

# GENPACT

## Leadership Impact Journey



Explore personal impact, create powerful presentations, influence strategically, create your own brand and learn to deal with leadership  
**Diagnosis and Design Presentation**

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# Your need as we understand

## Situation

There are 14 AVPs/ VPs from the IT team who are going through a “HEIGHTEN” Development Journey. You would like them to work upon:

- Making Impactful Presentations
- Result orientation
- Learning the art of dealing with senior leadership/ customers
- Strategic Thinking

Below are few examples of the behaviors expected from the participants:

- Articulate thoughts: There is a requirement to be assertiveness, express themselves and have confidence to face business
- Presentation Skills: being able to present the numbers in story format
- Executive presence: How to sell yourself and take pride in your job
- Customer presentations: being well prepared for the customer visit
- Proactive communication: while handling a crisis situation, there is need to be more proactive

## Problem

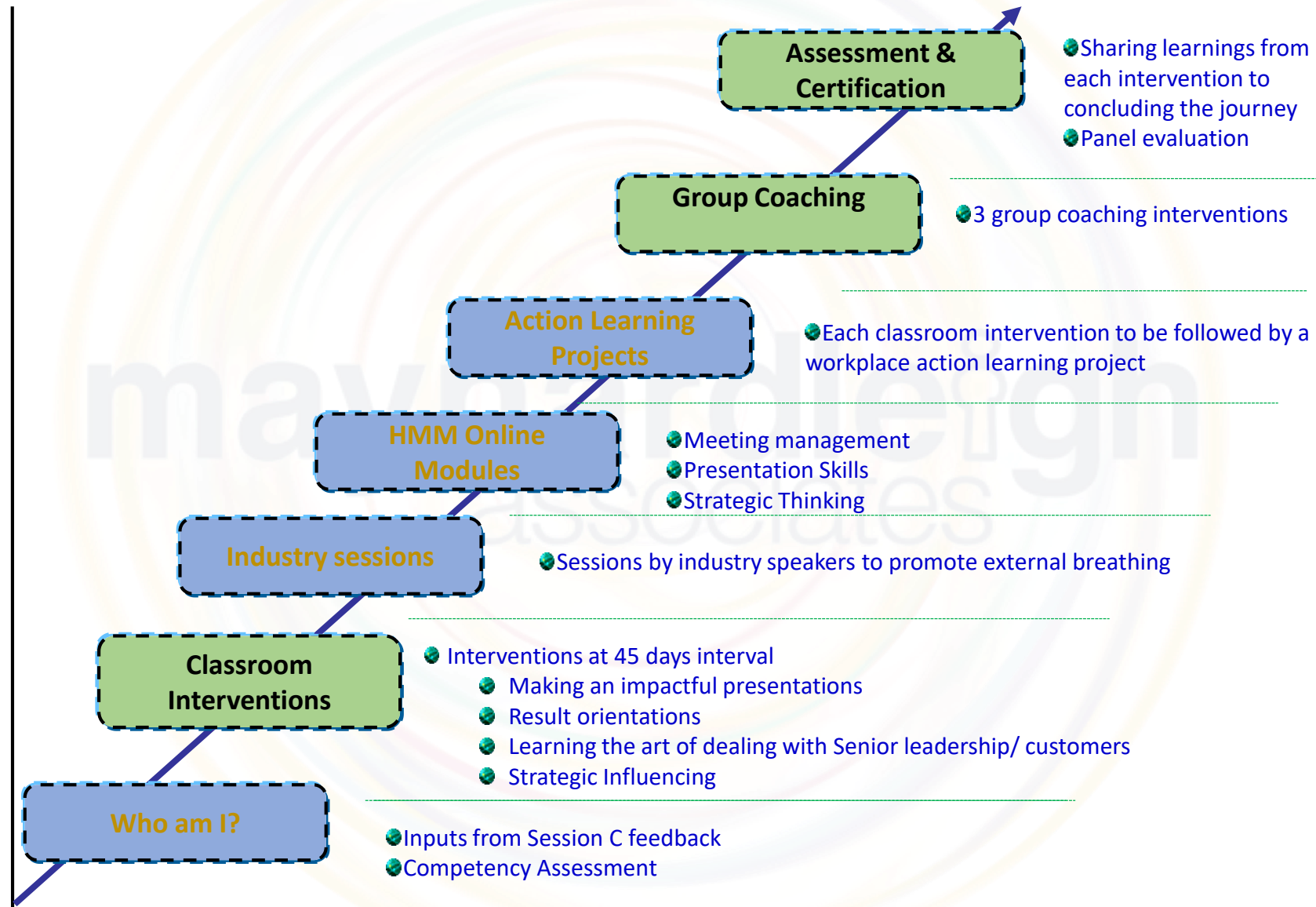
Few gaps observed due to the problem statements mentioned above are:

- The participants are great at their work however they need to present themselves in an impactful way and be more able to deal with an audience outside their comfort group.
- People need to start making themselves visible as they are working really hard. Being the backbone of ops, they need to be able to sell themselves.

