

## Leadership Impact Journey



Explore personal impact, create powerful presentations, influence strategically,  
create your own brand and learn to deal with leadership

**Diagnosis and Design Presentation**

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# Your need as we understand- initial mandate

## Situation

There are 14 AVPs/ VPs from the IT team who are going through a “HEIGHTEN” Development Journey. You would like them to work upon:

- Making Impactful Presentations
- Result orientation
- Learning the art of dealing with senior leadership/ customers
- Strategic Thinking
- Below are few examples of the behaviors expected from the participants:
  - Articulate thoughts: There is a requirement to be assertiveness, express themselves and have confidence to face business
  - Presentation Skills: being able to present the numbers in storyformat
  - Executive presence: How to sell yourself and take pridein your job
  - Customer presentations: being well prepared for the customervisit
  - Proactive communication: while handling a crisis situation, there is needto be more proactive

## Problem

Few gaps observed due to the problem statements mentioned aboveare:

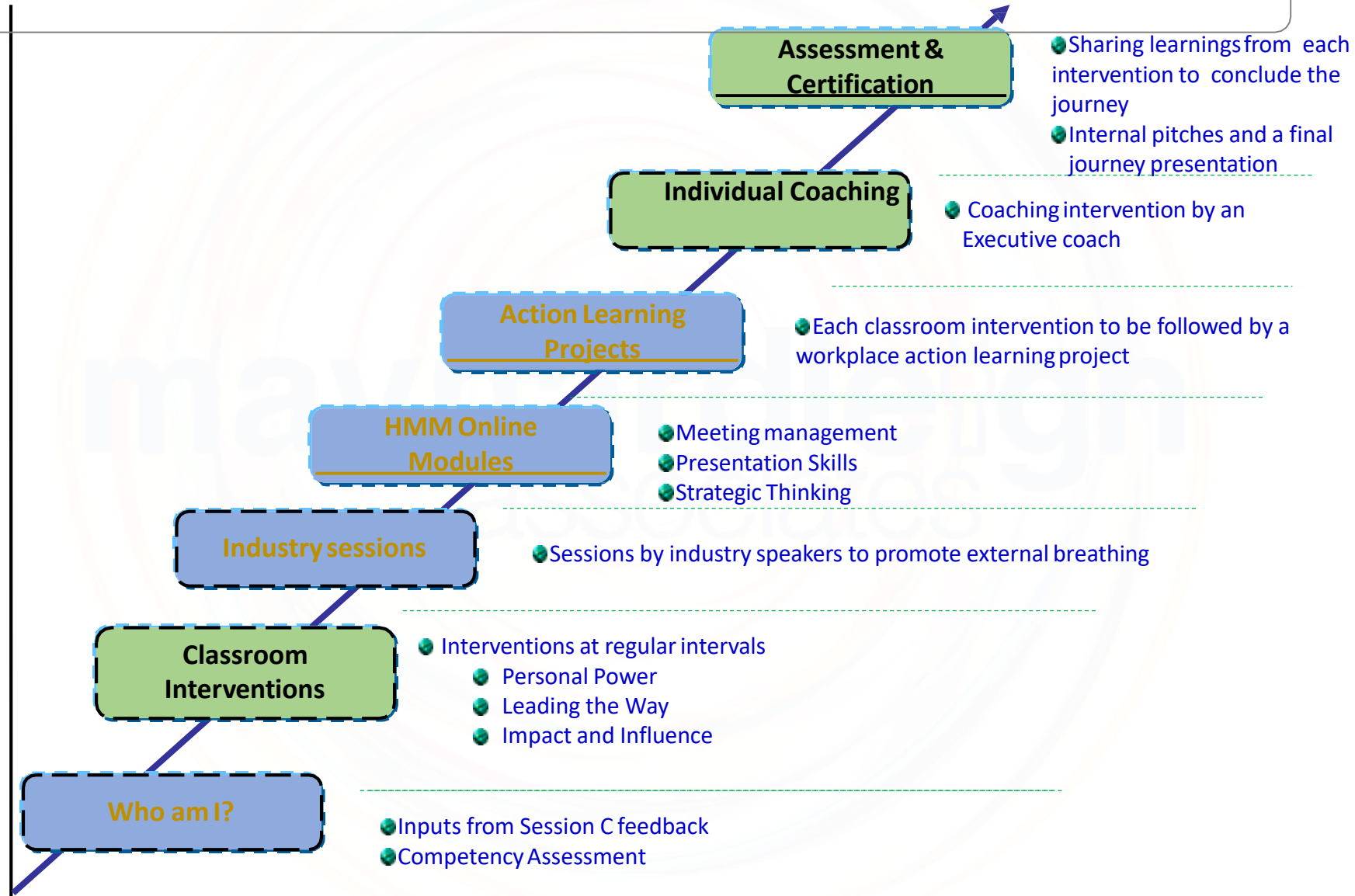
- The participants are great at their work however they need to present themselves in an impactful way and be more able to deal with an audience outside their comfortgroup.
- People need to start making themselves visible as they are working really hard. Being the backbone of ops, they need to be able to sell themselves.

## Need

The participants are going through the “HEIGHTEN” development journey. Maynardleigh will intervene at the steps mentioned in green. ( Journey on the nextslide)

# Your need as we understand: The “HEIGHTEN” Development Journey

The participants are going through the “HEIGHTEN” development journey. Maynardleigh will intervene at the steps mentioned in green.



