

Max Organisational  
Psychology Initiative

The work place plays a vital part in the well-being of an individual and each individual plays an integral part in the making of an organisation. It's this interface between the organisation as a whole and the individual as the basic unit that makes the structure of an organisation. For the best functioning of an organisation, both the units of individuals and the organisations, need to be addressed, at large.

There has been a significant rise in stress related problems and this has had a wide impact on society. Stress induced health problems, impact of stress on family life, on the individual, loss of productivity to burn-outs and financial burdens on an organisation, all these problems result due to work related stress.

Our team is comprised of experts in Mental Health and Behaviourial Sciences, with a keen interest and expertise in Organisational Psychology. We believe that each individual's Mental Health and optimum functioning plays a primary role in the functioning of the organization and each individual needs to be addressed so that he is at his optimum functioning.

Max Organisational Psychology initiative is a sincere effort from us, to try and bring the advances in Mental Health as a science to the corporate sector and contribute to the growth of the organisation and society, at large.

## Introduction

India is one of the fastest growing countries in terms of its industrial development.

With rapidly developing technology, work opportunities and changing life styles; the importance of overall well being of the employee is essential. The World Health Organization (WHO) defines health as: "A complete state of physical, mental and social well-being and not merely the absence of disease or infirmity."

The scientific understanding is that personnel in different age groups and with different responsibilities display peculiar proactive, responsive or reactive characteristics and have a variety of needs in physical, psychological, social, economical and emotional areas. These have to be identified, appreciated and catered-to in order to provide a conducive, peaceful, efficient, smart and productive frame of reference for an effective output.

Industrial-Organisational Psychology helps develop strategies that build better organisations. Our Mental Health team can help you with staffing, workforce development and workplace climate issue as the bottom line in any organisation is performance. The following modules are designed to contribute to your organisation's success by improving the performance and well-being of its people by utilizing research to identify how behaviours and attitudes can be improved through hiring practices, training programs and feedback systems.

It is in this context that the role of Mental Health professionals assumes prime importance.

We have inclosed our modules for your perusal, feel free to get in touch with us for further information.

## **Message from the Chief**

Dr. Samir Parikh

MBBS, DPM, MD (Psychiatry)

Consultant Psychiatrist

Chief - Department of Mental Health and Behavioural Sciences

sparikh@maxhealthcare.com, smparikh@vsnl.com

## Short talks and workshops

### **short talks**

Duration 1-2 hours

#### **1. Stress**

While we understand that stress is a universal phenomenon and to some

extent is essential in maintaining productivity, We also talk of the negative aspects, its repercussions, cost burden, physical, emotional toll and remedies.

.

## **2. Coping skills**

Mature ways of handling situations lead to more harmony with self. Dealing with issues in a mature fashion with modification of thoughts and behaviour is emphasised upon.

## **3. Life transition**

Change is the essence of life. As we go through this process of life transition, are we able to accept it effectively? This program also includes mid life transition and retirement besides answering this question.

## **4. Problem solving**

Well talked about, but less practiced strategy that helps us in all spheres of life including work, family and personal issues.

## **5. Group relationships**

Relationships whether they are one-to -one or belonging to a group have a major bearing on personal as well as professional life.

## **Module I**

### **6. Psychological skill set of a Leader**

Motivational qualities, assertiveness etc are the essential qualities of a good leader. Empathy, communication skills, providing emotional support and dealing with emotional issues may be problematic even for the best ones.

### **7. Work-identity**

Most conflicts in an organization are related to role issues, loss of self motivation and the stress of the divide between personal and organisational concerns. This workshop helps a person identify and achieve the best 'work identity', which would help the organisation and self.

## **8. Psychological-Contract**

This is the underlined psychological commitment of an employee for his organisation and his perception of the organisational commitment towards his individual needs. A healthy psychological contract helps in enhancing motivation.

## **9. Psychology of Emotional Quotient (EQ)**

Empathy forms a major part of what is called as emotional quotient. Being able to understand others is an essential tool for successful leaders. Orientation towards psychology of EQ and developing it in an individual is talked about in this program.

## **10. Cognitive restructuring.**

Getting entrapped in negative emotions is an everyday problem. Once these negative thoughts start effecting emotions and manifesting in behavioural form, dealing with it becomes important. Recognizing ones' erroneous zones and finding a remedy is the purpose of this talk

### **Workshops**

**Duration:** 1-4 days

- 1. Mentoring/ Coaching**
- 2. Counseling**
- 3. Group Harmony**
- 4. Stress**
- 5. Work Life Balance**
- 6. Work Identity and Psychological Contract**

### **Module II**

#### **Audit**

A unique module that gives a detailed insight into the organization. This includes:

- A study of key psychological dimensions impacting the workplace.
- Analysis of results and implications.
- Recommendations
- This includes an in-depth qualitative as well as quantitative study, to be followed by an interactive seminar and specific skill

building of individuals.

- Skill building workshops for specific issues that emerge from the study.