## Need

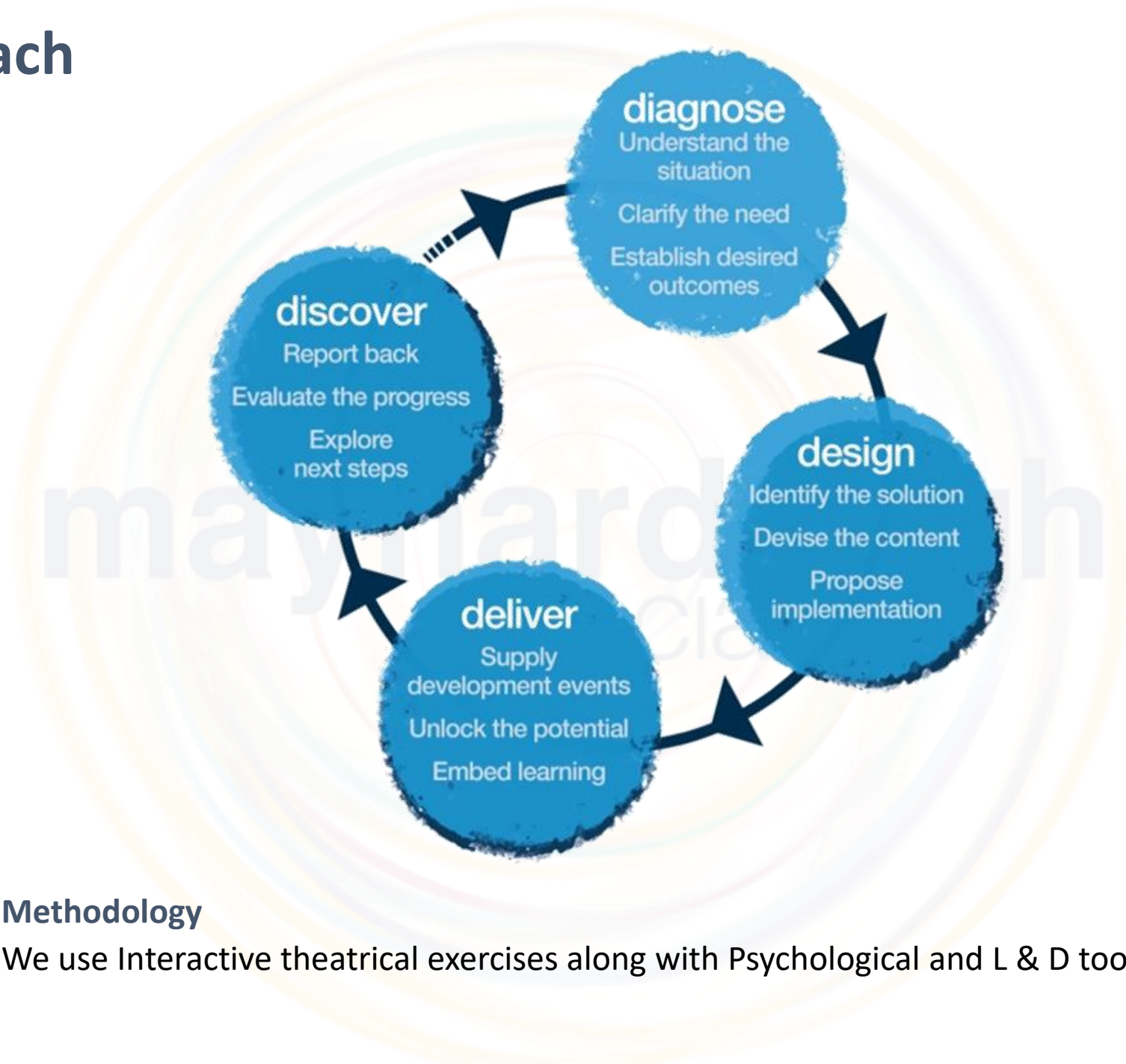
The participants are going through the “HEIGHTEN” development journey. Maynardleigh will intervene at the steps mentioned in green. ( Journey on the next slide)

# Your need as we understand: The “HEIGHTEN” Development Journey





# Our Approach



## Methodology

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

# Diagnosis



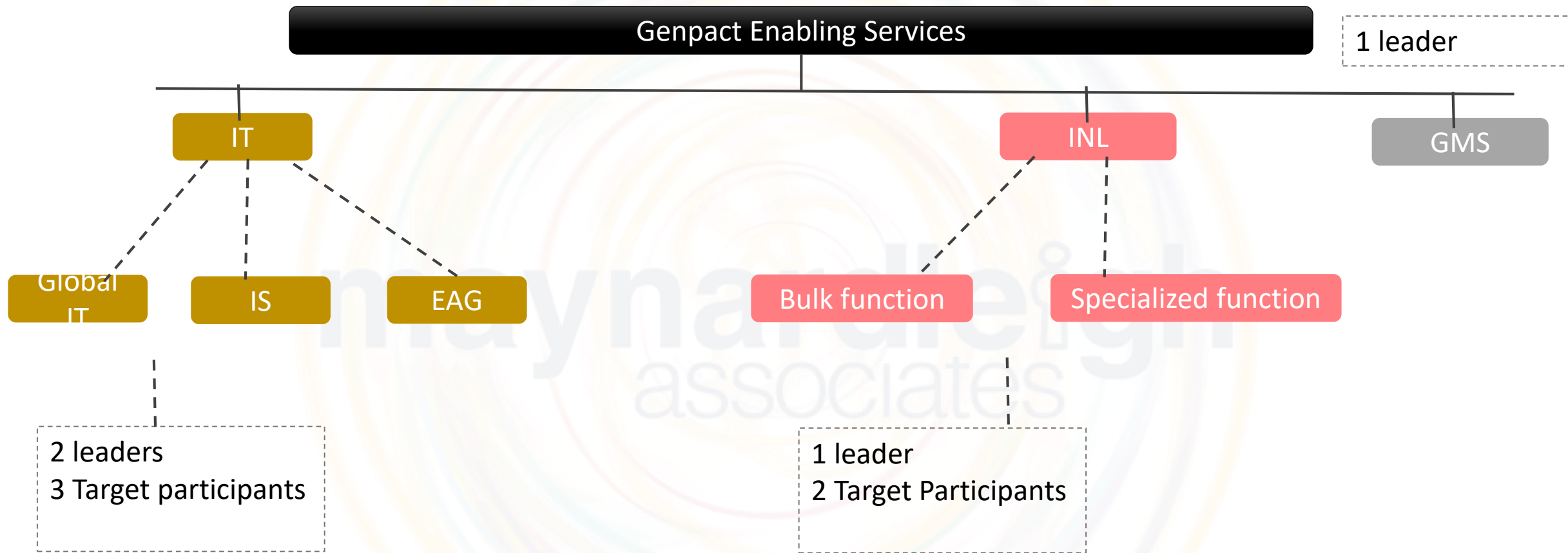
**We conducted 4 interviews with the leaders of the participants and an HR stakeholder with the purpose of identifying:**

