

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Career Development and Psychological Safety

Retaining Talent Through Meaningful Growth

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



मनस् – Center for Mental Wellness & Counselling

## Programme Overview

This programme delves into the psychological underpinnings of employee retention, addressing the critical reality that talented individuals often depart due to management and cultural factors rather than organizational issues. We equip leaders and HR professionals with evidence-based strategies to foster an environment where employees feel valued, supported, and motivated to grow within the company.

## Learning Objectives

- ✓ Understand the primary psychological drivers behind employee attrition, enabling you to identify and mitigate risks before they lead to departures.
- ✓ Master the art of conducting meaningful career conversations that foster trust and engagement, moving beyond superficial discussions to genuine development dialogue.
- ✓ Recognize the profound link between structured development planning and employee mental well-being, learning how to use growth opportunities as a proactive support mechanism.
- ✓ Cultivate a robust growth mindset culture within teams, empowering individuals to embrace challenges and view setbacks as learning opportunities.
- ✓ Develop effective strategies for supporting employees navigating critical career transitions and crossroads, thereby enhancing loyalty and commitment.
- ✓ Apply insights specific to the Indian talent market to tailor retention strategies for greater impact and relevance within your organization.

### WHO SHOULD ATTEND

This programme is designed for HR professionals, talent development specialists, and senior managers who are responsible for employee engagement, performance, and retention within their organizations.

## Programme Content

### 1. Why Talented People Leave: Psychological Drivers of Attrition

Many organizations focus on compensation and benefits, overlooking the deeper psychological reasons why valuable employees decide to leave. This section explores the impact of perceived lack of appreciation, limited growth opportunities, poor leadership, and toxic work environments on an individual's decision to seek employment elsewhere. We will examine how unmet psychological needs, such as autonomy, competence, and relatedness, directly fuel attrition. Understanding these drivers allows you to proactively address systemic issues and create a more resilient workforce.

 **Activity: Group discussion: Identifying common 'push' factors in your organization.**

### 2. Career Conversations That Actually Work

Effective career conversations are more than just annual reviews; they are ongoing dialogues that build trust and foster a sense of direction. This session provides practical frameworks for conducting empathetic and goal-oriented discussions that uncover an employee's aspirations, skills, and development needs. You will learn how to ask insightful questions, provide constructive feedback, and co-create actionable development plans. These conversations are crucial for making employees feel seen and invested in, significantly boosting their commitment.

 **Activity: Role-playing: Practicing key phrases for career conversations.**

### 3. Development Planning as Mental Health Intervention

Viewing development planning solely through a performance lens misses its potential as a powerful tool for enhancing employee well-being. This section highlights how structured opportunities for learning, skill enhancement, and career progression can act as a buffer against stress and burnout. By investing in employees' growth, you demonstrate care and provide a sense of purpose and forward momentum, which are vital for positive mental health. We will discuss how to integrate well-being considerations into individual development plans.

 **Activity: Brainstorming: Linking development goals to employee well-being.**

#### 4. Cultivating a Growth Mindset Culture

A growth mindset, the belief that abilities can be developed through dedication and hard work, is fundamental to a thriving workplace. This module focuses on practical strategies for fostering such a culture, where challenges are embraced, effort is valued, and learning from setbacks is encouraged. You will learn how leaders can model this mindset, provide supportive feedback, and create an environment where experimentation and continuous improvement are the norm. This approach not only enhances resilience but also drives innovation and performance.

 **Activity: Individual reflection: Identifying opportunities to promote a growth mindset.**

#### 5. Supporting Employees at Career Crossroads

Employees frequently encounter significant career junctures, such as seeking promotions, considering role changes, or facing redundancy. This section provides guidance on how to offer effective support during these critical periods. We will explore empathetic communication techniques, resources for career exploration, and strategies for helping individuals navigate uncertainty with confidence. Proactive and sensitive support at these moments can transform potential attrition into reinforced loyalty and a stronger organizational bond.

 **Activity: Case study analysis: Developing support plans for hypothetical scenarios.**

#### 6. Retention Strategies for the Indian Talent Market

Understanding the unique dynamics of the Indian talent landscape is crucial for effective retention. This module examines cultural nuances, generational expectations, and the competitive environment specific to India. We will discuss how to adapt global best practices in career development and retention to resonate with Indian employees, considering factors like family influence, aspiration for growth, and evolving workplace values. Tailoring your approach ensures strategies are not only relevant but also highly impactful.

 **Activity: Group discussion: Adapting retention strategies for the Indian context.**

## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate the importance of career development and retention strategies to all managers.	HR	Week 1	Provide managers with a concise summary of the programme's key takeaways and their role in implementation.
Schedule and conduct initial training sessions for HR and Talent Development teams.	HR	Month 1	Focus on equipping the HR team with the foundational knowledge and skills to support managers.
Integrate career conversation frameworks into existing performance management cycles.	Manager	Week 2	Ensure managers are trained to facilitate meaningful career discussions during regular check-ins.
Develop and launch resources for employees on personal development planning and career exploration.	HR	Month 1	Make tools and guides readily accessible to all employees via the company intranet or HR portal.
Initiate a pilot programme for 'Growth Mindset' workshops within select departments.	HR/Manager	Month 2	Gather feedback from pilot participants to refine the workshop content before wider rollout.
Establish clear guidelines and support mechanisms for managers assisting employees at career crossroads.	Leadership	Quarter 1	Ensure managers are equipped to handle sensitive conversations and provide appropriate guidance and resources.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

UDYAM-MP-10-0120839

Ready to Partner With Us?



Website

[manas365.com](https://manas365.com)



Corporate Enquiries

[manu@manas365.com](mailto:manu@manas365.com)



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



Book a Meeting

[manas365.com/book-session](https://manas365.com/book-session)

**Disclaimer:** This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: [manu@manas365.com](mailto:manu@manas365.com) | +91 99818 13224