



JUICE

JOIN US IN CREATING ENERGY

Move towards better way of working by being more futuristic, encourage cross pollination of ideas and knowledge sharing, get to know each other well

Proposal- 5th July 2018

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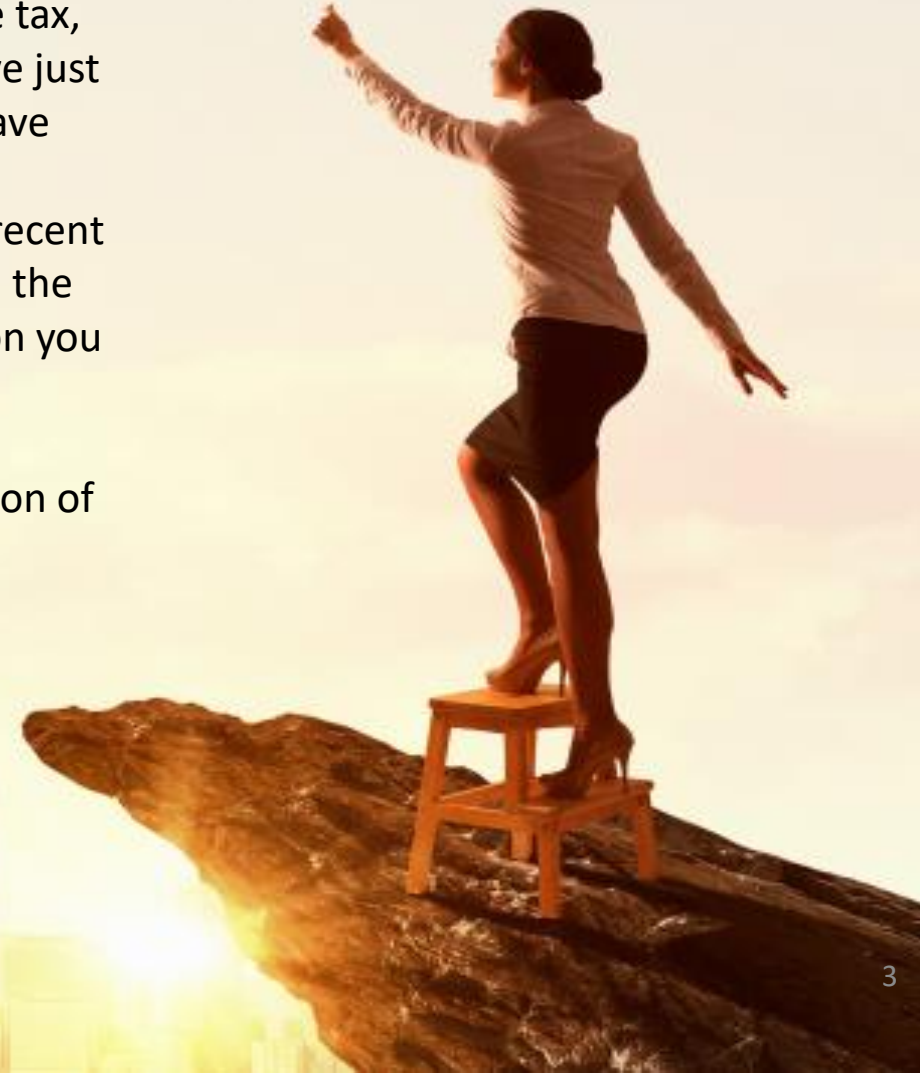
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THE MANDATE

Our target audience includes 40 participants of the finance team handling corporate tax, corporate funding etc. With 25+ years of experience and few people who might have just joined, the target audience consists of hard working and intelligent people. There have been recent changes within the department which include the GST rollout and the introduction of the ERP model might have increased the work pressure. Due to the recent reorganization, the intra-team interactions might have gone down leading to gaps in the cross-pollination of best practices and methods of working. Through this intervention you would like to work with participants on:

