

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Vimukti – Cannabis Recovery Support Programme

Compassionate Cannabis Recovery for Your Workforce

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

Cannabis use, often underreported in Indian workplaces, can significantly impact employee attention, motivation, and overall performance. Vimukti offers a structured, evidence-based programme to support individuals in their recovery journey, fostering a healthier and more productive work environment.

Learning Objectives

- ✓ Understand the prevalence and specific impacts of cannabis use on cognitive functions like attention and memory, and how these directly affect workplace performance and motivation.
- ✓ Develop skills to identify potential signs of cannabis-related performance challenges while differentiating them from other common workplace stressors or issues.
- ✓ Gain insight into the Vimukti programme's 45-day structured recovery framework and its evidence-based approach to supporting employees through this process.
- ✓ Learn how managers can adopt a supportive, non-punitive stance to encourage employees towards seeking help and engaging with recovery resources effectively.
- ✓ Explore the phased approach to returning to full productivity post-recovery, understanding the support mechanisms available and realistic expectations for employees.
- ✓ Recognize the organizational benefits of addressing cannabis use proactively, including improved morale, reduced absenteeism, and enhanced overall team performance.

WHO SHOULD ATTEND

This programme is designed for Human Resources professionals, managers, and employees within Indian organizations seeking to understand and address the impact of cannabis use in the workplace.

Programme Content

1. Understanding Cannabis Use and Its Workplace Impact

This section addresses the prevalence of cannabis use and its profound effects on critical cognitive functions such as attention, concentration, and motivation. We will explore how these impairments can manifest in reduced productivity, increased errors, and difficulties in complex task management within the professional setting. Understanding these direct links is crucial for recognizing the issue's significance and its subtle yet pervasive influence on individual and team performance.

 **Activity:** Group discussion on common workplace scenarios potentially linked to attention deficits.

2. Identifying Performance Challenges: Cannabis vs. Other Factors

It is essential to distinguish between performance issues stemming from cannabis use and those arising from other common workplace stressors or personal challenges. This module will equip you with observational skills to identify patterns of behaviour and performance that might indicate cannabis use, while also emphasizing the importance of avoiding assumptions. We will discuss how to approach such situations with sensitivity and gather objective information before considering interventions.

 **Activity:** Case study analysis: differentiating causes of performance dips.

3. The Vimukti 45-Day Recovery Programme

Vimukti offers a carefully structured 45-day programme designed to support employees through a comprehensive recovery process. This section will detail the programme's components, including evidence-based therapeutic strategies, skill-building modules, and relapse prevention techniques. We will highlight how this structured approach aims to facilitate sustained positive change and empower individuals to regain control over their well-being and professional capabilities.

 **Activity:** null

4. The Manager's Role: Support, Not Sanction

Managers play a pivotal role in fostering a supportive environment for employees facing challenges with cannabis use. This section focuses on adopting a constructive, non-punitive approach, emphasizing empathy and open communication. We will provide practical guidance on how to initiate conversations, offer resources discreetly, and collaborate with HR to ensure employees receive the necessary support without fear of immediate reprisal.

 **Activity: Role-playing exercises on supportive conversations.**

5. Navigating the Return to Full Productivity

Reintegrating into the workplace after a period of recovery requires careful planning and ongoing support. This module outlines the typical journey towards regaining full productivity, detailing the gradual return to responsibilities and performance expectations. We will discuss strategies for maintaining progress, managing potential setbacks, and the role of continued check-ins to ensure sustained success and confidence.

 **Activity: Brainstorming strategies for phased reintegration.**

6. Building a Healthier Workplace Culture

Proactively addressing issues like cannabis use contributes significantly to a healthier, more engaged, and productive workplace culture. This section explores the broader organizational benefits, including improved employee morale, reduced absenteeism, enhanced focus, and a stronger overall team dynamic. By investing in recovery support, organizations demonstrate a commitment to employee well-being, fostering loyalty and a positive work environment.

 **Activity: Group exercise: identifying key elements of a supportive workplace culture.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme availability and confidentiality protocols to all employees.	HR	Week 1	Ensure clear communication channels are established for inquiries about the Vimukti programme.
Conduct introductory training sessions for HR and managers on supportive intervention strategies.	HR	Month 1	Focus training on empathetic communication and resource referral techniques.
Integrate information about the Vimukti programme into employee onboarding materials.	Manager	Week 2	Include details on programme benefits and how to access support confidentially.
Establish a confidential referral process between managers and HR for employees identified with potential performance issues.	HR	Month 1	Define clear steps for a non-disciplinary referral to the Vimukti programme.
Schedule follow-up sessions for managers to discuss challenges and successes in implementing supportive approaches.	HR/Manager	Month 2	Facilitate peer learning and share best practices for supporting employees in recovery.
Review and update company policies to explicitly support recovery and well-being initiatives.	Leadership	Quarter 1	Ensure policies reflect a commitment to employee health and a non-stigmatizing approach to recovery.

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