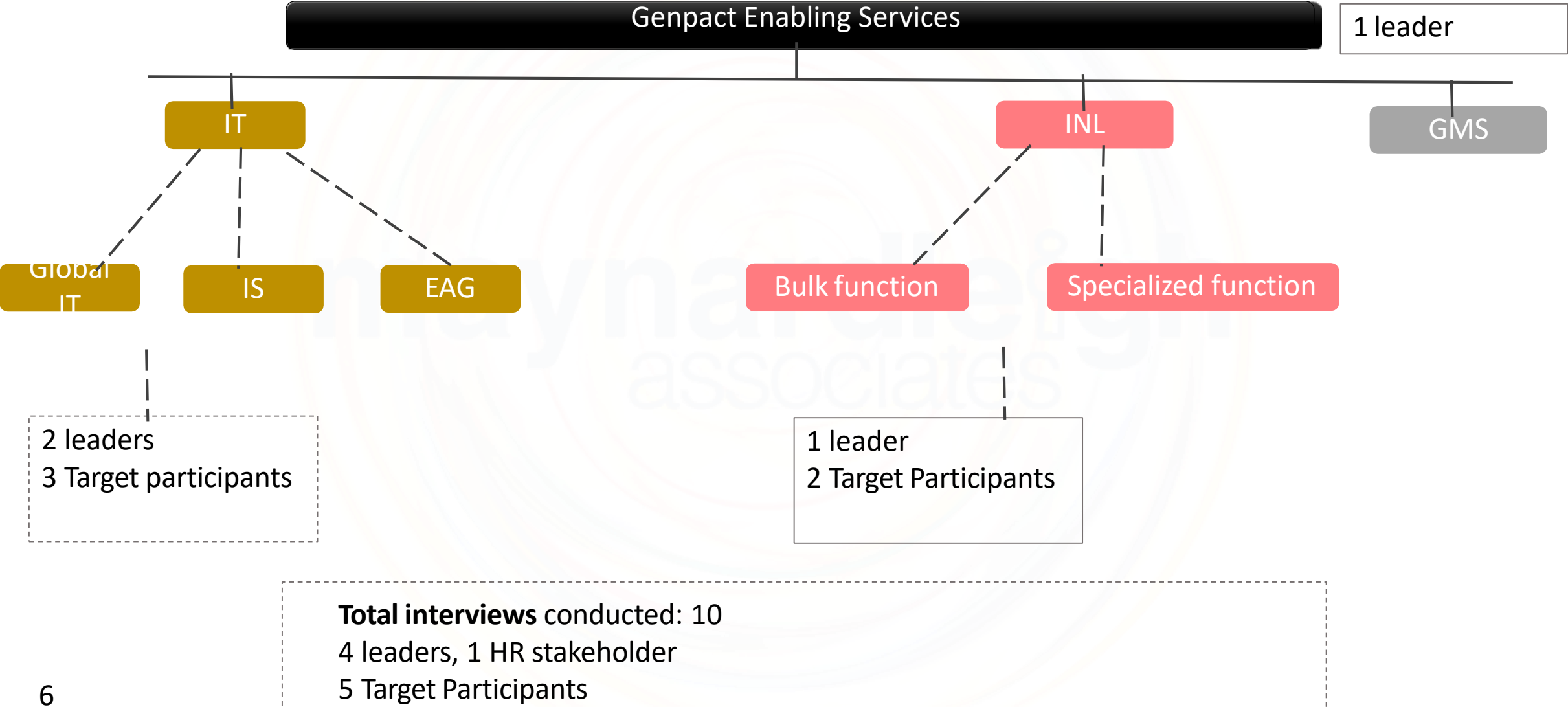
# Our Approach



## Methodology

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

# Diagnosis: Target Profile





# Diagnosis



**We conducted 4 interviews with the leaders of the participants and an HR stakeholder with the purpose of identifying:**

- The current state
- The desired state

**We also conducted interviews with 5 target participants with the purpose of:**

- Understanding the role of the Target Audience
- Identifying their key stakeholders and the modes of communication they use
- Exploring how they understand the terms “leadership impact” and “communication impact”
- Gathering anecdotes, examples & situations of current and desired state of leadership impact, including probing around- Presentation Skills, Leading Teams, Strategic Influencing, Executive Presence
- Getting a sense of the expectations they have from the MaynardLeigh workshops in the Heighten journey

# Diagnosis: Needs identified before pre-work

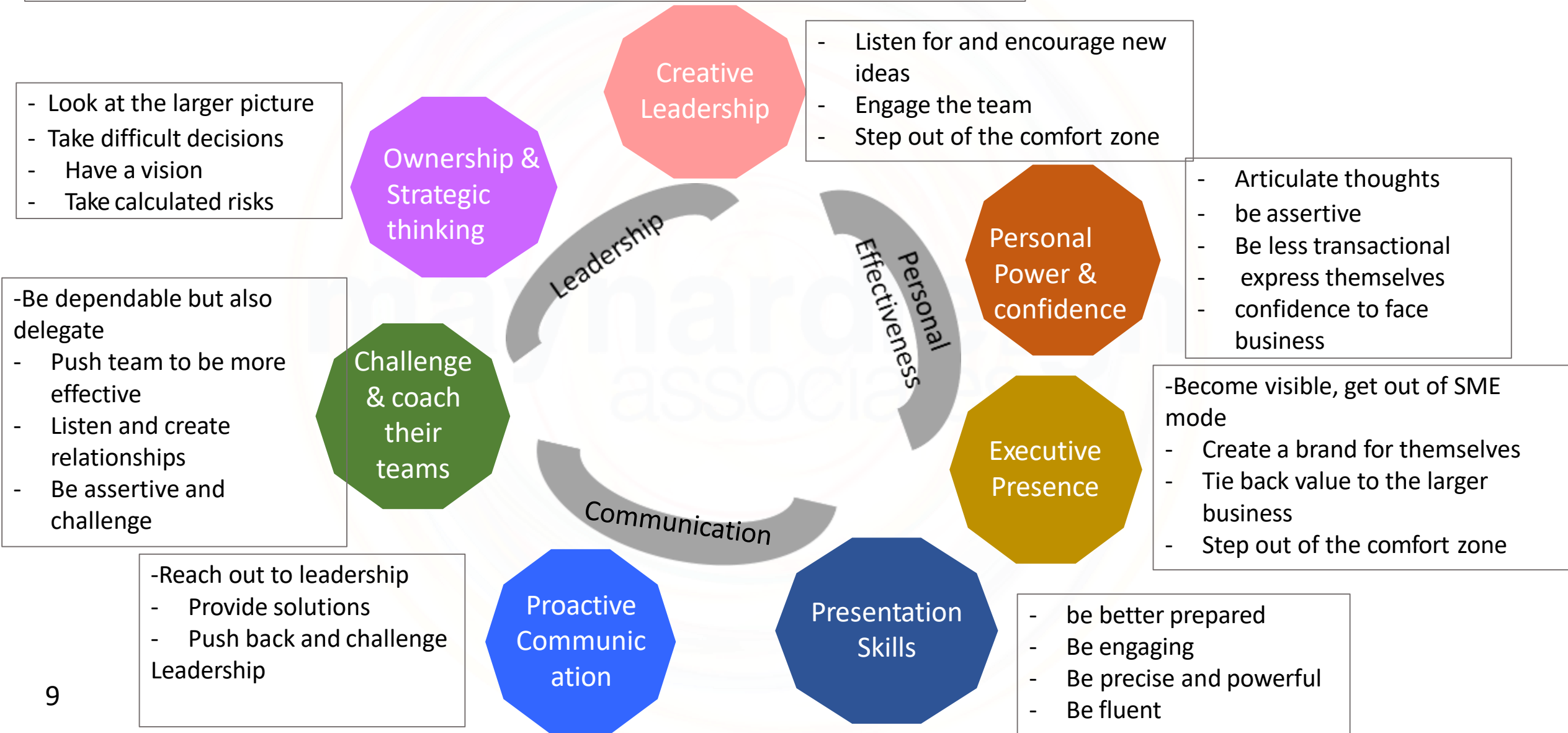
Before we started the diagnosis, key areas of development had been identified:





