

Communicating with Impact




Develop an 'ownership mindset' and be able to assertively deploy negotiation and influencing skills with colleagues and clients.

Approach note- 8th December 2017

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Why Maynardleigh?



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 Cognizant, American express, Ericsson, Genpact, Sterlite, HSBC, RBS, Coca Cola, Pepsico, SC Johnson, Nestle, GSK.

Your Need as we understand



Target audience: 20-22 project heads with overall average experience of 15-20 years. They are managers with 40 + years of age bracket.

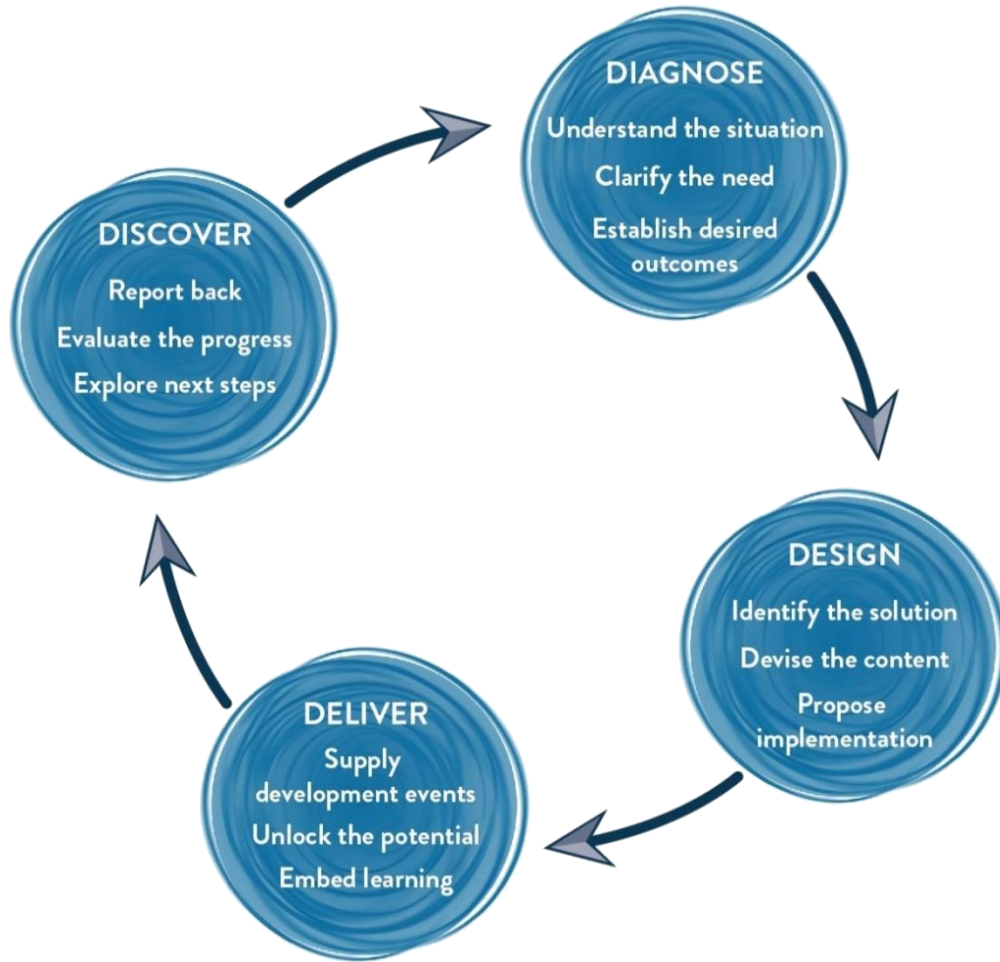
Need

The target audience goes through a 5 day project leadership workshop and within that there is a one day behavioral skills workshop. The focus of the workshop will be to enable them to develop an 'ownership mindset' and be able to assertively deploy negotiation and influencing skills with colleagues and clients.

Our Approach

So much of business success depends on work relationships and these rely on good communication: someone's ability to be assertive, influence and being able to negotiate. We spend more time at work communicating than any other activity. Yet so often our conversations are unsatisfactory, misunderstood or highly charged. Persuasion reaches beneath the surface of inter-personal communications. In this workshop, participants will explore and rehearse new ways of being more effective in challenging work situations..

