

Development plan for the Top Leaders



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EXECUTIVE COACHING from MAYNARD LEIGH's lens

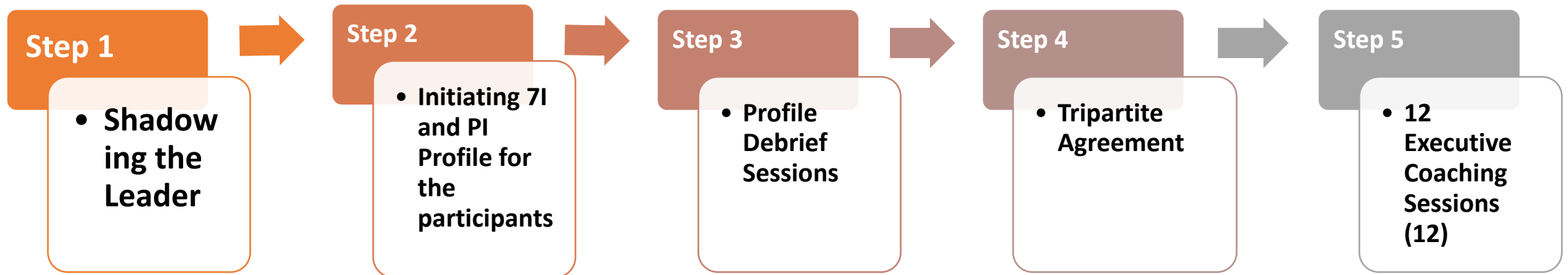
The Maynard Leigh performance coaching experience resembles the relationship between a theatre or film director and an actor. The director's job in rehearsal is to unlock the actor's potential in order to deliver outstanding performance. They do this in many ways using insightful feedback, suggesting 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.

People who come to us for coaching would expect this to be the case. They would think it self-evident that a coaching session to prepare for a conference speech, for instance, would not simply be a question-based conversation, exploring barriers to high performance. No - they would expect to get on their feet and try things out – to rehearse. This is how people change their behaviour and discover new ways of doing things and expand their range and capability.

Whilst some of the session will crucially involve an in-depth conversation exploring the dimensions of the issue, its ramifications and the person's thinking about it, it will also take the client into the realm of experience. It will explore their emotional states and expression. It will, more than likely, provide opportunities for them to experiment with alternative behaviours and rehearse anticipated situations. Whatever else, **it will certainly be an experience – one that comes out of the dynamic creative partnership between the coach and the client.**



The Learning Journey



Each step is explained in detail in the slides that follow.

Step 1: Shadowing the Leader



- A Maynard Leigh Consultant:
 - Shadows a leader for an entire day during their work and shall observe him/her in action
 - Observes behaviors and patterns and make notes
 - Follows the leader around the entire day during their interactions, meetings and observe them during all other tasks that are part of their KRA
 - After spending the entire day will make observations known to the leader and the management
- Outcomes –
 - What are the positive aspects of the leaders characteristics/behaviors
 - The areas he/she needs to work on and what can be done to internalize it

Step 2: Initiating PI and 7I profile



Personal Impact Profile



7I Leadership Profile



Online Assessment

All the 3 participants will select up to 5 “supporters” of his choice, preferably 2 colleagues 1 supervisor/ any other vital stakeholder and 2 subordinates to complete an online assessment which will have a set of questions regarding his Personal Impact and Leadership behaviors. They will each need to take out approximately 12 to 15 minutes to complete this assessment. The profile will be filled by his supporters first and then the participants will be asked to fill a questionnaire for himself.

Both the profiles gives valuable feedback on ten key behaviors from Personal Impact, to see how many colors is he using from his palette and also inputs on their leadership behaviors.