# Diagnosis: Needs identified after pre-work

The initial needs were calibrated after talking to the leaders and HR stakeholder



# Diagnosis: Understanding the participant's world

All the participants said that they have multiple stakeholders at work. They said that these include different teams, multiple external vendors, leadership and the entire population of Genpact at large.

They use the following modes of communication while communicating with various stakeholders:



- 2 out of 5 participants
- Prefer talking to people face to face – both ad hoc and in scheduled meetings
- 1 participant uses this mode only in form of formal weekly meetings with leadership.
- 1 participant prefers this mode but finds it difficult because of location issues



- 1 out of 5 participants reported That they use phone calls as a medium only as a resort when mails have not been answered.
- 1 out of 5 said that 90% of their communication takes place on calls / webex.
- 1 participant prefers the phone but is swamped by emails nevertheless.



- Instant messaging is used by all for quick communication

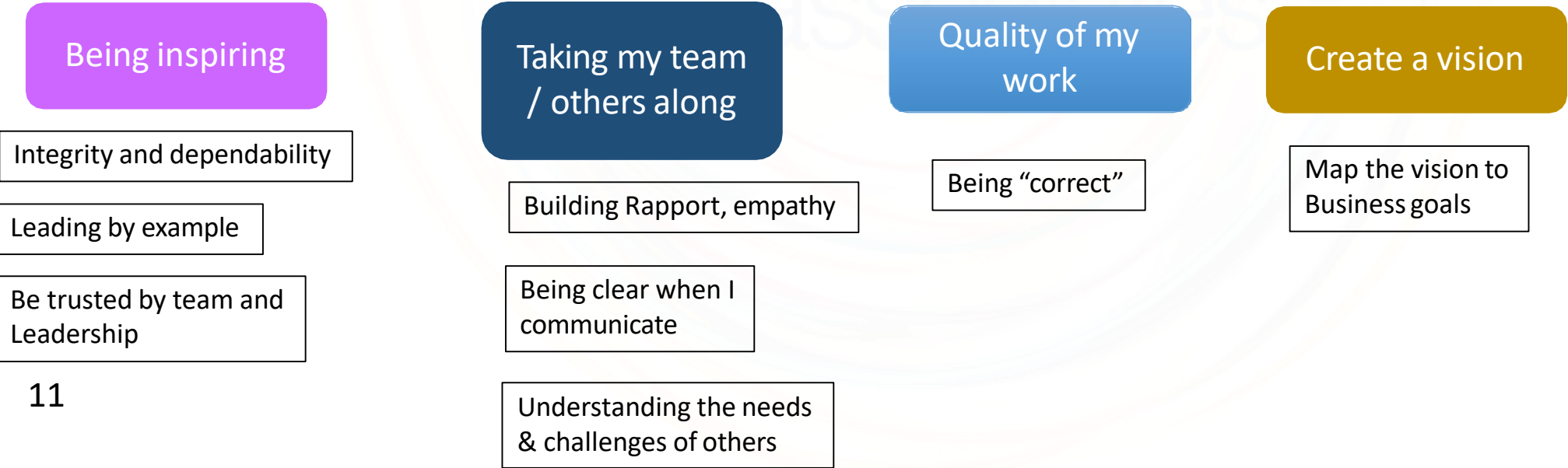
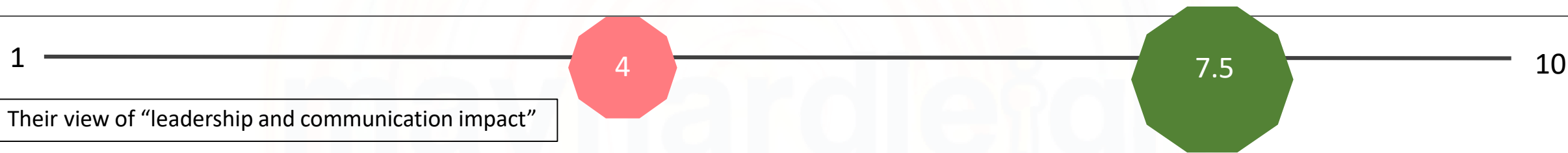


- 1 participant prefers Using emails and waits for 2 days for the email to be answered before making a phone call.
- 1 Participant uses email for urgent communication.
- Whereas 1 participant would much rather pick up the phone instead of email “ping pong”

# Diagnosis: Understanding the participant's world

The participants were probed on “leadership and communication impact”

- Participants were asked to rate themselves on an leadership and communication impact scale. 1 being lowest and 10, highest.
- 2 participants rated themselves an average of 4
- 3 participants said they were between a 7 and an 8.



# Diagnosis: Identifying participant leadership & communication challenges

## Executive Presence

- Execution vs. exhibition: show more of me!
- Befriending my stakeholders, be more available to them
- Make more impact in my interactions with seniors
- Make myself more visible

## Personal Power

- Convince people, deal with push back. Deal with rigid thought processes.
- Be more aggressive
- Don't be aggressive!
- Influence seniors and push my idea
- Contribute ideas to common forums (not just technical topics, but everything)

## Creative Leadership

- Bring in a more creative thinking style

## Ownership & Strategic thinking

- Create a larger vision and legacy
- Be able to take difficult decisions without fear

