



I N S P I R I N G T O L E A D

Praful narrates stories with or without technology for corporate and social sector clients from 2 decades. These stories change business volumes, bring cultural changes at workplace and sometimes win awards too.

It has been a privilege to successfully deliver across domains like Experiential Marketing, Television, Media Relations, Human Resources and Academia.

He comes with experience at firms like Times of India, Wizcraft, Seventy EMG & Ticketplease and has trained teams at Uber, Arcelor Mittal Nippon Steel, PhonePe, IIFL Finance, Piramal Pharma, Netherlands Consulate, LollaPalooza India, Netapp, Unidesign Jewellery, Videoverse, Northern Trust, Natwest & many other leading organisations



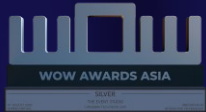
Atal Innovation Mission & UNDP for Gender Equality Marketplace – Innovation 2021 Co-hortian



Founding Custodian of Disability Inclusive Places to Work Certification Program 2023



Recipient of Fellowship & Media Training for communication of LGBTQ+ Issues



Praful Baweja
Strategy Director



Mae Mariyam Thomas
Founder : Maed In India
Podcast



Chandra Duraiswamy
Senior DEI Consultant,
Alum – GE & Capgemini



Ankit Bhuptani
DEI Strategist & UN Advisor



Vedant Mishra
Global Partnerships
Consultant, Thoughtworks



Harshal Ruikar
Director – Benefits, Total
Rewards APAC @ Kyndryl



Winnie Chopra
Founder – The Gay
Gaze



Dwight Cook
Founder – Leading With
Pride



Arnab Nandy
TedX Speaker & Film
maker



Glenn Hayden
Theatre Director & Master
Trainer



Nupura Hautamaki
Hospitality Consultant &
Experience Curator

Our Co-Facilitators & Collaborators

Shivkala Leela Sukumaran

Founder & Business Head

23 years of corporate experience in Administration and Secretarial Roles, 12 years in entrepreneurship & training

Education

- BA Political Science
- Six Sigma Green Belt
- Completed Course On Ancient Indian Culture and Traditions
- Certification course done on Personality Development & Soft Skills from IIT Kanpur
- Certified POSH Trainer from SHRM, HRCI, CPD

Accolades

- Maharashtra Gaurav Puraskar 2024
- Shortlisted among the top 100 Women Entrepreneurs in India by Niti Aayog for Women Transforming India Awards 2019
- Mentor at Cherie Blair Foundation UK, mentoring woman entrepreneurs across the globe
- Lokmat - Women Entrepreneurship Award 2018
- Maharashtra Small Scale Industries recognized us as one of the top startups of 2018 and featured us in their Coffee Table Book

Mentoring, Training, CSR

- More than 225 women entrepreneurs trained across India and globally
- More than 230 sessions done for 2000+ rural artisans and corporates across India
- Trustee Board Member at Navdrushti. Navdrushti is a development oriented non-profit organization working in the tribal belt of Palghar and Thane District for underprivileged tribals and their malnourished children for their better sustainable lives. Our activities include providing education, health facilities, balanced nutrition, vocational training, employment, afforestation and empowerment of women.





Our Training Solutions

Empowering Individuals & Organizations through Learning

PREVENTION OF SEXUAL HARASSMENT (POSH) AT WORKPLACE

Difficult Conversations Made Easy

Part A - Setting up POSH infrastructure

Part B - Training and Awareness

Part C - Managing POSH Compliance

Part D - POSH Audit

POSH ACT

Men Harassing Men

Women Harassing Men

Men Harassing Women

Women Harassing Women

52.4% of men have experienced gender-based violence at the workplace, including emotional, physical, and even sexual abuse

ADMINISTRATIVE PROFESSIONAL COURSE

The course will help to enhance job opportunities as receptionist, admin assistant, secretary, back office assistant etc

Topics Covered with practice exercises in Course

1. Introduction to the Administrative Professional Role
2. Interpersonal Skills / Work Ethics
3. Communication Skills - Verbal & Non-Verbal
4. Positive Attitude
5. Time Management
6. Effective Communication and Delegation
7. Stress Management
8. Etiquette
9. Meetings & Appointments
10. Job Assistance





