



**EnAble India**

*To empower people with disabilities*

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# ENABLE INDIA SERVICES



Enable India offers a variety of workshops, activities and guest speakers to engage the corporate sector in our common goal of diversity and inclusion.

In previous years our workshops and guest speakers have been in very high demand. Booking is available immediately.



# WORKSHOPS



## **Inclusion and Awareness Services: Disability Awareness for Support Staff**

**Ensure inclusion at every level!**

Empower support staff (from hospitality, security and housekeeping) to practice inclusion. The Disability Awareness Workshop for Support Staff is available in three languages – Hindi, Kannada, and Telugu , and will be able to explain the need for inclusion and disability etiquette to support staff members. Companies like JP Morgan have benefitted from this service.



Time: 1 hour



## **Inclusion and Awareness Services: Disability Awareness Workshops**

**Dispel disability myths, and help build an environment of inclusion!**

The Disability Awareness Workshops is a basic workshop suitable for staff at all levels. It is an interactive and reflective workshop bringing a new perspective about disability by understanding every person's abilities and "inabilities". Companies can set-up recurring workshops that assist staff to understand how people with disabilities work and get some of the burning questions answered on hiring and inclusion. It will explain basic technology solutions and more.

Many companies, like EMC<sup>2</sup>, Cisco, JP Morgan, and Thomson Reuters have been able to foster inclusive environments by conducting disability awareness workshops.



Time: 1 hour – 1.5 hours



## **Inclusion and awareness services: Disability awareness for managers**

### **Enable your upcoming leaders**

This sensitization program for hiring managers helps dispel myths about disability and gain enhanced perspective on hiring inclusively. This programme will talk about types of disabilities, and the skills with which persons with disability can contribute to the company. It will also present a brief overview on the business case for employing persons with disability, and the ways in which the company benefits by the hiring. Companies like IBM, Barclays, Deutsche Bank and ANZ have availed this service.



Time: 1 – 1.5 hours



## **Inclusion and Awareness Services: Inclusive and Adaptive Leadership**

### **Make your company an inclusion thought-leader**

Enables senior managers to reflect on their role in the inclusive processes and programmes of the organization. This sensitization program for senior managers and decision makers focuses on strategy for understanding and managing diversity within the organization, and the business case for a diverse workforce. The programme will present an overview of the kind of employees with disability that companies in a specific sector hire, and focus on the skills and abilities that these employees bring to the table. Finally, this programme will present some suggestions for creating inclusive work environments.



Time: 1 - 1.5 hours



# AWARENESS EVENTS



## Treasure Hunt

**Experience different disabilities to gain awareness.**

Treasure-hunt game is played using various Assistive aids and technology to get clues and finally find the treasure. For instance, a person is blind folded and given keyboard orientation, then, he / she listens to Jaws (Screen reader software) to use the computer and gets the first clue. Next, the participant has to communicate with a person with Hearing impairment to get the second clue. The game goes on till he / she finds the treasure. During this game the person will experience 5 to 6 different types of tools / solutions used by different disabilities.

If you want sensitization for only one specific disability type, say, vision impairment or hearing impairment, the game can be customized so that all the clues are obtained by experiencing the assistive aids used by that specific disability only.



Time: 4 – 5 hours



## Assistive aid stall

### Inclusion through technology!!

This stall contains various assistive aids and technologies used by people with disability as a work place solution. This includes aids and technology used by people with hearing impairment, vision impairment, physical disability and multiple disabilities. People with disabilities demonstrate the use of these technologies and also allows the visitors to get a hands on experience. This helps to gain understanding on how the aids function and the nature of training required to use them effectively.



Time: 4 - 5 hours



**GUEST  
SPEAKERS**



## Dr. Rajdeep Manwani

Dr. Rajdeep Manwani is an academician, trainer, motivational speaker and quizmaster par excellence both by training and by choice.

He is a triple post graduate and a Ph.D having completed his M.com, M.B.A and M.phil and also a doctorate in commerce on the topic 'Strategic evaluation of training in commercial banks'. He secured the gold medal for topping both the M.com and M.phil examinations in Mysore university.

An eloquent speaker he has won several debates and was adjudged the best speaker in the International tape speech competition held by toast masters International in 2008.

He holds the record of being adjudged the best impromptu speaker for four years in India and Sri Lanka for the years 2008, 2009, 2010 and 2012.

He has been awarded the Distinguished Toastmaster the highest award in Toastmasters International. He is the recipient of the National award as role model for empowerment of persons with disability from the honourable President of India in December 2013 and is also the recipient of the special award given by the Chief minister of Karnataka in December 2011. He also received the Rotary award for vocational service in education, the Extraordinary Pathfinder award by Rotary International and the Positive Health Hero award given by Dr. Batra's Clinic and Bajaj auto in October 2012.

He has hosted several training programs, given motivational speeches and held management talk shows on radio. He is a regular speaker to the senior management and leadership of several companies like Yahoo, Wipro, HP and Schneider and is a part of the elite panel of speakers for several leadership and management forums.

He has also done workshops on humour in several colleges and companies. He is an avid quizzer and was the quizmaster in several inter school and inter collegiate competitions.