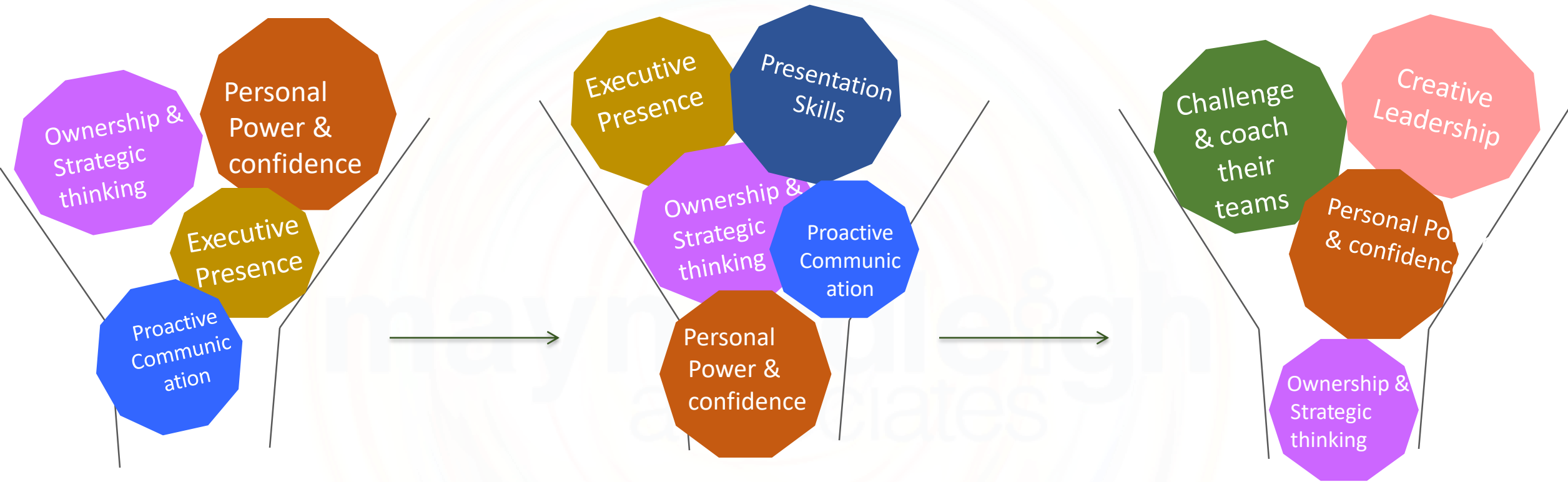
## Understanding leadership

- 1 out of 5 participants saw themselves as an SME only. "These types of things will dilute my core expertise"
- A buy in needs to be created and the resistance needs to be looked at

# Diagnosis: Participant expectations from the journey



# Design: Our Solution: 'The inside out way'



## 1: THE LEADER WITHIN

Starting with the self, looking at the root causes and creating a buy in to taking on the role of a leader

## 2: IMPACT & INFLUENCE

Recognizing our own patterns and accessing the tools that make us impactful leaders

## 3: LEADING THE WAY

Cascading our leadership vision to the team by which one creates relevance and adds value to the larger organisation



# Design: Our Solution: 'The inside out way'

## 1: THE LEADER WITHIN

- Buy in to why I need to access my power as a leader – take ownership
- Take stock of the current situation
- Weave a vision for where I'd like to be as a leader
- Look at the larger picture
- Be able to take ownership

## 2: IMPACT & INFLUENCE

- Become visible, connect with my brand
- Be assertive rather than passive or aggressive
- Assert my own relevance in context to the larger organization
- Tie back my brand to the larger business
- Be better prepared, engaging and structured in my communication, articulate thoughts

- Build relationships with a sense of partnership
- Be ready to challenge and push leadership
- Stretch myself, step out of the comfort zone
- Build confidence to converse with business leaders and crucial stakeholders

## 3: LEADING THE WAY

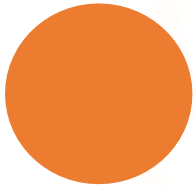
- Embrace my role as a leader – take ownership
- Challenging the team assertively
- Create a learning environment
- Cascading vision
- Mentor, coach and delegate
- Push for and encourage ideas
- Help build ownership in the team

# Design: The Journey Explained

**MaynardLeigh has drafted the whole 4 months journey in a way that the learning can be immediately incorporated in the action learning project and the target participants can be coached simultaneously. Mentioned below are the explanation of the codes used in the journey to make it simple:**



Maynardleigh interventions in the journey for coaching and reviewing the participants on their project

