

I hope this message finds you well.

In light of the Hon'ble Supreme Court's recent judgment emphasizing the critical need for effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act), we are pleased to invite you to our upcoming workshop.

***(Detailed proposal Attached)***

**Workshop Title:**

**POSH Workshop on Transforming Work Culture: Gender Sensitisation and Prevention, Prohibition, and Redressal of Sexual Harassment of Women at Workplace**

**Workshop Details:**

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Dates: 26 & 27 June 2024

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Venue: India International Centre, Annexe, New Delhi

This comprehensive two-day workshop, organized by the **Life Transformation Academy**, aims to equip participants with the knowledge, skills, and perspectives necessary to prevent sexual harassment, enhance professional competence in implementing the POSH Act, and promote gender sensitisation to foster a respectful and inclusive workplace culture.

**Key Highlights:**

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**Expert Sessions:** Engaging and interactive sessions led by senior civil servants, POSH train

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**Case Studies:** Detailed analysis of real-life cases to illustrate the practical application of the I

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**Mock Inquiry:** Conducting a simulated inquiry to provide practical experience in handling con

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**Tailored for ICC Members:** Specifically designed for members of the Internal Complaint Con

- **Group Discussions:** Interactive sessions to discuss and resolve practical challenges faced by participants
- **Resource Materials:** Comprehensive guides and resources provided to all participants for or

### **Esteemed Speakers:**

1.

**Dr. Praveen K. Singh:** Former Civil Servant, pivotal in formulating the Criminal Amendment /

2.

**Mr. Moloy Sanyal:** Director, Department of Personnel and Training (DOPT), and POSH Train

3.

**Dr. Ishita U. Bharadwaj:** Assistant Professor, Psychology Department, Delhi University.

4.

**Mr. Hari Krishan:** Former Civil Servant and Founder of Life Transformation Academy.

### **Who Should Attend:**

- Members of Internal Complaint Committees (ICCs)
- HR professionals
- Legal representatives
- Women employees
- Senior management and leadership teams
- Compliance officers
- Employee relations specialists

- Supervisors and team leaders
- Other stakeholders in Government, Central Public Sector Enterprises (CPSEs), Banking, Finance

We kindly request your esteemed organisation to nominate employees, especially those involved in ICCs and HR professionals. Their participation will be instrumental in fostering a safe and inclusive work environment.

For any queries or further clarification, please contact us. We look forward to your positive response and the participation of your team in this essential workshop.

Warm regards,

**Hari Krishan**

Ex-Civil Servant (1995 Batch)

Ex-Principal Chief Personnel Officer, Rail Coach Factory, Kapurthala, Ministry of Railways

Founder, Life Transformation Academy

Mobile: 8368480712, 9717636975

Email: [harikrishan.irps95@gmail.com](mailto:harikrishan.irps95@gmail.com)



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**Attached:** Detailed Proposal along with

- Speakers' Profiles
- Major Trainings / Workshops organised by Life Transformation Academy
- Esteemed Clients we have served so far



## Life Transformation Academy

251, SF, Kailash Hills, East of Kailash, New Delhi-110065  
website: [www.lifetransformationacademy.co.in](http://www.lifetransformationacademy.co.in)  
CIN: U80102DL2020PTC360741

No. LTA/2024/Workshop/1/POSH

New Delhi, 30 May 2024

### POSH Workshop on **Transforming Work Culture: Gender Sensitisation and Prevention, Prohibition, and Redressal of Sexual Harassment of Women at Workplace**

Dear Leadership,

Creating a safe and respectful culture at workplaces is essential for the well-being and productivity of all employees. In a recent judgment, **the Hon'ble Supreme Court** highlighted several lapses and gaps in the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 ("POSH Act") and provided the following directions for compliance:

*"The authorities/management/employers shall regularly conduct orientation programmes, workshops, seminars, and awareness programmes to upskill members of the ICCs/LCs/ICs and to educate women employees and women's groups about the provisions of the Act, the Rules, and relevant regulations."*

In response to these directives, **Life Transformation Academy**, an initiative by civil servants, professionals, social workers, and academicians, is organizing a comprehensive two-day POSH workshop which not only adheres to the Supreme Court's guidelines but also aims to proactively create a workplace environment that is informed, secure, and supportive for all.

