

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Family Pressure and Wellbeing in Indian Workplaces

A Leadership Guide to Supporting Employees with Family Obligations

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

This programme addresses the profound impact of family obligations on Indian employees and equips managers with strategies to offer effective support. Participants will learn to foster a more understanding and productive work environment by recognizing and responding to these unique challenges.

Learning Objectives

- ✓ Understand the diverse spectrum of family obligations prevalent among Indian employees, recognizing their significance beyond the workplace context.
- ✓ Identify how unmet family responsibilities can manifest in observable workplace behaviours, enabling early recognition of potential distress.
- ✓ Develop practical skills for initiating supportive conversations with employees about their family commitments without intruding on personal boundaries.
- ✓ Explore the role and impact of flexible working policies in accommodating familial needs, enhancing both employee wellbeing and productivity.
- ✓ Learn to cultivate a workplace culture that encourages openness about personal challenges while maintaining professional respect and confidentiality.
- ✓ Implement evidence-based approaches to support employee wellbeing, fostering loyalty and reducing burnout related to dual responsibilities.

WHO SHOULD ATTEND

This programme is designed for all people managers, HR professionals, and team leads who interact with employees facing significant family responsibilities.

Programme Content

1. The Family Obligation Landscape for Indian Employees

Indian employees often navigate a complex web of family duties, including elder care, supporting joint families, and managing significant life events like weddings. These responsibilities are deeply ingrained in cultural expectations and can create substantial emotional and time-based pressures. Recognizing this unique landscape is the first step for managers to understand the context of their team members' lives. This session will illuminate these common pressures and their potential influence on an employee's focus and energy at work.

 **Activity:** Group discussion on common family obligations observed within teams.

2. How Family Stress Shows Up in Workplace Behaviour

When family demands are overwhelming, employees may exhibit changes in their professional conduct. This can include decreased concentration, increased absenteeism, lateness, or a decline in the quality of work. Sometimes, employees might appear withdrawn or unusually stressed, impacting team dynamics and overall productivity. This section will help you recognize these subtle and overt signs, enabling you to proactively address potential issues before they escalate. Understanding these behavioural cues is crucial for providing timely and appropriate support.

 **Activity:** Interactive case study analysis of behavioural indicators.

3. Manager Support Conversations – What Helps

Approaching conversations about personal family matters requires sensitivity and a structured approach. This session will provide managers with a framework for initiating supportive dialogues, focusing on active listening and empathy. We will explore phrases and questions that encourage employees to share their concerns appropriately, alongside strategies for setting boundaries and managing expectations. The goal is to offer genuine support that acknowledges the employee's situation without crossing professional lines or assuming undue responsibility.

 **Activity:** Role-playing supportive conversation scenarios.

4. Flexible Working Policies for Family Obligations

Flexible work arrangements can be a powerful tool for alleviating the strain of family obligations. This module will examine various flexible options, such as adjusted hours, remote work, or compressed workweeks, and their potential benefits for employees managing personal responsibilities. We will discuss how to effectively implement and communicate these policies to ensure they support both individual needs and organizational goals. Understanding the practical application of flexibility can significantly enhance employee retention and morale.

 **Activity: Brainstorming flexible work solutions for common scenarios.**

5. Culture of Openness Without Overstepping

Fostering an environment where employees feel comfortable discussing their challenges, including family matters, is vital for wellbeing. This section focuses on building trust and psychological safety within teams. We will explore how managers can promote open communication while respecting privacy and avoiding intrusive inquiries. Creating a culture of mutual respect and understanding ensures that support is offered genuinely without creating an obligation for employees to disclose more than they are comfortable with.

 **Activity: Group exercise on establishing team communication norms.**

6. Promoting Employee Wellbeing and Resilience

Beyond specific policies, embedding wellbeing into the organizational culture is paramount. This module will cover strategies for promoting resilience, managing stress, and encouraging self-care among employees. We will discuss how managers can model healthy work-life integration and signpost available resources. By proactively focusing on wellbeing, organizations can empower employees to better manage their obligations and maintain their effectiveness and health.

 **Activity: null**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme outcomes and key takeaways to all people managers.	HR	Week 1	Ensure summaries are easily accessible and encourage immediate application of learned skills.
Review and update existing flexible working policies to better accommodate familial needs.	HR	Month 1	Incorporate feedback from managers and employees on practical implementation challenges.
Schedule follow-up 'lunch and learn' sessions on specific support conversation techniques.	Manager	Week 2	Focus on reinforcing skills and addressing real-time application difficulties.
Develop a resource guide for managers on supporting employees with family obligations.	HR	Month 1	Include contact details for internal and external support services.
Integrate wellbeing and support modules into onboarding for new managers.	HR/Manager	Month 2	Ensure new leaders are equipped from the outset to handle these sensitive situations.
Establish a regular feedback mechanism for managers on their effectiveness in supporting employees.	Leadership	Quarter 1	Use anonymized employee surveys to gauge the impact of support initiatives.

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™.

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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 | +91 99818 13224