workshops.
- Access to a discrete and confidential online Counseling service for employees.
- Content writing every week (Advisory Notes on managing day to day mental health/behaviours management/mindfulness/soft skills issues).
- 2x Training programs specifically designed for the specific target group of employees (on demand).
- Regular Performance Reports on services.



“
CREATING HAPPY
PEOPLE IS OUR BUSINESS
”

Scope of Gold Service Package

1. All Silver package services, plus.
2. Based on the internal workplace stress surveys, we will work with you to initiate programs to cover the following:
 - Information and awareness campaigns.
 - Employee and manager training.
 - Promoting mental health through our “agile working” initiative.
 - Addressing harassment at the workplace.
 - Specific interventions for identified stressors at the workplace.
 - Training in resilience techniques and coping strategies.
 - Specifically address the prevention, identification and management of depression and anxiety at the workplace.
 - Supporting individuals with mental health problems; and
 - Recruitment and retention practices which do not discriminate against people with mental health problems.



“
CREATING HAPPY
PEOPLE IS OUR BUSINESS
”

Scope of Platinum Packages

- All Gold package services, plus.
- Evaluate and control organizational factors for work-related stress.
- Implement stress and burn-out prevention and management programs.
- Early detection and support programs for substance, alcohol and mental health problems.
- Ensure employee's meaningful contribution to himself, his family and at the workplace.
- Enhance the productivity of the business by reducing mental health deviations.
- Minimize disability amongst employees caused by stress, insomnia, depression and anxiety.



“
CREATING HAPPY
PEOPLE IS OUR BUSINESS
”



INSIGHT
Wellbeing
Services

Emotional Wellbeing, Employee Wellbeing, Academic Wellbeing & Health Wellbeing are the products designed by Insight Life Coaching Services in collaboration with Enabling World to counter human performance issues in different working environments in our society.

Employee Wellbeing is a unique product designed for corporate India to help with employee absenteeism, loss of workdays, lack of employee engagement, declining employee motivation, ongoing staff retention problems and many such human resources related challenges faced by many organisations in India resulting in the continuing loss of productivity and profitability.

Enabling World is a synonym to 150 years of collective experience of its visionary directors, who have been in the business of facing organisational challenges, conceiving, curating and delivering creative and enabling solutions to individuals, teams and organisations to bring the best out of them and achieve excellent results. Founded in 2012, Enabling World is a combined effort of highly experienced business leaders with global organisational perspectives.

Behind the professional quality and creative solutions of Enabling World is a dedicated team of highly experienced business leaders, professionals, trainers, coaches, and counsellors who work closely with the customers to bring out their best.



We are in the business of enabling people to build and sustain strategic competitive advantage through its HR Consulting, Technology, Transformation, Executive Coaching, Leadership Development Programmes, Organisational Assessments, Management Development Programs, Soft Skills Trainings, Counselling, Employee Wellbeing Solutions and Talent Search amongst other solutions.

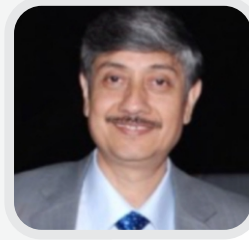
Insight Life Coaching Service, a constituent partner of Enabling World, is a specialist in psychological interventions and services, providing confidential counselling and wellbeing services to individuals, teams, organisations, and institutions. Insight Life Coaching Services is an organisational member of National Counselling Society of UK.

ENABLING WORLD



Pushpraj Vachali
Director, Enabling World

Pushpraj Vachali is one of the founding directors of Enabling World, who has worked on senior management positions in Hospitality, Telecom and Retail sectors of Indian Corporate world. An acclaimed HR Advisor, Thought Leader, Facilitator and a seasoned Human Resources professional with over Three decades of experience, he led HR functions for Mahindra Holidays, Leela Group of Hotels, Reliance Communications and Dairy Farm International. Excellent track record of HR process improvement and culture of excellence.



Sanjiv Jain
Director, Enabling World

Sanjiv Jain is one of the founding directors of Enabling World, who has worked in senior and global management positions in Engineering, Food, Oil & Gas, Avionics, Packaging, Chemical and IT sectors of Indian Corporate world. A Certified Coach, Strategic HR & Change Management consultant, versatile HR thought leader with over three decades of experience across large corporations like IBM, HCL, Glaxo, Jubilant, Sanjiv is an IBM Certified Design Thinking and Agile practitioner.



Sushil Tayal
Director, Enabling World

Sushil Tayal is one of the founding directors of Enabling World, who has worked in senior and global management positions across manufacturing, newspaper, media, logistics & distribution, IT, ITES, Banking & BFSI & Developmental sectors of Indian Corporate world. A Gallup Certified StrengthsFinder Coach, ILO Certified Master Facilitator for Responsible Business Conduct, Knowledge Advisor & Master Facilitator with SHRM India. He has over three decades of experience of leading global teams & transforming organisations.

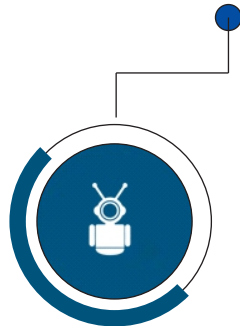


Anupam Srivastava
Director, Insight LCS & Enabling World

Anupam Srivastava, Director of Insight Life Coaching Services & Enabling World, is a UK based Social Work and Counselling Practitioner. Having Worked extensively for over three decades in social care sector with thousands of damaged children, young people and adults, he has mastered the science of transforming people into fully functional individuals and to integrate them into the full scope of business operations ensuring that the human capital benefits the overall organization, including securing their fuller engagement in productive and economic activities.