#### Workshop Details:

<b>Title:</b>	<u>POSH Workshop on</u> Transforming Work Culture: Gender Sensitisation and Prevention, Prohibition, and Redressal of Sexual Harassment of Women at Workplace
<b>Dates:</b>	26 & 27 June 2024
<b>Venue:</b>	India International Centre, Annexe, New Delhi

#### Aim:

To equip participants with the knowledge, skills, and perspectives necessary to prevent sexual harassment, enhance professional competence in implementing the POSH Act, 2013, and promote gender sensitisation, fostering a respectful and inclusive workplace culture.

#### Objectives:

- Raise awareness and sensitivity to gender issues, discrimination, and empowerment.

- Gain a comprehensive understanding of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, including POSH rules and Government instructions and guidelines issued from time to time.
- Trace the evolution from the Vishakha guidelines to the latest judicial pronouncements.
- Learn the roles and responsibilities of the Internal Complaints Committee (ICC).
- Explore best practices for implementing POSH in organizations.
- Link POSH provisions with conduct and service rules.
- Master effective steps for conducting inquiries.
- Clarify the roles and responsibilities of employers in ensuring a safe workplace.

### Key Highlights:

- **Expert Sessions:** Engaging and interactive sessions led by senior civil servants who played pivotal role in formulation of the POSH Act, having first-hand experience as ICC members, POSH trainers from reputed Government of India training institutes, professors of psychology, legal experts, and HR professionals.
- **Case Studies:** Detailed analysis of real-life cases to illustrate the practical application of the POSH Act.
- **Mock Inquiry:** Conducting a simulated inquiry to provide practical experience in handling complaints.
- **Tailored for ICC Members:** Specifically designed for members of the Internal Complaint Committee (ICC) and HR professionals.
- **Group Discussions:** Interactive sessions to discuss and resolve practical challenges faced by participants.
- **Resource Materials:** Comprehensive guides and resources provided to all participants for ongoing reference.

### Esteemed Speakers:

1. **Dr. Praveen K. Singh:** Former Civil Servant. While working as Director in the Ministry of Home Affairs, she played a **pivotal role** in formulating the Criminal Amendment Act, 2013, and The **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**, post the NIRBHAYA incident. She has worked as Additional Secretary at the Central Vigilance Commission and as Head of HR for one of the largest construction organizations in Railways.
2. **Mr. Moloy Sanjal:** Director, Department of Personnel and Training (DOPT), and Faculty at the Institute of Secretariat Training and Management (ISTM), as well as a **POSH Trainer**. He brings extensive knowledge and experience as a faculty member at ISTM, contributing to training and management initiatives with his long-standing expertise.
3. **Dr. Ishita U. Bharadwaj:** Assistant Professor, Psychology Department, Delhi University. A distinguished psychologist with over two decades of experience in academia, her research spans diverse topics such as spirituality, gender discourse, and existentialism.
4. **Mr. Hari Krishan (Organizer & Facilitator):** Former Civil Servant (1995 Batch). He has been an **ICC member since the enactment of the POSH Act 2013** until his voluntary retirement from Civil Services in 2019. As the Founder of Life Transformation Academy, he contributes to holistic training, personal development, and transforming organizations.

Detailed profiles attached

### Who Should Attend:

- Members of Internal Complaint Committees (ICCs)
- HR professionals

- Legal representatives
- Women employees
- Senior management and leadership teams
- Compliance officers
- Employee relations specialists
- Supervisors and team leaders
- Other Stakeholders in Government, Central Public Sector Enterprises (CPSEs), Banking, Finance, and Insurance sectors

### Registration Fee:

**Standard Registration Fee:** Rs. 19,500/- + GST@18%

### Special Offer:

- **Register 3 or more** and enjoy a 5% discount on the standard registration fee.
- **Register 5 or more** and enjoy a 10% discount on the standard registration fee.

### Inclusions:

1. A Comprehensive Workshop Kit, featuring:
  - Handbook on POSH
  - Latest judgments
  - Reference Material
2. Lunch provided on both days, with options for both vegetarian and non-vegetarian preferences.
3. Tea/Coffee and Refreshments available on arrival and during morning and afternoon sessions.
4. Participants will receive a Certificate of Participation upon successful completion of the workshop.