- Aiding and facilitating intra and inter team interactions enabling a cross pollination of ideas and methods
- Getting to know each other
- Creating a futuristic outlook and expanding one's horizon
- Enabling innovation in better methods and practices of working
- Enabling smart working practices



THE MANDATE

The Problem

GlaxoSmithKline plc is a British pharmaceutical giant headquartered in London. It is the world's sixth largest pharmaceutical company as of 2015. Due to the increase in work pressure as a result of recent changes, the company might be witnessing challenges in translating its real potential and capacity into outcomes. The increase in work pressure might have created following hindrances:

- The target audience might be exhausted leading to them giving up or lessening their working bandwidth
- The participants might be working in silos limiting their interactions and flow of ideas.
- Not being able to innovate instead sticking to old methodologies


The Implication

With the current practices, it's highly likely that the team might buckle under pressure. The work pressure and future goals of the company will only expand and grow and therefore the target audience needs to work smartly. There has to be innovation in the ways the target group manages the stress and innovates to find best methods and practices for better outputs.

The Need

Maynard Leigh is required to create a transforming experience which revolves around developing better inter personal relationship. It is an imperative to make sure that the target audience feels driven and not stressed. This two day workshop should be highly interactive developing closer relationships for exchange of ideas among the target audience that is ready to take on challenges that might come their way.

WHY MAYNARD LEIGH?



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.

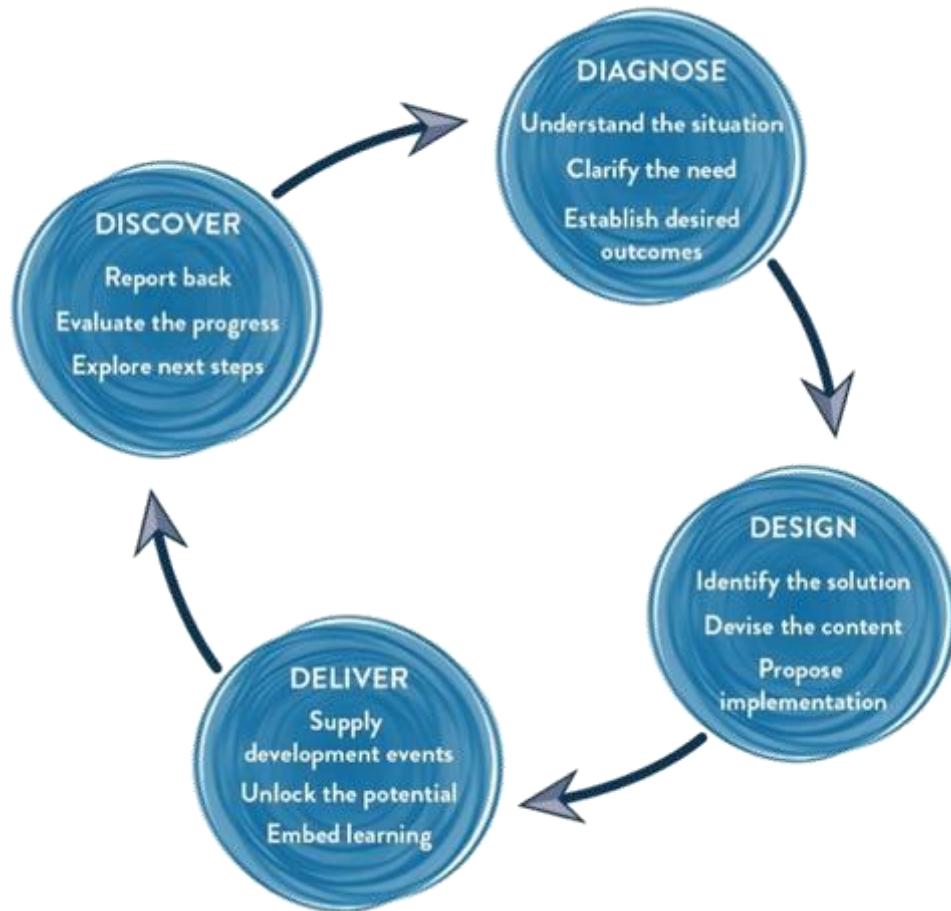


With years of research, their philosophies are published with leading publishing houses like Financial times, Pearson, DK, etc.