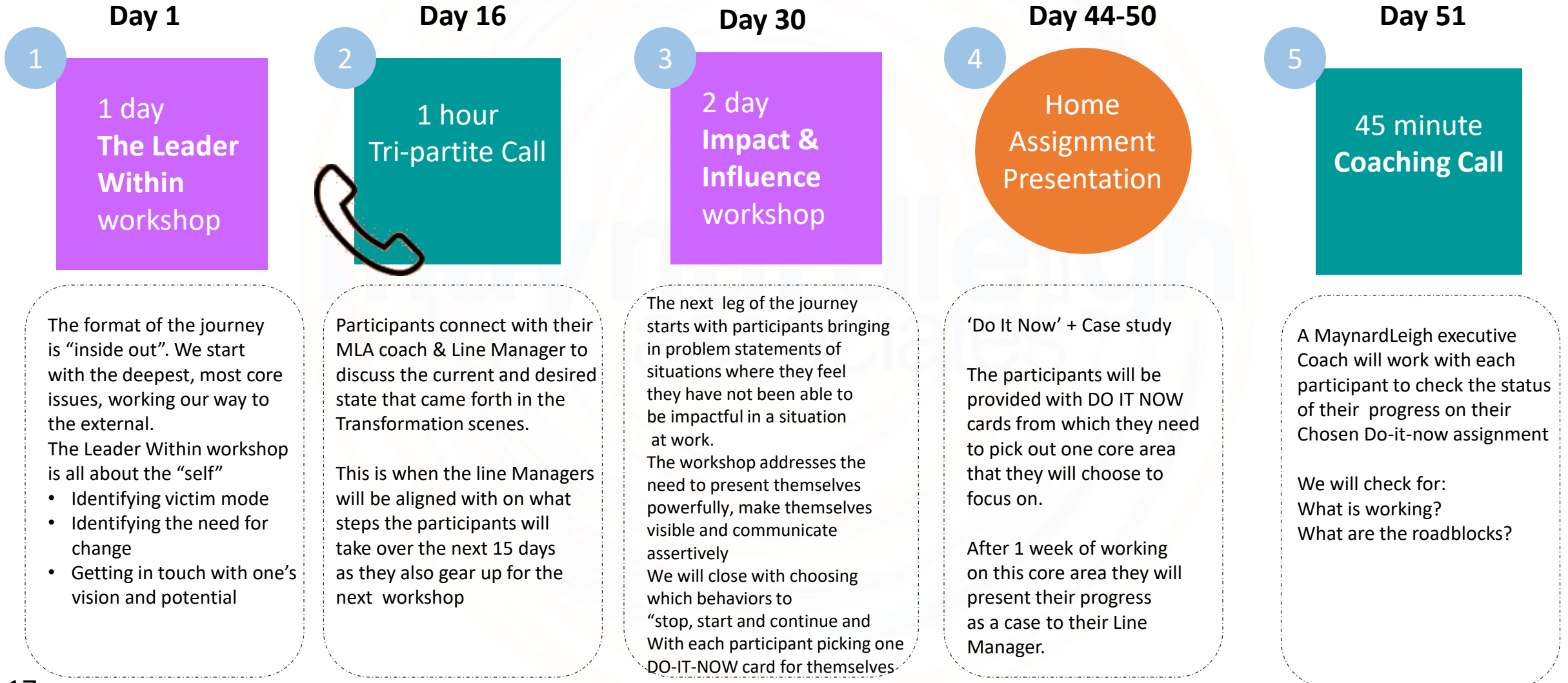


Internal reviews, assignments at Genpact, home assignments



MaynardLeigh workshops

**Journey Overview:** MaynardLeigh firmly believes in 70:20:10 model. The journey is drafted keeping in mind: on the job training, Coaching and mentoring and experiential training.



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### Day 60

6

2 day  
Leading the  
Way  
workshop

We are now working with bringing 'who we need to be' in to our teams.

The workshop will cater to creating shifts around how we coach, mentor, challenge our teams.

We will also look at what it takes create impact within teams

18

### Day 76-81

7

Do it Now  
+  
Case Study  
Showcase

Post attending 'Leading the Way', participants will work on their goals chosen Post the workshop around the area of creating engagement within their teams. They will be given the task of documenting a testimonial of a shift they have brought. They will be required to send in their showcases to Vidya

### Day 82

8

45 minute  
Coaching Call



Participants connect with their MLA coach discuss the progress on their goals from the previous workshop

### Day 83

9



After the workshops, the participants go through a 9 week tracking process. They choose 3 types of goals for themselves. "An audacious change I will bring in myself in relation to→

- My personal life
- My team
- My organisation

They discuss these goals with their line manager and coach and then participants enter their goals in the PROGRESSIT tracking system

### Day 146

10



Participants connect with their MLA coach & Line Manager on a Fruit Call, to Discuss the transformations they are bringing in to themselves

### Day 153

11

Journey  
stories  
&  
Celebration  
Dinner 😊

We envisage the completion of the journey to be a day of celebration.

The participants will get a chance to present their journeys to a panel comprising of Vidya, line managers and MaynardLeigh facilitator in 3 minutes each. The entire team of participants and Line managers will then join each other over a celebration dinner.

## Workshop Design- Line Managers Orientation: 1.5 hours

Narrative	Session Name	Session Detail	Methodology
The leaders are coming from different worlds and we will begin by becoming a cohesive group	Becoming Present	We will play one of the quickest ways of becoming present to a space – ‘Pass the Clap’ passing the clap	Short Theatre exercise
Once all the leaders have been able to be fully present, it is now time to set the agenda for the orientation	Context Setting	We are gathering in the room to come to one common ground and speak a common language, so that the participants of the journey are able to maximize on their learnings	Facilitator led agenda setting  Arriving at one common word that symbolizes what the journey needs to stand for
At this point the leaders will be made to vicariously experience the outline of the journey, so they are up to speed on what’s in store	The Showcase Shelf	The entire journey will be visualized through props and the leaders will walk through the journey as though they are participants	Experiential learning through props
Once the leaders have an overall perspective, they get to fill in the gaps and get a grasp on the details of the journey	Story Formation	The leaders will be broken in to teams and each team will be responsible to form a detailed story of one aspect / leg of the journey	Participant led discussion
The house is now open for any questions that might remain	Q&A	The leaders will be invited to ask questions with the purpose of understanding	Group discussion



# Design: Learning Objectives- The Leader Within



## Think

- I am a leader!
- Everyone has leadership potential, I need to unlock mine
- I need to step out of my enabling service SME mode and begin to see myself as a leader with a larger purpose
- I need to reconnect with my vision for myself
- I take ownership of my own goals and energies
- Working with ownership/commitment allows for much greater learning.



## Feel:

- Bought in to my role as a leader instead of merely being an expert
- Clearer on why I am part of Genpact / feel connected to my purpose and vision
- More like a chooser and less like a victim
- Inspired to perform in a more meaningful way
- Ready to take charge of challenging situations
- Passionate about bringing my new self in at work
- Confident that being part of enabling services is as crucial a role as any



## Be more able to:

- Express myself
- Take ownership for my actions
- Take tough decisions on my own without depending on my leader
- Choose to be a chooser rather than a victim
- Inspire self & others
- Connect to my inner passion for what I do
- Able to look at the larger picture





Design – Personal Power Workshop Outline – Day 1, 14 participants per batch per consultant

Narrative	Session	Session details	Methodology
	Introduction	<ul style="list-style-type: none"><li>• Maynardleigh &amp; participant Introductions</li><li>• Play &amp; Express yourself</li></ul>	
Why this workshop?	Where are we ? Why this workshop.	<ul style="list-style-type: none"><li>•Welcome and context setting</li><li>•Know that we are all going towards our vision</li><li>•It is time to STRETCH our being and be who we need to be – exapnd yourself, your range of expression and your personal resources</li><li>•Jumping out of the box, ie SME bubble : choosing to be a leader &amp; choosing to take ownership</li></ul>	Facilitator led discussion
Getting present to ourselves and those around us	Mind, body warm ups	<ul style="list-style-type: none"><li>•Walks</li><li>•Zorbing Ball</li><li>•Passing the ball</li></ul>	Theatre based warm ups
Participants write qualities of a leader on a chit of paper and collect in a bowl, 2 per participant. Everyone picks up a chit and shares example of when & where he/she demonstrated the same.	Leadership qualities	Instances are shared where participants have lived various qualities	Group activity
Accessing personal Power, getting ready to see our own potentiality	Cut Story	We are not defined by our limited self, each of us has all the colours. Do we know how to choose a colour purposefully?	Facilitator shares Philosophy
In moments of stress and pressure how do we react as leaders? Do we take ownership and responsibility for our Work and act like a creator or do we start blaming external circumstances and act like a victim?	Victim vs. Chooser Ownership & Initiative	Participants get to experience that thinking like a Chooser can bring more productivity in to the work place. This activity helps put people in charge of their own energies. You are responsible for your own responses and output.	Embodying a philosophy using psychodrama

