



Building a better  
working world



INSPIRE GREATER IMPACT

# JUICE- Join Us In Creating Energy



Creating an environment of working cohesively and being able to build  
productive working relationships

Proposal version 1.0/ 27<sup>th</sup> October, 2017

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# Why Maynard Leigh?

Methodology uses  
Theatre, Psychology  
& L & D tools to  
create experiential  
learning

Over 29 years of  
experience of  
delivering work across  
the globe out of our  
offices in UK, India and  
US.

We understand that  
each team, company,  
industry has it's unique  
needs. We follow an  
exhaustive 4-D process  
to customize  
interventions.

With years of research,  
have their own  
philosophies published  
with leading publishing  
houses like Financial  
times, Pearson, DK etc

Have worked with  
leaders at Deloitte,  
Fortishealthcare,  
Maxhealthcare,  
Coca Cola,  
American Express,  
RBS, HSBC etc.

# Your need as we understand

## Situation

There are around 9 Senior leaders who are part of the EY Knowledge Services Global team across India, Poland, Argentina and Manila etc. These individuals are part of the GDS team at EY. They are extremely experienced people who manage enterprise content and try to make the global EY digital platform user friendly.

## Problem

Since most of these leaders handle different teams and are present in different geographies a few major issues that have been arising are as follows :-

- Competition amongst leaders due to them not seeing eye to eye can be detrimental to their relationship with each other
- Resistance to change is prevalent and the other geographies work in silos
- Insecurity among experienced leaders with regards to their jobs is creeping in because of change
- These leaders face a lot of challenges due to integration
- The leaders may not be partnering efficiently hence the distribution of work might be inconsistent

## Implication

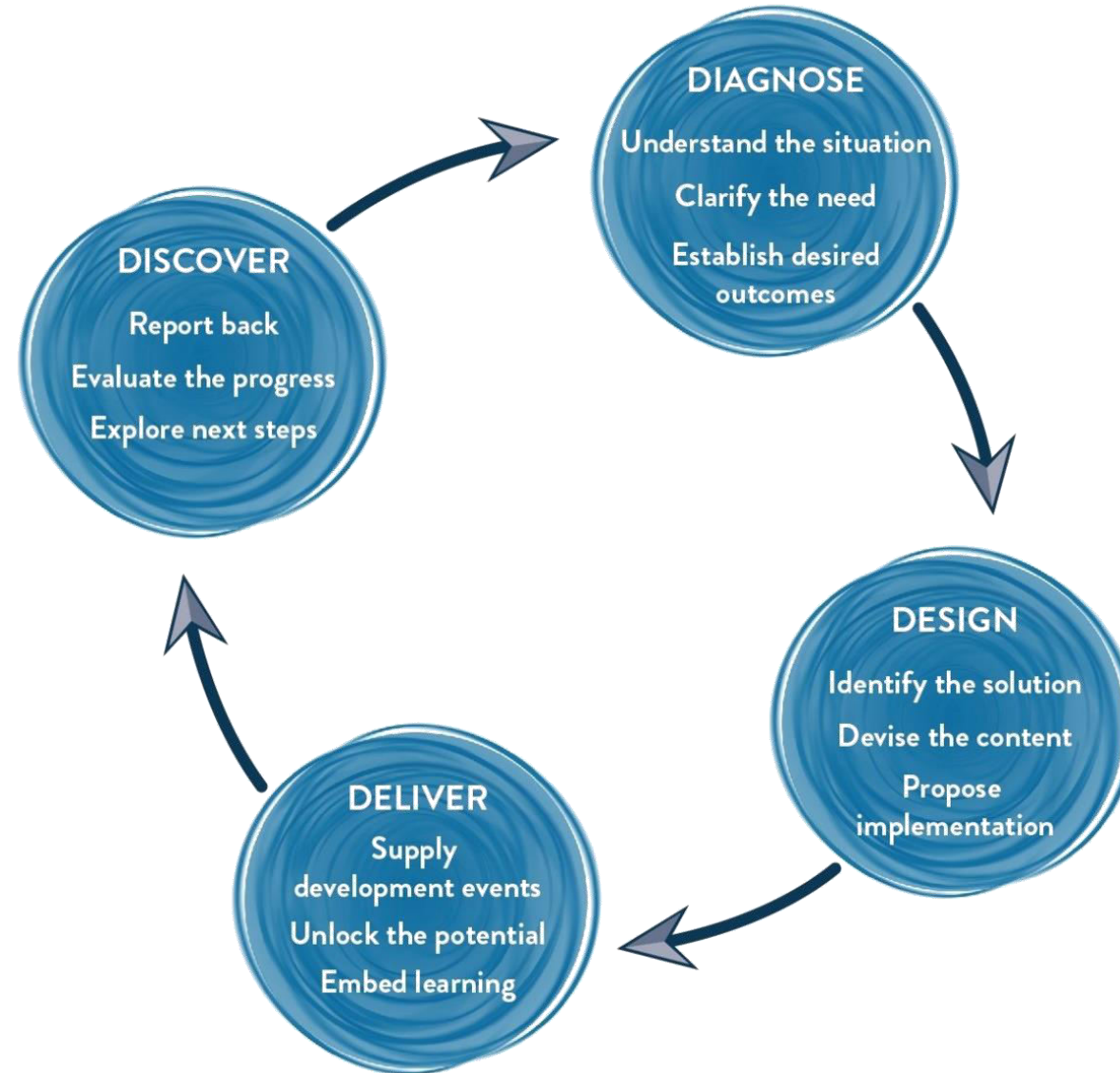
Due to the above mentioned problems the implications that they can have are stated below :-