Step 3: Profile debrief Sessions

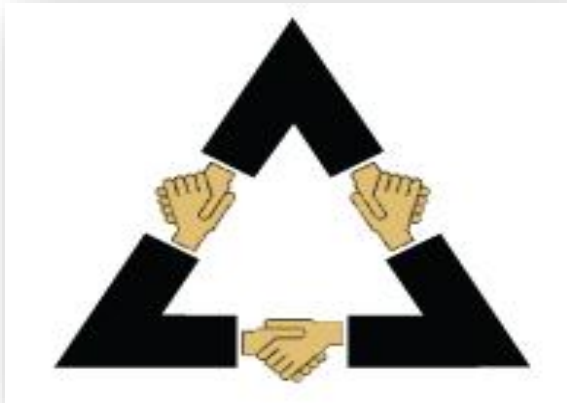


One to one coaching call with the participants- (Duration 90 minute per participant)

Objective:

1. Discussing their Leadership and Personal Impact Profile Scores.
2. Making the participants aware of their areas of strengths & what could be better as deciphered from the self assessment.
3. To ensure participants go into the next stages of the initiative with clarity

Step 4: Tripartite Agreement



This Session will be conducted between the Participant, Maynardleigh coach and leader of the participant

- This is a 60 minute session where the participant, their manager , consultant come together to establish 3 learning goals for the participant.
- These goals are firmed up and signed off to mark a start of the executive coaching journey
- On basis of the 3 goals decided during the Tripartite Agreement, participant and coach work together to clearly define tangibles upon which a questionnaire is formulated which would be administered 5 months post the 12 sessions.

Step 5: Executive Coaching Sessions begin



Participants embarks on the Executive Coaching Journey. For this particular coaching partnership we suggest:

- 12 coaching sessions, 1 session fortnightly of one and a half hours each
- The participant will get assignments, reading tasks and action steps to do between two sessions
- These sessions 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 practice the learning and revisit what worked & what could be better when the learnings were implemented

Ambience



We would need a room with ample natural lighting, and space to do activities. Please arrange for a table and two chairs in the room.

Tentative Program Plan

Step	Activity	Date, Day
Step 1	Shadowing the leader	Participant 1- 9 th January, Tuesday Participant 2- 10 th January, Wednesday Participant 3- 11 th January, Thursday
Step 2	Initiating 7I and PI profiles	11th January, Thursday
Step 3	Profile debrief sessions (3 sessions a day)	29 th January, Monday
Step 4	Tripartite Agreement (3 sessions a day)	30 th January, Tuesday
Step 5	Executive Coaching sessions	1 st Session- 31 st January, Wednesday 2 nd session- 16 th February, Friday 3 rd Session- 6 th March, Friday 4 th Session- 23 rd March, Friday 5 th Session- 9 th April, Monday 6 th Session- 23 rd April, Monday 7 th Session- 11 th May, Friday 8 th Session- 28 th May, Monday 9 th Session- 14 th June, Thursday 10 th Session- 29 th June, Friday 11 th Session- 16 th July, Monday 12 th Session- 31 st July, Tuesday

Your Investment for the intervention

Delivery			
Step	Activity	Investment	Total
Step 1	Shadowing the leader	INR 75,000/- per day per consultant per participant X 1 day X 1 consultant X 3 participants	INR 2,25,000/-
Step 2	Initiating 7I and PI profiles	INR 1500 per participant per profile X 3 participants X 2 profiles	INR 9,000/-
Step 3	Profile debrief sessions (3 sessions a day)	INR 21,000 per session per day X 3 sessions	INR 63,000/-
Step 4	Tripartite Agreement (3 sessions a day)	INR 14,000 per session per day X 3 sessions	INR 42,000/-
Step 5	12 Executive Coaching Sessions	INR 21,000/- per session per day per participant X 3 participants X 12 sessions	INR 7,56,000/-
	Total investment for 3 leaders before discount		INR 10,95,000/-
	10% discount by Maynard Leigh Associates	INR 1,09,500/-	INR 9,85,500/-
	Investment per leader (after discount)		INR 3,28,500/-

Commercial Terms & Conditions

- Client is responsible for providing venue, conference facilities, AV equipment.
- Travel outside Delhi NCR - Air tickets & airport cab transfers to be taken are by the client
- Maynardleigh Associates to take care of stay arrangements
- Travel inside Delhi NCR - at Rs. 12.00 Per Km
- Total investment not inclusive of applicable taxes (GST@ 18.00%)
- 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 31st March, 2018
- Any learning material given to the participants during the course of journey would be charged on actuals
- Contracts, legal & accounting paperwork (including billing & payments) will be in the name of “Life Strategies Humancare Pvt. Ltd.”

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



For further information please connect with:

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