

A Report

How a one day program with a
Wholesome Approach to Health and Stress Management
can create profound impact on the four key aspects of human well-being
Physical, Emotional, Mental and Spiritual

15th December 2009



Creating Vibrant Health!

A senior leaders' health program
Conducted for



Mumbai

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Executive Summary

This document reports an end-to-end account of a health intervention done at Kotak Mahindra Bank, Mumbai. This was a **one-day play-shop of 12 hours duration** and attended by **70 employees** from the senior and middle-senior leadership group of CEOs, Heads, Sr Vice Presidents, Vice Presidents levels participated (over three batches). **31 responded** through a **follow-up questionnaire administered 30-60 days after the program**.

This program was based on a **wholesome approach of health and stress management**. The power-packed design equipped the participants with techniques of creating vibrant health, stress releasing, stress prevention and achieving ones' health related goals. The techniques shared with the participants are applicable in day to day functioning in the corporate environment. Inputs were ranging from methods given in Eastern wisdom traditions to cutting edge research in medical science and human well-being streams.

This report covers our approach of health and stress management, **impact of the program; both in quantitative and qualitative ways**, program objectives and design and the questionnaire used.

Of the **612 responses** received on various questions as many as

8% responses were in the category of 'transformational improvement' and

41% responses were in the category of 'great improvement'!

The **powerful verbatim comments** are a testimony to the significant manner in which this program has enhanced their physical, emotional, mental and spiritual well-being.

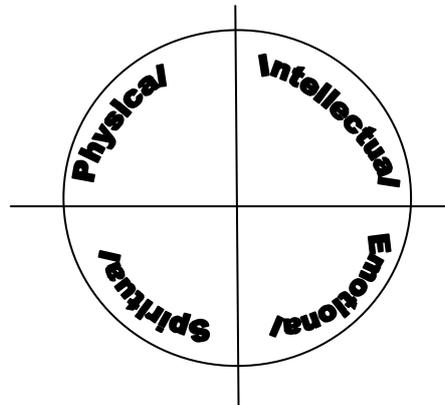
Despite it being just a one-day program the degree of impact it has had on participants and the health improvements reported by them are significant!

Wholesome Approach

A vibrant health is an optimal resonance of physical, intellectual, emotional and spiritual aspects of our existence!

But in the corporate setting executives are exposed to many stimulants of stress which adversely affect their health. This program on 'Creating Vibrant Health' does a deep body-mind-energy cleansing and energizes the participants. It helps them to develop the right perception of stressors, right life dispositions and inculcate daily practices which create a powerful foundation to vibrant health and thus release/ prevent stress.

Wholesome Approach to Health and Stress Management



In the holistic approach of creating vibrant health and managing stress the focus is on:

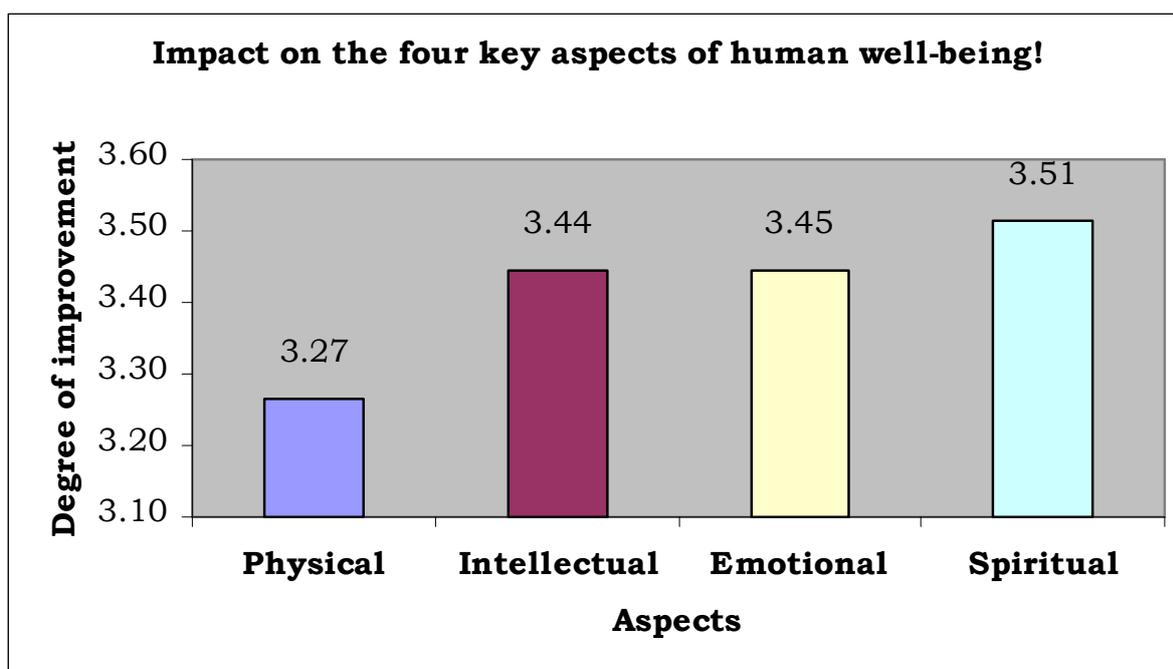
- 1. Physical aspects** – energy level, body's ability to tolerate stress, sleep, eating and drinking habits, etc
- 2. Intellectual aspects** – goal orientation, perception of reality, getting clarity about ones' intentions, concentration, etc
- 3. Emotional aspects** – feelings of optimism, feeling connectedness with others, handling daily hassles, spreading positivity, etc
- 4. Spiritual aspects** – gratitude to everything in ones' life, energetic nature of human beings, role of ups and downs, peace of mind, etc

