

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Vimukti – Corporate Alcohol Recovery Support Programme

Compassionate Alcohol Support 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

The Vimukti programme is designed to support Indian organisations in addressing the impact of alcohol use on employee well-being and productivity. It offers a structured, compassionate approach to recovery, fostering a healthier and safer work environment for everyone.

Learning Objectives

- ✓ Understand the nature of problematic alcohol use, recognizing it is not a matter of willpower but a complex challenge that requires support. This knowledge will empower individuals to approach the issue with empathy.
- ✓ Identify how excessive alcohol consumption can significantly impair job performance, decision-making abilities, and overall workplace safety. Participants will learn to recognize potential risks and their impact.
- ✓ Develop skills to sensitively identify signs of struggle in colleagues or team members and initiate supportive conversations. This will equip managers to respond effectively and compassionately to employee concerns.
- ✓ Familiarize with the comprehensive 90-day Vimukti recovery support structure, detailing its phases and the resources available to employees seeking help. Understanding the programme's framework will facilitate effective referrals and support.
- ✓ Learn about company policies concerning return to work after a period of recovery, ensuring a smooth and supportive reintegration process. This knowledge promotes understanding and reduces anxiety for returning employees.
- ✓ Grasp the critical importance of confidentiality and privacy throughout the recovery process, building trust and encouraging employees to seek assistance without fear of stigma. This ensures a safe and supportive environment for all.

WHO SHOULD ATTEND

This programme is essential for HR professionals, managers, team leaders, and all employees who wish to contribute to a supportive and productive workplace culture.

Programme Content

1. Understanding Problematic Alcohol Use: Beyond Moral Judgement

This module delves into the complexities of alcohol use, framing it as a health-related challenge rather than a personal failing or lack of willpower. We will explore the factors that can contribute to difficulties with alcohol and how societal perceptions can create stigma. Understanding this distinction is crucial for fostering an environment where individuals feel safe to seek help. By de-stigmatizing the issue, we can encourage more open conversations and early intervention, benefiting both the individual and the organisation.

 **Activity: Group discussion: Sharing common misconceptions about alcohol use.**

2. Impact of Alcohol on Workplace Performance and Safety

Excessive alcohol consumption can subtly yet significantly affect an employee's cognitive functions, leading to reduced concentration, impaired judgment, and slower reaction times. These effects directly translate into decreased productivity, an increased likelihood of errors, and a heightened risk of accidents or safety breaches in the workplace. This session will highlight the tangible consequences, making it clear why addressing alcohol-related challenges is vital for operational efficiency and the well-being of all staff. Recognizing these impacts allows for proactive support measures.

 **Activity: Case study analysis: Identifying performance and safety risks.**

3. The Manager's Role: Compassionate Recognition and Response

Managers are often the first point of contact when an employee is struggling, and their role in recognizing and responding is paramount. This section equips leaders with the skills to observe changes in behaviour and performance without judgment. We will cover how to initiate supportive conversations, offer resources, and navigate these sensitive discussions with empathy and professionalism. Effective managerial support can be a critical factor in an employee's decision to seek help and begin their recovery journey.

 **Activity: Role-playing: Practicing supportive conversations.**

4. The Vimukti Programme: A 90-Day Recovery Support Structure

Vimukti offers a structured, phased approach to recovery over 90 days, providing comprehensive support for employees. This module will outline the programme's key components, including counselling, support groups, and relapse prevention strategies. We will explain how the programme is tailored to individual needs and the benefits of this sustained, guided recovery process. Understanding the Vimukti framework allows HR and managers to confidently refer employees and monitor progress effectively.

 **Activity: Q&A session with a programme facilitator.**

5. Return to Work Policies and Ensuring Confidentiality

A crucial aspect of recovery is the safe and supportive reintegration into the workplace. This session clarifies company policies regarding return-to-work, ensuring a clear and encouraging process for employees resuming their duties. Equally important is the absolute commitment to confidentiality. We will discuss the measures in place to protect employee privacy throughout their engagement with Vimukti and thereafter, building trust and assuring individuals that their personal health information is handled with the utmost discretion.

 **Activity: Discussion on best practices for return-to-work support.**

6. Building a Supportive Workplace Culture

Creating an environment where mental well-being and recovery are openly supported is a collective responsibility. This final section focuses on the broader cultural shifts needed to destigmatize seeking help for alcohol-related challenges. We will explore practical ways all employees can contribute to a culture of care, understanding, and mutual respect. A strong supportive culture not only aids individual recovery but also enhances overall employee engagement and organizational resilience.

 **Activity: Brainstorming: Ideas for ongoing workplace wellness initiatives.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme availability and benefits to all employees.	HR/ Communications	Week 1	Utilize internal newsletters, intranet, and town hall meetings to widely disseminate information about the Vimukti programme and its confidential nature.
Conduct mandatory awareness sessions for all managers and HR personnel.	HR/Training Department	Month 1	Ensure all managers and HR staff are trained on recognizing signs, initiating supportive conversations, and referring employees to the Vimukti programme.
Integrate Vimukti programme information into new employee onboarding.	HR	Week 2	Include details about the Vimukti programme and the company's commitment to employee well-being in the standard onboarding materials and orientation.
Establish a clear, confidential referral pathway for employees seeking help.	HR	Month 1	Define and communicate the precise steps an employee should take to access the Vimukti programme confidentially, ensuring ease of access and privacy.
Review and update existing return-to-work policies to align with recovery support.	HR/Legal	Month 2	Ensure policies are supportive, non-discriminatory, and clearly outline the process for employees returning after participating in the Vimukti programme.
Develop ongoing communication campaigns promoting a stigma-free workplace.	Leadership/ Communications	Quarter 1	Initiate regular internal communications that emphasize mental well-being, support for recovery, and the importance of a compassionate work environment.

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