Design – Personal Power Workshop Outline – Day 1, 14 participants per batch per consultant

Narrative	Session	Session details	Methodology
To create a highly engaged atmosphere where leaders can gauge their current state and then talk about key excellence, leadership and cross-functional team co-ordination attributes like communicating to increase coordination, strategizing for effectiveness, planning and cascading vision	LeadershipDNA	Engage in results driven collaboration across teams. Collaborate better by increasing levels of communication, relationship building, increasing ownership and setting up processes	Highly engaging team activity. Interactive, relevant and impactful facilitator insights
To gain better insight in to where one is right now vs. where one would like to be as a leader, we will create transformation scenes	Transformation scenes	<ul style="list-style-type: none"><li>•Look at the current leadership style scenario</li><li>•Creating current and desired scenes</li><li>•Working in groups on creative solutioning of the current scene to shift it more towards the desired scene</li></ul>	Psychodrama based scene work
Post this we will close the day on a reflective note	Gift well	Picking up metaphorical gifts of what the key learning of the day was	Group work
Home work		<p>Participants will now be given preparation work for the next workshop:</p> <p>Bring in problem statements of situations where they feel they have not been able to be impactful in a situation at work. This could be a crucial interaction with a stakeholder, a presentation, or them not speaking up in a meeting, etc.</p>	

# Design: Learning Objectives- Impact and Influence



## Think

- By clarifying the impact I want to have, I have more chance of meeting it
- Being authentic and true to my own brand's values is magnetic
- Working on my brand does not make me immodest, it makes me relevant
- I am making an impact at every moment- consciously and unconsciously
- Everything makes an impact- my body language, voice, words
- I have the tools to impress and establish credibility/ authority
- Every interaction, presentation is a moment of impact, I will make each count
- I will give my audience my complete attention and be present to them by being my authentic self
- Being in rapport is a two-way street and important to team productivity



## Feel:

- **Confident** in leading conversations and speaking with business leaders
- **More aware & assured** about myself
- More **present** to my audience
- **Connected** to my own **true self**
- **Equal** with people around me
- **Capable** of influencing outcomes of meetings/discussions as well challenging my seniors
- **Excited** about creating impact

## Be more able to:



- Influence at the highest level
- Express my opinions and articulate points of view
- Tell a story through numbers
- Convey gravitas and natural authority
- Increase ability to gain buy-in and create impact through increased personal presence/charisma
- Build relationships with Clients, seniors, peers and team
- Use personal stories to build connect and creative productive working relationships
- Anticipate pain points and provide my seniors with solutions instead of only problems

Design – Impact & Influence Workshop Outline- Day 1 – 14 participants per batch, per consultant

Session	Session details	Methodology	Narrative
Introduction	<ul style="list-style-type: none"><li>• Welcome and context setting</li><li>• Maynardleigh &amp; participant Introductions</li><li>• Permissive Encouragement – Play &amp; Express yourself</li></ul>	Theatrical warm ups    Experiential Context setting	Get in touch with one’s ability to be authentic and expressive
Prepared communication	<ul style="list-style-type: none"><li>• Participants present their 1 minute prepared communications. They will be asked to come prepared with this before the workshop.</li></ul>	Recording Participant presentations	To be able to identify one’s issues by means of video playback
ON-OFF Modes	<ul style="list-style-type: none"><li>•     ON = When you know you’re being seen and having to represent your personal brand.</li><li>•     OFF = Those unguarded moments when you are being watched and you re   not aware of it.</li></ul>	Leader & participants offer insight	Awareness of what works and what needs Improvement People notice the impact everywhere
The first impression	<ul style="list-style-type: none"><li>• What creates the first impression</li><li>• Receiving feedback on my impact</li><li>• Understanding the nature of impact</li></ul>	Participant led mutual feedback exercise. Facilitator led impact exercises.	Understand that first impressions count. Our words, body and voice contribute greatly to How others perceive us
AIM	<ul style="list-style-type: none"><li>• Clarifying objectives. What is the purpose of any communication? What would a positive outcome look like?</li><li>• Working with purpose and performance objectives.</li><li>• Structuring communication for Impact</li></ul>	Facilitator led presentation. Participant exercises.	Be Precise and Impactful in delivering message. Structured Communication.
Be Yourself	<ul style="list-style-type: none"><li>• Emotional Expansion</li><li>• Exhibiting confidence.</li></ul>	Practical exercise Participant practice	Establish credibility/ authority. Communicate with assertion and confidence.
Status Dynamics	<ul style="list-style-type: none"><li>• Theatre based activities</li><li>• Courage and consideration model</li></ul>	Using the principles of body language to calibrate how we land on people. This activity helps build self confidence and take more space in the room. It helps us see that “people treat us the way we teach them to treat us”	It is important for us to have adult – adult assertive conversations at the workplace. Understanding status behaviors can help us choose from our own inner cast and bring the right status in to the situation To be able to express yourself logically, with confidence and credibly, it is vital to have an equal stature conversation.
Closing	<ul style="list-style-type: none"><li>• Participants finalize what they will START doing, STOP doing &amp; CONTINUE doing.</li><li>• Goodbyes</li></ul>	Action planning Completion	

Design – Impact and Influence Workshop Outline – Day 2- 14 participants per batch, per consultant