Quantitative Impact

The quantitative impact of the program was measured on the **four aspects of well-being** through a structured questionnaire. **31 (out of 70) participants responded**. Since respondents were from all the three batches conducted over 2 months hence the range of response is 30-60 days after the program.

Using the scale given below the participants were asked to rate that how much the program helped them to improve on these aspects of their life.

- 1 = No improvement..... 2% responses
 - 2 = Mild improvement..... 10% responses
 - 3 = Moderate improvement..... 40% responses
 - 4 = Great improvement..... 41% responses
 - 5 = Transformational improvement..... 8% responses
- %responses is w.r.t. to the 612 responses obtained for 20 questions



	Aspects	Improvement
1.	Physical	3.27
2.	Intellectual	3.44
3.	Emotional	3.45
4.	Spiritual	3.51

As the scores suggest, program has resulted in **moderate to great improvement in all the four aspects** of human well-being.

Quantitative Impact

Detailed scores of each parameter

Question No.		Avg
Physical Aspects		
1.	Energy level	3.23
5.	Physical well-being	3.23
9.	Body's ability to tolerate stress	3.40
13.	Quality of sleep	3.35
17.	Eating food and drinking water	3.13
	Average	3.27
Intellectual aspects		
2.	Attitude of Goal orientation instead of Obstacle orientation	3.73
6.	Seeing Ups and downs in relationships as personal learning	3.29
10.	Clarifying ones goals in a literal, tangible manner	3.48
14.	Ability to direct energy towards ones' intentions	3.52
18.	Ability to concentrate	3.20
	Average	3.44
Emotional aspects		
3.	Daily feelings of optimism	3.63
7.	Ability of feeling connect with others	3.35
11.	Way you keep daily hassles in perspective	3.35
15.	Ability to generate and spread positivity	3.57
19.	Experiencing life as an equilibrium of support and challenge	3.32
	Average	3.45
Spiritual aspects		
4.	Peace of mind	3.29
8.	Understanding of self and others as energy beings	3.29
12.	Attitude of gratitude towards life as a whole	3.90
16.	Understanding that ups and downs are a preparation for next higher level	3.76
20.	Ability to experience life	3.32
	Average	3.51

Qualitative Impact

Verbatim Feedback from Participants (30-60 days after the program)

A) Personal Benefits experienced...

I am more grateful in general and find I concentrate better. My colleagues also find me **more balanced** now.
CEO – Kotak Mahindra Prime Ltd

I have been trying to be more understanding and patient with the people with whom I interact. I have also been **exercising regularly** and have started to **lose weight** ...
Senior Vice President - Legal

The frequency of **migraines** have reduced
Vice President - Home Finance

Focus, **high energy** level
Senior Vice President - Retail Liabilities

Am certainly **more positive** about things and overall perspective has changed for the better.
Group Head – O&T

Posture improvement, **Reduction in Cholesterol** levels, consciousness of negative thoughts
Associate Vice President – Retail Liabilities

Increase in positivity, improved energy levels, **Enhanced peace of mind**, improved connectivity with group during discussions/ meetings.
Executive Vice President – Retail Liabilities

