



THE GRIT SCHOOL

Resilience. Performance. Thrive.

Empowering professionals through positive psychology for peak performance, emotional intelligence, and lasting success.

By blending the science of positive psychology with next-gen skills—resilience, EI, growth mindset, engagement—The Grit School not only elevates young professionals but also equips leaders with the tools to build, sustain, and scale unstoppable, future-ready teams.





Positive Psychology & Corporates

Positive psychology is a branch of psychology that focuses on the scientific study of human strengths, well-being, and what enables individuals to thrive. Unlike traditional psychology, which often emphasizes diagnosing and treating mental illness, positive psychology is dedicated to understanding and promoting factors such as happiness, resilience, creativity, and personal growth. Founded on robust empirical research, this field harnesses evidence-based interventions that help individuals build on their strengths and foster mental well-being. The methodology is rigorous and systematic, relying on measurable outcomes and long-term studies—to ensure that the practices it endorses are both effective and sustainable.

For corporates, the integration of positive psychology into employee development is not just beneficial—it's essential for long-term success. When companies invest in positive psychology-based training, they are taking a scientific approach to cultivating a workforce that is engaged, resilient, and innovative. This approach delivers quantifiable benefits: enhancing productivity, reducing turnover, and creating a supportive work environment that encourages continuous learning and problem-solving. By grounding workforce interventions in proven scientific research, positive psychology offers corporates the only holistic and enduring way to nurture an adaptive, high-performing team that drives success well into the future.





Industry Challenges & Need for Training

A Shifting Corporate Landscape

Today's businesses operate in environments that are more dynamic, diverse, and competitive than ever before. Young professionals are often thrust into these high-stakes settings with strong technical skills but without the full complement of soft skills required to navigate complex interpersonal dynamics, manage stress, or adapt to rapid change. This gap leaves many emerging employees vulnerable—not only to burnout and disengagement—but also to missed opportunities in leadership and innovation.

Emotional Disconnect and Communication Gaps

One of the most significant hurdles is the lack of emotional intelligence. Many young employees struggle with self-awareness, empathy, and effective communication. In an era where collaboration is key, these shortcomings can lead to misunderstandings, conflicts, and reduced team efficiency. Organizations increasingly recognize that technical prowess alone is not enough; fostering an environment where employees can manage emotions and interact positively is vital for sustainable success.

Challenges in Building Resilience

Modern workplaces are marked by constant change, pressure to perform, and rapid technological advancements. Without the resilience to cope with setbacks, stress, and uncertainty, young professionals can quickly become overwhelmed. The inability to rebound from challenges not only affects individual productivity but also has a ripple effect on team morale and overall corporate performance. Strengthening resilience is therefore critical to maintaining a thriving, adaptive workforce.



The Need for a Growth Mindset and Peak Performance

Traditional education and early career experiences often emphasize a fixed view of talent, where abilities are seen as static rather than malleable. This can hinder innovation and limit continuous improvement. By cultivating a growth mindset, employees learn to view challenges as opportunities, embrace creative problem-solving, and persist through obstacles. This shift not only propels individual performance but also drives collective progress, fueling a cycle of continuous learning and peak performance.

Gen-Z Engagement & Well-Being for Leaders

In today's fast-paced, hybrid world, leaders face burnout, digital overload, and a widening generational gap that undermines engagement and innovation. Resonate360's Gen-Z Engagement & Well-Being accelerator helps you bridge these divides, foster holistic employee well-being—emotional, mental, and physical—and build resilient, creative teams that drive down turnover, boost satisfaction, and secure long-term success.





Why Targeted Training Is Essential

Given today's challenges, organizations need training that transcends conventional skill-building to empower both rising talent and their leaders. At The Grit School, our four master programs—Emotional Intelligence Mastery, Resilience Accelerator, Growth Mindset & Peak Performance, and Resonate360: Gen-Z Engagement & Well-Being for Leaders—harness positive psychology to deliver a truly holistic solution. These courses not only equip young professionals with vital soft skills but also arm leaders with proven tools to coach, inspire, and sustain high-performing, emotionally resilient teams—cultivating a culture of continuous improvement and well-being that's vital for long-term business success.

Through our focused approach, companies can expect to see:

- **Enhanced interpersonal communication.**
- **Greater resilience in facing work challenges.**
- **A shift towards a proactive, growth-oriented mindset.**
- **Improved overall employee well-being and team engagement.**
- **Strengthened leadership capabilities, empowering managers to connect with, coach, and inspire their Gen Z teams.**

This comprehensive training addresses the root causes of many common corporate challenges, ultimately creating a more robust, adaptive, and cohesive workforce that drives long-term business success.