- The current state
- The desired state

**We also conducted interviews with 5 target participants with the purpose of:**

- Understanding the role of the Target Audience
- Identifying their key stakeholders and the modes of communication they use
- Exploring how they understand the terms “leadership impact” and “communication impact”
- Gathering anecdotes, examples & situations of current and desired state of leadership impact, including probing around- Presentation Skills, Leading Teams, Strategic Influencing, Executive Presence
- Getting a sense of the expectations they have from the MaynardLeigh workshops in the Heighten journey

# Diagnosis: Target Profile



**Total interviews** conducted: 10  
4 leaders, 1 HR stakeholder  
5 Target Participants

# Diagnosis: Needs identified before pre-work

Before we started the diagnosis, key areas of development had been identified:





# Diagnosis: Needs identified after pre-work

The initial needs were calibrated after talking to the leaders and HR stakeholder

- Look at the larger picture
- Have a vision
- Take calculated risks

- Be dependable but also delegate
- Push team to be more effective
- Listen and create relationships
- Be assertive and challenge

- Reach out to leadership
- Provide solutions
- Push back and challenge Leadership



# Diagnosis: Understanding the participant's world

All the participants said that they have multiple stakeholders at work. They said that these include different teams, multiple external vendors, leadership and the entire population of Genpact at large.

They use the following modes of communication while communicating with various stakeholders:



- 2 out of 5 participants
- Prefer talking to people face to face – both ad hoc and in scheduled meetings
- 1 participant uses this mode only in form of formal weekly meetings with leadership.
- 1 participant prefers this mode but finds it difficult because of location issues



- 1 out of 5 participants reported That they use phone calls as a medium only as a resort when mails have not been answered.
- 1 out of 5 said that 90% of their communication takes place on calls / webex.
- 1 participant prefers the phone but is swamped by emails nevertheless.



- Used by all for quick communication

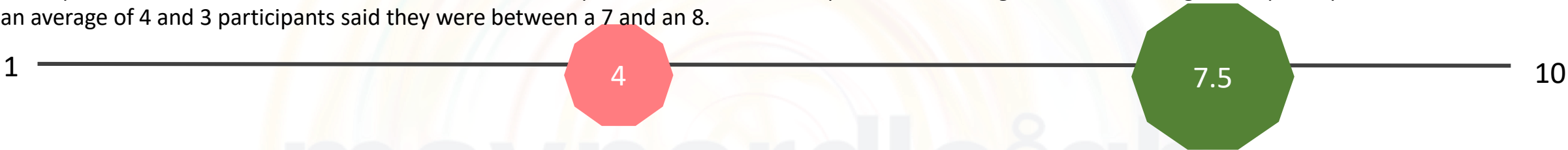


- 1 participant prefers Using emails and waits for 2 days for the email to be answered before making a phone call.
- 1 Participant uses email for urgent communication.
- Whereas 1 participant would much rather pick up the phone instead of email “ping pong”

# Diagnosis: Understanding the participant's world

The participants were probed on “leadership and communication impact”

Participants were asked to rate themselves on an leadership and communication impact scale. 1 being lowest and 10, highest. 2 participants rated themselves an average of 4 and 3 participants said they were between a 7 and an 8.



Their view of “leadership and communication impact”

Being inspiring

Integrity and dependability

Leading by example

Be trusted by team and Leadership

Taking my team / others along

Building Rapport, empathy

Being clear when I communicate

Understanding the needs & challenges of others

Quality of my work

Being “correct”

Create a vision

Map the vision to Business goals

# Diagnosis: Identifying participant leadership & communication challenges

## Executive Presence

- Execution vs. exhibition: show more of me!
- Befriending my stakeholders, be more available to them
- Make more impact in my interactions with seniors
- Make myself more visible

## Articulate thoughts

- Convince people, deal with push back. Deal with rigid thought processes.
- Be more aggressive
- Don't be aggressive!
- Influence seniors and push my idea
- Contribute ideas to common forums (not just technical topics, but everything)

## Creative Leadership

- Bring in a more creative thinking style

## Strategic thinking

- Create a larger vision and legacy

## Understanding leadership

- 1 out of 5 participants saw themselves as an SME only. "These types of things will dilute my core expertise"
- A buy in needs to be created and the resistance needs to be looked at

