



Shake-up, Wake-up

*The Vital Leader workshop journey provides a direct and hand-on approach to **effective leadership and people management***

This Masterclass is a rare and demanding way of exploring limits in a safe yet challenging environment

Your Need As We Understand

Situation

Delhivery is India's largest E-commerce enablement company today which provides express logistics services expanded to 350+ cities and processing capacity to over 1.2million shipments/day. **You have about 8 - 24 Senior leaders/Directors/VP's** who are the **target audience** for this learning journey. They come with **experience ranging between 8-10 years** in the industry within the age bracket of **about 26-32 years**. They **lead a team of about an average of 8-10 people**. They are extremely analytical, sharp and primarily engineers with management degrees from the IIM's or ISB.

Problem

A few of the issues at hand are:

- Transmitting of thoughts and **effective communication** among people within the organization is not part of their ethos
- Need to learn how to **manage and cascade change** within the organization
- Require more **clarity in terms of how to give feedback** and constructively work on it
- Need to understand the depth of how to actually **take care of their people**
- Require to understand the **importance of taking decisions with a consensus**

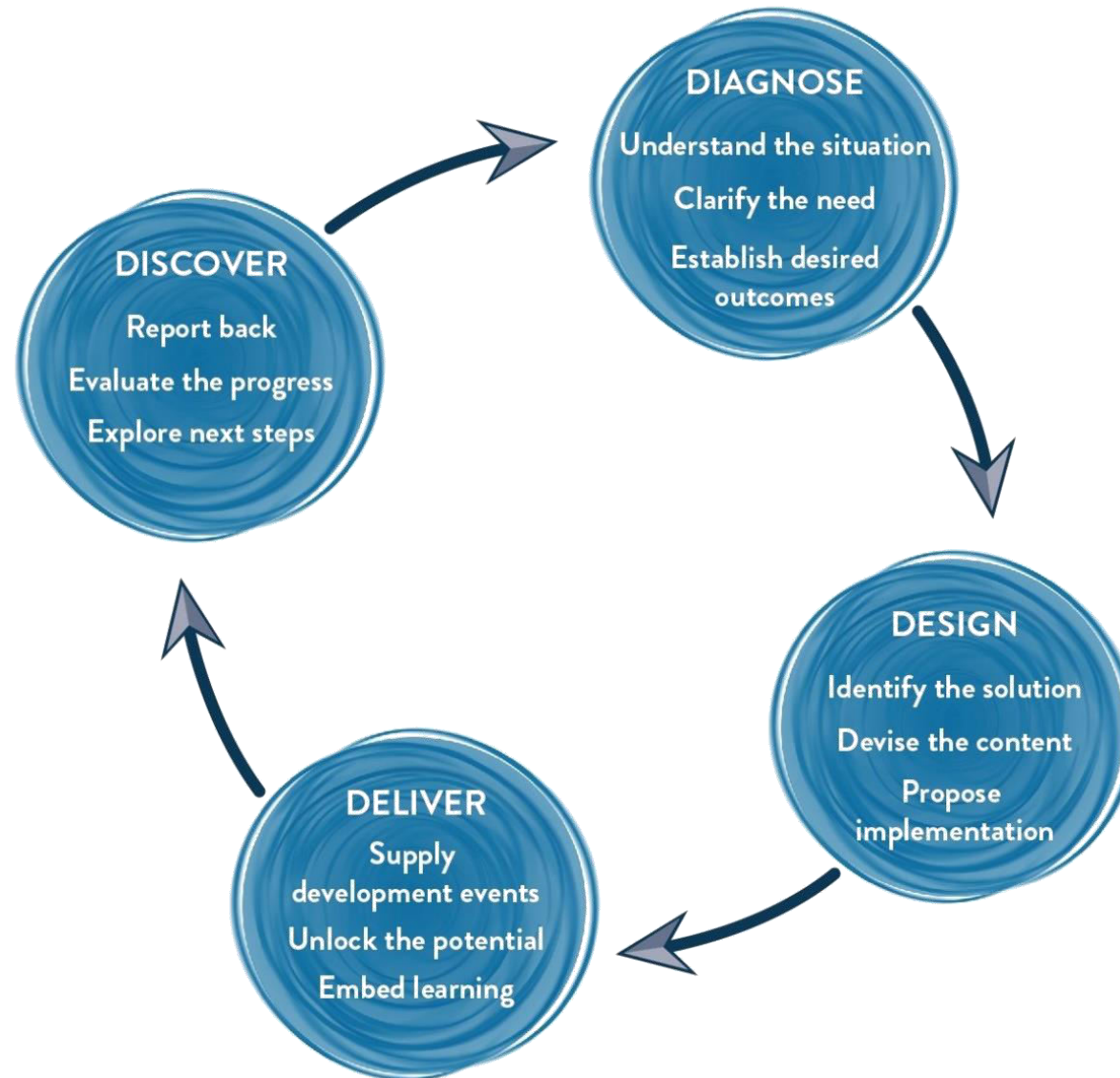
Implication

- High level of stress and strain among people which results in people leaving the organization
- Attrition rates are extremely high at 30%.
- Some of the people are unable to keep up with constant change
- **People part of the equation is missing**

Need

Delhivery would like to bring about a change within the organization via an experiential learning journey. The culture of the organization needs to be cascaded to an extent where the **"People's part of the equation"** begins to be given importance.

