

# PERSONAL IMPACT



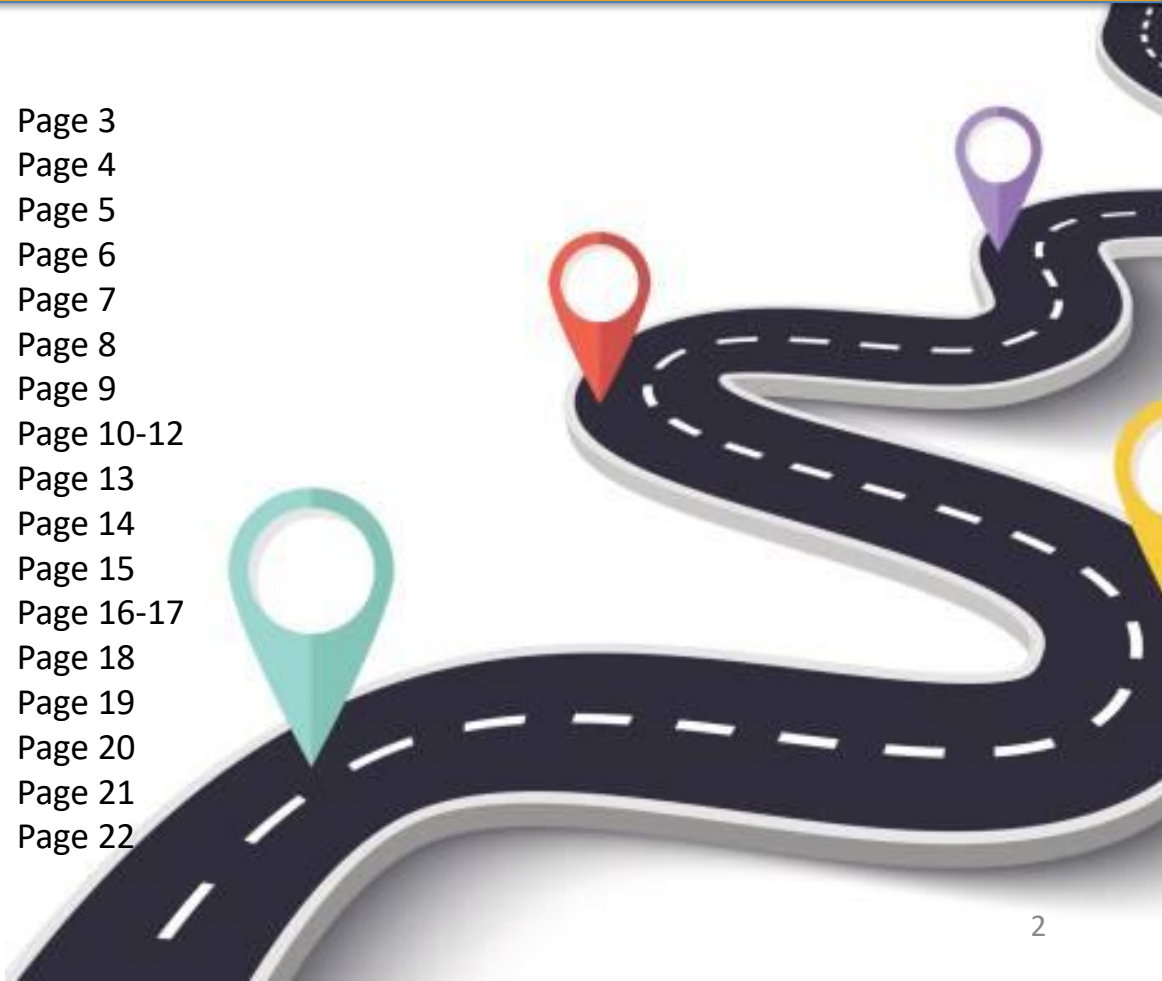
Make an impact in meetings, calls, networking events, informal events Be aware of your personal brand and its impact on others.

Influence others through reasoning and building positive relationships Use multiple colors of your personality to get the point across

Approach note- 21<sup>st</sup> June 2018

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# ABC OF PERSONAL IMPACT

Actors have been known for ages to have **'Star like quality'** which leads them to exude confidence and move an entire auditorium full of people. They have an inherent ability to **use a wide range of emotions** to be able to make the audience feel what the script demands of them.