There have been **marked improvement in energy** level after the workshop, especially **due to some exercises** learnt at the workshop.
Vice President - ARD

Am conscious of my **posture** in office. Some improvement in my **digestive system**
Head – Retail Liabilities Operations

My **neck pain** which used to occur off an on has not been felt after the session.
Head- Corporate Linked Business & Alt Channel

Benefits are more in terms of improved energy levels, **emotional benefits and stress**.
Senior Vice President - Group Accounts

Reduction in anger, change of perspective of life, **over all improvement in daily life and behavior**.
Vice President - ARD

I think **breathing** itself is giving better results that whenever I get to check my breathing it matches with the way I practised in the morning. Can feel the **heightened energy levels** – at office as well as home.
Vice President - Saral Loans Credit

Gums have stopped bleeding, reduced anger levels, **no back pain** thanks to do-en... **weight mgmt**. Can see and feel difference in relationships. Using the power of gratitude to build relationships
Vice President – Human Resources

My **energy levels have gone up**, My level of interaction with my kid has gone up quite a lot, I have begun to have **better control of my anger** – this can be seen in my interaction with my child as well as with my wife once I return from office. Earlier I used to get irritated very easily, but now-a-days, I am trying my best to listen to them and help out at home.
Vice President - Treasury

I practice the **do-en steps (almost daily)**, and sometimes focus on the **breathing and standing** with the toes inward for back problems. Also my posture in office – often try to remind myself from time to time the curvature of neck and lower back needs to be properly supported (rather than vulture neck).
Vice President – Kotak Mahindra Prime Ltd

Pain reduction, awareness of wrong postures and **overall peace.**
Associate Vice President - Internal Audit

I am able to **sleep better** than before, but still there is a lot of scope of improvement. Able to concentrate on my goals better and stay focused. **Relationships have improved.**
Head - Customer Care

Weight Loss, Increase in Energy levels, Confidence, Goal orientation
Vice President – Centre

I am more **positive.** Willing to listen to others. Clarity in my Communication.
Vice President - CE-Recovery

Posture Improvement, Increase in level of patience, A **zeal to take up more challenging assignments**
Associate Vice President - Service Quality

Positive Attitude towards life, **More focused**
Associate Vice President - ARD

Pain reduction, goal orientation and posture improvement
Head – Credit & Recovery

More focused on getting **higher productivity.**
Regional Business Manager

I think I have become **more confident** about my self and my abilities,
Vice President – RL Training

B) Overall feedback about the playshop...

Pretty evolved. Great experience as it created tremendous amount of self belief.

Senior Vice President - Retail Liabilities

The overall experience the way I can sum it up would be from a **state of cluelessness to consciousness**. It was inward looking experience which I guess I had been ignoring all this while and was just focusing on an outward looking experience.

Associate Vice President - Service Quality

Time flew by quickly. The session was extremely interactive and interesting.

Methodology used was ideal for this.

Keep up the good work.

Group Head – O&T

I would request you to **stop calling it a Play shop, as it transforms life and becomes part of you**. Gives a greater - understanding of yourself. Touches your life and improves it for a long time to come. Sincere practice makes you feel the difference at once.

Vice President - ARD

Good, enlightening and profound

Executive Vice President – WB

Was great; had fun; took back learnings which I try and **think about daily**.

Vice President - Home Finance

It was a wonderful experience for me to **understand things which I didn't believe in**. I am clearly a **logical thinker** and hence all decisions that I take are based on my thoughts.

Post this play shop **I am able to focus lesser on past experiences and think positively and openly towards life**.

Area Manager – Branch Banking

The experience was **amazing**, especially the aspect of focusing on the goals, rather than on the obstacles.

Vice President – Kotak Mahindra Prime Ltd

My experience was very good. It made me feel that it is possible for me to achieve anything that I really want to.

It is like **getting to know of a whole new world** and I am **very grateful** that I had the opportunity to participate in the play-shop.

Senior Vice President - Legal

There are **some experiences which puts oneself into a higher level**. The experience I had at the play shop would also fall in the same category.

Vice President - ARD

It was **really energizing experience**. Some small change in approach can yield much better results on quality of life was learnt and is being practiced. The group exercise facilitated bonding with people.

Executive Vice President – Retail Liabilities

It has been an amazing experience & one of the few training program for which **I refer to the CD/literature frequently**.

