

JUICE- Join Us In Creating Energy



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Objectives of the workshop



No of participants: 6
Designation: Senior analyst
Years of experience:
HSBC- 2 years
Overall- 3- 4 years
Age Range: 23-30 years

The target audience mentioned above would be high potentials and are now being seen as future project managers. The objectives of the workshop mentioned below need to be linked to HSBC group values of Openness, Connected and Dependable:

1. Effective Team work-

- Understand the value of team working and the impact of their contribution to a team
- Recognize that each person will bring their own strengths and weaknesses to a team and playing those strengths will bring the team a stronger opportunity for success

2. Networking skills and Personal Branding-

- Overcome barriers within themselves and other people in networking situations
- Understand how their attitude can influence their behaviour and therefore contribute to their success whilst networking
- Build confidence in their ability to network successfully and achieve results across a global group
- Identify their own personal brand and explore what impact it will have on their career

Objectives of the workshop

3. Influencer-

- Explore vital behaviours that if routinely implemented will achieve results
- Diagnose sources of influence that are responsible for their current behaviours and results
- Use techniques skilfully to replace undesirable behaviours with desirable ones
- Walk away with an actual action plan for making change inevitable

4. Crucial Conversation-


- Understand what a Crucial Conversation is, and identify their own Crucial Conversations
- Gain an insight in how Crucial Conversations will improve bottom line results and individual & organisational performance
- Explore how we often avoid speaking up about some issues - or deal with these issues badly, in a way that we later regret

5. Emotional Intelligence- Objectives could be determined as per the profile given


6. Group Leadership Capability Behaviours- Navigating, Aspiring, Driving, Sustaining

Maynardleigh has 3 days to cover all the objectives mentioned above and create a transforming experience for the target audience and support them to be more equipped for their next level roles


Why Maynard Leigh?




Methodology includes
Theatre, Psychology & L&D tools to create experiential learning solutions.




Over 27 years of experience - delivering work across the globe from our offices in UK, India and US.



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

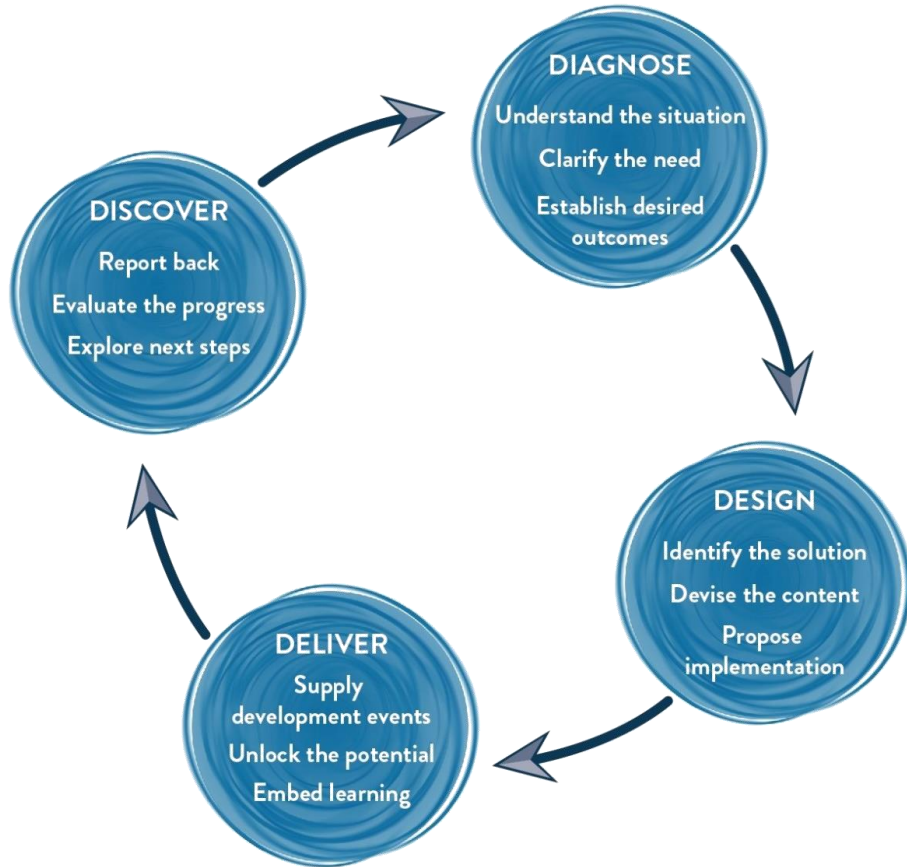


With years of research, their philosophies are published with leading publishing houses like Financial times, Pearson, DK, etc.



