

Prototype 1: Onboarding Kit

Kit with

- **Merchandise**
- **Gifts**
- **Scrapbook containing Stakeholder facts, Case Studies, Lessons from teach members and quotes.**
- **Company and industry Requirements document**



Scrapbook:



Voices and Visions



Founder :



Before Psyche Panacea was a name on doors, it was a dream in motion – led by Deepa Vats, a woman who wore multiple hats before she ever held a founder's title. 🎯

She mastered the ropes of HR, client servicing, and operations – collecting skills, not accolades. What she didn't have in resources, she made up for with relentless drive.



No landline? No problem – she worked through call centers.



No big office? She built networks of trainers and HRs in her one apartment flat instead.



No shortcuts. Just sincerity, skill, and sheer consistency.

That's how Psyche Panacea was born: An HR venture rooted in values, fueled by courage, and still driven by relationships – old and new.

Notes

Every page here is a whisper from our past, guiding the pulse of our future.





Agnelo

The Quiet Storm



Agnelo isn't loud, but his impact? Huge. Known for his professional humour and deep connection with both freshers and senior employees, he's the guy who makes learning feel like a shared journey. Always calm, always composed, and always ready to let experiences do the talking.

Notes



Sudeep Ji

The Shayari Sage



With 30+ years in training, Sudeep Ji brings wisdom, rhythm, and a sprinkle of Urdu poetry to the table. Perfect for Lala companies in transition, he sets a light, laughter-filled tone without losing depth. Expect warmth, wit, and well-placed quotes.



Shayari

Yaadon ke
parchayee mein,
kal ki roshni
chhupi hai.



...life was unclear. I
signs of the island being brought back to life anyway, I had



The Common- Sense Coach

Achla

An NLP expert who speaks the language of the people. Achla shines when working with ground-level employees, blue-collar teams, and first-time learners. Her sessions feel like conversations with solutions hidden inside.



simple,
strong, and
sensible.

the
Smooth
Operator

Manzer

Manzer is a
relationship
whisperer – HRs,
vendors, clients,
you name it. He's
all about
building bridges
and smoothing out
processes. Place
him in any event
setup and you'll
see magic happen.



The one everyone
likes working with.
Manzer creates
instant comfort and
handles field
coordination like a
pro.



Punkesh

The Crowd Igniter



Think stadium energy in
a corporate setup.

Whether it's 500 or
2000 employees, Punkesh
can command the room.
Highly energetic and
magnetic.



Punkesh is high-
voltage energy in
human form –
perfect for
massive events and
engagement-heavy
sessions.

Jestin

The Reliable Rock

abt

If you need someone who'll stretch from 8 AM to 10 PM without blinking – it's Jestin. A logistics ninja and ground support hero during Outbound Training (OBT) programs, he's the one the team trusts without question.



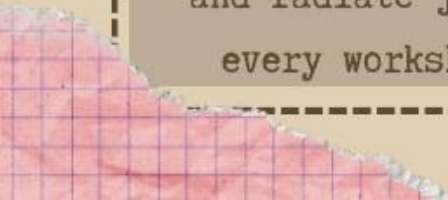
He's the kind of teammate who silently makes sure everything runs smoothly – from coffee to cables.



A decorative still life featuring a vintage alarm clock, a small potted plant, and a piece of paper with the word 'Pri' in a cursive font. The background is a dark, textured surface, possibly a window with a grid pattern. The overall aesthetic is vintage and artistic.

The Smiling Strategist

A cheerful, grounded trainer who brings charm and insight to long-term projects. Priya blends emotional intelligence with adaptable delivery – always cheerful, grounded, and smart, she knows how to mould sessions, handle feedback gracefully, and radiate joy in every workshop.



In Case You Missed It

Mini Case Studies

Maruti Suzuki
& SPIL (2007)

We co-created Maruti's first-ever training calendar in Manesar by working closely with Director HR Abhitav Nandy. We also launched outbound experiential learning programs for new engineers across scenic locations in Uttarakhand – proving learning can be a journey, not just a lecture.



SUZUKI

Lesson learned: Aligning with leadership early sets the tone for long-term success.



Nav Chetna Program

A motivational training program that became a hit across NCR's automobile industry. It reached over 1200-2000 employees per company – from Hero to Whirlpool – tackling operator mindset and engagement.



Insight: Consistency and relevance matter more than flashy modules.



Sahayog at Hero Gurgaon

Built a 360° mental health initiative
with counseling booths, helplines,
and awareness drives. The goal?
Prevent burnout and reduce anxiety-
related incidents. It became a model
for proactive wellness at work.



Hero

Takeaway: Caring deeply isn't soft – it's
strategy.



"Ask all the questions in
Week I. It's not awkward,
it's professional."

"You don't have to
shout to be heard.
Speak from experience."

Sticky Notes from the team

"Remember the tea breaks?
That's where the real
onboarding happens."

"No one expects you to
know everything – they
just want you to be
curious."



This isn't just what we do.
It's what we believe in.