Our directors knew that "The inner substance speaks much louder and clearer than the outer masks" Hence, they would spend most time having the actor connect with the character, its thoughts, its body and spend little time on the schematics, costumes etc.

## Aim

Every communication has a purpose.

What's the impression you want to leave your audience with?

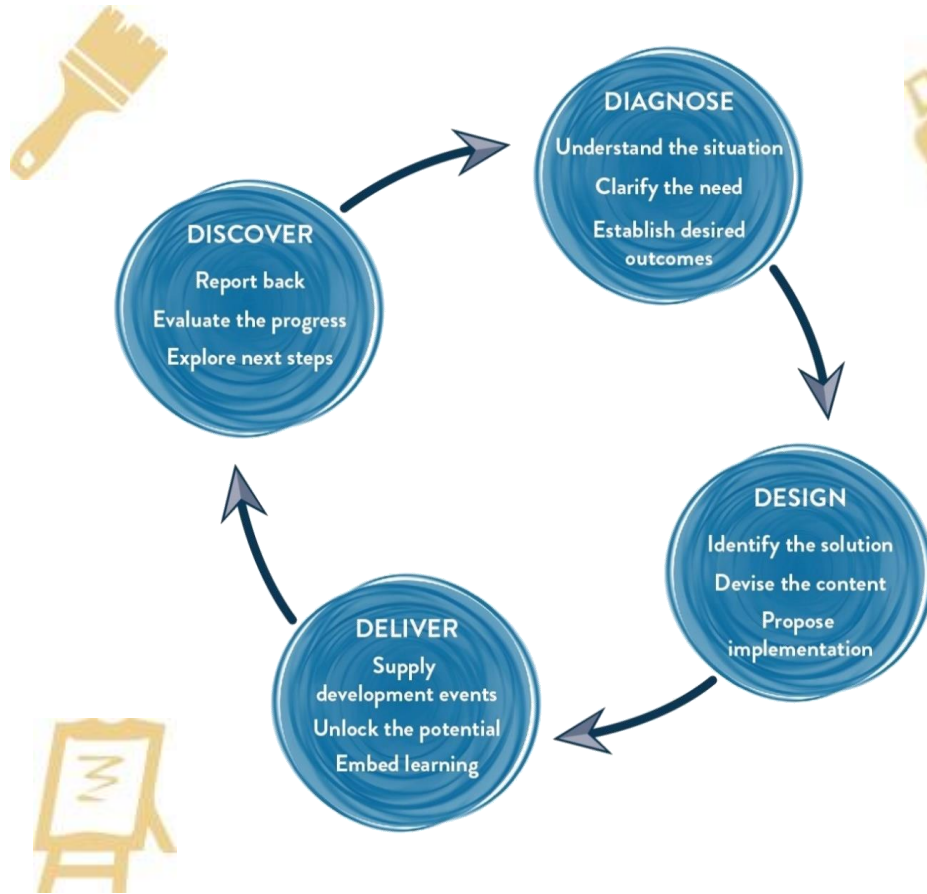
## Chemistry

- Focus of attention
- Building relations
- Emotional and social intelligence
- Impact in your interactions & presentations.

## Being yourself

- Are you bringing your whole self or are their parts of your personality behind
- Using your natural charisma and gravitas

# THE APPROACH



## The Methodology

We use Interactive theatrical exercises along with Psychological and L & D tools

# THE PROPOSED JOURNEY



# THE PERSONAL IMPACT PROFILE

## Online Assessment:

Each participant will choose up to 5 of their “supporters”: line manager, 2-3 colleagues/ interviewer, 1 direct reportee complete an online assessment which will have a set of questions regarding their Personal Impact. They will each need to take out approximately *12 to 15 minutes* to complete this assessment.

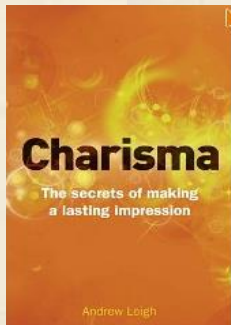
This MLA (PI) profile gives valuable feedback on ten key behaviors, to see how many colours one is using from his/her palette.