At present he is working as the co-ordinator in the department of commerce in Jain University and is a part of the internal quality assurance cell of the college and also a key member of the research cell of the college and has completed two minor research projects on Entrepreneurship and student behaviour.

He has published several research articles and made several paper presentations on education and management in national and international seminars. He has trained, motivated and mentored over 17,500 students and executives over a span of eighteen years and received excellent ratings from his corporate and educational clients which include Britannia, SBI, Pantaloon retail, WIPRO and Kotak life.

He firmly believes in the motto of his life "Touching lives, making a difference"



Time: 1 – 1.5 hours



Format: Presentation using PowerPoint



## Pradip Sinha

Pradip is from Kolkata and he is Deafblind. When he lost his vision at the age of 12 he found there was no school for Deafblind in India. He stayed at home unable to read books due to blindness & not knowing Braille. His neighbour, a lady, tried teaching him how to write on paper with her hand for a practice. Slowly she began to communicate with him.

One day his elder sister Anju read in the newspaper about the Helen Keller Institute for deaf blind (HKIDB) in Mumbai and found the address with contact details. His parents took him to Mumbai in 1991 and admitted him to the school for the Deaf and Deafblind. Pradip also taught Actress Rani Mukherjee how to act like a deafblind person for the popular Bollywood movie Black.

Pradip worked hard for many years to develop his mobility and communication skills.

Pradip now lives independently in Bangalore, he cooks for himself, keeps his belongings clean, shops for grocery and other essentials, and commutes to Dell everyday where he works as a data analyst.

In this interactive session, Pradip demonstrates the technology solutions he uses and answers questions about the challenges of being deafblind in India.

### Speaker event

- 2006- Princess Anne conference (UK )- presented on the life experiences of being a deaf blind.

### Awards & Acknowledgements

- 2003- The Ability Master Award for being a computer teacher for the Deafblind children from Ability Foundation.
- 2016- Award of talent recognition from Karnataka Women and children charitable trust – Award of talent recognition.
- 2016- Award of inspiration from Adarsh group of institutions



Time: 1 hour



Format: Q&A session led by facilitator from EnAble India. Pradip communicates via a sign language translator.



## Sumanth KV

Sumanth was born with cerebral palsy but it was only detected at the age of two and a half. He was admitted to Spastics Society of Karnataka where he was given different types of therapy and was integrated to a normal school by fourth standard.

Sumanth has pursued his education and managed to achieve excellent results. Despite these results, he struggled to find employment with many employers unable to match his skill set to the right job.

In 2008 Sumanth was able to begin his career in the finance sector.

In an undeniably positive manner, Sumanth helps non-disabled leaders from the corporate sector understand the challenges of people with disability with education and employment in India.

### **Speaker event**

- 2015 India Inclusion Summit – guest presenter

### **Awards & Acknowledgements**

- 2015 Chief guest of Karnataka state government, world disability day event



Time: 1 hour



Format: Sumanth gives a humorous presentation about his life, challenges and successes, with time for questions



## Vidya Rao

Low vision since birth, her commitment to her work serves as a positive example for the visually impaired across India. A student from integrated schools in Bangalore (Karnataka State, India) and completed her Masters in Arts in English through distance education. Pursued computer training for visually impaired which led to a job as the first employee of EnAble India in February 2004.

She has been instrumental in opening up careers for job seekers with disability in Private sector across India with the vision of economic independence and dignity of persons with disability. This includes working out innovative employment models which suit persons with various types of disabilities considering the diverse backgrounds such as vision impairment, hearing impairment, physical disability, cerebral palsy, intellectual disability, autism spectrum disorder, psychiatric disorders and persons with multiple / profound disability.

During her 13 years of engagement with EnAble India, she has worked in various capacities such as computer trainer for visually impaired, counsellor, employment officer and was heading the Employment program from 2008 to 2015.

### Speaker event

- NIMHANS 2014: Co-presented a paper on mainstream employment opportunities for persons with psychosocial disorder
- Open Society Foundation 2015: Experience sharing about opening up employment opportunities for persons with disability in the Private sector.
- Seva - in-Action 2015: Co-presented a paper on mainstream employment opportunities for persons with intellectual disability
- Autism Pride organized by Sankara Hospital 2016: Speaker at the event organized to spread awareness amongst therapists, parents, and NGO professional
- AIF 2016 - Presented EnAble India training modules for AIF leadership team in New York USA

### Awards & Acknowledgements

- 2011 - Fame India - Pratibha award for working on employment of persons with disability
- 2007 - Best Teacher award from Rotary club for training persons with vision impairment



Time: 1 hour



Format: 1 hour presentation discussing the challenges of employing people with disability

**About Enable India:** Enable India is a non-profit organization working for economic independence and dignity of persons with disability since 1999. Enable India is considered a pioneer in employability and employment of persons with disability. Enable India collaborates with 600+ companies across 25 cities in the private and public sector across India. Enable India opens up 50 to 100 job roles annually and 4500+ persons with disabilities have found gainful employment directly and 1000+ through consultancy and capacity building of partner NGOs. Enable India provides holistic solutions and services to companies who employ the disabled.

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## **GET IN TOUCH**

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