

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Supporting Your NRI and Globally Mobile Employees

Mental Health and Cultural Adjustment for International Teams

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

Indian professionals working abroad or returning to India face unique psychological challenges that organisations often overlook. This programme equips your organisation with the insights and tools to effectively support these employees, fostering a more inclusive and productive global workforce.

Learning Objectives

- ✓ Understand the psychological nuances of international transitions for Indian professionals, recognizing the common emotional and cognitive shifts they undergo. This knowledge will empower you to offer more empathetic and effective support.
- ✓ Identify the signs and impact of acculturation stress in the workplace, learning how cultural adaptation challenges can affect performance and well-being. By understanding these dynamics, you can implement strategies to mitigate negative effects.
- ✓ Explore the specific challenges associated with reverse migration, helping employees reintegrate into the Indian professional and social landscape. This will enable you to provide targeted assistance during their return.
- ✓ Develop strategies to manage family separation and maintain effective communication for globally mobile employees. This objective will guide you in supporting employees through the emotional toll of distance and helping them stay connected.
- ✓ Learn to build and foster inclusive workplace cultures that value and accommodate diverse national experiences. This will enhance belonging and reduce feelings of isolation among your international workforce.
- ✓ Equip HR and managers with practical, evidence-based interventions to support employees through international transitions and reintegration. This practical knowledge will allow for immediate application and positive change within your organisation.

WHO SHOULD ATTEND

This programme is designed for Global HR professionals, managers of international teams, and NRI employees themselves who wish to understand and navigate the complexities of global mobility.

Programme Content

1. The Psychology of International Transition: What NRI Employees Actually Experience

Moving to a new country involves more than just a change of scenery; it triggers profound psychological shifts. Employees often grapple with identity, belonging, and a sense of loss for their familiar environment. Understanding these internal experiences, such as feelings of loneliness, anxiety about the unknown, and the pressure to adapt quickly, is crucial for providing effective support. This session will delve into these common emotional landscapes, offering insights into how they manifest and why they matter for employee well-being and productivity.

 **Activity: Group discussion on common transition experiences and initial coping mechanisms.**

2. Acculturation Stress and Its Workplace Impact

Acculturation stress arises from the challenges of adapting to a new culture, which can significantly impact an employee's performance and job satisfaction. This can manifest as difficulties in communication, misunderstandings in social interactions, and a feeling of being an outsider. Organisations need to recognize that these adaptation struggles are normal but can lead to reduced engagement and increased turnover if not addressed. We will explore evidence-based strategies to help employees manage this stress and foster a more supportive work environment.

 **Activity: Case study analysis of acculturation challenges in a professional setting.**

3. Reverse Migration: The Challenges of Returning to India

Returning to India after living abroad, often termed reverse migration, presents its own set of unique challenges that are frequently underestimated. Employees may find it difficult to readjust to Indian social norms, workplace dynamics, and even family life, experiencing a sense of 'reverse culture shock.' Navigating these complexities requires tailored support from organisations to ensure a smooth reintegration. This section will highlight these specific hurdles and discuss proactive measures to assist employees in their transition back home.

 **Activity: Brainstorming session on potential reintegration difficulties and support needs.**

4. Family Separation and Communication: How Organisations Can Support

The emotional toll of family separation is a significant concern for globally mobile employees. Maintaining strong connections while physically apart requires conscious effort and can impact an employee's focus and morale. Organisations play a vital role in supporting employees and their families through these periods. We will examine practical communication strategies and support systems that organisations can implement to alleviate stress and foster a sense of connection, thereby enhancing employee well-being and retention.

 **Activity: Role-playing exercises on empathetic communication with employees facing separation.**

5. Building Inclusive Cultures for Diverse National Experiences

Creating an inclusive workplace culture that genuinely embraces diverse national experiences is paramount for retaining and engaging a globally mobile workforce. This involves moving beyond surface-level diversity to foster a sense of belonging where all employees feel valued and understood, regardless of their cultural background or mobility status. This session will provide actionable steps for cultivating an environment where unique perspectives are welcomed and integrated, leading to greater innovation and team cohesion.

 **Activity: Workshop on developing inclusive team practices and communication guidelines.**

6. Practical Strategies for HR and Managers

This section focuses on translating the understanding gained into tangible actions for HR professionals and managers. We will explore evidence-based interventions, such as tailored onboarding programmes, flexible work arrangements, and mental wellness resources, specifically designed for globally mobile employees. Equipping leaders with these practical tools will empower them to proactively support their teams through the complexities of international assignments and repatriations, ultimately contributing to a healthier and more productive work environment.

 **Activity: Action planning for implementing support strategies within teams.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Develop and disseminate a guide on managing international transitions for employees and their managers.	HR	Week 1	Ensure the guide includes resources for both expatriation and repatriation.
Integrate cross-cultural training modules into the onboarding process for international hires.	HR	Month 1	Focus modules on common acculturation challenges and Indian cultural nuances.
Establish a buddy system pairing new international hires with experienced employees.	Manager	Week 2	Buddies should be trained to offer informal support and cultural insights.
Review and enhance communication policies to support geographically dispersed families.	HR	Month 1	Consider offering resources for family well-being and virtual connection tools.
Organize periodic feedback sessions for globally mobile employees to address concerns.	HR/Manager	Month 2	Ensure confidentiality and use feedback to refine support strategies.
Develop a framework for recognizing and celebrating diverse cultural contributions within the workplace.	Leadership	Quarter 1	This can include cultural awareness days and inclusive team-building events.

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

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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