# THE PRE-READ

## Objectives:

Maynard Leigh has a rich heritage of producing some of the best selling publications capturing our philosophies, detailing how we inspire greater impact. **Charisma Effect** is one such publication, now translated in over 30 countries. A simple to read book unraveling the secrets of making a lasting impression.



Participants receive a copy of this book before the workshop to study relevant chapter/s corresponding to areas identified as their **strengths/development needs** from the **Personal Impact profile**.

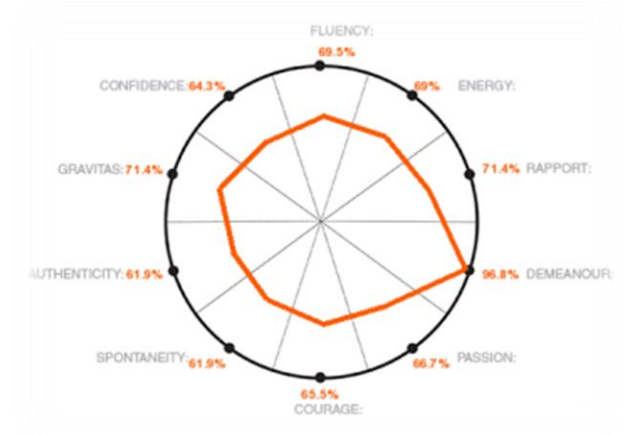


# PROFILE DEBRIEF CALL WITH CONSULTANT

## Need of this call:

A call with the consultant to discuss the profile, interpret results, decipher statistical facts and free form comments. This is to create a clear vision towards the personal development of the participant during the workshop. On the call, the participants will identify their **strengths and three areas they need to develop**.

Duration: 45 Minutes.





# TENTATIVE LEARNING OUTCOMES

The objectives are based on **think + feel + act = performance**

Based on research done in instructional design that points to the fact that wholesome learning occurs when cognition (thinking) aligns with emotion (feeling), which then need to align with the sensorial or kinesthetic (new actions or what a person does differently after experiencing the learning)



- I now understand the importance of executive presence
- By clarifying the impact I want to have, I have more chance of meeting it
- I am making an impact at every moment- consciously and unconsciously
- Everything makes an impact- my dress, entrance, body language, voice
- I have the tools to impress and establish credibility/ authority
- Every interaction, presentation is a moment of impact, I will make them count.



- Confident in leading conversations
- More aware & assured about myself
- More present to my audience
- Connected to your own true self
- Equal with people around me
- Capable in influencing outcomes of meetings/discussions



- Express my opinions and points of view
- Convey gravitas and natural authority
- Increase ability to gain buy-in and create impact through increased executive presence
- Impress and establish credibility by developing a signature voice for customer and team interaction
- Share stories from the heart
- Build relationships with Clients, seniors and peers

# TENTATIVE DESIGN

## DAY 1 (10 PARTICIPANTS PER CONSULTANT)

Session	Session Details	Methodology	Outcome
Party Mingling	<ul style="list-style-type: none"> <li>Participants move around having conversations around what is Personal Impact and what it means to them.</li> </ul>	Experiential	Getting Comfortable, understanding the scope of PI
Introduction	<ul style="list-style-type: none"> <li>Welcome and context setting</li> <li>Maynardleigh &amp; participant Introductions</li> <li>Permissive Encouragement – Play &amp; Express yourself"</li> </ul>	"Theatrical warm ups Experiential Context setting"	
ON-OFF Modes & Masks	<ul style="list-style-type: none"> <li>"ON = When you know you're being seen and having to represent your personal brand.</li> <li>OFF = Those unguarded moments when you are being watched and you're not aware of it.</li> <li>Masks - Holding on to our individuality and being appropriate to people around us."</li> </ul>	"Leader & participants offer insight"	"Awareness of what works and what needs Improvement People notice the impact everywhere"
First Impressions	<ul style="list-style-type: none"> <li>How individuals want to be seen? How they fear they are seen?</li> <li>Appearance, posture, stature, speech, image and style.</li> </ul>	Participant Sharing with the leader	"Make a good first impression Articulate adequately in all channels (virtual and in person)"
Communication Model (55,38,7)	<ul style="list-style-type: none"> <li>Discussion on the importance of Non Verbal Communication.</li> </ul>	Using your body holistically to communicate, experientially shared by facilitator	How do you communicate effectively?
Moment of Impact	<ul style="list-style-type: none"> <li>A quick sharing of a moment when we were able to create impact and identifying what helped create it.</li> </ul>	Storytelling, In pairs	Wearing masks - does it help create impact or dilutes it?.
Personal Branding & Impact Introductions	<ul style="list-style-type: none"> <li>Creating a Personal Brand. Personal image gets portrayed inside out.</li> <li>Re-doing the entrances and introductions to create specific Personal Impacts.</li> </ul>	Group Discussion	Be aware of one's personal brand
Prepared communication	<ul style="list-style-type: none"> <li>Participants present their 1 minute introduction. They will be asked to come prepared with this before the workshop.</li> </ul>	Participant presentations.	Choosing to make an impact

