

# Enstasy Consulting

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enabling change...joyfully

# Enstasy Consulting



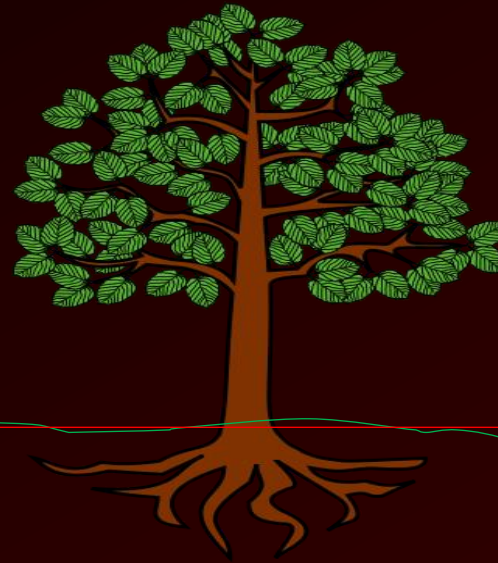
*We Deploy Human Process Consulting Expertise  
to Facilitate Change  
By Building a Deeper Level of Awareness  
And Making the Invisible Visible,  
Thereby Helping Individuals or Collectives  
Remain Relevant, Contextual & Vibrant*



## Our Approach and Methodology

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# Making the Invisible, Visible....



The 'visible' does not change without changing what is in the 'invisible'.

We make the invisible visible to facilitate lasting change





# Typical Engagement Process Flow

- *Understanding of the client's business context to sense unique opportunities and challenges. Done through conversations/tele-calls and personal meetings*
- *Leadership and other stakeholder perspectives gathered*
- *Broad client need for the intervention is gauged and mapped to Enstasy Consulting's expertise for building a learning partnership*
- *Pre-engagement sensing/ clarity meetings done to get a sense of prevailing multiple realities and organisational/team culture with the intention to unearth latent life giving forces and potential blocks to performance within the systems/sub-systems (the prevailing 'invisible')*
- *Engagement **Context** (the overarching purpose the sponsor wishes to meet), program **objectives** (what desired to be achieved through this engagement) and program **outcomes** (what you objectively wish us to commit to deliver) are crystallised and program flow co-created in consultation with the client (the tangible and desired 'visible')*
- *Engagement flow is frozen and rolled, with periodic reviews and mid course correction, wherever needed*
- *Periodic monitoring on progress and blocks, if any, are identified & addressed to sustain momentum*

# Tools & Processes

- Diagnostic models and survey tools for sense making and data gathering.
- Experiential/Embodied learning simulations contextualised to organisational context.
- Movie/video reviews/case studies.
- Creative action methods/role plays.
- Small group/Large group circles for reflection.
- Deep 1-on1 coaching/mentoring or group coaching.
- Force –Field Analysis, Barrette Values/Competing Values Framework/Diamond/SMART/VISTA/ other systemic processes /models for action planning.

**Learning**

**based on Andragogy principles**

Tools/Processes	Sample
Barrett Values Centre proprietary tolls for individual assessment, development and for cultural transformation	IVA/LDR/CVA/SGA
Personality profiling tools	15 FQ plus/JTI/Strength Finder/Saboteur Assessment
Whole System Change tools	\$ WHYs model
Diagnostic tools	Force-Field Analysis, Weisbord Model, 5 S Model
Systemic tools and processes	LSIP/World Café/Fish Bowl/Circles
Individual/ Team coaching	Based on Saboteur assessment
Creative Action Methods (CAM)	Psychodrama, Locogram. Doubling etc
Action Planning tools	SMART/VISTA



# Typical Engagement Flow

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# Broad Architecture

Phase/Stage	Process/Activity	Purpose/Outcome	Duration/ Location
<b>Diagnostics/ Sensing Meetings</b>	1 on 1 meetings with cross-section of stakeholders and participants.	Get firsthand understanding of prevailing multiple organisational realities to set engagement tone and pick appropriate processes for program effectiveness.	1-3 days. At company location/tele/ Zoom calls.
<b>Blended Learning Workshops(s)</b>	Embodied learning engagement(s) using blend of tools/processes.	Designed and delivered to achieve defined program outcomes and to create action plan for deploying learning at work.	1-3 days. Offsite/Onsite/ Virtual.
<b>Periodic Monitoring and Follow-up Meeting(s)</b>	Offline/online support by consultant in carrying forward change process through mails/reviews/coaching meetings, as contracted.	Support implementation of action plan through reviewing, supporting and nurture new behaviors at work for anchoring change .	Half day/ full day sessions. Location/ frequency - as contracted.