- Interpersonal relationships might get effected
- Leaders will start to lose control
- People will end up working in silos

## Need

To create a platform to help this global team transform, EY would like Maynard Leigh to offer a one day solution on team building and collaboration. The participants need to realize that working together with one another with a sense of teaming and collaboration with trust is the best and only way they will be able to achieve the maximum.

# Our Approach



## Methodology

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

# Diagnosis

We would want to spend a full day on diagnostics with the target participants and HR stakeholders.

## **Our Requirements :-**

Half an hour telephonic conversations with :-

- 9 Participants
- 1 HR Stakeholder
- 1 Business stakeholder/ leader

## **Our Curiosity :-**

1. Understanding their role & responsibilities in depth from their perspective
2. Understanding their relationships with the team members
3. Understanding dependencies of different people within the team structure
4. What is the current state of the team vs their desired state
5. Obstacles faced while knowledge and resource sharing
6. Leader's expectations from the team members
7. Expectations from the leader
8. Organizational structure of the department ( from the HR stakeholder)
9. Gathering in depth examples of the curiosity mentioned above





## Design



Post the diagnosis, we get into the design phase of the learning intervention.  
Here are 3 things we will do:

**Diagnosis report:** A report is generated which would reflect the outputs from Diagnosis (The identity of the participants would be confidential).

**Design Customization:** The consultant will design the final objectives and customize the content of the learning intervention. Modules of the workshops are designed, activities are mapped to the examples, new handouts are drafted based on the content.

**Design Presentation:** The final objectives and design of the learning intervention are presented to the learning partners/stakeholders via skype/call/in person

# Sample Learning Objectives: Post the workshop participants will:



## Think

- I can make a bigger impact when I collaborate with my team and use strengths of others
- I will take ownership and go the extra mile to finish tasks
- I need to see the other person and make them shine
- We need to work together and accept each others ideas
- If we have regular conversations and share our feelings with each other, we would be able to establish deeper connect with each other
- I will always be eager to learn and gain knowledge
- I am ready to get up and implement my ideas