# TENTATIVE DESIGN

## DAY 1 contd

Session	Session Details	Methodology	Outcome
Feedback	<ul style="list-style-type: none"> <li>• "Each person receives feedback from the group and the leader</li> <li>• Analysis of each person's strengths and areas of improvement</li> <li>• Introduction to the A, B &amp; C of creating impact."</li> </ul>	Leader & participants offer insights	"Awareness of what works and what needs improvement"
Video Feedback	<ul style="list-style-type: none"> <li>• "Participants get a chance to see themselves and consolidate learning points from feedback.</li> <li>• They evaluate themselves using the filter of A, B &amp; C"</li> </ul>	Video play back in the room	"Self awareness, Validation of feedback, Focus on areas of development, Self realization"
Issues List & Buddy Up	<ul style="list-style-type: none"> <li>• "Based on the experiences above participants narrow down on the 2-3 things they need to work on in order to increase their impact.</li> <li>• Coaching pairs are made."</li> </ul>	Discussion with coach and putting issues on a flipchart	
Style Audit	<ul style="list-style-type: none"> <li>• Impact comes from Care, Flair and Aware</li> <li>✓ Care = Demonstrate that you value yourself</li> <li>✓ Flair = Express your self, be creative, voice quality, personal style</li> <li>✓ Aware= Make sure your clothes are appropriate</li> </ul>	Discussion leading to Role Plays	Appreciating differences in style and how appearance impacts on our audience.
A = AIM	<ul style="list-style-type: none"> <li>• What is your AIM/ Purpose? (To realize the importance of being clear about our AIM. The clearer and more specific we are, the more likely we are to achieve it.)`</li> </ul>	Leader & participants offer Insight	Communicate to involve others. Be more confident and assured
B = Be Yourself	<ul style="list-style-type: none"> <li>• It's not only about WHAT we communicate. It's also about HOW we communicate.</li> </ul> <p>Preparing all your resources to create a Personal Impact –</p> <ul style="list-style-type: none"> <li>✓ MIND – Centering Technique and building awareness</li> <li>✓ BODY – Preparatory exercises for keeping the energy flowing</li> <li>✓ BREATH – Taking care of anxiety</li> <li>✓ VOICE – Helps in pitching with impact and</li> <li>✓ EMOTIONS – Supports in getting along with variety of people</li> </ul>	<p>Rehearsals</p> <p>Coaching</p> <p>Experiential activity</p>	Establish credibility/ authority. Communicate with assertion and confidence.
Closing	"Participants finalize what they will START doing, STOP doing & CONTINUE doing. Homework"	"Action planning Completion"	

# TENTATIVE DESIGN

## DAY 2

Session	Session Details	Methodology	Outcome
"Hello! & Recap"	"Recap of Day 1 A quick sharing of takeaways from the first day."	Trainer led	Context.....RECAP from DAY1
Emotional Expression	The importance of being able to emotionally express ourselves & convey a message appropriately	Participants in pairs expressing around 20 - 25 emotional statements (based on sad, glad, mad & afraid).	Being able to identify the emotions they lack/or not able to express comfortably.
Status	"Improving Stature Feeling high status and exhibiting high self esteem. Exhibiting confidence."	Role Plays.	Exhibiting high self esteem
Chemistry Interdependence	"Attention-Choosing where to focus. Focusing attention on the other person or people. Interdependence-Working creatively in partnership and collaboration with others.. Rapport-Mirroring and developing sensitivity to others, Developing empathy, Understanding the other person."	"Facilitator psychodrama Participant exercises"	"Capable in influencing outcomes of meetings/discussions Comfortable in influencing people and teams. Building rapport with stakeholders"
Performing Quality Pieces	"They present a 2-3 min piece on what quality means for them using a song, poem, prose, speech from a play etc. ( asked to come prepared ). They need to choose/create a piece they find inspiring."	"Coaching in creative partnership Insightful feedback ."	Creates a climate of trust in which people want to do their best.
Choosing Goals & Closing	"•Participants finalize what they will START doing, STOP doing & CONTINUE doing. •Finalizing the Goals to work on. •Goodbyes"	Finalizing goals that each participant would work on.	

