

EMPOWERED



MaynardLeigh E~~X~~PRESSO session for Fidelity on 8th March, 2017

Your need as we understand

Background

Fidelity is among the most diversified financial services companies in the world.

Fidelity has done a lot of work around diversity sensitization over the last one year. Last year, on the 7th-8th March, 2016, about 100 managers (mostly women) had come together for a big event around Unconscious Bias, diversity, etc. They had panel discussions, case-studies, learning modules and workshops on the same.

Situation

This year, in continuation to the work done last year, you want to cover around 200 people (About 120 women, 80 men) in a 90-minute intervention on 8th March, 2017.

As your theme for this year is “Empowerment through knowledge”, few areas you’d like us to work on are-

- Letting go of fears and hesitations
- Operate from a position of not feeling threatened in the organization
- Proactively take on more responsibility

Expectation

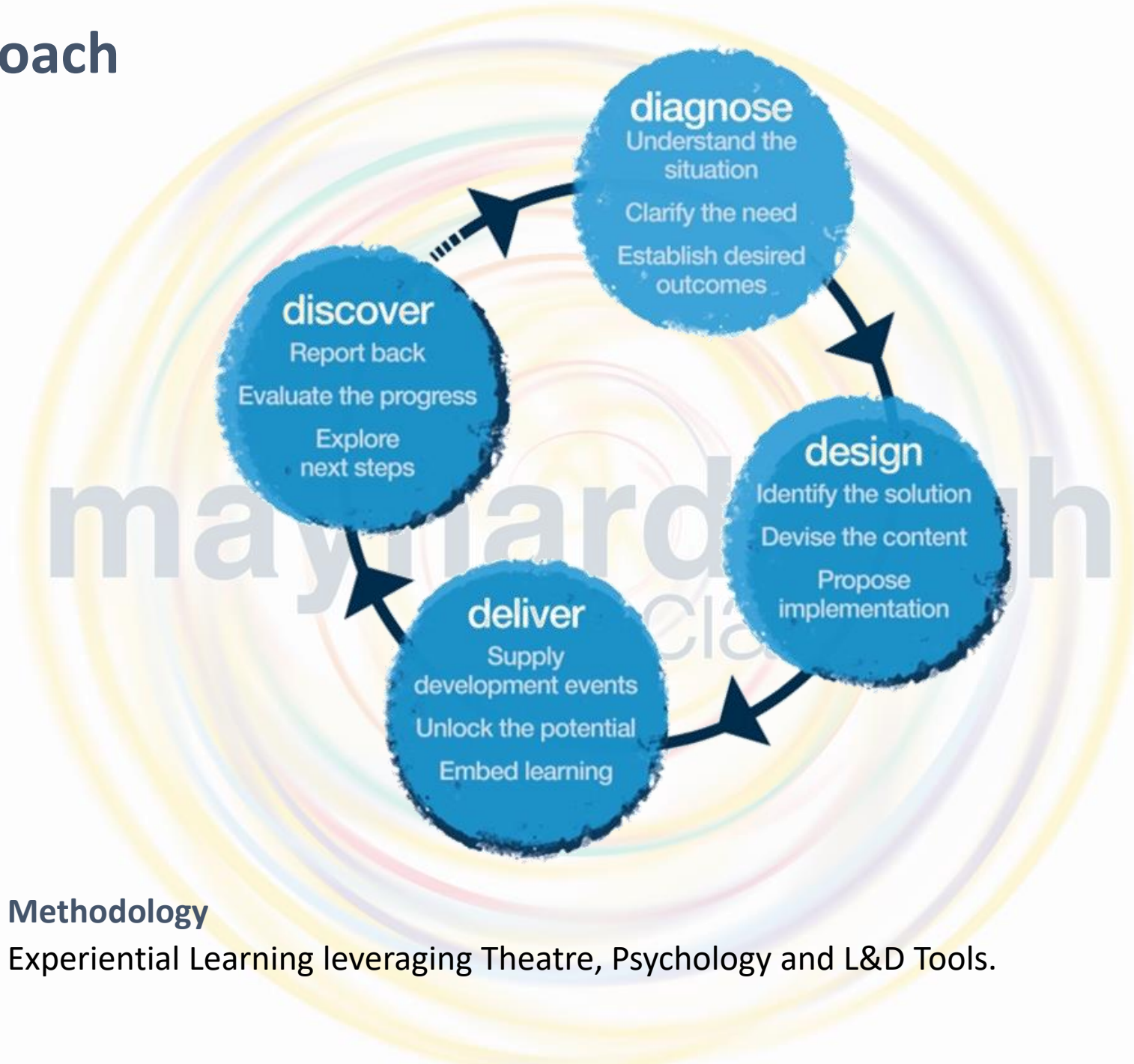
Through being empowered, you expect the managers to

1. Speak up, what’s on their mind.
2. Share knowledge proactively
3. Don’t feel threatened in the organization
4. Take on more active responsibility

Need

Your expectation is for us to create an engaging module which can utilize the power of Interactive theatre to create experiential learning.

Our Approach



Methodology

Experiential Learning leveraging Theatre, Psychology and L&D Tools.

Diagnose



maynardleigh
associates

For us to be able to design a relevant module, we need to get the mandate right. For the same, we need answers to the following-

1. Give me 5 real examples from the work floor where people might not have felt empowered.
2. What according to you is the cause of not feeling empowered/accountable?
3. 3 things you expect people to do differently as a result of feeling empowered.
4. 4 scenarios

Post the initial information, we would do a more detailed diagnosis to get our design right by interviewing target participants and a few stake-holders.