Session	Session details	Methodology	Narrative
Hello! & Recap	<ul style="list-style-type: none"><li>Recap of Day 1 &amp; Participant peer coaching partnerships created for the rest of the day.</li></ul>		
Leadership Journey and brand building	<ul style="list-style-type: none"><li>Identifying unique brand qualities that lie at the core of their being</li><li>Participant stories and Facilitator insights</li><li>Leadership art gallery</li></ul>	Art based activity Self reflection and group sharing	<ul style="list-style-type: none"><li>Chalking out personal power Learning goals for the workshop.</li><li>Participants story tell where they were able to recognize leadership in themselves.</li><li>Recognizing the values &amp; strengths that I bring as a leader</li></ul>
Chemistry	<ul style="list-style-type: none"><li>Attention - Choosing where to focus. Focusing attention on the other person or people.</li><li>Interdependence - Working creatively in partnership and collaboration with others..</li><li>Rapport - Mirroring and developing sensitivity to others, Developing empathy, Understanding the other person.</li></ul>	Facilitator psychodrama Participant exercises	To be able to build rapport with their various stakeholders, they experience what it takes to be the kind of person who can make strong relationships at work. And in turn see how that helps in influencing people and teams.
Influencing at the highest level	<ul style="list-style-type: none"><li>Learning some structures that make one’s influencing pitch powerful</li><li>PPSAO, SPINS, ACT 123</li></ul>	Facilitator shares theory	Be able to bring in personal power while applying formal structures of influencing
Influencing Pitch Practice	<ul style="list-style-type: none"><li>Participants prepare influencing pitches using the structures that have been shared with them.</li></ul>	Participants Practice	Using the structures of influencing and applying them to real life scenarios We will focus on how to tell a story through numbers
Hot seating	<ul style="list-style-type: none"><li>Rapid fire rounds of “HOT” questions</li><li>Learning how to respond under high pressure situations</li></ul>	Participant led practice rounds	Tying it all up together Bringing in real life scenarios and how to deal with challenging questions in the moment
Choosing Goals & Closing	<ul style="list-style-type: none"><li>Participants finalize what they will START doing, STOP doing &amp; CONTINUE doing.</li><li>Finalizing the Goals to work on.</li><li>Goodbyes</li></ul>	Finalizing goals that each participant would work on.	

# Learning Objectives- Leading the Way



## **Think:**

- I must start using the essential elements of situational leadership
- I can envision and communicate my vision to others
- Collaborate better by increasing levels of communication, relationship building, increasing ownership, setting processes and letting the team take charge
- Listen closely to the needs of their team
- I must begin challenging my team assertively



## **Feel:**

- Inspired to lead in a more exciting and creative way
- Sensitive towards others and challenged to take people along with me
- Clearer on what works well for me as a leader
- Excited about unlocking others potential
- Personally responsible for making things happen
- Equipped to handle the different needs of different members in the team



## **Be more able to:**

- Inspire my team to produce outstanding performance
- Involve others in my vision
- Coach, delegate to, and mentor my team members as and when required
- Take risks and learn from experiences
- Engage in results driven collaboration across teams
- Lead people effectively



## Design –Leading the Way - Workshop Outline – Day 1 , 14 participants per batch per consultant

Session	Session details	Methodology	Narrative
Introduction	<ul style="list-style-type: none"> <li>• Welcome and context setting</li> <li>• Maynardleigh &amp; participant Introductions</li> <li>• Permissive Encouragement – Play &amp; Express yourself</li> </ul>	Theatrical warm ups Experiential Context setting	We start the day on a high energy note
Leadership Journey	<ul style="list-style-type: none"> <li>• Participants story tell where they were able to recognize leadership in themselves.</li> <li>• Recognizing the values &amp; strengths that I bring as a leader</li> <li>• Complete attention on others leads to insight</li> <li>• Participants practice “Insight”</li> </ul>	Participant stories Facilitator Insights	We begin by knowing the self as a leader better
Shared Vision	Participants create a vision for their team for the current calendar year. The WHAT they are looking to achieve, HOW they will achieve it & most importantly the WHY.	Individual Exercise	We first start with the vision that will guide the team towards achieving it’s goals.
Internal Cast of Characters	<ul style="list-style-type: none"> <li>• Identifying various internal characters as though we were working on a play called “myself”</li> <li>• Identifying phrases, actions and behaviours for that character</li> <li>• Presentation of characters to the group</li> <li>• What do I need to be less of?</li> <li>• As a leader, what character do I need to be more of?</li> </ul>	• Theatre based activities	We have all the traits and colors that are possible on the spectrum, which are the ones that need to be used more?
Feedback Formula  And cascading vision	<ul style="list-style-type: none"> <li>• Differentiating between fact based purposeful feedback / recognition vs. an emotionally charged monologue</li> <li>• Playing the bucket game that helps us understand what it takes to cascade vision</li> </ul>	Experiential exercise. Participant practice exercise. Participant led peer coaching	Collaboration in teams may well begin with how effectively we are giving each other feedback.

## Design –Leading the Way - Workshop Outline – Day 1 , 14 participants per batch per consultant

	Session details	Methodology	Narrative
The Balancing Act	<ul style="list-style-type: none"> <li>• Communicating to care for results, quality and emotions</li> <li>• Challenges to finding the balance</li> <li>• Making purposeful choices</li> </ul>	Role plays and group discussions	While dealing with team issues, a leader often asks himself / herself questions around empathy. Here is where we deal with how to balance care for emotions with care for results and quality
People centered leadership	<ul style="list-style-type: none"> <li>•Using Situational Leadership to recognize whom to involve from within the team.</li> <li>•Mentoring</li> <li>• Coaching</li> <li>• Delegation</li> </ul>	Practical exercises.	Understand & Motivate diverse individuals & groups. Creates a climate of trust. Learning to give up control and delegate better
Closing for The day	<ul style="list-style-type: none"> <li>• Closing for the day</li> <li>• Key learning points</li> </ul>	Group Discussion	Anchoring the learnings from the day.

## Workshop Design- Leading the Way – Day 2- 14 participants per batch per consultant

Session	Session details	Methodology	Narrative
Coaching	<ul style="list-style-type: none"> <li>• Coaching for motivation</li> <li>• The quick coach</li> <li>• Listening &amp; asking questions</li> <li>• Nine goals to lead – motivating through helping people achieve their personal goals.</li> </ul>	Theatrical base Practical exercise Participant practice Participant personal goal setting	Coach & Develop Aligns & actively supports career expectations. Coaches others to find their own answers.
Delegation	<ul style="list-style-type: none"> <li>• When do we delegate?</li> <li>• The how of delegation</li> </ul>	Theatrical base Practical exercise Participant practice	Be less prone to micromanaging or protecting ones team and more towards seeking opportunities to let the team grow via delegation.
Trust	<ul style="list-style-type: none"> <li>• The key to open communication, influencing and giving &amp; receiving feedback is trust.</li> <li>• This exercise/experience challenges our established assumptions about how trust works and the ease with which we create a trust deficit.</li> </ul>	A highly engaging game that brings out revelations about our perceptions of others	Collaborate better by increasing levels of communication. Sensitive to others and challenged to take people with them
Forum Theatre	<ul style="list-style-type: none"> <li>• Bringing in common team issues</li> <li>• Looking at options of how to tackle common issues</li> </ul>	Participant performances	Feel inspired to lead in a more exciting and engaging way Connecting back to victim / chooser
The final scene	<ul style="list-style-type: none"> <li>• Action planning-finalizing learning goals from the workshop</li> <li>• Working with each participant on their goals</li> <li>• Introduction to VIDI cards</li> </ul>	Action planning, goal setting & follow-up planning	Detailed action planning on peoples learning goals
Closure	<ul style="list-style-type: none"> <li>• Commitment videos</li> <li>• Goodbyes</li> </ul>		