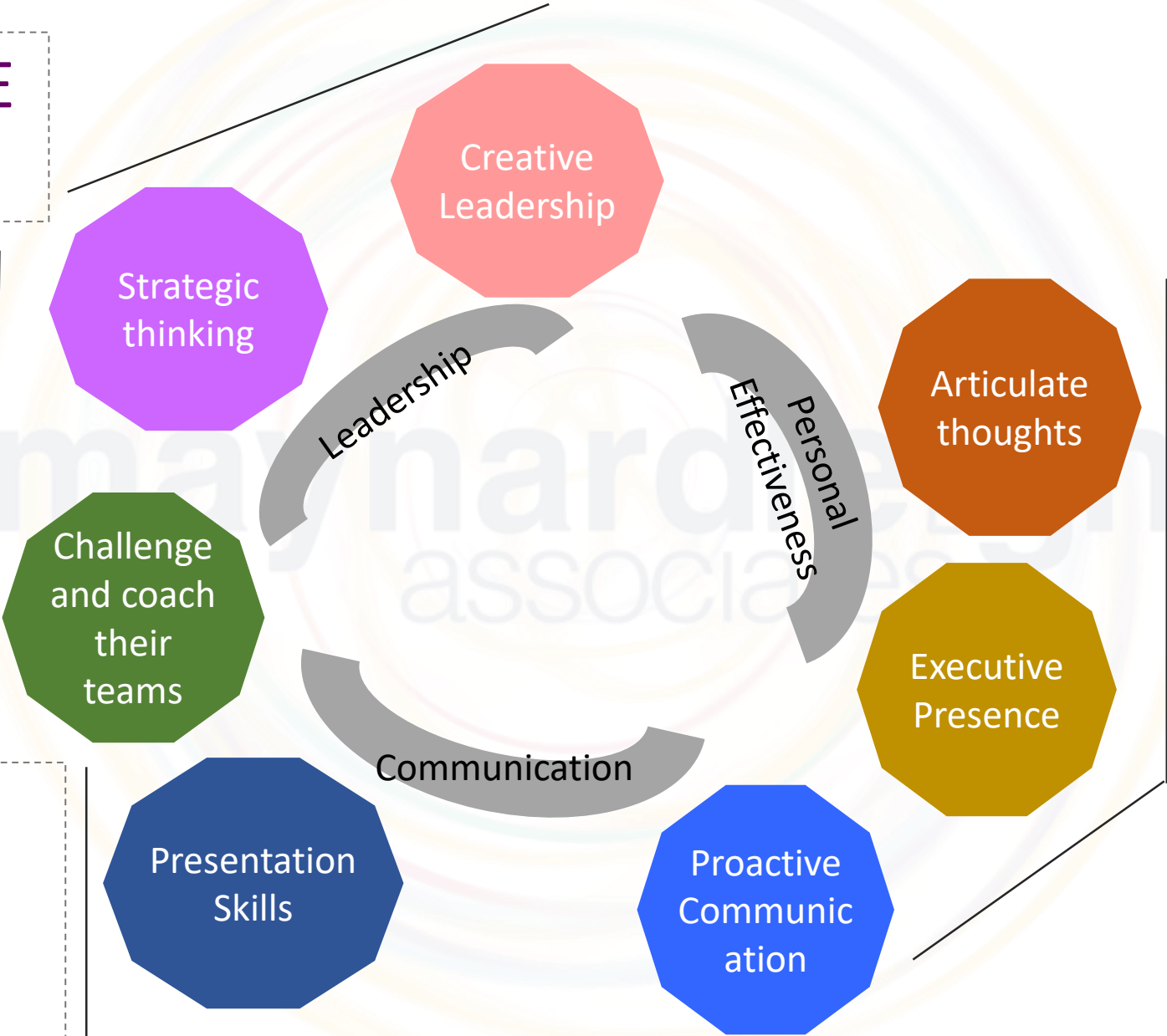
# Diagnosis: Participant expectations from the journey





# Design: Our Solution

LEADING THE WAY



PERSONAL  
IMPACT

PRESENTING  
WITH  
PRESENCE

# Design: The Journey Explained

MaynardLeigh has drafted the whole 4 months journey in a way that the learning can be immediately incorporated in the action learning project and the target participants can be coached simultaneously. Mentioned below are the explanation of the codes used in the journey to make it simple:



**Maynardleigh interventions in the journey for coaching and reviewing the participants on their project**



**Internal reviews and assignments at Genpact**



**Project Execution and presentations done internally at Genpact**



**MaynardLeigh workshops**

**Journey Overview:** MaynardLeigh firmly believes in 70:20:10 model. The journey is drafted keeping in mind: on the job training, Coaching and mentoring and experiential training.

2 days

Two day  
Personal  
Impact  
workshop

15<sup>th</sup> day

DO IT NOW  
assignment

25<sup>th</sup> day

One on  
One/ skype  
Coaching  
Session

45<sup>th</sup> Day

2 day  
Presenting  
With  
Presence  
workshop

60<sup>th</sup> Day

DO IT NOW  
assignment

65<sup>th</sup> day

Internal  
project  
Execution

**Personal Impact  
workshop**

- Being able to present themselves in an impactful way
- Handle situations confidently
- How to be visible and create a space for themselves.

**DO IT NOW assignment**

- At the end of the workshop, participant receive a DO IT NOW pack.
- For the first 15 days, they use the DO IT NOW cards and record their success stories

**One on One Coaching  
Session**

- In the coaching sessions, participants carry their feedback from the stakeholders and their success stories
- They get coached by the Maynardleigh executive coach

**Presenting with Presence  
workshop**

- In this workshop, we work with the participants on:
- Making an impactful presentations
  - How to create stories out of numbers
  - Being able to clearly define purpose of a conversation/meeting
  - Being prepared and structured for the meeting/presentation.

**DO IT NOW assignment**

- At the end of the workshop, participant receive a DO IT NOW pack.
- For the first 15 days, they use the DO IT NOW cards and record their success stories

**Internal Project  
Execution**

- The participants start executive their plans internally and take various approvals/ identify resources.