This registration fee encompasses all the mentioned inclusions, ensuring participants receive exceptional value and a well-rounded experience throughout the workshop.

### Payment Details:

Company Name: Life Transformation Academy Pvt. Ltd.

GSTIN No.: 07AAECL1465D1ZS

PAN: AAECL1465D

Bank: Indian Bank

Branch: New Delhi Lajpat Nagar

Account No.: 50522861294

IFSC: IDIB000L512

### How to Apply:

To reserve your spot for the workshop, kindly email the following participant details: **names, designations, email IDs, and mobile numbers**. Additionally, provide information about the sponsoring authority along with the **organisation's GST number**. Send all necessary details to [harikrishan.irps95@gmail.com](mailto:harikrishan.irps95@gmail.com) and ensure to attach the proof of payment, including the **UTR Number**.

## General Instructions:

1. Seats are limited, and nominations will be accepted on a first-come-first-serve basis.
2. Participants are requested to reach the venue by 8:45 AM for smooth registration. The workshop will begin promptly at 9:15 AM.
3. Participants are requested to carry their ID cards and relevant letters/orders from their department confirming their attendance.
4. The participation fee is non-refundable, but participant substitution is permitted.
5. Attendees are responsible for their own travel, accommodation, and boarding expenses.
6. Please verify the applicability of GST payment for your department as per GST guidelines.
7. Kindly ensure that the registration form and payment reach us before the deadline, as seats are limited.

To harness the full potential of this opportunity, we request you to nominate your employees, especially those involved in Internal Complaint Committees (ICCs), HR professionals, and other key stakeholders. Their active participation will ensure a comprehensive understanding of the intricacies surrounding the Prevention of Sexual Harassment at the Workplace (POSH) Act and its effective application.

Should you have any queries or require further clarification, please do not hesitate to contact us. Thank you for considering our proposal, and we eagerly anticipate your positive response.

Warm regards,



**Hari Krishan**

Ex-Civil Servant (1995 Batch)

Ex-Principal Chief Personnel Officer, Rail Coach Factory, Kapurthala, Ministry of Railways

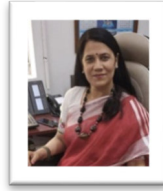
Founder, Life Transformation Academy

Mobile: 8368480712, 9717636975

Email: [harikrishan.irps95@gmail.com](mailto:harikrishan.irps95@gmail.com)

Attached:

1. Speakers' Profiles
2. Some Major Trainings / Workshops organised by Life Transformation Academy
3. Esteemed Clients we have served so far



**Dr Praveen K Singh**  
Former Civil Servant

Dr Praveen K Singh, Former Additional Secretary in CVC, has around 30 years of rich cross-functional administrative and governance experience in the Government across departments and functions along with brilliant academic record.

- As a Director in Ministry of Home Affairs, **She was very closely associated with formulations of Criminal Amendment ACT, 2013 after NIRBHAYA incident and with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) ACT, 2013** and Protection of children from sexual POCSO ACT, 2012.
- She has been instrumental in establishing a greater number of **All Women Police Stations** in many districts of the country and establishing **Women and Children Help Desk** in all police stations and implementation of **Victim Compensation Scheme** across States and UTs in the country.
- Her **Thesis on Violence against Women: An Analysis** was awarded Medal for its critical analysis of the problem by Punjab University.
- Persuaded State Governments to nominate Child Protection Officers in police stations and established 335 Anti-Human Trafficking Units nationwide, addressing child violence and trafficking.
- Managed the Crime and Criminal Tracking and Networking Systems (CCTNS) project, focusing on policy and administrative interventions for vulnerable groups and contributing to anti-human trafficking and prison reforms.
- Represented India at UN and SAARC forums on prison reforms, women empowerment, and child protection, and negotiated treaties on sentenced persons transfer with several countries.
- Committed to rural empowerment through education, sustainable development, environmental protection, and organic farming.
- Experienced in general and vigilance administration, policy formulation, HR development, training, AI and data analytics for governance. Led initiatives for organizational culture based on innovation, integrity, and excellence.
- As Chief Personnel Officer (Admin. & Industrial Relations) at Northern Railway, handled manpower planning, HR development, staff welfare, grievance redressal, and training for 150,000 employees.
- Interested in religion, philosophy, literature, culture, sports, and promoting scientific temperament. Published research articles and recipient of numerous awards.