Have worked with teams at HSBC, RBS, Wells Fargo, Maxlifeinsurance, Fidelity, Macquarie, IDFC bank, EY, Mckinsey and Company, Coca Cola, Nestle, SC Johnson and many more

Our Approach



We would start with a further **diagnostic** conversation with different participants in your organization . We may also run an online profile to gauge the feedback for individuals to then **design** experiences delivered using theatre methodologies in the workshop along the lines indicated in this proposal.

The experience for the leaders would be **delivered** by an experienced MaynardLeigh facilitator. We pride in creating unique experiences which would help the team connect back to their behaviour's at work and otherwise.

We would recommend a **discovery meeting** with you after the workshop has been completed in order to get feedback on the themes and issues that were uncovered.

Methodology

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

Diagnosis

Once we close the mandate with HR partner, in the Diagnosis Stage we delve deeper into the issues faced by the business and the participants:

We would want to connect with a sample of the target participants, the HR stakeholders to collect information about the business, objectives, possible gaps, and expectations from the lens of this population. Our curiosity:

HR Partner: (before the diagnosis)

- Getting brief on the participants
- Delving deeper into each objective and understanding the current state of target audience
- Are the participants aware of the organization expectations
- According to them, what are the challenges faced by the target audience currently.

From the Participants: (4 participants- 30 minute each)

- Getting to know their work flow
- Their understanding of the objectives, how would they rate themselves on each one of them (1-10)
 - What's working and what could be better?
- How do they envision their next level in the organization?
- Their understanding of expectations from them
- What are their expectations from the workshop?
- Gathering anecdotes and relevant examples



Design



Post the diagnosis, we get into the design phase of the learning intervention.

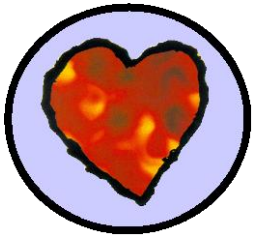
Design Customization: The consultant will design the final objectives and customize the content of the learning intervention. Modules of the workshops are designed, activities are mapped to the examples, new handouts are drafted based on the content.

Tentative Learning Objectives of the Workshop



Think :

- I can understand the value of team working and the impact of their contribution within the team
- I can make a bigger impact when I collaborate with my team and use strengths of others
- I can identify my personal brand and it's impact on my success
- I understand the desirable and undesirable techniques of influencing
- If we communicate with consideration, we would be able to voice out our problems
- I have a structure to influence



Feel:

- **Confident** in ability to network successfully
- **Aware** of my personal brand
- **Ready** to explore influencing techniques
- **Equipped** to have crucial and emotionally intelligent conversations



Be more able to:

- Leverage the strengths of team members to bring the team a stronger opportunity for success
- Support each others to work in synergy
- Build an enabling environment that leads to better organizational performance
- Influence and achieve desired results
- Speak up and deal with issues in a more balanced way
- Have emotionally intelligent conversations

Day 1 | Tentative design for 6 participants with one consultant

Narrative	Session	Session Details	Methodology
Getting acquainted with one another	Introduction	<ul style="list-style-type: none"> Welcome and context setting MLA introduction & party mingling Permissive Encouragement – Play & Express yourself 	Theatrical warm ups Experiential Context setting
Awareness around their current impact	The first impression	<ul style="list-style-type: none"> What creates the first impression Receiving feedback on my impact Understanding the nature of impact 	Participant led mutual feedback exercise. Facilitator led impact exercises.
Wearing masks - does it help create impact or dilutes it?	Moment of Impact	A quick sharing of a moment when we were able to create impact and identifying what helped create it.	Storytelling, In pairs
To be able to identify one's issues by means of video playback	Prepared communication	<ul style="list-style-type: none"> Participants present their 1 minute prepared introduction. They will be asked to come prepared with this before the workshop. 	Recording Participant presentations
I can identify my personal brand and it's impact on my success	Personal Branding	<p>Answering questions about self and finding a symbol that defines 'me'.</p> <p>What is the point of you? What is your point of view? What are your values? What makes you, you?</p>	Reflective Exercise and Sharing
Co-relating to our personal brand and the values we want to live, let's see how these reflect in our everyday interactions and relationships	Difficult People and Improving Relationships	A plenary around difficult people - answering questions about these people, embodying them. Have they ever behaved similarly?	Embodying