# Design: Learning Objectives- Personal Impact



## Think

- Being authentic and true to my own brand's values is magnetic
- 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 body language, voice, words
- I have the tools to impress and establish credibility/ authority
- Every interaction, presentation is a moment of impact, I will make each count
- I will give my audience my complete attention and be present to them by being my authentic self
- Being in rapport is a two-way street and important to team productivity



## Feel:

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



## Be more able to:

- Influence at the highest level
- Express my opinions and points of view
- Convey gravitas and natural authority
- Increase ability to gain buy-in and create impact through increased personal presence/charisma
- Build relationships with Clients, seniors, peers and team
- Use personal stories to build connect and creative productive working relationships



# Design – Personal Impact Workshop Outline – Day 1, 8 participants per batch per consultant

| Session                | Session details   | Methodology   | Objective targeted in this session  |
|------------------------|---|---|---|
| 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<br>Experiential Context setting                         | Get in touch with one’s ability to be authentic and expressive                                |
| Prepared communication | <ul style="list-style-type: none"><li>• Participants present their 1 minute prepared communications. They will be asked to come prepared with this before the workshop.</li></ul>   | Recording Participant presentations   | To be able to identify one’s issues by means of video playback                                |
| The first impression   | <ul style="list-style-type: none"><li>• What creates the first impression</li><li>• Observe, Perceive wonder</li><li>• Receiving feedback on my impact</li><li>• Understanding the nature of impact</li></ul>   | Participant led mutual feedback exercise. Facilitator led impact exercises. | Make a good first impression<br>Articulate adequately in all channels (virtual and in person) |
| ON-OFF Modes           | <ul style="list-style-type: none"><li>• ON = When you know you’re being seen and having to represent your personal brand.</li><li>• OF = Those unguarded moments when you are being watched and you re not aware of it.</li></ul>                                     | Leader & participants offer insight   | Awareness of what works and what needs Improvement<br>People notice the impact everywhere     |
| AIM                    | <ul style="list-style-type: none"><li>• Clarifying objectives. What is the purpose of any communication? What would a positive outcome look like?</li><li>• Working with purpose and performance objectives.</li><li>• Structuring communication for Impact</li></ul> | Facilitator led presentation. Participant exercises.                        | Be Precise and Impactful in delivering message. Structured Communication.                     |
| Be Yourself            | <ul style="list-style-type: none"><li>• Physical Self. - Improving Stature</li><li>• Feeling high status and exhibiting high self esteem.</li><li>• Exhibiting confidence.</li><li>• Assertiveness model</li></ul>  | Practical exercise<br>Participant practice                                  | Establish credibility/ authority. Communicate with assertion and confidence.                  |
| Closing                | <ul style="list-style-type: none"><li>• Participants finalize what they will START doing, STOP doing &amp; CONTINUE doing.</li><li>• Goodbyes</li></ul>   | Action planning<br>Completion   |   |

# Design – Personal Impact Workshop Outline – Day 2

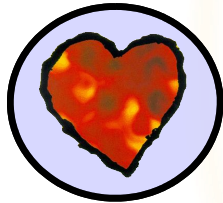
| Session                                     | Session details  | Methodology  | Objective targeted in this session  |
|---|--|--|---|
| Hello!<br>& Recap                           | <ul style="list-style-type: none"><li>Recap of Day 1 &amp; Participant peer coaching partnerships created for the rest of the day.</li></ul>   |  |   |
| Chemistry                                   | <ul style="list-style-type: none"><li>Attention - Choosing where to focus. Focusing attention on the other person or people.</li><li>Interdependence - Working creatively in partnership and collaboration with others..</li><li>Rapport - Mirroring and developing sensitivity to others, Developing empathy, Understanding the other person.</li><li>Understanding different global cultural nuances</li></ul> | Facilitator psychodrama<br>Participant exercises         | Capable in influencing outcomes of meetings/discussions<br>Comfortable in influencing people and teams.<br>Building rapport with stakeholders |
| Moments of impact<br>and Projecting quality | <ul style="list-style-type: none"><li>Recognizing &amp; branding my personal quality.</li><li>What is the point of me? And</li><li>What is my Point of view?</li></ul>   | Participant led self branding<br>exercise                | Check & Identify own tendencies & behaviors.<br>Connected to own integrity.   |
| Personal Qualities                          | Participants go through their first impression sheets. Get feedback on what new qualities people see in them.  | Feedback leading to discussion.                          | Identifying 3 new qualities.  |
| Choosing Goals &<br>Closing                 | <ul style="list-style-type: none"><li>Participants finalize what they will START doing, STOP doing &amp; CONTINUE doing.</li><li>Finalizing the Goals to work on.</li><li>Goodbyes</li></ul>   | Finalizing goals that each<br>participant would work on. |   |

# Learning Objectives- Presenting with Presence



## *Think:*

- I will get into a townhall or common forums with a clear aim of what I want to convey and what I expect at the end of the interaction
- My communication impacts my results- I need to prepare and structure my thoughts before an important interaction
- Preparing mind, body and voice is key to making an impact
- I need to anticipate the challenges, feelings and the reaction that my message can have on the audience
- Creative structuring are a key to memorable presentations
- I can field hostile questions- as I am fully prepared.