## Feel:

- **Bonded** to work & collaborate in a more exciting way
- **Aligned** with my team members
- **Excited** to work together
- **Curious** around how to bring my ideas to life
- **Ready** to implement new thoughts and ideas



## Be more able to:

- Leverage strengths and growth opportunities across teams for individual's and team's benefits
- Build productive, long-term mutually beneficial partnerships with each other
- Build an enabling environment that leads to better organizational performance
- Share knowledge and resources to support others to perform outstandingly
- Acknowledge and appreciate each other
- Take more ownership and responsibility
- Learn and be more creative and innovative
- Be fine with setbacks and willing to try other ways to achieve



# Sample Workshop outline: Day 1 - Max 9 participants per consultant

Narrative	Session	Session details	Methodology
Getting acquainted with Maynard Leigh	Introduction	Welcome and a warm up, setting the context Maynardleigh & facilitator Introduction	Theatre exercise. Experiential context setting
Sharing stories that are not commonly asked and are very personal. Getting to know each other better through personal disclosures	Speed Dating	20 minutes, 20 different partners and 20 questions the ultimate self disclosure challenge. The participants are asked to share answers to the questions written in the chits shared with them	Group Activity
The teams create desired state for themselves where a clearer picture of their vision as a team is formed	Creative Perspective of Team	The team is divided into groups of 8 where they create advertisements stating the current state of the group (relooking present) and that is how we want it to be (build future)	Theatrical exercise
The team reflects on the three questions asked	Line Of Continuum	How important is team work? How do you rate yourself as a team member? How do you rate the organization in terms of team work?	Theatrical exercise
To be able to collaborate with each other, and build positive relationships, we need to check the behaviors around how everyone is currently working together.	Team DNA: Blood Test	To create a highly engaged atmosphere where leaders/team members can gauge their current state & then talk about key excellence, leadership and cross-functional team co-ordination attributes like communicating to increase co-ordination, strategizing for effectiveness, planning, cascading vision, building an internal service culture, being proactive and focusing on process orientation for implementing goals.	A high adrenalin team game, to check team's behaviors'.
We are constantly creating patterns of behaviour. The benchmark for our potential that we set for ourselves, stays for life. How we choose to perform will stay with us for the rest of our lives. The gap between our potential and actual performances is what often stands between achieving or not achieving our visions.	Psychology of Peak Performance	The facilitator shares research from the world of sports psychology that talks about the formation of patterns as we get older. What is the work-behaviour pattern that you want to create?	Facilitator Led

# Sample Workshop outline: Day 1 continue - Max 9 participants per consultant

Narrative	Session	Session details	Methodology
How do we collaborate and respect each other? Introducing the principles of collaboration	Principles of Collaboration	Participant explore rules of creative collaboration- Accept & Build, Make the other Shine, There are no mistakes only opportunities, Take Risks. Participants learn the rules of collaboration through various experiences.	Improv Theatre
Every idea is important. Let us learn to acknowledge what is it that we accept and then we give another perspective.	Yes Anding	A tool shared with the participants where the important of acknowledging the idea, accepting it and then giving another perspective is shared	Improv Theatre
While the teams have gotten an understanding on the pillars of collaboration, we create an experience where the leaders learn to share their feeling with each other and not create perceptions	Spy	Teams will be competing with each other. Job is to replicate the model that has been kept in the cupboard in 15 minutes. Powerful way to uncover that we live in assumptions and our subjective reality may be guided by our perceptions. A total shake up experience for participants.	Facilitator led activity
Summarizing & cementing the learnings from the day – For the group	Trust Contract	Team democratically vote and choose the top 3 behaviours that they will live and demonstrate together for at least a year.	Group plus individual activity
Summarizing & cementing the learnings from the day – For the participant	Closing	Participants finalize what they will START doing, STOP doing & CONTINUE doing. Goodbyes	Action planning completion