Have worked with teams at GSK, Coca Cola, Pepsico, SC Johnson, Nestle, Cognizant, Genpact, Sterlite, Soprasteria, Ericsson, EY, Mckinsey,.

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

THE DIAGNOSIS

We propose to also spend one day to have conversation with HR stakeholder, target participants and their managers. All the combined inputs will be incorporated into the design to make it more relevant.

We specifically gather information on:

From the HR:

- Department structure
- Gathering more examples on the mandate
- Understanding the target audience

From the participants

- Perspective on the reorganization and recent changes
- The impact of ERP system and GST on them. How are they currently managing the work load?
- What would they say about the inter personal relationship? What would they like to see happen
- As a team, what is currently working? What could be better?
- Expectations from the workshop
- Gather anecdotes, examples and situations

From the leader:

- Perspective on the current state: team dynamic, work pressure.
- What would they like to see happen?
- Expectations from the workshop
- Gather anecdotes, examples and situations





Post the diagnosis, we get into the design phase of the learning intervention.

Here's what we will do:

Design Customization:

The consultant will design the report, final objectives and customize the content of the learning intervention. Modules of the workshops are designed, activities are mapped to the examples, new handouts are drafted based on the content.

THE 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 can make a bigger impact when I collaborate with my team and use strengths of others
- I will talk to people and share my ideas
- I need to be more innovative in the way I work
- I need to enable smart work practices and share them with others
- If we have regular conversations and share our feelings with each other, we would be able to establish deeper connect with each other



- **Bonded** to work & collaborate in a more exciting way
- **Aligned** with my team members
- **Excited** to work together
- **Determined** to take on challenges
- **Never** give up



- Innovate and expand my horizon via a futuristic outlook
- Support others to perform outstandingly
- Build an enabling environment that leads to better organizational performance
- Adapt to new challenges and technologies
- Share ideas and knowledge

Tentative Design: Day 1, 40 participants with 2 consultants

Narrative	Session	Session details	Methodology
Getting acquainted with Maynard Leigh	Introduction	Welcome and a warm up, setting the context Maynardleigh & facilitator Introduction	Theatre exercise
Sharing stories that are not commonly asked and are very personal. Getting to know each other better through personal disclosures	Speed Dating	20 minutes, 20 different partners and 20 questions the ultimate self disclosure challenge. The participants are asked to share answers to the questions written in the chits shared with them	Group Activity
Seeing each other in a vulnerable and fun space.	Crazy Act	Using humor and drama in bringing an energetic start to the workshop.	Fun theatre by participants with props etc.
It is important to align our own goals to that of our team members.	Team Metaphor	Alignment - Personal & Team - highly creative way to unearth the thoughts on the current status & expectations within the team. Like with most exercises, it is often the process that's more important than the result.	A creative participant led exercise
An experience that puts participants in the middle of change and has them respond to it in the moment	The Neutral Bench	<ul style="list-style-type: none"> A simulation where the situation and the nature of change is handed to you by an external agency Changes come constantly and are of an unpredictable nature 	Improv Theatre
To be more aware of inner dialogues around change and ambiguities	Internal Dialogues	<ul style="list-style-type: none"> Become aware of the internal dialogues that take place when one is faced with stimulus to change Becoming aware of the difference between victim and chooser attitudes to change 	Role based coaching
Bringing attention to the various internal characters we all possess. Adaptability to change and challenges is about shifting to "chooser" characters	Victims / choosers	The facilitator plays out the internal drama between our inherent victim & chooser characters. The members then review situations where they have been playing victims & plan actions on how to switch to chooser mode	Philosophy based understanding of attitudes, psychodrama
	Closure Day 1	Participants fill in their stop start continue sheets	

