

Psychology Applied to Work-life



Action Oriented Workshop by TVRLS

Weekend Virtual Program

Batch 1 commences on October 10, 2026

PSYCHOLOGICAL PRINCIPLES-THE FOUNDATION OF GOOD PEOPLE PRACTICES

1 Organizations place significant emphasis on identifying the “right-fit” candidate. For start-ups, this is essential to building a culture aligned with the founders’ vision, while for well-established organisations, it helps ensure continuity and stability. Focusing on hiring right also benefits candidates, as there is a sense of reassurance that their skills and talents will be effectively utilised.

2. The induction period lays the foundation for bringing out the best in employees and effectively utilizing their potential. This process socializes new joiners into the values and norms of the organization. A well-executed induction program helps employees gain clarity regarding expectations, fosters a sense of belonging, and facilitates smoother integration.

3 Employees desire and deserve a healthy work climate that motivates them to perform at their best. A carefully administered Performance Management System, oriented toward employee development, can be instrumental in fostering such a climate and enhancing motivation. However, performance management cannot effectively support employee development unless there is a transparent and trusting relationship between the manager and the team member.

4 In this era of continuous global change, the only constant for both organizations and employees is the need to learn and adapt rapidly. Learning and Organizational Development (OD) are critical functions that directly contribute to the development of human resources and enable organizations to remain agile in the face of change. Organizations should create an environment that encourages individuals to acquire new knowledge and skills while developing constructive patterns of behavior and work styles.

From the above, it is evident that people practices are built on the foundation of well-established psychological principles.

Introduction to the Program

Applying psychology at work makes jobs not just more productive, but also more meaningful and less stressful. It bridges the gap between what employees need and the organisational goals.

Application of workplace psychology helps organisations improve productivity and performance, enhance employee well-being, strengthen communication and even manage change more smoothly.

This program is designed to equip the participants with insights into the psychological principles and practices. These can further be used as a guide in the future to enhance the effectiveness of existing people practices.

Program Objectives

- 1 To enhance participants' understanding of key psychological concepts that support organisations in selecting the right-fit candidate.
- 2 Understand socialisation and how it can be leveraged to internalise organisational values, attitudes, and norms.
- 3 To gain insight into the principles and practices that drive employee motivation and performance.
- 4 To gain an understanding of the principles that promote a development-focused approach within the organisation

INVESTMENTS

- INR 16,000 per participant + 18% GST
- The course fee for International participants is US\$ 300

PROGRAM DATES

Virtual Classroom (Zoom)

October 10, and 11

Saturday: 09.00 am to 01.00 pm (4 hours)

Sunday: 09.00 am to 12.00 PM (3 hours)

Program Structure

4 modules covered across 2 Virtual Classes conducted over one weekend.

MODULE 1

Getting the 'right-fit'

- Personality Theories
- Trait Theories
- Psychological Tests

MODULE 2

Socialization

- Theory of Socialisation

MODULE 3

Creating a healthy climate

- Maslow's Hierarchy of Needs
- Counselling & Coaching

MODULE 4

Development Orientation

- Skinner's Operant conditioning
- Kurt Lewin's Change Management model

PROGRAM MATERIAL

- Workbook
- Slide Decks and Handouts

The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

Other Programs by TVRLS

Certificate Programs

1. Competency Mapping and its effective deployment
2. Strategic Performance Management Systems
3. Psychometric Testing
4. HRD Audit 2500™ Points
5. Designing and Implementing Assessment Development Centers
6. Designing and Developing Effective Training Programs

Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Self-Discovery
5. Introduction to Coaching
6. Effective Mentoring
7. Design Thinking
8. Working with Gen Z

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

Contact Us At

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Register