

BIAS: Being Inclusive, Aware and Sensitive



LONDON • NEW DELHI • NEW YORK

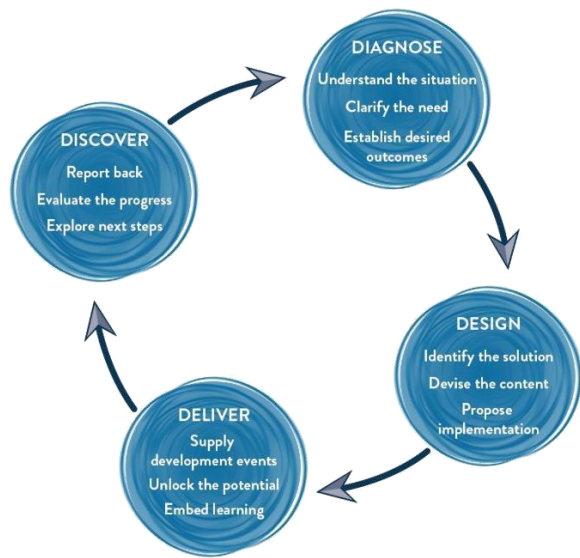
Possible Approaches around Diversity, Inclusion, Sexual Harassment, Unconscious Bias

Our Idea

- Diversity initiatives or any cultural change in an organization can be a wonderful and powerful transformative tool to develop organizations into shaping its identity. And too often it can become a meaningless tick-box exercise or even an area of humiliation and conflict. We plan to create an engaging, challenging yet supportive learning intervention for you that provide perspectives on being aware, inclusive and supportive in work and personal relations.
- This document is a collection of possible ideas to implement when rolling out on organization wide intervention. We will work together and enter the “Diagnosis & Design” phase of our partnership to co-design the final outline of the intervention.
- These sessions are aimed to providing learning and development in easy-to-digest and hard hitting modules. Information is relayed quickly and easily as people are encouraged to actively participate in the sessions, which increases the effectiveness of these sessions.



Our Approach



We would start with a further **diagnostic** conversation with different bands your organization and 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 feedback the themes and issues that were uncovered.

Methodology

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



Possible Approaches: Two day workshop- Tentative Learning Outcomes



Think:

- We all have biases, it is human & normal
- There is no “objective truth”; we live in a world of perceptions
- Different perceptions make the world a diverse & healthy place



Feel:

- **Aware** of my unconscious biases
- **A sense of empathy** towards other fellow humans
- **Introspective and willing** to consciously look at one’s own patterns of judgement & decision making



Be more able to:

- Constantly check for facts because organisations face huge losses when we take mental shortcuts
- Step in to other people’s shoes more consciously & dilute my own reality when necessary
- Assume positive intent



Tentative workshop design_Half day (20 participants per batch per consultant)

Narrative	Session	Session details	Methodology
Participants get acquainted to the MLA facilitator	Welcome and context setting	<ul style="list-style-type: none">• Warm Up exercises – Move, clap etc.• MLA introductions• PURPOSE of the workshop	
Right at the start the group goes through an experience where they realise how quickly & easily prejudice can occur without our realising it	Sherlock	This is a wake up - shake up experience that highlights inherent biases. This game showcases how perceptions lead us to forming unhealthy beliefs that can destroy an organisation's culture	Theatre based learning
While there are innumerable unconscious biases that exist at any given point the DISGRACEFULL model helps identify the most important ones to address. These are the red flags that we need to watch out for	DISGRACEFULL Model	Participants share their own stories of being judged on any of the DISGRACEFULL aspects that they have no control over	Done in pairs
The group then begins to concretise this meaning & imagines what is going on in each other's world. We begin to build the behaviour pyramid starting with beliefs & environment. We will build this pyramid through the workshop	Imaginary Backpack	Participants all imagine carrying an imaginary backpack containing life experiences & beliefs. This exercise is about imagining what's in other people's backpacks (without any verbal data from them)	Visualization
The workshop shifts gears at this point - to highlight the principle that 'we are not just one story'	There is no ONE story	Participants explore different inner characters & share stories of all the times they have played out different characters	Narrative therapy based activity
The next step is to put our full attention on others in order to really listen	Tai Chi sticks	This is a game where we learn to focus our attention on others rather than the "product" this is about building real relationships	Dance based game
Cementing the learnings from the day.	Action Plan	Participants list their takeaways from the program in the format of STOP, START & CONTINUE.	Individual Work



Our Approach: Design

Half day for diagnosis- (Interviews, scenario collection, collecting information)	Rs.15,000/-	
Half Day for Design (Scripting, incorporating the scenarios from Genpact in the design)	Rs.15,000/-	
<u>Delivery for 40 participants</u>		
Activity	Investment - As per the MSA with Genpact	Total
Professional Fee for delivery of workshop (half day)	INR 30,000 per half day per consultant X 2 days X 1 consultant	INR 60,000/-
Learning material, folder	INR 150 per participant X 40 participants	INR 6,000/-
Total Investment	INR 96,000/-	



Commercial Terms and Condition

- ❖ Client is responsible for providing – 1) Venue for the training programs (with a back-up generator) should have natural lighting, enough space to do exercise and comfortable temperature for the participants & consultant 2) Conference facilities including meals 3) Audio visual equipment – (LCD projector, flip chart board stand, 8*10 ft screen) Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers to be taken care by the client.
- ❖ Genpact will make the following arrangements for consultants if the workshop is outside Delhi NCR or any consultant is required to fly down to Delhi (all consultants are not based in Delhi NCR) subject to business approval -
 - Accommodation for consultants stay – as per band 3 policy at Genpact (no Guest house please)
 - Cabs for Consultants airport transfers & their transfers between hotel and venue
 - Flights tickets for the consultants along with their meals on flight
 - All meals including breakfast, lunch & dinner
- ❖ Reimbursements to be made to Maynardleigh on actual for following –
 - Cab for Consultants travel to and from Venue when workshop is in Delhi NCR
 - Cab for consultants airport transfers in their home location when the workshop is outside Delhi NCR
 - In extreme circumstances, arrangements for consultants accommodation, cabs, flight tickets and meals(as mentioned above) if done by Maynardleigh (subject to business approval)
 - Relevant communication expenses if any (subject to business approval)
- ❖ Taxes will be charged as per government rules & regulations
- ❖ Payment will be made within 45 days of invoices receipt by Genpact
- ❖ In case of cancellation/rescheduling fees will be charged as follows –
 - 50% of the professional fee - 15 to 3 working days of the confirmed date of delivery
 - 100% of professional fee - 2 to 0 working days of the confirmed date of delivery
- ❖ Any one of the following methods may be considered as date confirmation: email notification from sourcing / a Purchase Order with specific dates.
- ❖ The session cannot be recorded without a prior written consent from Maynardleigh Associates.
- ❖ The above commercials are valid till the 31st October, 2018
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of “Life Strategies Humancare Pvt. Ltd.”
- ❖ Any information shared by Genpact would be kept confidential and only used by Maynardleigh associates for internal study and customizing the content

Contact Us

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

For further information please connect with:

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