Our Approach



Tentative Outcomes of the Workshop



Think

- Inspiration can unlock my and my team's performance
- A big part of my responsibility as a leader is to create inspiration and manage my people
- To enliven my teammates working life
- I can share my doubts & fears in the open
- If I motivate my people authentically it will go a long way



Feel:

- More comfortable in expressing passion
- Engaged with my co leaders/managers
- Refreshed and alive
- Bigger, bolder and better
- Vulnerable as a leader



Be more able to:

- Inspire themselves and their team members
- Create better team working
- Take productive risks with consensus
- Have compelling conversations
- Manage people with focus on productivity, quality and emotions

Our Testimonials

Naming it training might not be just. It was an amazing experience where the coach was more interested (and rightly so) in actual counseling and problem solving rather than preaching the words of wisdom with silly slides. Totally worth the time and unique. Thanks for the opportunity

- Leader at American Express

This workshop provides a break to the engrossed mind and pushes you to think about yourself and people around you in an altogether new way. Impacting people around you will become so much more interesting as you will use different techniques for different people around you. Facilitator takes you to a WORLD OF DRAMA AND PSYCHOLOGY, which will tease your mind to fly and be creative. It will teach you to KEEP ALL YOUR COLORS ALIVE!!!

- Leader at PepsiCo India

I have attended lot of such sessions earlier and I don't remember any other session that has impacted me so much. I think the last 2 days were one my most productive days. It was very thought provoking and helped me realize myself. The session has left a huge impact on me and I am still into that world thinking about what I can do different that would have a greater impact both on me as well as others. I know I have already started practicing some of them.

- Leader at Cognizant

The Vital Leader Workshop | Day 1 Sample Design

Session	Session details	Methodology
Starts at 9.30 AM		
Hello	Quick facilitator & MLA intro followed by loosening exercises. Tight circles, Columbian hypnosis.	Actor Prep Exercises
Brief Encounters	A series of questions are asked, to which participants share the answer in pairs. An “informal looking” discussion to touch upon the aspects of the workshop.	Group Exercise
Context Setting	Why we are here? Clarity on learning objectives. Purpose – Leading through change. Principles – the responsibility is yours. What it takes – INSIGHT, INTIATE, INVOLVE, INSPIRE & IMPROVISE.	Facilitator Led
INSIGHT SELF - Business Transformation Scenes	Assessment of current business situation, viewed from a creative perspective of each participant. A chance for each person to tackle a tricky situation in the business and change it. Each participant gets support from the fellow participants for the change.	An inspiring group exercise
INSIGHT OTHERS - Seeing the Potential	Leading by looking at the invisibles in a person. Looking beyond our perceptions & judgments about people to find their real potential and then helping them develop that. Napoleon slide.	Facilitator Led; Participant Work
Getting ready	Leaders work in groups to define INTIATE, INVOLVE, INSPIRE & IMPROVISE. They create actionable behaviors around each and work on creating theatre.	Experiential activity Group insight
INITIATE	Theatre from INITIATE Team. What stops us from initiating? Victim Vs Observers Vs Chooser - The pillow fight	Activity done individually and then explored as group.
Homework	Overnight homework on inspiration	Homework Exercise

The Vital Leader Workshop | Day 2 Sample Design

Session	Session details	Methodology
Starts at 9.30 AM		
INVOLVE	Involve group performs theatre, forum theatre happens afterward. Coaching skills. Working on people.	Theatre, Forum Discussion, Group Exercises
INVOLVE	Constant communication without emotional vomiting. Creating permissive encouragement Feedback is a gift.	Group Exercise
IMPROVISE	Improvise group performs theatre, forum theatre happens afterward.	Theatre, Forum Discussion, Group Exercises
IMPROVISE - Creative collaboration	Learning what it takes to create an environment where people feel involved. The rules of creative collaboration with team members.	Improv Theatre with Real Life Experience
INSPIRE	Inspire group performs theatre, forum theatre happens afterward.	Theatre, Forum Discussion, Group Exercises
INSPIRE - Inspirational pieces. What inspires me?	Participants present a 2-3 min inspirational piece i.e. song, poem, prose, speech from a play etc. (asked to come prepared). They need to choose a piece they find inspiring.	Coaching and Creative Partnership
Action Planning and Commitment Videos	Participants create their own commitment videos and finalize their “Stop Start Continue”	Goal Setting

Tentative Commercial Investment Cost (*for Vital Leader*)

Delivery (Max Participants in Each Batch can be 14)

<u>Activity</u>	<u>Investment Rate</u>	<u>Actual Investment Per Batch</u>
Professional Fee For Workshop Delivery	INR 75,000 Per Consultant Per Day x 2 Days	INR 1,50,000
Leading the Way Book, Hand-Outs, Use of Props & Certificates	INR 2100 Per Participant x 14 Participants	INR 29,400
Progress IT (Online goal tracking system)	INR 500 X 14 Participants	INR 7,000
Total Investment for journey covering 14 Leaders		INR 1,86,400
Total Investment for TWO groups (1,86,400 X 2)		INR 3,72,800
Cost per leader (INR 3,72,800 / 28)		INR 13,315

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 (service tax @ 15.00%).
- 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.”

Ambience Required



We love alternative ways of setting up a workshop! Creating an atmosphere where the participants feel absolutely comfortable, 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 12 leaders to work with one Maynard Leigh consultant.

Next Steps



- **Vendor Empanelment:** Since this is the first time we are working for you, let us start the process of vendor empanelment for smooth processing
- **Contract and PO:** Once we close on the commercials, let us begin the process to close the contracts and get the PO
- **Diagnose** - We'd like to begin the diagnosis phase to clarify the need and establish the learning outcomes.
- **Book:** Let us know the dates you are looking at so that we can have consultants available for you

Contact Us

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



For further information please connect with:

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