Industry challenges that professionals face

Emotional Disconnect & Communication Gaps

Example: A multinational tech company noticed that its junior employees struggled with cross-team collaboration. Despite their technical expertise, they lacked the emotional intelligence to navigate workplace relationships, leading to misunderstandings and inefficiencies. The company introduced emotional intelligence training, which improved communication and teamwork.

Challenges in Building Resilience

Example: A financial services firm observed high turnover among young employees due to workplace stress and pressure. Many employees lacked coping mechanisms to handle setbacks and demanding workloads. After implementing resilience training, employees reported better stress management and increased job satisfaction.

The Need for a Growth Mindset & Peak Performance

Example: A global retail brand found that its junior managers were hesitant to take initiative or innovate. They feared failure and lacked a growth mindset. By introducing mindset coaching and leadership workshops, the company saw a rise in proactive problem-solving and creative thinking.

Gen-Z Engagement & Well-Being for Leaders

Example: A mid-size tech firm was grappling with Gen Z disengagement: despite competitive pay, young talent felt unheard and disconnected from leadership. After rolling out Resonate360—starting with a 2-day workshop on decoding Gen Z values and building psychological safety, then embedding rapid-feedback sprints and reverse-mentoring—leaders can see engagement scores jump from 62% to 84%, voluntary turnover drop by 30%, and trust ratings climb 25% within six months. By co-creating digital-first well-being rituals and real-time feedback loops, Resonate360 transforms a fragmented workforce into a cohesive, high-energy team aligned around purpose and continuous growth.



OUR MASTER PROGRAMS

Our Four Foundations to Success

Each workshop is a 2-day intensive training session conducted at the corporate office or an alternative venue of your choice, designed to integrate seamlessly into your company culture.





Benefits & Impact of Our Four Master Programmes

Emotional Intelligence Mastery

- **Enhanced Self-Awareness:** Participants learn to identify and understand their emotions, leading to better decision-making.
- **Improved Interpersonal Relationships:** Training cultivates empathy and active listening skills that reduce conflicts and foster collaboration.
- **Better Conflict Resolution:** Employees can navigate workplace disagreements more effectively, creating a more harmonious environment.

Organizations implementing these skills observe increased teamwork, reduced tension during high-pressure situations, and an overall boost in communication quality. The result is a workforce that is not only technically proficient but also emotionally resilient, paving the way for agile leadership in dynamic corporate settings.





Benefits & Impact of Our Four Master Programmes

Resilience Accelerator

- **Stress Management:** The programme equips employees with practical strategies to manage pressure, cope with failures, and remain focused during challenging projects.
- **Increased Adaptability:** Participants develop the mental grit necessary to adjust to ongoing changes in the industry or organizational structure.
- **Greater Perseverance:** Employees learn how to view obstacles as opportunities for growth, leading to a more motivated and proactive team.

Companies often see a decrease in burnout and an increase in employee retention when resilience is built into the corporate culture. A resilient workforce drives improved performance, allowing employees to recover quickly from setbacks and maintain productivity through demanding times.





Benefits & Impact of Our Four Master Programmes

Growth Mindset & Peak Performance

- **Shift in Perspective:** The training instills the belief that skills and abilities can evolve, encouraging continuous professional development.
- **Innovation & Creativity:** Employees become more willing to experiment and innovate, leading to breakthrough ideas and process improvements.
- **Enhanced Performance:** With a focus on personal accountability and improvement, participants often reach higher levels of productivity and quality in their work.

Adopting a growth mindset translates into a culture of innovation and relentless improvement. Companies benefit from increased employee engagement, proactive problem-solving, and a reinvigorated commitment to excellence—all of which contribute directly to competitive advantage and sustained growth.





Benefits & Impact of Our Four Master Programmes

Resonate360: Gen-Z Engagement & Well-Being for Leaders

- **Cultivate genuine trust with Gen Z by uncovering their true motivators—purpose, autonomy, digital fluency—and leading with empathy to create a psychologically safe environment where they can shine.**
- **Co-design bite-sized, digital-first well-being rituals and instant feedback loops grounded in the PERMA framework, turning everyday work into energizing, resilience-boosting moments.**
- **Embed a continuous growth engine through structured reverse-mentoring, real-time pulse insights, and leader learning circles—keeping your team engaged, innovative, and fiercely loyal long term.**

As a leader, by leveraging Resonate360's Gen-Z Engagement & Well-Being accelerator, you'll bridge the generational divide to forge a more wholesome, high-energy connection with your younger talent—driving deeper engagement, reducing absenteeism and turnover, and fostering a vibrant, supportive culture where employees truly thrive, fueling sustainable performance and long-term success.