Day 1 | Tentative design for 6 participants with one consultant

Narrative	Session	Session details	Methodology
We are often blaming bad communication to 'difficult people'. Let's look at what the behaviours of these 'difficult people' are and what our behaviours are while dealing with these people. Can we see these interactions from a different perspective?	Managing crucial Conversations - Yes and; Feedback Formula	Difficult conversations often need structures to make them easier.	Improv Theatre and Role-Plays
To have crucial and emotionally intelligent conversations, we need to be equal to the person across from us	Status	Mind-body-breath are connected. Any one of these affects the other two. Just changing your body, voice, eye contact, pace, can affect the level of confidence you feel. Just learning to tweak these can make you a status expert.	Theatre exercise
Any uncomfortable conversation has elements of courage and consideration. We need to constantly move towards balancing the two.	Assertiveness/ Courage & Consideration	Exploring states of being submissive, passive aggressive, aggressive and assertive through a role play with multiple responses.	Theatrical Exercise
	Closing day 1	Participants write their learnings from day 1	

Day 2 | Tentative design for 6 participants with one consultant

Narrative	Session	Session details	Methodology
	Recap of Day 1	Welcome and a warm up	Theatre exercise
Current challenges faced while influencing	Creative envisioning of the current situation	Divide the team into two groups wherein they share their challenges. Now each group puts their challenges like a single story & enact it in front of the other group.	Experiential activity where participants are divided into groups
It is Vital for an individual to be thinking about the positive interactions/experiences he had (or heard) with the person you are going to meet/influence.	Experiential Game "SPY"	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. Assuming positive intent.	Facilitator led session
Confidence is often a matter of preparation.	Rationalize our inner reality	Accumulate facts, gathering knowledge, Preparing for Influencing. Rationalizing with logic Having an inner dialogue 2 chair technique Research of audience Gathering/Validating data/facts/assumptions.	Facilitator led discussion
To ask relevant questions in a specified amount of time and gather information which is crucial & useful to influence.	Rationalize the reality of the other person	What is going on in the other person's world? Exercise on "Character Profile" or need want desire	Participants divided into two groups. Facilitator led discussion
Tools to work on the ineffective sides of the inner cast of character while working with different people	Bringing the right personality	Inner Cast of characters We have all traits and characteristics in us, Identify one's that are most functional in the given scenario and gels well with the Purpose/AIM & cast them. Identify the inner resources (personality type) most suitable for the situation.	Highly engaging activity. Facilitator led
Structure to influence	PPSAAO	Influencing Technique Push, pull, Support, Anticipate, Answer & Offer (PPSAAO)	Individual Presentations where participants get feedback
	Closure day 2	Participants close the day with their learnings	

Day 3 | Tentative design for 6 participants with one consultant

Narrative	Session	Session details	Methodology
	Recap of Day 2	Welcome and a warm up	Theatre exercise
Build relationships that have great chemistry to be able to create synergy between team members	Tai Chi Sticks	Where is your attention? What's your intention? What's going on under the surface?	Experiential Activity
I can understand the value of team working and the impact of their contribution within the team.	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'.
While working together, how important is it to accept ideas before completely rejecting it.	Principles of Collaboration	Participant explore rules of creative collaboration- Accept & Build, Make the other Shine, Assume positive Intent, Take Risks	Facilitator led
To realistically understand how accept and build will play out in actual scenarios, understanding the challenges and seeing different perspectives.	Improve Theatre Accept and Build	Participants create freeze frames and work together to create one scene versus several individual scenes	Group Activity
Support each others to work in synergy	Tableaus	A Theatre inspired experience that drives home the need for collaboration and making the team shine	Group work
Leverage the strengths of team members to bring the team a stronger opportunity for success	Web of Connections	An experiential exercise to map how the team is connected through its strengths and weaknesses	Experiential
Anchoring the learning's	Final action plan	Participants fil in their 3 goals in the online goal tracking system- ProgressIt	Done individually

Discovery Meeting



A one to one meeting with HR stakeholders to devise the next intervention for the same audience.