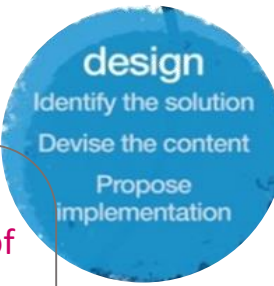
## *Feel:*

- **Confident and equipped** to handle high pressure encounters
- **Rehearsed and ready**- I know how to deal with different scenarios/stake-holders
- **Capable and assured** to influence outcomes of meetings/discussions
- **Excited** to present



## *Be more able to:*

- Prepare and Structure my thoughts/flow of the meeting
- Be present to the audience- listen to the said and the unsaid
- Be engaging and tell a story with numbers
- Move an audience to think/feel and act the way I want
- Change my style of delivery depending on the medium I am using
- Increase ability to gain buy-in from others because of the impact I create
- Handle difficult questions



# Design –Presenting with Presence- Workshop Outline –Day 1, 8 participants per batch per consultant

| Session Title                   | Session details  | Methodology   | Objective  |
|---------------------------------|--|---|--|
| OUTLINE & PURPOSE OF THE DAY    | <div>- Leader introduces the day, including:<ul style="list-style-type: none"><li>• Principles - An exploration of the principles behind our approach to Inspirational Presence</li><li>• Format - Outline of the shape of the day and how exercises will be used to practice each area of presence</li></ul></div>  | Trainer led   | Introduction to course<br>Context<br>Permissive encouragement  |
| INTRODUCTIONS & PERSONAL ISSUES | <div><ul style="list-style-type: none"><li>• Outlining personal learning objectives</li></ul></div>  | Participant sharing   | Information gathering about self   |
| PREPARED PRESENTATIONS          | <div><ul style="list-style-type: none"><li>• Each participant delivers their 3-minute prepared presentation. These are recorded</li></ul></div>  | Presentation by participants  | Practice and self introspection  |
| FEEDBACK                        | <div><ul style="list-style-type: none"><li>• Each person receives feedback from the group and the leader, focusing on clarity of message, structure, authenticity, use of visual aids, effect on audience</li><li>• Analysis of each person’s strengths and areas for improvement</li><li>•Introduction to 5 P’s of Inspirational Presence</li></ul></div> | Leader & participants offer insight   | Awareness of what works and what needs improvement<br>Openness in group<br>Practice in giving and receiving feedback   |
| VIDEO FEEDBACK                  | <div>Participants get a chance to see themselves and consolidate learning points from feedback.<br/>They evaluate themselves thru the filter of 5 ps</div>   | Video play back in the room   | Self awareness<br>Vulnerability<br>Validation of feedback<br>Focus on areas of development<br>Self realization   |
| PREPARING YOURSELF              | <div>Making sure you are fully prepared to deliver the presentation/speech/pitch/meeting<ul style="list-style-type: none"><li>• Preparation section</li><li>• Preparing your physical self: body, Breath, Mind , Relaxation and voice exercises</li></ul>Preparing the content - Right / Left Brain concept<br/>Story boarding/ story spine</div>          | <div>Physical<br/><br/>Trainer led activity<br/><br/>Paper and color based activity</div> | <div><ul style="list-style-type: none"><li>•Warmed up Body and Mind ;</li><li>•Ease and comfort in delivery</li><li>•Energy balance</li><li>•Enhancing the visual appeal of the message</li><li>•Learn Structure and story telling</li></ul></div> |

# Design –Presenting with Presence- Workshop Outline – Day 1

| Session Title              | Session details  | Methodology   | Objective  |
|----------------------------|--|---|--|
| PREPARING YOURSELF         | <p>Making sure you are fully prepared to deliver the presentation/speech/pitch/meeting</p> <ul style="list-style-type: none"><li>• Preparation section</li><li>• Preparing your physical self: body, Breath, Mind , Relaxation and voice exercises</li></ul> <p>Preparing the content - Right / Left Brain concept<br/>Story boarding/ story spine</p>   | <p>Physical</p> <p>Trainer led activity</p> <p>Paper and color based activity</p>   | <ul style="list-style-type: none"><li>•Warmed up Body and Mind ;</li><li>•Ease and comfort in delivery</li><li>•Creative and logical balance</li><li>•Enhancing the visual appeal of the message</li><li>•Learn Structure and story telling</li><li>•Engaging the audience</li></ul>   |
| COMMUNICATING WITH PURPOSE | <ul style="list-style-type: none"><li>• Defining the purpose and desired outcome of a presentation/speech/pitch/meeting</li><li>• Extending the range of expression - vocal variety and body language - to affect your objective and taking responsibility that it lands on the audience</li><li>• A short section of original vignettes/scenes focusing on specific purpose</li><li>• Feedback &amp; coaching</li><li>•Overall purpose and moment to moment purpose</li><li>• Exploration of emotional content of speeches and range of emotional colors available to each person</li></ul> | <ul style="list-style-type: none"><li>•Scene work</li><li>•Rehearsals</li><li>•Coaching in creative partnership</li></ul> | <ul style="list-style-type: none"><li>• clear statement of objective</li><li>• clarity of think , feel and what will my audience do ( ACT)</li><li>• writing active Aims</li><li>• responsibility for ensuring that the message lands and bring congruence in body and words</li></ul> |
| OVERNIGHT TASK             | <ul style="list-style-type: none"><li>• There is some work to do in preparation for the next day.</li></ul> <p>Overnight work</p> <ul style="list-style-type: none"><li>•What did I learn</li><li>•Creative presentation</li></ul>   |   |  |