Resonate360: Part 2

Extended Leadership Activities

Pre-Workshop Pulse & Reverse Mentoring

- Launch with a Gen Z well-being survey and pair leaders with Gen Z mentees for monthly reverse-mentoring.

Monthly Learning Circles (90 min)

- Small-group peer forums to share wins, challenges, and fresh Gen Z insights.

Gen Z Immersion Day

- Leaders shadow a Gen Z colleague—stand-ups, scrums, wellness breaks—to build empathy.

Quarterly Well-Being Retreat

- Half-day offsite for mindfulness, strength-spotting, and PERMA coaching.

Digital Toolkit & Community

- On-demand micro-learning, pulse templates, an idea lab, plus a private Slack/Teams channel.

Six-Month Impact Review

- Track engagement, turnover intent, and pulse data at 3- and 6-month marks, with optional 1:1 coaching.

Why Resonate360 Works

- Bridges the Gen Z gap with co-creation and real-time insights
- Builds on positive psychology (PERMA) for sustainable well-being
- Keeps leaders connected via mentoring, meet-ups, and digital channels
- Delivers measurable ROI through ongoing surveys, feedback sprints, and retreats

A unique mix of immersive workshops and lived-experience activities, Resonate360 transforms leadership mindsets and equips you to inspire, engage, and retain your Gen Z talent for years to come.





Post-Workshop Follow-Up & Continuous Review

To ensure the lasting impact of our programmes, we implement a robust post-training support system:

Immediate Follow-Up

After each workshop, participants complete a structured feedback survey. This immediate feedback helps us adjust content or delivery for subsequent sessions.

Regular Check-Ins

Our team schedules follow-up sessions (via virtual or on-site meetings) at intervals of 1 month, 3 months, and 6 months after the initial training. These sessions allow us to assess the practical application of skills in the workplace and address any emerging challenges.

Customized Support Plans

Based on the outcomes and feedback, we offer tailored coaching sessions or refresher modules to ensure that the learned skills are fully integrated into the employee's daily routines. This can include peer-to-peer check-ins, online resources, or targeted group exercises.

Periodic Performance Reviews

In collaboration with HR, we review key performance indicators such as employee engagement levels, retention rates, and overall productivity improvements. These metrics help both us and the corporate client identify areas for continuous improvement and measure long-term impact.



About The Grit School

Introduction

The Grit School is a specialized training arm under the umbrella of Acrophile Adolescent Healing Center Pvt Ltd. Our mission is to harness the principles of positive psychology, providing young corporate professionals with the tools they need to succeed and excel.

Our Philosophy

Our training modules are rooted in evidence-based positive psychology, ensuring that employees not only meet but exceed their personal and professional goals.





About the Founder

With expertise in corporate training, leadership development, and psychological empowerment, Himadri S De integrates practical experience with transformative education to cultivate resilient leaders.

Credentials & Expertise

Holding dual master's degrees in Business Administration (Australia) and Psychology (India), Himadri has specialized in Positive and Developmental Psychology at premier institutions like Harvard Medical School, the University of Pennsylvania, and Queensland University. His academic journey also includes Early Childhood Care from Stanford University. Currently, he is pursuing a PhD on Resilience in Adolescents and is certified in Life Navigation Therapy and Resilience Therapy.

Himadri S De

Founder & CEO





About the Founder

Leadership & Impact

A former Executive Director of a non-profit (20+ years), Himadri has actively worked with youth, partnering with the Delhi Government to strengthen child protection mechanisms. He serves on the Juvenile Justice Care and Protection Committee and was honoured with the Mahatma Award (2021).

Thought Leadership & Offerings

Author of *The Two Sides of Fifteen*, a book exploring adolescent development, Himadri offers leadership training, resilience coaching, and psychological empowerment programs tailored for corporations, educators, and social organizations. His evidence-based approach enhances decision-making, emotional intelligence, and organizational resilience.

Partnering with Himadri S De ensures measurable growth, stronger leadership, and lasting psychological well-being within teams and individuals.



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