Program Timelines

Activity	Date and Day
Diagnosis with the stakeholders and participants	5 th April, Thursday
Design Submission	9 th April, Monday
Design Discussion with the stakeholder	10 th April, Tuesday
Delivery of workshop	23 rd to 25 th April, Monday to Wednesday

Your Tentative Investment

<u>Diagnose & Design (For the whole Intervention) – ONE TIME COST</u>		
Half Day Diagnostic Interviews		44,000
Half day Design		44,000
<u>Delivery (for 6 participants)</u>		
<u>Activity</u>	<u>Investment</u>	<u>Amount (In INR)</u>
Professional fee for delivery for Three day workshop	INR 70,000 per day per consultant X 3 days X 1 consultant	2,10,000
Learning Material, certificates and folders	INR 300 per participant X 6 participants	1,800
Total fee for Delivery including Design & Diagnosis		2,99,800
<u>GST@18%</u>		53,964
Total fee after taxes		3,53,764
<u>Travel for Consultant (Approx)</u>		
Flight	INR 10,000 x 2 (Round trip) INR 20,000	20,000
Hotel	INR 11,700 x 3 nights	35,000
Meal	INR 1,800 x Dinner	5,400
Cab	INR 2,000 x Per day	8,000
Total		68,400
Total Investment for the Intervention		4,22,164
Investment per participant		70,361

Commercial Terms & 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 31st March, 2018
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of “Life Strategies Humancare Pvt. Ltd.”
- ❖ Any workshops to be delivered on Sunday will incur an extra Rs 10,000 per day charge. Although we would rather suggest that our lovely participants are not called in on the weekend for a workshop 😊

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 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
- 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 20)
- Notepads and pens (for participants)
- Blu Tac (This substance is used to stick things, posters or paper on the wall)
- 15 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)

Next Steps



- **Mandate:** Let us work together and finalize the mandate
- **Contracting and PO:** Once we close the mandate, let us work on the contract and PO
- **Book:** Let us block the dates for the Diagnosis and Design right away so that we have consultants available for you.



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Consultant Profile

BHARAT BABBAR

Bharat carries with himself a decade's worth of experience as a facilitator.

To quote (and adapt) J.R.R. Tolkien; “One Ring to rule them all, One ring to find them; One ring to bring them all and in **the light, release them.**” In Bharat's case, the “One ring” is synonymous with stories. His and yours. He believes these stories are powerful reflections of ourselves, where we find clues about what's working brilliantly for us and what could be better. Seeking these stories has led him to some very interesting places and profound experiences.



From teaching acting at The Barry John Acting Studio in Delhi & Mumbai, working with youth at a juvenile detention facility for a NGO called STEP, to remote towns and villages in Chattisgarh – a project done in association with UNICEF, exploring conflict-resolution at various camps in a region torn apart by the conflict between the Indian army and Naxalites, to making films in Los Angeles, working in collaboration with people from around the world, to behind the camera at the IIFA Awards!

Bharat is from a business family in New Delhi and holds a Bachelor's degree in Commerce from Delhi University. He's taught acting at the Barry John Acting Studio for four years and has acted in numerous plays, films, TV and commercials.

Clients appreciate his ability to create a dynamic and collaborative environment, where they explore and challenge boundaries of peak performance together, create a space to practice and rehearse, come up with practical ideas and practices that can then be applied to the workplace to achieve measurable results.

Bharat has worked as a performance coach with many individuals and teams, facilitating their journey towards being impactful, collaborative, trusting, empathetic, creative and dynamic!

His regular clients include RBS, MaxLife, Cognizant, Ernst & Young, McKinsey, Coca Cola, Pearson, John Deere, Macquarie, Sterlite, Muratec, Penguin Random House and many others.

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



For further information please connect with:

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