# Design –Presenting with Presence- Workshop

## Outline – Day 2

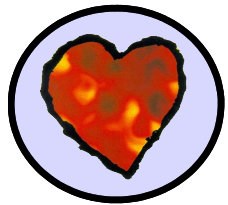
| Session title                | Session details   | Methodology  | Objective   |
|------------------------------|---|--|---|
| LEARNING POINT PRESENTATIONS | Consolidating learning & Feedback on development  | •Participant activity  | •Recap<br>•Gain confidence about using creative ways to communicate   |
| PRESENCE                     | <ul style="list-style-type: none"><li>• Exercises to develop presence</li><li>• How to command attention</li><li>• Relaxation and dealing with 'stage-fright'</li></ul> | Experiential activity<br><br>Participant Presentation<br><br>Debrief of exercise | -Dealing with nerves<br>-Awareness of the surrounding and self habits<br>-Alertness<br>-Alive and present to the needs of audience, self and business |
| SPEAKING WITH INSPIRATION    | <ul style="list-style-type: none"><li>• Communicating the belief , experiences, power of narrative, and importance of storytelling</li></ul>                            | Participant presentation   | • connect with the audience and deeply engage them  |
| PASSION                      | Speeches that moved the world<br>Devising a presentation, with a tight deadline, about a change idea<br>Refining the content with support from others                   | Videos of great speeches   | • passion and ability to convince<br>• realization of power of truth<br>•Spontaneity  |
| PERFORMANCE OF SPEECHES      | <ul style="list-style-type: none"><li>• Final performance</li><li>• Delivery of conviction</li><li>• Feedback and direction to improve performance</li></ul>            | Feedback on Delivery   | •Confidence<br>•Achievement<br>•Feedback  |
| HANDLING QUESTIONS           | <ul style="list-style-type: none"><li>• How to deal with questions</li><li>• How to get your essential message across despite a possibly hostile audience</li></ul>     | Interview Method<br><br>Practice , coaching in creative partnership              | •Ability to deal with hostile audience<br>Balancing energy when you are questioned<br>Personality feedback  |
| BUILDING RAPPORT             | <ul style="list-style-type: none"><li>• Rapport Building Techniques</li><li>• Developing rapport in meetings.</li></ul>   | Trainer led discussion   | Ability to care for results , quality and emotions  |
| FINAL FEEDBACK               | Each person receives feedback from the group  | Participant Presentations & Feedbacks  | •Final Presentations & feedback   |
| RECAP & ACTION PLANNING      | <ul style="list-style-type: none"><li>• Review learning points of the course</li><li>• Identifying next steps</li></ul>   | Recap<br>Action planning   | •To be able to take action<br>•How to sustain the learning  |

# Learning Objectives- Leading the Way



## ***Think:***

- Use the essential elements of inspirational leadership
- Envision and communicate change ideas to others
- Collaborate better by increasing levels of communication, relationship building & networking
- Listen closely to the needs of their team



## ***Feel:***

- Inspired to lead in a more exciting and creative way
- Sensitive towards others and challenged to take people along with them
- Clearer on what works well for them as leaders
- Excited about unlocking others potential
- Personally responsible for making things happen



## ***Be more able to:***

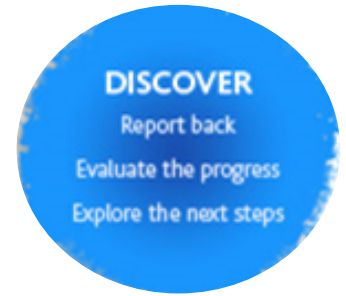
- Inspire your team to produce outstanding performance
- Involve others in their vision
- Take risks and learn from experiences
- Engage in results driven collaboration across teams
- Lead people through change effectively

# Design –Leading the Way - Workshop Outline – Day 1 , 14 participants per batch per consultant

| Session                    | Time     | Session details  | Methodology  | Objective   |
|----------------------------|----------|--|--|---|
| Introduction               | 30 mins  | <ul style="list-style-type: none"> <li>• Welcome and context setting (Cuts story)</li> <li>• Maynardleigh &amp; participant Introductions</li> <li>• Permissive Encouragement – Play &amp; Express yourself</li> </ul>   | Theatrical warm ups<br>Experiential Context setting  |   |
| Leadership Journey         | 60 mins  | <ul style="list-style-type: none"> <li>• Group 360 report - discussion</li> <li>• Learning goals for the workshop.</li> <li>• Participants story tell where they were able to recognize leadership in themselves.</li> <li>• Recognizing the values &amp; strengths that I bring as a leader</li> </ul>  | Participant stories<br>Facilitator insights  | Knowing Self.<br>Uses increased insight through attention on others to : Understand, motivate & recognize people.                                 |
|                            | 15 mins  | TEA  |  |   |
| Inner cast of characters   | 45 mins  | <ul style="list-style-type: none"> <li>• Identifying our sub personalities &amp; patterns of leadership</li> <li>• Leadership is about reclaiming lost personalities &amp; using all the colors available to us purposefully</li> </ul>  | Experiential activity<br>Group insight   | Awareness of their personal patterns around leadership. Identifying how to correct these patterns.  |
| Leadership DNA             | 60 mins  | <ul style="list-style-type: none"> <li>• An activity to see how we lead in changing circumstances &amp; challenging situations. Do we look to engage &amp; energize? Do we coach &amp; develop? Or does it all take the sidelines when deadlines and challenges approach? (Looks deceptively simple but tests the water very easily !!)</li> </ul>   | Highly engaging team activity.<br>Interactive, relevant and impactful facilitator insights | Engage in results driven collaboration across teams. Collaborate better by increasing levels of communication, relationship building & networking |
|                            | 60 mins  | LUNCH  |  |   |
| Feedback & Recognition     | 105 mins | <ul style="list-style-type: none"> <li>• Differentiating between fact based purposeful feedback/recognition VS an emotionally charged monologue.</li> <li>• Observe Perceive Wonder - developing the rigour to separate observation of what is actually happening from our subjective perceptions and interpretations.</li> <li>• Practice giving feedback using the OPW feedback formula</li> </ul> | Experiential exercise.<br>Participant practice exercise.<br>Participant led peer coaching  | Understanding insight to understand self/others/ situation. Using insight to Envision change ideas  |
|                            | 15 mins  | TEA  |  |   |
| People centered leadership | 90 mins  | <ul style="list-style-type: none"> <li>•Using Situational Leadership to recognize whom to involve from within the team.</li> <li>•Here &amp; now feedback &amp; appreciation</li> <li>• Delegation</li> </ul>  | Practical exercises.   | Understand & Motivate diverse individuals &groups. Creates a climate of trust.<br>Learning to give up control and delegate better                 |