**We will submit a post program report which would have insights/ observations of the consultant and recommendations / next steps for the same set of audience ( Maynardleigh would share the information for the whole batch and individuals).**

# Program Plan

Sr. No.	Activity Description	Brief description	Day wise	Date	Ownership	Status
1	One day Leader within workshop	Workshop conducted by ML	Day 1	21st April	Maynardleigh Team	Closed
2	Tri-partite Call	Tentative schedule to be shared by MLA		1st May	Maynardleigh Team	
		Confirmed schedule to be submitted by Genpact		5th May	Genpact	
		Calls to be held on	Day 16	17 <sup>th</sup> , 18 <sup>th</sup> & 22 <sup>nd</sup> May	Maynardleigh Team	
3	Impact and Influence Workshop	Preparation details for the workshop		16 <sup>th</sup> May	Maynardleigh Team	
		Workshop conducted by MLA	Day 30	05th & 06th June	Maynardleigh Team	
4	Home Assignment Presentation	DO IT NOW assignment to be done internally by participants	Day 44-50		To be done internally by Genpact	
5	Coaching Call	Tentative schedule to be shared by MLA		07th June	Maynardleigh Team	
		Confirmed schedule to be submitted by Genpact		14th June	Genpact	
		Calls to be held on	Day 51	26th & 27th June	Maynardleigh Team	
6	Leading the Way Workshop	Preparation details for the workshop		15th June	Maynardleigh Team	
		Workshop conducted by MLA	Day 60	10th & 11th July	Maynardleigh Team	
7	Do it Now + Case study showcase		Day 76-81		Maynardleigh Team	
8	Coaching Call	Tentative schedule to be shared by MLA		11th July	Maynardleigh Team	
		Confirmed schedule to be submitted by Genpact		20th July	Genpact	
		Calls to be held on	Day 82	26th & 27th July	Maynardleigh Team	
9	Progress IT	Progress IT profiles to be initiated by MLA	Day 83	28th July	Maynardleigh Team	
10	Fruit call	Tentative schedule to be shared by MLA		26th July	Maynardleigh Team	
		Confirmed schedule to be submitted by Genpact		10th August	Genpact	
		Calls to be held on	Day 146	27th & 28th September	Maynardleigh Team	
11	Journey stories and celebration dinner		Day 153	04th October	Maynardleigh Team	

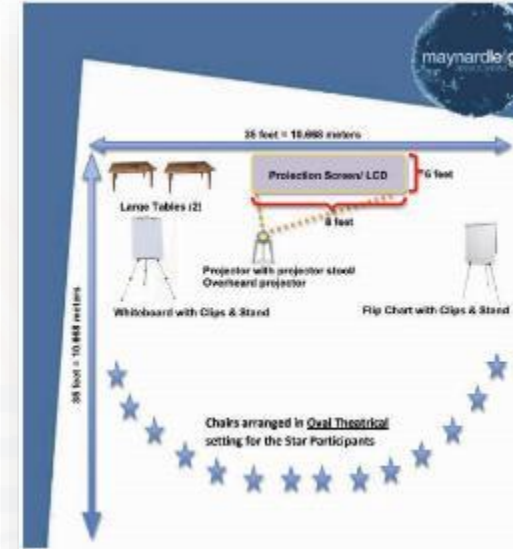
# Your Investment for 1 batch with 14 participants

\*the Leader Within workshop, the batch needs to be divided in to 2 batches

Activity	Investment Details	Total
Professional Fee for delivery of 1 day workshop <b>The Leader Within</b>	INR 55,000 Per Day per consultant X 1 workshop Days X 1 consultant	INR 55,,000
1 hour <b>tri-partite</b> call	INR 5500 X 14	INR 77,000
Professional Fee for delivery of 2 day workshop <b>Impact &amp; Influence</b>	INR 55,000 Per Day per consultant X 2 workshop Days X 1 consultant	INR 1,10,000
Learning Material, DO IT NOW card, Folders, Books ( for the whole journey)	INR 1830 X 14 ( as per actuals)	INR 25,620
45 minute coaching call	INR 4500 X 14	INR 63,000
Professional Fee for delivery of 2 day workshop <b>Leading The Way</b>	INR 55,000 Per Day per consultant X 2 workshop Days X 1 consultant	INR 1,10,000
Progress IT ( Online goal tracking system)	INR 200 X 14	INR 2800
1 hour <b>fruit</b> call	INR 5500 X 14	INR 77,000
Panel for Celebration Day	INR 30,000 per half day per consultant	INR 30,000
One Day Diagnostic Interviews, Design ( creating report, customizing design, presentation of design)-2 day worth of investment for designing the entire journey	INR 30,000/- (One time charge) - Diagnosis INR 60,000/- (One time charge) – Design	INR 90,000
		<b>TOTAL INVESTMENT: INR 6,40,420</b>
		<b>Total investment per leader: INR 45,744</b>



# Room Layout



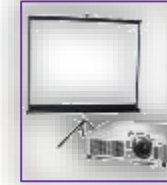
We love alternative ways of setting up a workshop! Creating an atmosphere where the participants feels absolutely comfortable and yet challenged. In this workshop, the use of theatre, team games and experiential methodologies are essential ingredients, hence we'd require ample place to move around and make noise.

Please book a space with ample natural light (Yes, we want sunlight streaming in) and no fixed furniture for the leaders to work with one MaynardLeigh 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 40)
- **Notepads and pens** (for participants)



- **Blu Tac** (This substance is used to stick things, posters or paper on the wall)
- 30 A4 Size normal and **drawing sheets**



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

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



For further information please connect with:

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