# Progress IT: Online goal tracking



ProgressIt® is a powerful on-line support system that provides follow through after a course, a workshop or learning event. We use this innovative service to:

- I. Help participants reach their self selected behavioural goals
- II. Show line managers what their colleagues have learned and report on the business results from their new learning
- III. Enable Human Resources departments to offer evidence of specific business gains stemming from a particular learning experience.
- IV. Assign supporters to these participants who will give feedback for a period of nine weeks.

ProgressIt® tackles these with a nine-week support service and a report at the end summarizing progress.

# ONE ON ONE COACHING CALL



## Coaching Call

We suggest a 45 minute coaching call 15 days post the progress IT has been initiated.

Maynard Leigh coaches possess particular skills in creating a safe place in which to practise new ways of thinking and behaving.

The Maynard Leigh **performance coaching** experience resembles the **relationship between a theatre or film director and an actor**. The director's job in rehearsal is to unlock the actor's potential in order to deliver outstanding performance. They do this in many ways using **insightful feedback**, suggesting **exercises**, **encouraging experimentation** and working in a **creative partnership**. This is why actors will always expect to **get up on their feet** and **try things out** in the rehearsal stage of a production.

These calls will allow the coach & the executive to delve deeper into the area of development and as the sessions progress they will be better suited to practise the learning and revisit what worked & what could be better . **Coaching makes a huge impact.**

# DISCOVERY MEETING



We shall hold a one to one meeting with HR stakeholders after the workshop to take feedback on the intervention and how it was received and to determine the next action steps.

# PROGRAM TIMELINES- BATCH 1

Sr. No.	Activity Description	Brief description	Date	Ownership
1	Personal Impact Profile	Participants Profile sheet outline structure to be sent by MLA	29th June	Maynardleigh Team
		Confirmed participants list to be shared by Edelweiss	2nd July	Edelweiss
		Initiation of Personal Impact Profiles for all the participants will be done by MLA (Online Learning)	2nd July	Maynardleigh Team
2	Profile Debrief Coaching Call (45 minutes)	Tentative schedule to be shared by MLA	5th July	Maynardleigh Team
		Confirmed schedule to be shared by Edelweiss	9th July	Edelweiss
		Calls to be held on	12th & 13th July	Maynardleigh Team
3	Full Day Workshop	Logistic mail for workshop arrangements will be sent by MLA	5th July	Maynardleigh Team
		Logistics Confirmation mail will be shared by Edelweiss	9th July	Edelweiss
		Workshop	20th & 21st July	Maynardleigh Team
4	Progress IT	Progress IT profiles to be initiated by MLA	21st July	Maynardleigh Team
5	One on One Coaching Call (45 minutes)	Tentative schedule to be shared by MLA	12th August	Maynardleigh Team
		Confirmed schedule to be submitted by Edelweiss	20th August	Edelweiss
		Calls to be held on	23rd & 24th August	Maynardleigh Team



# PROGRAM TIMELINES- BATCH 2

Sr. No.	Activity Description	Brief description	Date	Ownership
1	Personal Impact Profile	Participants Profile sheet outline structure to be sent by MLA	5th July	Maynardleigh Team
		Confirmed participants list to be shared by Edelweiss	6th July	Edelweiss
		Initiation of Personal Impact Profiles for all the participants will be done by MLA (Online Learning)	6th July	Maynardleigh Team
2	Profile Debrief Coaching Call (45 minutes)	Tentative schedule to be shared by MLA	7th July	Maynardleigh Team
		Confirmed schedule to be shared by Edelweiss	13th July	Edelweiss
		Calls to be held on	19th & 20th July	Maynardleigh Team
3	Full Day Workshop	Logistic mail for workshop arrangements will be sent by MLA	7th July	Maynardleigh Team
		Logistics Confirmation mail will be shared by Edelweiss	17th July	Edelweiss
		Workshop	27th & 28th July	Maynardleigh Team
4	Progress IT	Progress IT profiles to be initiated by MLA	28th July	Maynardleigh Team
5	One on One Coaching Call (45 minutes)	Tentative schedule to be shared by MLA	12th August	Maynardleigh Team
		Confirmed schedule to be submitted by Edelweiss	24th August	Edelweiss
		Calls to be held on	30th & 31st August	Maynardleigh Team