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

Tentative Learning Outcomes: Post the workshop, participants will:



Think:

- One of the most defining things to have a successful career is to have a problem solving attitude
- I need to have complete ownership in the conversations I am going to get into
- I need to use my authentic persuasive style
- I will clarify the message I want to get across before any conversation
- Win-win situations will get created through assertive communication
- Influencing begins well before the actual meeting



Feel:

- **Confident** and **assured** with high pressure encounters
- **An equal** with those around them
- Able to create and **build productive relationships**
- **Capable** in influencing outcomes of meetings/discussions



Be more able to:

- Increase ability to gain buy-in from others and create impact in communication
- Communicate assertively and negotiate with clients and other stakeholders
- Build productive relationships with seniors, peers and subordinates
- Express your opinions and points of view

Design: Day 1- 22 participants per consultant

Session	Session details	Methodology	Competency/Objective targeted in this session
Introduction	<ul style="list-style-type: none"> Welcome and context setting Maynardleigh & participant Introductions Permissive Encouragement – Play & Express yourself 	Theatrical warm ups Experiential Context setting	Introduction
Spy	<ul style="list-style-type: none"> Teams will be competing with each other. Job is to replicate the model that has been kept in the cupboard in 15 minutes. 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. 	<ul style="list-style-type: none"> Facilitator led activity 	We build the base of the workshop on the concept that positive communication begins by assuming positive intent
A = Aim	<ul style="list-style-type: none"> Clarifying objectives. What is the purpose of any communication? What would a positive outcome look like? Working with purpose and performance objectives. 	Practical exercises	I need to understand what is my AIM from the communication? I will clarify the message I want to get across before any conversation
B = Bringing the right personality	<ul style="list-style-type: none"> 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. Learn how to use voice, tone and body language to support the content. 	Experiential activity	Adapt personal style to fit in with others.
B continues...(being more assertive)	<ul style="list-style-type: none"> Physical Self - Improving Stature Feeling high status and exhibiting high self esteem. Being assertive. 	Practical exercise Participant practice	Establish credibility/ authority. Communicate more assertively to create win win situations
C = Chemistry	Collaboration <ul style="list-style-type: none"> Focusing attention on the other person or people. Using techniques that create win - win while influencing. Mirroring <ul style="list-style-type: none"> Mirroring and Rapport building Trust Formula <ul style="list-style-type: none"> How do we build trust 	Experiential exercises. Participant practice exercise. Participant led peer coaching	Able to create/build productive relationships. Exhibit greater empathy.
The elements	<ul style="list-style-type: none"> Exploring the elements of influence: <ul style="list-style-type: none"> PPSAAO Spheres of influence – working with reality 	Facilitator presentation Psychodrama Participant exercises	Technique to persuade & influence and negotiate
POA	<ul style="list-style-type: none"> Devising a plan to influence two people in the near future 	Participant Exercise & peer coaching	Capable in influencing outcomes of meetings.
Closing	<ul style="list-style-type: none"> Participants finalize what they will START doing, STOP doing & CONTINUE doing. Goodbyes 	Action planning Completion	

Discovery Meeting



We shall hold a one to one meeting with HR stakeholders after the workshop to take feedback on the intervention and how it was received and to determine the next action steps.

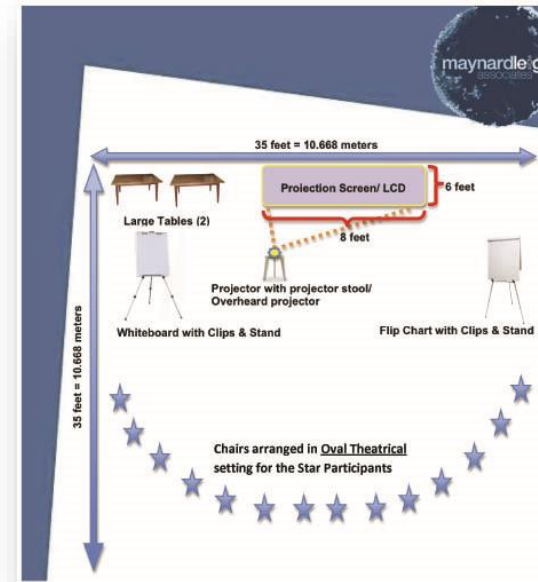
Your Investment

<u>Delivery (for 22 participants)</u>		
<u>Activity</u>	<u>Investment</u>	<u>Total Amount</u>
Professional Fee for delivery of Communicating with Impact workshop	INR 75,000 per consultant per day X 1 Days X 1 consultant	INR 75,000/-
Learning material and certificates	INR 200 per participant X 22 participants	INR 4,400
Total Investment for 22 participants		INR 79,400/-

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

Room Layout



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 MaynardLeigh consultant.

Things Required at the Venue

For the workshop, we will need the below mentioned:

- UPS Power Back-up for Laptop, LCD projector & Laptop speakers
- External speakers (for laptop connectivity). The external speakers should be loud enough for music playback
- White board & White board markers (2 blue, 2 black, 2 green)
- Flip chart and Flip chart stand with suitable clips
- Color pens (Normal sketch pens - about 40)
- Notepads and pens (for participants)
- Blu-Tac (This substance is used to stick things, posters or paper on the wall)
- 40 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



- **Vendor Empanelment:** Since we are working with Huawei after a long time, let us begin the vendor empanelment process
- **Contract and PO:** Once we close on the commercials, let us begin the process to close the contracts and get the PO
- **Book:** To have consultants available for you well in advance, let us block the diagnosis, design and workshop dates.

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



For further information please connect with:

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