Regional Business Manager

The play shop was quite **an eye opener** in the sense that we all are energy beings & the impact of positive thinking on us could be really a game changer. I think the play shop helped relook/refresh my attitude towards life. Self belief also came out as an important aspect of our well being. Above all I got a feeling that this session helped me to refresh the fact that **enjoy more what I have & not get judgmental about everything around**.

Head- Corporate Linked Business & Alt Channel

The play shop was quite encouraging. It helped us to understand what **confidence in our own self and positive attitude would achieve**.

Vice President - CE-Recovery

It was a **good amalgam of various techniques** to good/vibrant health. The amount of knowledge shared was also very useful.

Head – Retail Liabilities Operations

The overall experience was **fabulous**, I think it was a **new dimension** which helped us in respecting our body and various ways of creating positive energy. Also the fact that **thoughts impact the muscles was something new**. I did share the thoughts with my son and that created positivity.

Regional Business Manager

It was **rejuvenating and very refreshing**. Walking on fire truly made me believe that I can handle any thing on earth once I make up my mind.

Head – Customer Care

The play shop was good. Helped ... realising that small aspect things can give you pleasure and make you happy. That, it is you and you alone that can make or break.

Understanding the power that each has within themselves.

Vice President - Legal

Very Good. **Any challenged faced reminds** play shop and get energy to get the resolution

Vice President – Centre

I found a lot of things **enlightening and interesting**. I have resolved to read more on the subject to make a permanent change in my thinking pattern.

Associate Vice President – Retail Liabilities

We had been doing some or the other exercise throughout that day but **didn't feel any exhaustion and was still fresh at the end**.

Associate Vice President - Internal Audit

The experience was very good. It gave me an insight as to **how the body is a field of energy** which if used positively can create wonderful results. Also, it showed that in life **nothing is impossible** – this was seen in the 'Lift your colleague' exercise as well as 'Walking on Fire'. You need to be positive in your mind when it comes to achieving your goal. Both these experiences were amazing which have left a lasting impression on my mind.

Vice President - Treasury



Program Details

Number of batches conducted: Three (2009 – August 25, September 29, October 1)

Total number of participants: 70

Duration of program: 12 hours (7:30 am to 7:30 pm)

Program Objectives

At the end of the program, the participants would be able to:

1. Significantly raise their energy levels
2. Develop a deep insight into the emotional-intellectual–spiritual and scientific understanding of stress management
3. Practice powerful exercises that help develop positive health patterns and release personal stress patterns
4. Develop better mental control, balance and peace

Program Contents

- ⇒ Body-Mind exercises done with awareness and neutrality (Do-en, Qigong energy exercises, Correct Breathing, Basic Pranayama, Meditation etc)
- ⇒ Experiencing ourselves as energy beings
- ⇒ Levels of consciousness and its linkage to energy and health
- ⇒ Understanding personal stressors with wisdom and how this can shift ones' consciousness and energy (the Law of Equilibrium)
- ⇒ Developing the attitude of gratitude for all the positives and the challenges in ones' life
- ⇒ Tips related to Diet and Life-style (including Ergonomics, Work postures and Office exercises)
- ⇒ Developing Goal orientation (instead of obstacle orientation)
- ⇒ Manifesting positive health by applying the Law of Attraction (with FIRE-WALKING).
- ⇒ Integrating health and energy practices into our daily routine

Post Program Tool-kit: A simple but powerful tool kit was provided at the end of this program to ensure that learning from the sessions gets applied practically at a day to day level after the program.

There were two tools for this purpose:

1. Every day health check-list - for physical, mental, emotional and spiritual well-being (of 12 points)
2. Quick six step process for right mental setting

Questionnaire Used To Measure Impact

20 OBJECTIVE QUESTIONS

Read each item below carefully. Using the scale provided, rate how much the play-shop helped you to improve on these aspects of your life. Select the number that best describes your response in each case.

**1 = No improvement; 2 = Mild improvement; 3 = Moderate improvement; 4 = Great improvement
5 = Transformational improvement**

To what extent you have improved on...

