



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) in April 2013 and made it mandatory for employers to address the issue of sexual harassment proactively.

Resonance Consulting offers the following services to empower your Organization to comply with the SH Act both in letter & spirit:

1. Training & Orientation

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

- Important provisions of the POSH act- 2013 & Rules
- Inquiry process –concept of natural justice –open mind & confidentiality
- Understanding why people tolerate harassment and hesitate to report
- Active listening-understanding the content & feelings
- Roles & responsibilities as ICC member
- Toolkit/ Reference Material

Duration: 4 hours

b. Enterprise-wide sensitivity building program: 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 participant profile such as for Leadership cadres, senior management, HR personnel and the general employee.

2. Policy formulation

The SH Act mandates a robust organizational policy on prevention & prohibition of sexual harassment apart from an effective mechanism for Redressal of grievances. We work with you to

formulate new Anti-sexual harassment policies or align your existing policy with mandatory Government guidelines as per POSH Act.

2. Membership of the Internal (complaints) committee -ICC

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.

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 is engaged in consulting, coaching and training in People-management with special focus on **Diversity & Inclusivity**.

Client list:

Top MNCs: GE, HP, Barclays, Accenture, Swiss Re, MaGE, Walmart, Toyota Finance, CGI, 3M, FMR, Tecno tree & many more.

Apex bodies: RBI, NASSCOM & PMI-India.

Please visit www.resonanceconsulting.in for the entire client list.

Core team:

Sabita Prasad: Sabita is in the training & consulting field for over two decades. A double post-graduate with a Gold Medal in Counselling Psychotherapy, Sabita also undertakes one-on-one coaching & counselling.

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

Certified by NUJS, Kolkata:

Both Sabita & Sudha are certified by National University of Juridical Sciences-Kolkata to undertake the External membership of POSH (ICC) committees.

Research & Recognition:

Our workshops are based on award-winning original research by the Co-founders. 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 were also invited to conduct their Gender-sensitization workshop "Building Bridges" in NASSCOM's National D & I summit and at other NASSCOM events.

Our Clients say:

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.

Other Resonance Workshops:

Empowered Women @ Work: A customized workshop which empowers today's women to climb the leadership ladder as well as maintain work-life balance.

Conflict to collaborate: Work-place conflicts are the order of the day and bleed away time and energy. This workshop helps resolve such conflicts, deal with difficult people and situations for the benefit of both self & the organization.

Emotional Intelligence at work: Managing one's own emotions and assisting others to do so is a necessary skill for one to lead others in these challenging times. Learn the skills to do so at this very inter-active workshop.

Stress Management: Given the challenges today, Stress is omnipresent both at work and home. This holistic workshop builds awareness & teaches tools to remain balanced and enjoy a happy and healthy life-style.

Contact us for more details:

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**Building Bridges-Gender sensitization workshop
NASSCOM's National conclave- Bengaluru-India**