Skills matter, but what stays
with people is how they feel.
That's why our sessions don't
just inform – they move. We
teach frameworks, yes – but we
also teach feelings.

for you:

You don't have to erase yourself to
fit in. Whether you're a first-gen
worker, a mid-career shifter, or a
new joiner with dreams scribbled in
your diary – bring your story. We'll
meet you there.

We design with empathy. We
deliver with energy. Every
training is tailored –
because no two teams, no
two people, are the same,
and that's the challenge
we love the most.

We listen first. Always.
Before every session, we
ask: What do they need?
What do they fear? What
would help them thrive?
That's how we design.
That's how we show up.

Finally,

You grow in your own way, at your own pace.

But at Psyche Panacea, growth never has to feel lonely.

Because when people feel seen, companies rise.

Training here isn't a service – it's an invitation.

To feel.

To try.

To connect.

To evolve.

And most of all – to become who you were always meant to be.

This isn't the end of your onboarding..

It's the beginning of becoming.



Requirement Brochure

PSYCHE PANACEA

EMPLOYEE CONDUCT POLICY

REMOTE WORK & ACCOUNTABILITY

- Stay consistently productive and responsive during remote work.
- Respond to messages, emails, and task updates in a timely manner.
- Ensure all deliverables are original and show thoughtful effort.
- Avoid copy-pasting content or submitting low-effort work.
- Negligent performance will be documented and may impact performance reviews.

PERFORMANCE EVALUATION ETHICS

- Performance evaluation will consider:
 - Discipline
 - Initiative
 - Adherence to company policies
 - Plagiarism or unoriginal work will not be tolerated.
- Taking shortcuts or misrepresenting efforts will result in lower performance ratings.
- Constructive feedback will be provided to support improvement.
- However, repeated non-compliance with expectations may lead to formal disciplinary action.

Employee Code of Conduct & Professional Standards For All Team Members - including employees, interns and the head.

ABOUT THE COMPANY

Psyche Panacea, founded in 2001 by Deepa Vats, is a leading organization that delivers soft skill training programs and consulting services to over 300 listed companies, supported by a team of more than 150 trainers.

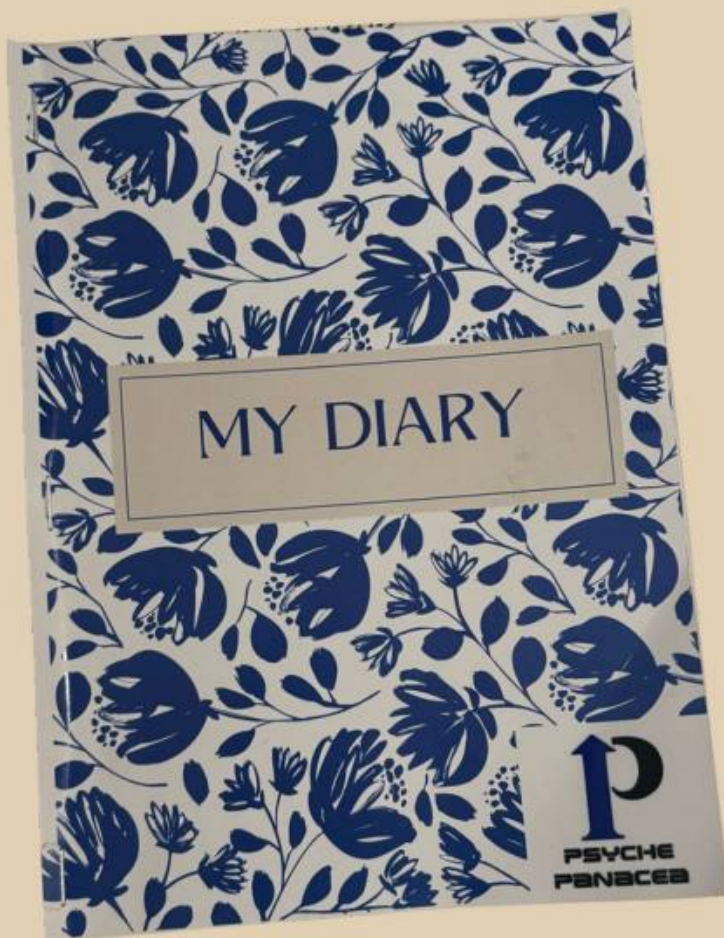
COMMUNICATION & CONDUCT

- Maintain professionalism in both written and verbal communication.
- Use a formal tone and business-appropriate language in:
 - Emails and reports
 - Internal documentation
 - Meetings and presentations
- Demonstrate respectful behavior at all times, including:
 - Polite and attentive body language
 - Courteous tone of voice
- Professional conduct during internal and client-facing meetings.
- Refrain from initiating or engaging in personal or informal conversations with clients.

PSYCHE PANACEA

EMPLOYEE CONDUCT POLICY





MY DIARY

P
PSYCHE
PANACEA

Date: _____

Dear diary...

Key Accomplishments:

Challenges Encountered:

Areas for Improvement:

Guidance Needed:

