



Resonance Consulting

Corporate Consulting, Training & Coaching

Act now to comply with the Act!

The Govt. of India has enacted the “**Sexual harassment of women at work place Prevention, Prohibition and Redressal Act - 2013**” (The SH Act) which makes it mandatory that employers address the issue of sexual harassment at the work-place proactively .

Resonance Consulting offers the following services that empower Organizations to comply with such stipulations of the SH Act both in letter & spirit:

1. Policy formulation

The SH Act envisages a robust organizational policy on prevention and prohibition of sexual harassment and an effective mechanism for Redressal of grievances. We work with organizations to formulate such new policies or modify their existing policies in alignment with mandatory Government guidelines.

2. Membership of the Internal complaints committee

As per the SH Act, it is mandatory for employers with 10 or more employees to constitute an Internal Complaint Committee and appoint an external member familiar with such issues. We offer this expert service and are currently on the panel of several top organizations.

3. Training & Orientation

a. Sensitivity building: The SH Act makes it compulsory that employers arrange for training to build awareness about its provisions. Our gender sensitization workshop “**Building Bridges**” delivers this sensitive message in both letter and spirit and is customized based on the participant profile such as for Leadership cadres, senior management, HR personnel and the general employee.

b. Orientation: Special orientation session for members of the ‘**Internal Complaints Committee**’ to help them to carry out responsibilities in accordance with the SH Act.

4. Employee Counselling:

We also offer one-on-one counselling sessions to employees involved in harassment cases if and when such a need arises.

About Resonance Consulting:

Founded in 2008, Resonance Consulting (off-shoot of SABCONS Project Management Consultants) is engaged in consulting, coaching and training in People-management with special focus on **Diversity & Inclusivity**.

Client list: Includes top multinationals such as GE, HP, Barclays, ANZ, Accenture, Akamai, CGI, Nokia, 3M Company, FMR, and JPMorgan. Apex bodies such as the RBI, NASSCOM and PMI-India. Please visit our website www.resonanceconsulting.in for the entire client list.

Core team:

Sabita Prasad: Sabita is in the training and consulting field for the past two decades. A double post-graduate with a Gold Medal in Counselling Psychotherapy, Sabita also undertakes one-on-one counselling with majority of her clients coming from IT/ITES sector.

Sudha Jayaram: An alumna of IIM (K), Sudha comes with over 25 years of experience in HRM both in the Public and Private sectors. She has served on several important committees related to Industrial relations/Prevention of sexual harassment.

Research & Recognition:

All Resonance workshops are based on our award-winning original research. Research Papers presented & appreciated for three consecutive years at ***Project Management Institute of India*** conferences:

- Gender Sensitization: 2009-10
- Managing work-place conflicts: 2010-11
- Stress management at work place: 2011-12

NASSCOM Association: Sabita & Sudha were the official training evaluators for NASSCOM's mentoring initiative "Women-in-leadership" for women executives from IT sector (WIL-IT). They have conducted their workshop "Building Bridges" in NASSCOM's National D & I summit and also at other NASSCOM events.

Our Clients say: (About our workshops)

Barclays (Chief Learning Officer): The workshop was extremely enlightening and was totally non-biased to either women or men. I think what made it so real for me was the fact that everything was backed up by facts which certainly cannot be argued with!

Manipal Global Education: Sensitive trainers with loads of experience & good coverage of content.

Ernst & Young: I enjoyed myself and benefitted from it thoroughly.

Ingersoll –Rand: The session was very interactive and lively.

Nokia: Nice programme, handled with panache between the two facilitators.

Cisco: I liked the program because it was thought-provoking.

Sapient Technologies: Excellent facilitation and course content.

24*7 Customer: It was a great workshop, made relevance in our day-to-day work life.

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