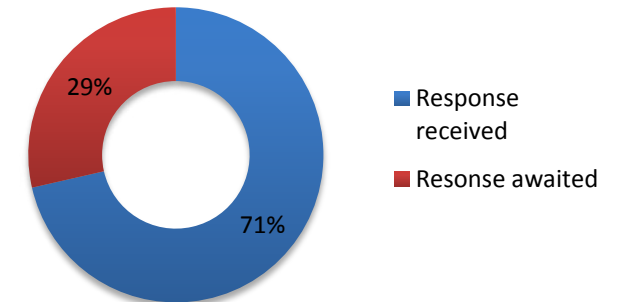
# Ways to Sustain the change

## TRUST contract



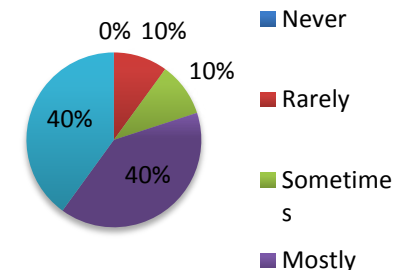
The "TRUST Contract": The team at MLA will ensure that the behaviours the team agrees to adhere to at the end of the event are captured in a 'TRUST Contract'. This contract will be provided as a soft copy that may be printed as a poster in A3 size.

## Dipstick Survey



Post this, 3 months later The team at MLA can also design a "dipstick" surveys based on the TRUST contract so the team can check how they are doing on the behaviours they promised to live in the workshop.

Question 1:	Do you talk 'to' people, not 'about' people?
Rating	Response
Never	0
Rarely	1
Sometimes	1
Mostly	4
Always	4



# Discover



A one to one meeting with HR stakeholders to take feedback on the intervention and how it was received and next action steps.

# Room layout



The Setting



We love alternative ways of setting up a workshop! Creating an atmosphere where the participants feels absolutely comfortable and yet challenged. In this workshop, the use of theatre, team games and experiential methodologies are essential ingredients, hence we'd require gaddas to make participants comfortable and 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 MaynardLeigh 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
- **External speakers** (for laptop connectivity). The external speakers should be loud enough to play music for the team.
- **White board** & White board markers (2 blue, 2 black, 2 green)
- **Flip chart** and Flip chart stand with suitable clips
- **Colour 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**
- **Gaddas** required for the room seating ( 8 inches)
- 2 tables for the consultant( one will be used for the projector and the other for keeping the handouts)





# Your Investment

<u>Diagnose &amp; Design (For the whole Intervention)- A</u>		
Full Day Diagnosis	INR 75,000/-	
Half Day Design	INR 46,500/-	
<u>Delivery (for 9 participants)- B</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for delivery of 1 day JUICE workshop	INR 75,000 per day per consultant X 1 days X 1 consultants	INR 75,000/-
Learning Material, Do IT NOW cards, folders and certificates	INR 650 per participant X 9 participants	INR 5,850/-
Trust Contract	INR 3,000	INR 3,000
Dipstick Survey	INR 500 per participant X 9 participants	INR 4,500
Total Investment for journey covering 9 Participants ( A+B)		INR 2,09,850/-
Total investment per participant		INR 23,316.66/-

# Commercial Terms and Conditions

- ❖ Client is responsible for providing venue, conference facilities, AV equipment.
- ❖ Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers to be taken care by the client.
- ❖ Travel inside Delhi NCR - at Rs. 12.00 Per Km.
- ❖ Not inclusive of applicable taxes (GST@ 18%)
- ❖ 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 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, 2018
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of "Life Strategies Humancare Pvt. Ltd."

# Next Steps



- **Book:** Let us block the dates for the Diagnosis and Design right away so that we have consultants available for you.
- **Contracting and PO:** Once we close on the vendor empanelment, let us close on the contract and PO.
- **Vendor Empanelment :** Since we are working with Honeywell after a very long time do let us know if there is any vendor registration process that we have to undertake.

**Let's work in partnership to create impact & unlock potential**



For further information please connect with:

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