DIAGNOSE

Understand the situation

Clarify the need

Establish desired outcomes

Learning Objectives (Tentative). Our design & delivery is centred around objectives that are aimed at thoughts, feelings & actions. Here's the sample of our guiding principles:-



Think:

- “The only way to overcome fear is to speak up!”
- “I can move from a state of victim to a chooser, by shifting my mind set”
- “Knowledge will help me overcome hesitation/fear”.



Feel:

- **Ready and confident** to voice my opinion
- **At ease** in expressing



Be more able to:

- Let go of some inherent fears and take charge
- Show more ownership to contribute
- Acquire knowledge as the means to acquire “power”
- Take a decision and if not correct, say “sorry”



Tentative Workshop Content- Empowered (We will need 4 consultants to cover a batch of 200 participants over 120 minutes)

Narrative	Session	Session Details	Methodology
Introductions and Context Setting	MLA Introduction, Introductions, Context Setting	Purpose, Principles, Format, and Approach to the Workshop – Limited Time, so we will look at a couple of key objectives to leave you with few tools and practice to make an impact.	Facilitator Led
Quick moving around and feeling comfortable to play.	Brief Encounters	Getting to know each other in a fun, playful way	Group Activity
We have all felt threatened/ prejudiced or victimized. Know that everyone's been on the same boat.	Story sharing	In pairs participants will discuss times when they have felt themselves to be in a minority or experienced prejudice. How did it make you feel? How did you deal with the situation? What can you do effectively?	Group Activity
Understanding knowledge will help me overcome hesitation/fear as acquiring knowledge is the means to power	Scenario 1; Letting go of fears and hesitations	Maynardleigh consultants take to the stage and use interactive theatre to work with the participants on three specific scenarios/situation from the work space at Fidelity specifically geared towards the "Empowered" objectives. As each scenario is taken up, the consultants first play out the scene as is. Then the exciting & enjoyable method of "play pause" kicks in and the participants become the directors to the consultants. The consultants start to repeat the scene again, except this time it can take multiple turns & have different outcomes based on when & how the participants pause the theatre and ask for changes. As a result, the participants will have a chance to actively explore and own different strategies of dealing with the situations.	Interactive / Play Pause Theatre
Understanding the only way to overcome fear is to speak up and feel at ease about expressing	Scenario 2: Operating from a position of not feeling threatened in the organisation		
Taking decision and if incorrect, to be able to take responsibility	Scenario 3: proactively take on more responsibility		

Tentative Workshop Content- Empowered (We will need 4 consultants to cover a batch of 200 participants over 120 minutes)

Narrative	Session	Session Details	Methodology
I can move from a state of victim to a chooser, by shifting my mind set and show more ownership	Choices – Victim? Or Chooser?	<ul style="list-style-type: none">• Being a chooser NOT a victim–playing the different victim & chooser responses that transpire when you feel threatened. These stop us from initiating action.• Choosing to initiate conversations to understand the gaps in knowledge, share point of views• Participants practice how to have tough, difficult conversations from an empowered state	Psychodrama & participant led exercise
Dealing with status dynamics. Feeling like an equal. Adult to adult conversations	Appropriate body language to exude confidence	<ul style="list-style-type: none">• Exercise on creating congruency in mind & body• Feeling confident & assured in high pressure encounters. Exhibit greater confidence & Increased ability to gain buy-in.	Theatrical status based exercises.
Action Planning	Commitment Videos	Stop, Start Continue newly learned skills	Reflections and commitment

Next Steps



- **Diagnose** - We'd like to begin the diagnosis phase to collect scenarios.
- **Contracting and PO:** While we work with you on getting the design right, let's expedite the process of getting the PO and contract in order
- **Confirm:** We are tentatively blocking 4 consultants for the 8th March. Please confirm the order by 25th January, for us to hold the dates for you.



Your Investment for the intervention

<u>Diagnose & Design</u> Consulting for Diagnosis & Design (Includes diagnosis meetings, scripting, theatre rehearsals, design charges for the session)	1 consulting days X Rs 65,000/-= INR 65,000/-
<u>Delivery</u> Professional Fee for delivery of the session (Delhi NCR)	Rs. 30,000 Per consultant X 4 Consultants = INR 1,20,000/-
Total Investment Investment per manager	Rs. 1,85,000/- Rs. 925/-



Commercial Terms & Conditions

- ❖ Client is responsible for providing venue, conference facilities, AV equipment.
- ❖ Our workshops are active, human & maybe sometimes loud - Client to ensure that the **venue has natural lighting, enough space for movement & exercise and should not have fixed furniture/tables etc.** It should also be an area where the surroundings allow for a degree of noise (wonderful, engaged sounds 😊) created by our participants, this comes as a part of the theatre based experiences we facilitate for them.
- ❖ 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 (service tax @ 15.00%).
- ❖ 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, 2017
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of "Life Strategies Humancare Pvt. Ltd."



Thank You
maynardleigh
associates

For further details, please contact:

Jigyasa Sharma/ Varun Gupta

T. +91 9717922445/ +91 9560192443

E. jigyasa@maynardleigh.in/ varun@maynardleigh.in

We look forward to working with you.