1.	Your energy level	I	2	3	4	5
2.	Your attitude of being goal oriented instead of obstacle oriented	I	2	3	4	5
3.	Your daily feelings of optimism	I	2	3	4	5
4.	Your peace of mind	I	2	3	4	5
5.	Your physical well-being	I	2	3	4	5
6.	Your ability to see that ups and downs in relationships are there to make you learn some qualities which otherwise you would not have learnt	I	2	3	4	5
7.	Your ability of feeling connected with others	I	2	3	4	5
8.	The deeper understanding of yourself and others as energy beings	I	2	3	4	5
9.	Your body's ability to tolerate stress	I	2	3	4	5
10.	Your ability in clarifying your goals in a literal, tangible manner	I	2	3	4	5
11.	The way you keep daily hassles in perspective	I	2	3	4	5
12.	Your attitude of gratitude towards life as a whole	I	2	3	4	5
13.	The quality of your sleep	I	2	3	4	5
14.	Your ability to direct your energy towards your intentions	I	2	3	4	5
15.	Your ability to generate and spread positivity	I	2	3	4	5
16.	The understanding that different ups and downs of life are meant to prepare you for next higher level in your life	I	2	3	4	5
17.	Your conscious awareness in eating food and drinking water	I	2	3	4	5
18.	Your ability to concentrate	I	2	3	4	5
19.	Your ability to experience life as an equilibrium of support and challenge	I	2	3	4	5
20.	Your ability to experience life	I	2	3	4	5

Adapted from PIERS Inventory of Personal Well-Being developed by Melissa I. Figueiredo, J. Elaine Kiziah, and Susan B. Wilkes

SCORING SHEET

Instructions: Transfer the responses for each question to this table. Add up the numbers in each column to give a total score for each letter.

I. _____	2. _____	3. _____	4. _____
5. _____	6. _____	7. _____	8. _____
9. _____	10. _____	11. _____	12. _____
13. _____	14. _____	15. _____	16. _____
17. _____	18. _____	19. _____	20. _____
Total: _____ P	_____ I	_____ E	_____ S

P- Physical; I-Intellectual; E-Emotional; S-Spiritual

Final Score: (Divide by 5 respectively)	_____	_____	_____
	P	I	E

Overall Score: _____
(Sum of Final Scores)

TWO SUBJECTIVE QUESTIONS

Q.1 Please write your overall experience of the play-shop?

Q.2 Mention the benefits/changes that you have experienced after the play-shop?
(e.g. weight loss, pain reduction, posture improvement, energy levels, changes in chronic diseases like hypertension, diabetes, etc; emotional benefits-anger, fear, worry related, goal orientation, etc)

Faculty Details

Dr. Pramod Tripathi

(Corporate Health Consultant)

MBBS, MBA, Diploma in Yoga & Ayurveda, NLP-K and Master NLP Practitioner

My life passion is very simple ... it revolves around helping myself and others discover and apply universal truths and powerful practices to be vibrant, healthy and happy!

During a rigorous course in **MBBS** (at B.J. Medical College, Pune) there was a deep realization that I was designed for some different work rather than routine allopathic practice. Hence after medicine have been on a learning journey ...

- ❖ completed post-graduation in Management (**MBA**) from Symbiosis Institute of Business Management Pune
- ❖ did three certified diplomas in **Yoga and Ayurveda**
- ❖ attended a **variety of courses** with Art of Living, Brahma-Vidya, Dream Therapy, Neuro-Linguistic Programming, Osho Commune, Past Life Regression, Pranic Healing, Re-evaluation Counseling, Reiki, Siddha Samadhi Yoga and Vipassana Meditation

Have been very fortunate to meet and learn from many sanyasis, monks, yoga teachers, ayurveda practitioners, health experts, sufi saints, divine masters and books that have contributed in bringing about a transformation as was just relevant at that particular time when they came in my life!

My corporate dose of stress was received during a sales stint with Wipro-GE Medical Systems and am very grateful for that experience. After the sales stint I decided to do what I was passionate about and hence got into corporate training. In the last nine years I have worked with more than **105 corporates** and facilitated workshops for more than **11,500 participants** in a variety of areas. **Senior management** from more than **20 corporates** like ACC Cement, Cummins, HDFC Bank, Kotak Mahindra Bank, Vodafone, etc have appreciated and benefited from my health workshops.

Life has taken me literally across the length and breadth of this great country and given an opportunity to travel international destinations namely - Dubai, Kuwait, Nepal, Bangladesh, Malaysia, Srilanka for assignments.

The cumulative experience and awakening that has happened through this wonderful journey has helped me strengthen the experiential learning for participants in the workshops. The focus always remains on what is of real value and what will provide long term practical benefits to participants.