

Profile of Manolaya

Manolaya means “conquering the mind”.

Manolaya was established on a basic belief that the mind needs to be captured to bring any transformation in individuals. With an aim to bring positive transformation in individuals and organizations, Manolaya, has been working for last 7 years with renowned industrial, educational and government organizations and achieving desirable results.

At Manolaya, we believe that all individuals possess abilities to succeed in their personal vision and in the process achieve larger good of the society. However, time demands individuals to play different roles at different instances and thereby prioritize different things in life. Often, people are unable to strike a balance between their current demands, family and peer pressures, their value systems and ethics. It is here that a sound foundation and timely assistance can help individuals make right choices and lead a life of ultimate bliss. Manolaya simply provides this mechanism of “self-awareness” that gives a new meaning to the life of all individuals who become a part of it.

Manolaya helps set up a strong foundation for individuals and also assist them in trying times by assisting them with appropriate counseling and enabling them with necessary skill sets to fight their own life battles in future.

Manolaya, proudly extends its offerings to organizations and help them overcome challenges that stunt their growth.

Our Main Offerings:

1. Organizational Well-Being
2. Career Development
3. Designing Psychometric Tools

Organizational Well-Being:

Organizations are made of people and it is these employees which are the biggest assets for any company. The better the employees perform the better health the company stays in. Hence, it is imperative that employees are in the best of their mental, spiritual and performance health. Manolaya helps organizations in 2 folds:

1. Helping organizations create a conducive environment for its employees via process consulting, HR solutions and Competency mapping frameworks
2. Helping employees know their true strengths and capabilities, identifying right person for right role, career planning for employees, motivating and upgrading their skill set

We provide customized programs suited to a specific organization's need. Most programs are an amalgamation of Psychometric assessments, training, coaching, counseling and mentoring.

Career Development:

Manolaya believes that the earlier an individual is made aware of his/ her strengths, weaknesses and motives, the better their chances of molding their life right and higher are their chances of achieving success. Choosing a right career is a very important decision that can change an individual's life. At Manolaya, we help individuals know their strengths, weaknesses and personality traits and then guide them towards choosing the right career path. Though the program is most beneficial for students who haven't yet made up their choices, but it is equally beneficial for even those who have progressed in their careers. This "self-awareness" helps them know what they love to do and thus make better decisions for their future.

Our career development plan is not a one step process. It initiates self-mapping with different career options and moves to future planning even post your retirement 'coz we strongly believe that you only retire when you mentally give up.

Besides regular career counseling and planning, our career development plan also focuses on skill up gradation for professionals, mid-career transition and post retirement planning. Yes, we can transit your career upwards at any point in your life. You simply have to experience it to believe it.

Design and Development of Psychometric Tools:

Reading minds using scientific methods enable you to get better and more correct results about individuals, who you wish to assess, observe or interview.

Psychometric assessment tools come quite handy in all such scenarios. There is a dearth of tools available in market however; one tool doesn't always satisfy our absolute need of the hour.

Manolaya has a perfect solution to this problem – Get your own customized tool made by us!

A huge panel of Psychologists and psychometric practitioners on board help us design and develop new psychometric tools to suit our client's specific needs. Developed on sturdy algorithms and well known psychological concepts, our customized tools can help you capture varied dimensions of human behavior and pull out reports on parameters that are critical to your organization as well as current need.

Having tools that understand your individual pain or focus areas can help your organization take a big leap against your competitors.

Contribution in Earlier Projects:

- Worked with **Center of Police Research**, on a project '**Gender Friendliness of Maharashtra Police**'. Assisted IPS Dr. Meeran Borwankar, Director General, Bureau of Police Research & Development (BPR&D). The Objective of the project was to study the satisfaction level of women police officers of the state of Maharashtra with their work environment and work culture at the police station level. For the same we have developed a scale that could be universally applicable to police organizations.
- Project with **Mahindra Finance** Mumbai. The purpose of the project was to study and change organizational culture. Worked on first five best branches of Maharashtra state to bring more efficiency in their performance. To fetch positive changes in two territories and their respective branches, Psychological mapping and mentoring was done for one territory manager and nine branch managers. Based on Psychological mapping, trainings were designed and conducted for territory manager, branch managers and team leaders of every branch in Dhule and Jalgaon region.
- 'Train the Trainer' program. It was a need of **Ambuja Cement Ltd** to groom their trainers of Skill & Entrepreneurship Development Institute (SEDI). For the same we have conducted soft skill training program for 30 trainers of SEDI who conduct training on different trades for people from tribal area.
- Psychometric test for emotional intelligence, relationships in organization and personality was carried out at **Training Center of Reserve Bank of India**, Pune. The purpose of this work was to check the personality aspects, acute use of emotions, professional relations and communications in upward and downward direction of employee levels. According to the test results, personal counseling and communication skill development training programs were proposed and conducted.
- Since 2010 working with '**Symbiosis Institute of Media & Communication**' (SIMC), Pune, on their admission panel as an expert on the admission panel of SIMC. The objective is screening of students in the admission process. At the time of admission process we analyze person fit for course through psychological tools. Every year we evaluate 500-600 students for monitoring purpose. We are developing a personality profile which will give a possible fit between the aspiring candidates and the chosen course as well for them
- Assessment of 12 dealers works managers at **Mahindra Navistar**, Pune, through personality, aptitude, motivation test. The purpose of the work was to find out and improve their motivation level. Based on the test results personal counseling and mentoring was done.
- Administration of personality test was done for the students under the training of jailor at **Yerwada Prashikshan Karagriha**. The objective was to groom them on personality basis. We have administered tool on around 200 candidates of centre. Counseling was done on one to one basis depending on the outcome of assessment. While doing the counseling it was taken into consideration that it should help them to make their profile better as a jailor in future prospects.

- Conducted project with **Jabil Circuit India Pvt Ltd. Ranjangaon, Pune**. Company's interest was to reduce attrition rate and to bring improvements in performance level of workers. The need analysis has shown there was a communication gap between workers and their team leaders. To reduce this problem training program for communication, leadership, motivation, and counseling skill were arranged for their leaders. At the same time counseling for leaders and workers were done on one to one basis.
- Assessment of fluency in english, telephonic and communication skills of the call centre employees. The aim of the project was to improve the soft skills of the employees required at the call centre. For that purpose various psychometric tests and personal interviews of some candidates were taken, which helped a lot to understand their communication skills, body language. Based on this training programs were arranged and after 2 to 3 months impact of that was assessed. The Project was jointly held by **UIS and MKCL**.
- Worked for a project 'Apayashatun Yashakade' jointly conducted by '**Sakal' Newspaper group and 'Academy of personality Development', Pune**. The basic aim of project was to find problems faced by the students of secondary, higher secondary and their parents and to find solution for that. For that purpose cases were taken for counseling, Also arranged a seminar for the students, who have completed 10th and 12th on '**Vocational Guidance**' at **school of Panchgani, India**.
- Administered Relationship, Personality test, and Work motivation test, Emotional Intelligence Test, to check and develop the awareness of psychometric testing in the students, doing graduation and post graduation, of '**Annamalai University**', Coimbatore, India.
- The training program was held for teachers of primary school at **Ahmednagar, Maharashtra**. The purpose behind that was to analyze, whether the training to teachers, makes the difference in their teaching skills or not. The training program was based on soft skills like motivation, creativity and fish philosophy.
- **A private Ayurvedic pharmacy company, Pune, India** was trying to increase the production level by means of quantity and quality. Thus training program based on fish philosophy was conducted for employees and new policies were suggested for pharmacy.