

Monday, 19th May 2025 | Masterclass | FICCI Office, Delhi

Title: *From Awareness to Action: A Framework for Psychological Wellbeing at Work*

Session Brief: In today’s high-pressure, performance-driven work environment, emotional wellbeing is no longer optional—it is critical to organizational resilience, innovation, and sustainability. This Masterclass introduces participants to the 4A Framework (Awareness → Acceptance → Action → Amends)—a practical, structured model designed to help businesses move from passive awareness to meaningful mental health action.

Participants will engage in interactive learning, guided reflections, and hands-on exercises to understand the root causes of stress, reduce stigma, and build emotionally safer, more productive workplaces.

Key Takeaways:

- Recognize mental health as a core business concern
- Break stigma and foster open conversations
- Identify early signs of distress and respond empathetically
- Build internal systems for sustainable psychological safety
- Create a personalized action plan to take back to the workplace

Facilitator: **Dr. Era S. Dutta**, Consultant Psychiatrist & Founder, MIND WELLNESS

0930 – 1000 HRS	Welcome & Registration
1000 – 1010 HRS	Introduction
1010-1055 HRS	<p>I. Awareness Objective: Understand the psychological health landscape at work</p> <ul style="list-style-type: none"> • Overview of common mental health concerns (burnout, anxiety, depression, stress) • Early signs and risk factors in employees • Interactive activity: “What stress looks like in your workplace” • Micro-break: Guided breathing & emotional check-in
1055- 1110 HRS	Tea/Coffee Break
1110- 1210 HRS	<p>II. Acceptance Objective: Break stigma and normalize conversations</p> <ul style="list-style-type: none"> • Introduction to simple screening tools for organisation (inform about the opportunity to avail the FICCI self-screening tool) • Introduction to simple screening tools for employees • Myths vs. facts around mental health in leadership • Role-play: "Starting the conversation" • Discussion: How opening up helps normalise the conversation • Micro-break: Breathing to release judgment
1210– 1310 HRS	<p>III. Action Objective: Steps designed to create a more realistic psychologically healthy workplace</p> <p>Action Steps: Building the Wellbeing System</p> <ul style="list-style-type: none"> • Step 1: Mental Health Allies in the workplace • Step 2: Training leaders as first responders • Step 3: Creating self-help portals & access points • Step 4: Employee wellness activities

	<ul style="list-style-type: none"> Step 5: Employee assistance programmes
1310- 1410 HRS	Lunch Break
1410- 1445 HRS	<p>IV. Amends</p> <p>Objective: Evaluate current systems and create organization-level response</p> <p>Policies that promote mental health</p> <ul style="list-style-type: none"> Reviewing current policies (leave, workload, mental health days) Creating SOPs for distress response Addressing psychological safety through structure Investing in Psychological Capital—long-term ROI Group share: "What will I take back to my organization?"
1445-1500 HRS	Closing Remarks
1500- 1530 HRS	Tea/ coffee
Tuesday, 20th May 2025 Total Wellbeing Summit FICCI Office, Delhi	
0900-1000 Hrs	Welcome & Registration
0930-1000 Hrs	<p>Inaugural Session</p> <p>Opening Remarks: Mr Mritunjay Kumar, Director & Head – FICCI Quality Forum, FICCI</p> <p>Special Address on Future of Wellbeing:</p> <p>Theme Address: C Lakshmi, CHRO, Accenture</p>
1000-1055 Hrs	Track 1- Beyond Perks: Building a Holistic Employee Wellbeing Strategy
	<p>Session Format: Panel Discussion</p> <p>Session Brief: Traditional workplace wellbeing initiatives often focus on surface-level perks like gym memberships, free snacks, or wellness apps. However, true employee wellbeing goes beyond perks—it requires a holistic strategy encompassing mental, physical, emotional, financial, and social wellness, integrated into the organization's culture, policies, and leadership approach.</p> <p>This panel will explore how companies can shift from wellbeing as an add-on to wellbeing as a business strategy, ensuring it enhances employee experience, engagement, productivity, and retention. Experts will share insights on designing comprehensive, inclusive, and data-driven wellbeing programs that address diverse workforce needs and challenges.</p>
1055 – 1115 Hrs	Networking Tea/ Coffee Break
1115 – 1210 Hrs	Track 2- GIG Economy & Wellbeing: Addressing Challenges of Non-Traditional Workers
	<p>Session Format: Panel Discussion</p> <p>Session Brief: India's gig economy is experiencing rapid growth, with projections indicating a workforce expansion from 7.7 million in 2020–21 to 23.5 million by 2029–30. This surge underscores the need to address the unique wellbeing challenges faced by non-traditional workers. This year's budget announced that GoI will provide healthcare benefits for gig workers under PM Jan Arogya Yojana.</p> <p>This panel will delve into the multifaceted wellbeing concerns of gig workers, encompassing aspects such as mental health, financial stability, and access to social security. Experts will</p>

	discuss strategies to ensure that the expanding gig workforce receives adequate support and protection.
1210- 1300 HRS	Track 3- Creating Psychologically Safe Workplaces: Policies, Practices & Leadership Role
	<p>Session Format: Panel Discussion</p> <p>Session Brief: Psychological safety is a critical factor in fostering innovation, engagement, and employee wellbeing. A workplace where individuals feel safe to express ideas, admit mistakes, and challenge the status quo without fear of humiliation or retaliation leads to higher performance and stronger collaboration. This panel will explore the role of leadership in fostering psychological safety, key policies and frameworks that support open and inclusive cultures, and practical strategies to build trust and resilience in teams, thus, driving both people and business success. Experts will discuss the impact of workplace hierarchy, unconscious bias, and mental health support systems on psychological safety.</p>
1300-1355 HRS	Track 4- Traditional Wisdom Meets Modern Wellbeing: Leveraging Ayurveda, Yoga & Mindfulness in Corporate India
	<p>Session Format:</p> <p>Session Brief: As workplaces strive for holistic wellness, integrating India’s rich traditional practices offers a powerful pathway to balance and resilience. This panel will explore how Ayurveda, Yoga, and Mindfulness can be effectively woven into corporate wellbeing strategies, enhancing physical vitality, mental clarity, and emotional stability. Experts and practitioners will share real-world examples of implementation, measurable outcomes, and the growing acceptance of these ancient tools in modern work environments. The discussion will also address how leadership can champion these practices, making them accessible, inclusive, and aligned with organizational goals for employee engagement, productivity, and sustainable wellbeing.</p>
1355 HRS Onwards	Lunch