# Range of Product Offerings

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# Enstasy Offerings

## offerings

For Whom	Issues Addressed	Outcomes	Offering
individual	Lack of conviction and self-confidence Burdened with limiting beliefs Lack of awareness of own potential	Self Esteem Self Confidence	Self Efficacy Program
	Inability to set/achieve life goals Lack of work life balance, stress Life transitions related challenges (parenting, marriage, adjustment issues) Workplace related problems	Life Stresses Interpersonal Issues	Coaching Mentoring Counselling
	Understanding of human behaviour and group dynamics Acquiring skills to facilitate individual and group processes effectively	Skill Building & Growth	Facilitation Skills Development
team group family	Interpersonal relationships and conflicts Family conflicts Team/Group level conflicts Team Development	Team/Group Level Alignment	Team Building & Effectiveness
	Interdepartmental Issues Performance Management and Competency Development Managers/Leaders Development Human Process Interventions Strategic Interventions Cultural Transformation/Culture Building	Business Related Issues	Systemic Engagements



# Range of Programs

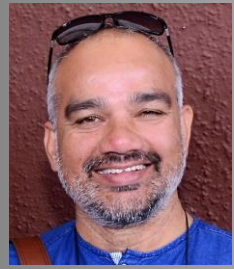
- Culture Building and Cultural Transformation at Organisational Level
- Visioning and Value Alignment
- Competency Mapping & Development Engagements
- Psychometric Assessment and Development Centers (ADCs)
- Leadership/Managerial Development
- Competency Building using sound LDP/MDP frameworks for Leaders/Managers
- Personal Efficacy, Managerial Effectiveness and Leadership Capability Building
- Creating High Belonging, High Performance Teams
- Team Effectiveness Programs
- Individual Skill/Competency Building
- Self Efficacy Engagements
- Personal Coaching/Executive Coaching
- Signature Programs: I am Responsible, Learning through Art, Rediscovering Happiness, Futuring, Discovery Retreat and Unleash
- Open Programs: Facilitation and Coaching Skills, Relationship Management, Mindfulness, Creativity, etc



# About Enstasy

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# Enstasy & Patanjali



- Enstasy is a safe cocoon devoid of inhibitions, where one is invited to honour one's strengths and goodness, as also meet and make peace with one's shadows.
- It is the space for discovery and self revelation (purusha) - an opportunity to transition from '*being*' to '*becoming*', both at the individual and collective level.
- Enstasy is also about experiencing Shahja Sthiti- the state of being liberated while being fully engaged with profession as well as life through deep awareness.
- Enstasy is about '*turning in*' for '*tuning in*', in order to experience perpetual joy through self discovery.
- Nearly three decades of work experience including 22 years in the Army and seven plus years in Human Process Facilitation.
- Certified OD Consultant, Leading Change Coach, NLP practitioner, Psychometric Instrument Administrator & Interpreter, Cultural Transformation Expert, Visual Thinker and Experiential Learning Facilitator.
- Has worked with cross-section of industries, engaging with over 7000 participants from large number of client organisations. Has delivered over 200 Leadership, Competency Development, Management Development, Team Integration/ Alignment and Cultural Transformation interventions till date.
- Actively and passionately engaged in coaching leaders/managers/ individual contributors towards realising their own true potential.
- As an assessor, has successfully conducted series of ADCs.

# The Enstasy Team



**Paritosh Shukla**

20+ years of work  
experience  
**Founder Transphorm**

Asian Paints, ICI,  
AkzoNobel  
Samsung, UBS  
XLRI



**Kiran Gulrajani**

23+ years of work  
experience  
**Founder CoEvolve**

Pragati Leadership  
HCL & ITC Packaging  
B Tech (IIT B), MBA (XLRI)



**Pascoal Dantas**

10+ years of work  
experience  
**Founder PlodX**

CG Parivar  
Pegasus Consulting  
IIPM  
Taj Group of Hotels





# Thank You

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