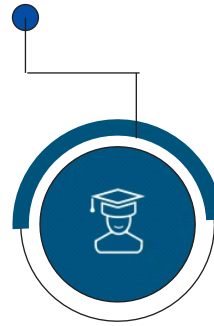
Our Enabling Solutions

Customized solutions for sustained competitive advantage



HR Technology & Digitalisation

- AI & ML based tech solutions
- Integrable niche solutions
- End to end HR processes



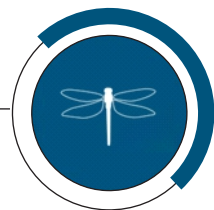
Leadership & Talent Development

- Strengths based coaching
- Assessments
- Training & workshops



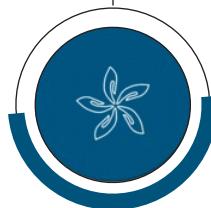
HR Consulting & Advisory

- Strategic HR
- Process redesign
- ER & compliance



Talent Search & Supply

- HireSmart
- Executive Search
- Flexi staffing

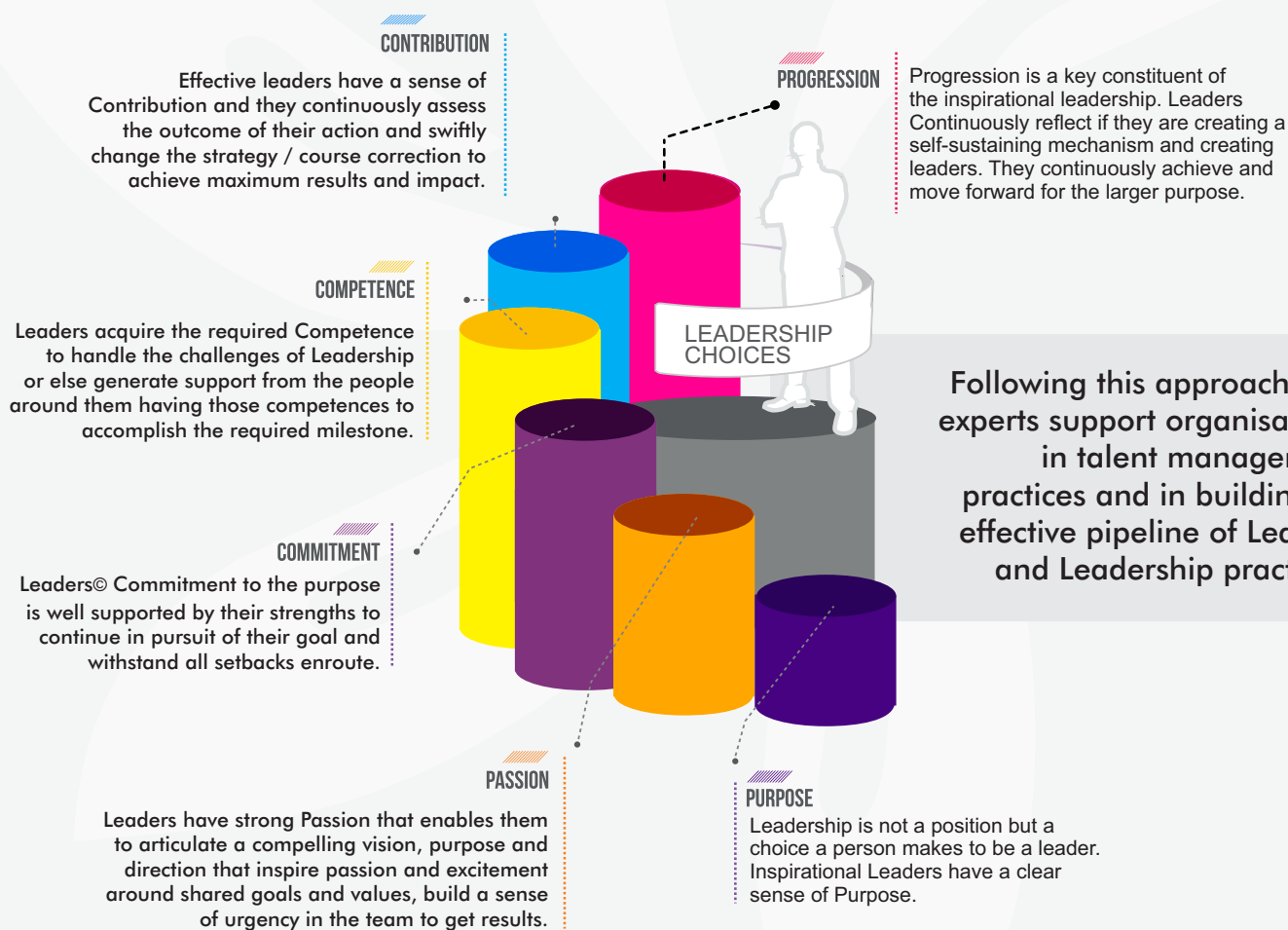


Employee Wellbeing

- Leveraging science of mindset
- Counselling services
- Mindfulness

Our Leadership Approach

We develop Leadership competencies through StrengthsFinder, Psychometric Assessments, 360° feedback, Coaching and Trainings



Our HR Tech Solutions



We offer diagnostic / audit for HR digitalization in your organization to ascertain focus areas for best ROI to business

Our Strategic Partnerships

Watson Talent Management,
Talent Acquisition



Talent Acquisition Automation



Learning Platform



HR Consulting



Workforce Planning



HRMIS, Payroll, Engagement



Learning Platform
Video Indexing



Compensation &
Reward Management



Compliance Solutions



Employee Wellbeing



Psychometric Assessments



Contract Staffing



Clients our Experts Enabled



Cognizant





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Get in touch