| Workshop Design- Leading the Way – Day 2 |          |  |  |   |
|--|----------|--|--|---|
| Session                                  | Time     | Session details  | Methodology  | Objective   |
| Coaching                                 | 60 mins  | <ul style="list-style-type: none"> <li>Coaching for motivation</li> <li>The quick coach</li> <li>Listening &amp; asking questions</li> <li>Nine goals to lead – motivating through helping people achieve their personal goals.</li> </ul>   | Theatrical base<br>Practical exercise<br>Participant practice<br>Participant personal goal setting | Coach & Develop Aligns & actively supports career expectations. Coaches others to find their own answers.                         |
| Leading through change                   | 45 Mins  | <ul style="list-style-type: none"> <li>Being a chooser NOT a victim–playing the different victim &amp; chooser responses that transpire when challenges occur and stop us from initiating action. How can I stay flexible in responding to a changing environment?</li> <li>A series of improvisations that focus on the ability to be flexible. - Accept &amp; Build / Make the others shine</li> </ul> | Improvisational theatre. A series of theatrical and highly involving exercises.                    | Engage in results driven collaboration across teams .Take risks and learn from experiences Lead people through change effectively |
|  | 15 mins  | TEA  |  |   |
| Trust                                    | 90 mins  | <ul style="list-style-type: none"> <li>The key to open communication, influencing and giving &amp; receiving feedback is trust.</li> <li>This exercise/experience challenges our established assumptions about how trust works and the ease with which we create a trust deficit.</li> </ul>   | A highly engaging game that brings out revelations about our perceptions of others                 | Collaborate better by increasing levels of communication. Sensitive to others and challenged to take people with them             |
|  | 60 mins  | LUNCH  |  |   |
| “I have a vision”                        | 105 mins | <ul style="list-style-type: none"> <li>My inspiration</li> <li>Performing inspirational pieces</li> <li>Connecting passion to inspiration</li> </ul>   | Participant performances   | Feel inspired to lead in a more exciting and engaging way   |
|  | 15 mins  | TEA  |  |   |
| The final scene                          | 60 mins  | <ul style="list-style-type: none"> <li>Action planning-finalizing learning goals from the workshop</li> <li>Working with each participant on their goals</li> </ul>  | Action planning, goal setting & follow-up planning   | Detailed action planning on peoples learning goals  |
| The final Scene                          | 15 mins  | <ul style="list-style-type: none"> <li>Commitment videos</li> <li>Goodbyes</li> </ul>  |  |   |

# Discover



**We will submit a post program report which would have insights/ observations of the consultant and recommendations / next steps for the same set of audience ( Maynardleigh would share the information for the whole batch and individuals).**



## Your Investment for 1 batch with 14 participants

\* In case there are 14 then we will need to have 2 batches for Presenting with presence and Personal Impact



| <u>Diagnose &amp; Design (For the whole Intervention)</u>  |   |                |
|--|---|----------------|
| One Day Diagnostic Interviews<br>Design ( creating report, customizing design, presentation of design)- 2 day worth of investment for designing the entire journey | INR 30,000/- (One time charge)<br>INR 60,000/- (One time charge)    |                |
| <u>Delivery (for each batch of 14 leaders)</u>   |   |                |
| <u>Activity</u>  | <u>Investment</u>   |                |
| Professional Fee for delivery of workshops ( Presenting with Presence and Personal Impact)   | INR 55,000 Per Day per consultant X 4 workshop Days X 2 consultants | INR 4,40,000/- |
| Professional Fee for delivery of Leading the way workshop  | INR 55,000 Per Day per consultant X 2 workshop Days X 1 consultant  | INR 1,10,000/- |
| Learning Material, DO IT NOW card, Folders, Books ( for the whole journey)   | INR 1500 X 14 ( as per actuals)                                     | INR 21,000/-   |
| One on One coaching session  | INR 8000 per session per participant X 14 participants              | INR 1,12,000/- |
| One on One coaching call   | INR 5500 per participant X 14 participants                          | INR 77,000/-   |
| Tripartite Agreement ( In person)  | INR 8000 per session per participant X 14 participants              | INR 1,12,000/- |
| Progress IT ( Online goal tracking system)   | INR 200 X 14  | INR 2,800/-    |
| Total Investment for journey covering 14 leaders   |   | INR 9,64,800/- |
| Total Investment per leader  |   | INR 68,914/-   |

# Ambience



We love alternative ways of setting up a workshop! We create an atmosphere where the participants feels absolutely comfortable. The use of theatre, team games and experiential methodologies fits right in to the setting. A lawn/open area to play the games adds to the whole feel.

We would need a room with ample natural lighting, lot of space to do activities.







# Our Clients



AstraZeneca



McKinsey & Company



HUAWEI



GlaxoSmithKline



Cognizant

BRISTLECON  
Your Supply Chain. Optimized.



Alcatel-Lucent



HSBC Global Resourcing



PEPSICO



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group

Max Bupa  
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steria

SONY

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strength of purity

perot systems

Hindustan Coca-Cola Beverages Pvt Ltd

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INSURANCE  
Your Partner for Life

TECTURA

airtel

WELLS  
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Bharti Infratel Limited

TATA  
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Sun  
Life Financial

LANCO

EXL xerox  
GO NEXT. NOW.

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FORMULA  
GROUP  
Mobility Managed.



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



For further information please connect with:

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