**Moloy Sanyal**

Director, DOP&T

Faculty, ISTM ( Institute of Secretariat Training & Management )

With a solid academic foundation and nearly 30 years of diverse experience as Faculty, in the Govt's premier Training Institute- ISTM, Moloy Sanyal is a seasoned Govt officer and professional renowned for his expertise in public service and management.

**Areas of Specialization:**

- POSH
- In-depth understanding and contributions to Gender Issues and Gender Budgeting.
- Expertise in Statistics and its applications.
- Proficient in Office Management.
- Specialized knowledge in the intricate nuances of Arms Law in India.
- Conducted Advanced Market Analysis using SPSS.

**Consultancy, Research, and Publications:**

- Led various projects on diverse topics, such as Business Communication in PSU Environment, Corporate Training Business Plan, Mushroom Processing in the International Market, and Behavioral Attributes of Smokers.
- Conducted studies on the Strategies adopted by Nestle India, Treasury Bills in the Primary Dealer Market, Brand Success and Failure, and Global Cost of Capital for Multinational Companies.

**Conference / Seminar / Training:**

- Engaged in various training programs at ISTM, IIPA, and DoPT.
- Represented as a Team Member in BIMSTEC Officer Level multilateral negotiation meets in New Delhi, Colombo.
- Contributed as a Member to the Expert Group Meet on Development of Training Module at UNOCD, Vienna, focusing on the Global Firearms Project.
- Participated in diverse training programs in institutions such as Asian Institute of Technology (AIT), Thailand; Open University of Malaysia; and Civil Service College, London.

**Dr. Ishita U. Bharadwaj**

Assistant Professor, Department of Psychology, University of Delhi

Dr. Ishita U. Bharadwaj is a distinguished educator and researcher in the field of psychology, with a rich academic background spanning over two decades. She is currently working as an Assistant Professor in Department of Psychology, University of Delhi, Delhi-110007, India. She has completed her PhD in Psychology from University of Allahabad, focusing on the role of spirituality in coping with existential crises. This foundational work laid the groundwork for her subsequent research and teaching endeavors.

Dr. Bharadwaj's academic journey includes a gold medal-winning performance in her Master's degree from Banaras Hindu University, solidifying her commitment to excellence in the field. Her research and industry experiences have been diverse, including roles as a research associate at the Indian Institute of Technology, Delhi, and as an assistant professor at both Ambedkar University and the University of Delhi, India.

As an Assistant Professor at the University of Delhi since 2011, Dr. Bharadwaj has made significant contributions to the department of Psychology. Her teaching portfolio encompasses a wide array of topics, ranging from positive psychology to existential psychology, reflecting her interdisciplinary approach to education. Notably, she has supervised numerous Ph.D. candidates, showcasing her dedication to nurturing the next generation of scholars. Her interest of research area is Qualitative Inquiry, Culture and Psyche, Existentialism and Phenomenology, Religion and spirituality, Gender Discourse, Self in Indian Thought, Emotion and Cognition.

Apart from academia, Dr. Bharadwaj has taken on leadership roles and responsibilities within the University of Delhi, including serving as an Examination Conductor and Internal Examiner. Her commitment to academic excellence extends to her editorial roles in prestigious journals and her involvement in various outreach initiatives, such as counseling center and community seminars.

Dr. Bharadwaj research contributions are extensive, with numerous journal papers and book chapters that explore diverse facets of psychology, including gender studies, mental health vulnerabilities, and existential phenomena. She has also been actively engaged in presenting her work at national and international conferences, further solidifying her standing as a thought leader in the field.

As a keynote speaker and resource person, Dr. Bharadwaj has shared her expertise on various platforms, addressing topics such as mental health awareness, qualitative methodology in research, and technology, media and well-being. Her passion for teaching and mentoring is evident in her commitment to empowering others through knowledge dissemination and academic guidance.



