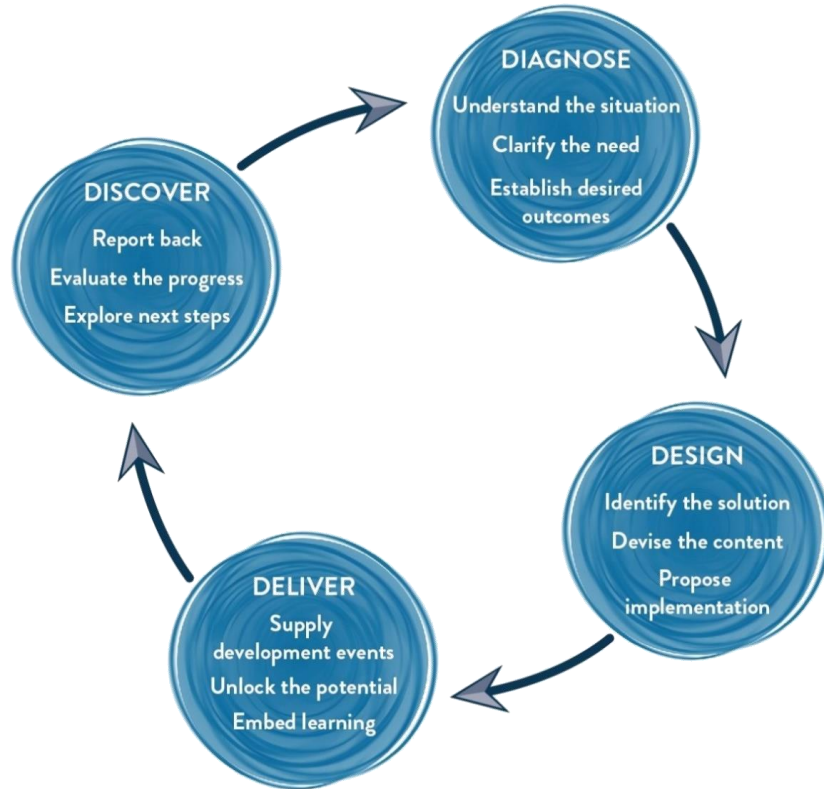


LEADING PERFORMANCE THROUGH CHANGE



Build resillience, acceptance to change and getting through it
ALL TOGETHER

THE APPROACH



The Methodology

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

THE DIAGNOSIS

Before we share the final draft of the design and learning outcomes, we will get into a thorough Diagnosis with the target audience, stakeholders. We delve deeper into the issues faced by the business and the participants:
Our curiosity:

- Their current feelings, state of mind around the Strategic review
- Their anticipated fears and anxiety: What do they think will happen now?
- Their expectations from the organization- what should they be doing differently?
- How best should they manage this change? What will enable them to truly accept it?
- Gathering examples around the current scenario



THE 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, if required, new handouts are drafted based on the content.

TENTATIVE LEARNING OUTCOMES

The objectives are based on **think + feel + act = performance**

Based on research done in instructional design that points to the fact that wholesome learning occurs when cognition (thinking) aligns with emotion (feeling), which then need to align with the sensorial or kinesthetic (new actions or what a person does differently after experiencing the learning)



- I need to be able to express my feelings with the stakeholders and peers
- Come what may, I will bring in my best to work. Not for anyone else, but for me.
- Feedback should be regular and periodic backed by facts.
- Regular coaching will help my people develop and grow quickly



- More confident of my own ability to thrive through change
- Convinced that the change is for the better of the organization
- Equipped to handle performance conversations



- Express inner feelings openly and authentically
- See other perspectives around change
- Be present to myself and others during this phase
- Have difficult conversations with people basis on facts and not perceptions

DISCOVERY MEETING



A one to one meeting with leader and L&D partner to review the journey and devise the next intervention for the same audience.

PROGRAM TIMELINES

Date, Day	Activity
Diagnosis	24 th April, Tuesday
Design (Internal)	27 th April, Friday
Design Submission and Presentation	30 th April, Monday
Delivery	2 nd May, Wednesday

YOUR INVESTMENT

<u>Diagnose & Design (For the whole Intervention) – ONE TIME COST</u>		
One Day Diagnosis Half day Design (customizing the design)		INR 70,000/- INR 44,000/-
<u>Delivery (for 50 participants)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for In it together workshop	INR 70,000 per day per consultant X 1 day X 2 consultant	INR 1,40,000/-
Learning material, folder	INR 150 per participant X 50 participants	INR 7,500/-
Total Investment for 50 Participants		INR 2,61,500/-
Total investment per participant (approx.)		INR 5,230/-

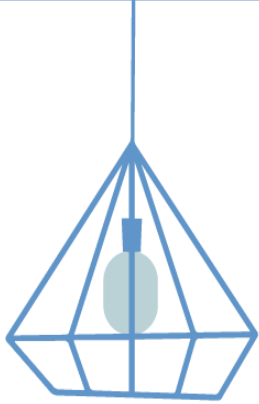
COMMERCIAL T&C

- ❖ 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 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 2019
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of “Life Strategies Humancare Pvt. Ltd.”

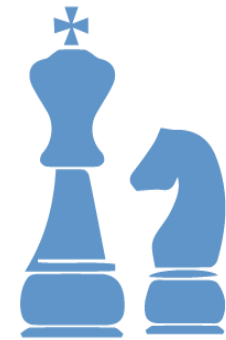
THE THINGS REQUIRED AT THE VENUE

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**
- 2 tables for the consultant(one will be used for the projector and the other for keeping the handouts)



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.



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

For further information please connect with:

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Coming together is a beginning;
keeping together is progress;
working together is success.
Henry Ford