**Types of Audits:**

1. Coping skills
2. Stress
3. Emotional health
4. Organisational well-being
5. Burnout

**Module III**

**Counseling unit:**

1. Setting up a Counseling Unit: Visits by Clinical Psychologist or Counseling Psychologist or Psychiatrist, as per the requirement
2. Three interactive seminars in one year
3. Support in interviews and selection
4. An in-depth quantitative and qualitative study with recommendations to the organization
5. One Stress Audit in a year

7. Discounts on services.

8. Psychological skill set of a leader:

Motivational qualities, assertiveness etc are the essential qualities of a good leader. Empathy, communication skills, providing emotional support and dealing with emotional issues may be problematic even for the best ones.

We would like to emphasize upon the medical model of stress and the implications in physical and psychological health in ones life. Discussion of various coping strategies once the audit has been done with a positive take home message is the effort.

### **Secondary level**

This would include, depending on the feedback, the placement of counselors in your organisation with a psychiatrist. This concept is called as "counseling implant" and in our view has been quite effective in dealing with ongoing issues at personal level. Resolving or ventilating issues in front of an unbiased objective counselor with whom the staff over a period of time start relating is a useful way to decrease stress.

This also is supported by our ongoing programs by experts on various other day to day topics of significance like "conflict management at thought level", "talks on good parenting" etc.

### **Tertiary level**

Both the primary and secondary level programs will be benefited by the individual consultation that a person might require to have at a hospital setting depending upon the perception of the individual about these, on a long term basis. Conflicts beyond organisations, mainly pertaining to emotional issues, relationship issues, and clinical disorders like drug abuse or depression are those dealt in this level.

## **Module IV**

### **Three tier intervention at corporate level:**

To follow a holistic approach for better quality of life for people who matter to us, intervention should at the following three levels.

#### **Primary level**

This would essentially include sensitisation for the people about the program and screening with the help of various scales. Sensitisation to the topic of stress, its short and long term implications and the cost that it has in virtually all aspects in ones life is emphasized upon. The screening would be able to help them in understanding their stress level, would help us in quantifying stress, its probable causes and the coping strategies those might be in use.

This would also be able to help the organisation to deal with the stress in a better manner.

### **OUR TEAM:**

**Dr. Samir Parikh**

Chief

**Dr. Megha Hazuria Gore**

Co-ordinator

#### **• Psychiatrists**

Dr. Samir Parikh

Dr. Ajay Pal Singh

Dr. R. K. Srivastav

Dr. Puneet Dwevedi

• **Psychoanalyst**

Dr. Anurag Mishra

• **Clinical Psychologists**

Dr. Megha Hazuria Gore

Aarti Rustagi

Ashima Srivastav

Bidita Bhattacharya

Sanjeeta Kundu

Sunanda Dutta

• **Psychologists- School /Corporate Program**

Amal Dev

Isha Singh

• **Counseling Psychologists**

Deepali, Swati C, Trinkka, Ankita, Swati S, Praveen & Madhu

*For any further information, please contact*

Isha Singh [isshasingh@gmail.com](mailto:isshasingh@gmail.com) + 919811 600347

Amal Dev [amal.dev@maxhealthcare.com](mailto:amal.dev@maxhealthcare.com) + 919810

[www.maxhealthcare.in](http://www.maxhealthcare.in)

**Corporate Programme Pricing**

**Module I**

## **Seminars**

Duration 1-2hrs  
Team member INR 9,000  
Dr. Samir Parikh INR 18,000

## **Workshops**

Duration Half day Full day  
Team member INR 12,000 INR 15,000  
Dr. Samir Parikh INR 30,000 INR 50,000

## **Module II**

### **Stress Audit**

Up to 150 People INR 1.5 Lacs  
150 - 500 People INR 2 Lacs  
More than 500 People INR 2.5 Lacs

With Counseling after Stress Audit INR 35,000 per day  
For Counseling.

## **Module III**

### **Counseling Implant**

Visit by an Expert every three weeks  
Stress Audit once a year  
One interactive seminar every three months  
One Counselor INR 70,000 per month  
Two Counselors INR 90,000 per month

**Dr. Parikh completed his graduation (MBBS) and post graduation (DPM and MD-Psychiatry) from Civil Hospital, Ahmedabad. He holds the distinction of being a topper in the University, throughout.**

He has done commendable work in Clinical Psychiatry and psychological problems in Organisations and Schools. Dr. Parikh has been associated with several corporate organisations and has done extensive work in the field of 'Organisational Psychiatry'. Max Healthcare conducts the successful 'Organisational Psychology Initiative' under Dr. Samir Parikh's guidance.

Dr. Parikh is regularly featured in the leading national newspapers and prominent magazines for his views and opinions on psychological and psychiatric issues. He contributes articles and columns for various credit worthy publications. Dr. Parikh has also made his presence felt on various electronic media as an expert in the field of Psychiatry.

His team undertakes many community welfare initiatives to contribute to the larger social cause.

You can reach Dr. Parikh at [sparikh@maxhealthcare.com](mailto:sparikh@maxhealthcare.com), [smparikh@vsnl.com](mailto:smparikh@vsnl.com) or 9811226117.

**Dr. Samir Parikh**

Chief - Department of Mental Health

and Behavioural Sciences

Consultant - Psychiatry

Max Healthcare