Tentative Design: Day 2, 40 participants with 2 consultants

Narrative	Session	Session details	Methodology
	Recap of Day 1	Welcome and a warm up	Theatre exercise
Working together involves really 'seeing' each other.	Tai Chi	An experience of how openness and trust can increase the possibilities of working together.	Experiential theatrical exercise
While working together, how important is it to accept ideas before completely rejecting it.	Ball Game	Theatrical game. A fun game with a ball to explore how working together can lead to achieving the impossible.	Create a space where people Accept changes and give new/innovative ideas.
Every idea is important. Let us learn to acknowledge what is it that we accept and then we give another perspective.	Yes - Anding	A tool shared with the participants where the important of acknowledging the idea, accepting it and then giving another perspective is shared	Tool shared by Facilitator
While the teams have gotten an understanding on the pillars of collaboration, we create an experience where the leaders learn to share their feeling with each other and not create perceptions	Spy	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.	Facilitator led activity
Every working relationship works when there is TRUST in it. How does one build people's trust in themselves? Is it even possible? Credibility is something that you have been hired for. Reliability, intimacy and self-orientation have to be worked upon in every new space that we enter.	TRUST Formula	The foundation of any new relationship is trust. How does one build a solid foundation?	Individual plus Team Activity
	Trust Contract	Team democratically vote and choose the top 3 behaviors that they will live and demonstrate together for at least a year.	Summarizing the learning

Discovery Meeting Post-Workshop



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.

Sustaining the Change

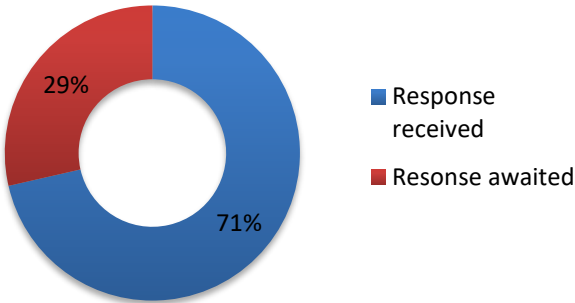
Trust Contract



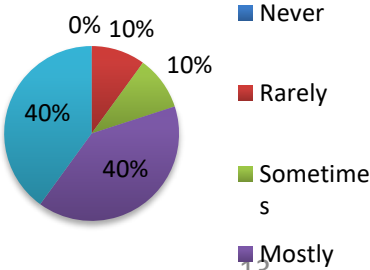
The team at MLA will ensure that the behaviours the team agrees to adhere to at the end of the event are captured in a ‘TRUST Contract’. This contract will be provided as a soft copy that may be printed as a poster in A3 size.

Post this, 3 months later, the team at MLA can also design a “dipstick” survey based on the contract so the team can check how they are doing on the behaviours

Dipstick Survey



Question 1:	Do you talk 'to' people, not 'about' people?
Rating	Response
Never	0
Rarely	1
Sometimes	1
Mostly	4
Always	4



The Investment

<u>Diagnose & Design (For the whole intervention)</u>		
One day diagnostic interviews Half day design (customization and report)		INR 70,000/- INR 44,000/-
<u>Delivery (for 40 participants)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for delivery of two day JUICE workshop	INR 70,000 per day per consultant X 1.5 days X 2 consultants	INR 2,10,000/-
Learning Material and folder	INR 200 per participant X 40 participants	INR 8,000/-
Trust Contract	INR 3000/-	INR 3000/-
Dipstick Survey	INR 500 per participant	Optional
Total Investment for journey covering 40 participants		INR 3,35,000/-
Total investment per participant		INR 8,375/-

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 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.”

Program Timelines

Date, Day	Activity
18 th July, Wednesday	Diagnosis
19 th July, Thursday	Design (internal)
20 th July, Friday	Design Submission and presentation
26 th & 27 th July, Thursday & Friday	Delivery of workshop

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 Maynard Leigh 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 30)
- **Notepads and pens** (for participants)
- **Blu Tac** (This substance is used to stick things, posters or paper on the wall)
- 45 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)

Contact Us

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



For further information please connect with:

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