**Hari Krishan**

Life Transformation Coach | Founder, Life Transformation Academy |  
ex-Civil Servant (1995 Batch)

**Career Highlights:**

- Former Civil Servant (Indian Railways Personnel Service - IRPS) 1995 Batch
  - Principal Chief Personnel Officer, Rail Coach Factory, Kapurthala, Ministry of Railways
  - General Manager/HR, Dedicated Freight Corridor Corporation of India Ltd.
  - Director Pay Commission, Railway Board, and various other positions
- Opted for VRS in 2019
- With over 28 years of service in the Government of India, Mr. Hari Krishan has excelled in governance, policy formulation, strategic HR development, recruitment, ERP implementation, learning and development, training, legal matters, and welfare initiatives.

**Empowerment Expert:**

- A versatile professional—Civil Services Coach, International Life Coach, Habits Coach, Naturopath, Reiki Grand Master, Handwriting Analysis Expert, and Motivational Speaker.
- Empowers individuals through transformative techniques.

**Global Exposure:**

- Actively engages in global workshops, courses, and conferences for enriched perspectives and insights.

**International Collaboration:**

- Instrumental in designing and conducting 5000+ mandays of training in collaboration with the World Bank.

**CSR Initiatives:**

- Initiates impactful CSR programs, empowering 3000+ individuals below the poverty line with training and employment opportunities.

**Holistic Growth Workshops:**

- Diverse workshops covering ethical governance, leadership, communication, change management, work-life balance, and more.
- Dedicated to empowering individuals and organizations for growth across challenges.

**Life Transformation Academy:**

- Founded with a vision for holistic growth through courses and workshops.
- Equips individuals and organizations with tools for ethical leadership and personal/professional development.

**IASPIRE Academy:**

- Established to coach aspirants for UPSC/State Civil Services exams.
- Mentorship focuses on values, positive mindsets, and holistic development.

## Some Major Training/ Workshops organised so far

- Workshop on Ethics in Governance: Shaping Tomorrow's Transformation at India International Centre, New Delhi
- Workshop on "Transforming Workplace Culture: Empowering Gender Sensitivity and Preventing Sexual Harassment" at India International Centre, New Delhi
- Workshops on "How to Become the Best Version of Yourself in Personal and Professional Life: Mindset, Habits and Healthy Lifestyle at India Habitat Centre, New Delhi
- Stress management Workshops for Delhi Police Security Personnel
- Transitioning from services to civil professions for Air Force personnel @IIM, Mumbai (Formerly known as National Institute of Industrial Engineering - NITIE)
- Workshops on Mental Health for Cancer Patients of Sanjeevani
- Re-Designing "Files of Life" for a Better Life @ 22nd Annual Day celebration of IRCTC
- TEDx FMS -2019- organised by Faculty of Management Studies (FMS), Delhi University Invited as Handwriting Analysis Expert Conducted Handwriting Analysis of more than 50 Professors, MBA Professionals and Students
- How to become the Best Version of Yourself- Mindset & Habits- M/s RVNL
- Induction Training of the Security Personnel of DELHI POLICE ( Police Training School, Wazirabad, Delhi)
- Workshop on Empowerment Through Handwriting Analysis: 450+ participants at Zonal Railway Training Institute (ZRTI @Chandausi)
- Transform Your Life: @Railway Training Institute, Mumbai
- Success Mindset for Civil Services aspirants
- Mental Health and Wellness For Delhi Police Security HQ
- Career Counselling : Atal Bihari Vajpayee Hindi Vishwavidyalaya, Bhopal
- How to become the Best Version of Yourself- Mindset & Habits: Traffic & Accounts Department, Northern Railway
- Best Service to the Nation is becoming the Best Version of yourself: on the eve of 75th Independence Day Celebration (Azadi ka Amrit Mahotsav) for IRCTC
- Change Management @ Heavy Haul Institute, DFCCIL Noida
- Cyber Hygiene and Security Workshop @ India International Centre, New Delhi
- Public procurement Workshop for NSIC
- Ethics and Governance Workshop @ Project management Institute, NTPC
- Workshop on Stress Management, Work-Life Balance and personal Development at India International Centre, New Delhi (21/12/2023)
- Creating a Culture of Respect: A Workshop on Adhering to the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 and Beyond
- Workshop on Women Empowerment
- Workshops on Preventive Vigilance, Prevention of Anti- Bribery Management System, Corruption, Whistleblowing, PIDPI, Ethics and Good Governance
- Workshop on RTI

We are proud to have served....