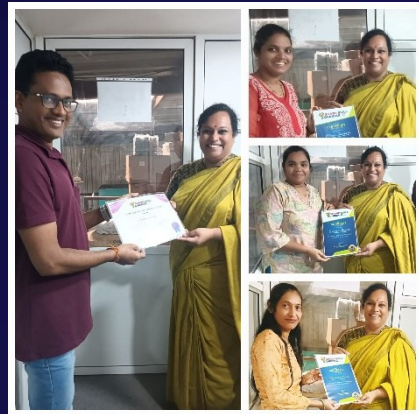
Students Training



Rural areas Training



BMC Training to women for domestic violence and unconscious bias



Corporate Training



Housing Society Training on Unconscious Bias

Our Proprietary Models Based On Belong Framework Helps Create Organisation Wide Systems For Authentic Engagement Of Employees Of All Ages, Genders, Sexualities & Origins Via Allyship, Engagement, Hiring, Retention & Recognition



In Association with Award winning DEI Subject Matter Expert & Disability Self Advocate Ketan Kapoor B, we delivered a leadership sensitization session kickstarting the 2023 DEI training calendar at IIFL finance

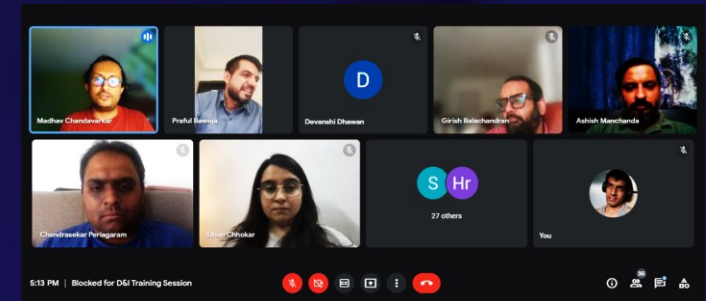
In this half day workshop, we got the CXO suite members to

- Introspect & Identify Biases
- Undertake Implicit Bias Assessments & Exercises
- Ask the questions for affirmative action and challenge their blind spots
- Subscribe and support for Organisational Plans for Changemaking as per ESGs



IIFL Finance Leadership Sensitization 2023

- One of India's top communication firm : On Purpose Consulting has a 70+ member strong team spread across the metros with Radio Jockeys, Lawyers, Journalists & Digital Marketing Professionals amongst them
- We helped the team do an overall inclusive language and policy audit while they formed an employee resource group that actively engages on topics for LGBTQIA+ inclusion via film viewings, shared podcast listening and more such sessions followed by discussions
- The team complimented it with a mandatory 12 week allyship training with certification
- They have recruited 5 candidates from diverse backgrounds through 6 Degrees Team so far as well
- The whole exercise was repeated in 2023 & 2024 with newer Employee resource groups (ERG) right from policy audits to benchmarks & employee engagement calendar creation



DEI Audit, Training, Policy Design, & Employee Resource Group Program 2021 -24

- We helped AM/NS India conduct LGBTQIA+ community sensitization workshops for the leadership and HR, the youngsters, and even prominent family members from their Hazira Township
- This was followed by a first-of-its-kind Transgender Fair in collaboration with the Be The Change – Surat Marathon Team on 31st March, which is also the International Transgender Visibility Day.
- The workshops comprised surfacing unconscious biases, demystifying the meaning and challenges of being a Trans person followed by how the team members could be better allies
- The Fair had various activities and experiences organized by the different local LGBTQIA+ entrepreneurs presenting food, clothing, gifts and games stalls apart from a Zumba Session, a fashion showcase, a Garba session where the township members and the LGBTQIA+ members grooved together.
- Being the International Transgender Visibility Day, the team felicitated Alisha Patel, the first trans woman to be recognized by the Gujarat Govt.



Arcelor Mittal Nippon Steel Trainings & Transgender Fair March 2023



First Indian Diversity Job Fair for People of all ages, abilities genders and sexualities had it all. Our EEMAX Asia Winning IP featured right from 2 Short Films to Diverse Employment Reports, a panel on Govt Jobs Quota for PWD, Live Performances to Stalls by Community Entrepreneurs .

Vividh Diversity Fair Mumbai 2019

WHY US?



OUR CLIENTS



Kingdom of the Netherlands



GIA
GEOLOGICAL INSTITUTE OF AMERIC



QbD RESEARCH & DEVELOPMENT LAB PVT. LTD



BUSINESS & COLLABORATION OPPORTUNITIES



Institutional Tie-Ups – Partner with **Colleges and Universities** to equip students with workplace-ready skills, enhancing their career prospects.



Workshops & Webinars – Join hands to conduct engaging sessions for professionals and students on workplace ethics, leadership, and communication – **Rotary, Lions, IMC, LIC** etc.



HR & Compliance Consulting – Ensure a legally compliant and ethical work environment through POSH awareness programs and policy development - **Labour Law Consultants, HR Consultants, CA, CS**

THANK YOU

+91 9821040440

shivkala@thingsetc.in

www.thingsetc.in