# THE COMMERCIAL

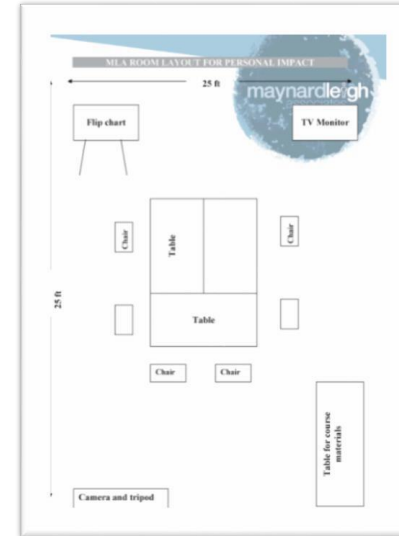
## Delivery (for each batch of 20 participants)

<u>Activity</u>	<u>Investment</u>	<u>Total Amount</u>
01. Personal Impact Profile	INR 1,200 per participant X 20 participants	INR 24,000
02. One on One Coaching Call	INR 5,500 participant X 20 participants	INR 1,10,000/-
03. Professional Fee for delivery – Personal Impact Workshop	INR 70,000 Per Day per consultant X 4 Days X 1 Consultant	INR 2,80,000/-
Books- Charisma Effect, Folders, Books, Presentation DO IT NOW cards	INR 750 per participant X 20 participants	INR 15,000/-
04. ProgressIt: online goal tracking	INR 500 per participant X 20 participants	INR 10,000/-
05. One on one coaching call	INR 5,500 per participant X 20 participants	INR 1,10,000/-
Total Investment for 20 participants		INR 5,49,000/-
Cost per participant		INR 27,450/-

# COMMERCIAL T&C

- Client is responsible for providing venue, conference facilities, AV equipment.
- Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers will be taken care of by Life strategies and will get it reimbursed on actuals
- Travel inside Delhi NCR - at Rs. 12.00 Per Km.
- Not inclusive of applicable taxes ( As per GST guidelines).
- A commercial contract will be signed before the execution of the project.
- 50% of cancellation fee will be charged on any cancellation or postponements that occur within 3 to 20 working days of the confirmed date of delivery.
- 100% of cancellation fee will be charged on any cancellation or postponements that occur within 0 to 2 working days of the confirmed date of delivery.
- The above commercials are valid till the 31<sup>st</sup> March, 2019
- Contracts, legal & accounting paperwork (including billing & payments) will be in the name of "Life Strategies Humancare Pvt. Ltd."

# ROOM LAYOUT



We love alternative ways of setting up a workshop! Creating an atmosphere where the participants feel absolutely comfortable, yet challenged. In this workshop, the use of theatre, team games and experiential methodologies are essential ingredients, hence we'd require ample place to move around and make noise.

Please book a space with ample natural light (Yes, we want sunlight streaming in) and no fixed furniture for the participants to work with one Maynard Leigh consultant.

# THINGS REQUIRED AT THE VENUE

For the workshop, we will need the below mentioned:

- LCD projector and projection screen
- UPS Power Back-up for Laptop, LCD projector & Laptop speakers
- TV with Remote for Video playback (Day 1)
- External speakers (for laptop connectivity). The external speakers should be loud enough for music playback
- White board & White board markers (2 blue, 2 black, 2 green)
- Flip chart and Flip chart stand with suitable clips
- Color pens (Normal sketch pens - about 30)
- Notepads and pens (for participants)
- Blu-Tac (This substance is used to stick things, posters or paper on the wall)
- 20 A4 Size normal and drawing sheets
- 2 tables for the consultant (one will be used for the projector and the other for keeping the handouts)



"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."

- Rosalynn Carter

For further information please connect with:

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associates