



An Espresso Session on Psychology of Peak Performance

EXPRESSO Sessions

The Espresso sessions are perfect for providing learning and development in easy-to-digest 90- 120 minute chunks. Information is relayed quickly and easily as people are encouraged to actively participate in the sessions, which increases the effectiveness of our personal development courses



Why do these work in such a short space of time?

First, we take a topic that is manageable within a short time frame.

Secondly, they are experiential; rather than being talked at, participants try new ways of thinking and doing. We create a safe, stimulating environment to rehearse new ways of performing.

These Espresso sessions are intense learning experiences – fast, fun, focused, and packed with a huge amount of know-how in an incredibly short time.

Psychology of Peak Performance for Emerging leaders

The biggest challenge facing most business leaders with whom we currently work is how to inspire outstanding performance from young people (millennials) in an increasingly competitive business environment.

In the last decade, we have paid a lot of attention on leaders ability to engage , inspire , develop and inspire
Most organizations have made managers responsible for attrition and engagement scores , but we are lacking focus on **what will millennials need to do to engage themselves ? Its like** ask not citizens of America what your country can do for you but what you can do of your country



This session is power packed with ideas around :-

- Why do millennials need to bring heart to work irrespective of the environment**
- How to Encourage ownership and accountability in millennials**
- business case for youngsters to feel responsible for their own engagement , Going the extra mile and creating peak performance for themselves (not just for the organization !)**
- How to encourage self evaluation as compared to leadership monitoring**

It is possible and essential for both individual and organizational success for one everyone to perform at peak performance regardless of the external factors. When people operate from their ownership at their peak, they become extremely productive , radiate energy and fundamentally effect others and how they see the world.

It takes two main components in order to be successful in anything. The first component is the ***intrinsic motivation to perform*** and second is ***actually performing every time.***

Diagnosis Study

We would like to talk to 10 people: HR stakeholder, Participants, Manager of the participants.

From the participants - 5 :

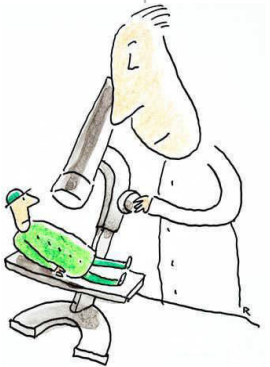
1. Their regular job and responsibilities: what does their day look like?
2. Rate yourself on 1-10 with respect to the current performance level. What is working? what could be better?
3. What would enable them to take their performance to the next level?

From Managers of the participants - 4:

1. Expectations from the target audience
2. According to them, what would enable to participants to achieve break through performance?
3. Keeping the rating scale 1-10, where are the performance level currently? What is working, what could be better?
4. Gathering anecdotes and examples for each scenario

From the HR stakeholder - 1:

1. Brief about the target audience and expectations from them
2. Understanding their perspective on 'breakthrough performance'
3. What is working for the target audience currently and what could be better?



Design



Post the diagnosis, we get into the design phase of the learning intervention.
Here are 3 things we will do:

Diagnosis report: A report is generated which would reflect the outputs from Diagnosis (The identity of the participants would be confidential).

Design Customization: The consultant will design the 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.

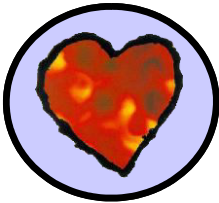
Design Presentation: The final objectives and design of the learning intervention are presented to the learning partners/stakeholders via skype/call/in person

Sample Learning Objectives- After the workshop, the participants will:



Think

- By continuous learning and improvement, I can accomplish peak performance
- The patterns that get formed right now will stay with me through life



Feel:

- **Inspired** to accomplish “Breakthrough Performance”
- **Driven** to work towards organization goals



Be more able to:

- Inspire and motivate self and others around me
- Go an extra mile to achieve ‘breakthrough performance’
- Bridge commitment gap wherever necessary

Tentative Design: Max 40 participants per consultant

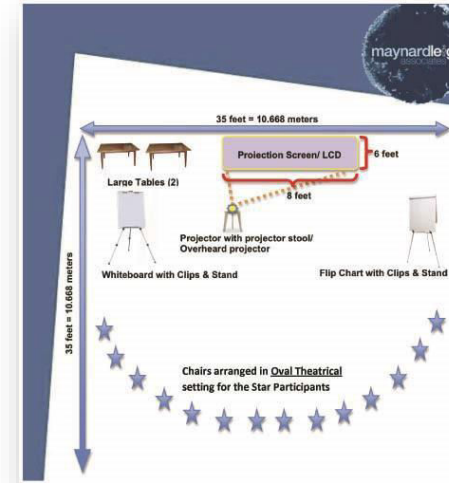
Narrative	Session	Session Details	Methodology
Getting acquainted with each other and to bring everyone into a state of play and become comfortable	Introduction	Theatrical Warm Up Context Setting	Facilitator led
We are constantly creating patterns of behavior. The benchmark for our potential that we set for ourselves, stays for life. How we choose to perform will stay with us for the rest of our lives. The gap between our potential and actual performances is what often stands between achieving or not achieving our visions.	Psychology of Peak performance	What are some of the qualities that go into creating high performance? What stops us at times from performing our best? An insight around Why & what creates Peak Performance. Continuous Improvement & Learning.	Facilitator lead discussion
There are tools to achieve peak performance. How do we achieve it?	How to reach peak performance?	Why is it important for millennials to bring hearts to work Participants are given a sheet of paper and they ask questions to the facilitator	Facilitator led

Discovery meeting



A one to one meeting with leader and L&D partner to review the journey and devise the next intervention for the same audience.

Ambience



We love alternative ways of setting up a workshop! We create an atmosphere where the participants feels absolutely comfortable. The use of theatre, team games and experiential methodologies fits right in to the setting. A lawn/open area to play the games adds to the whole feel.

We would need a room with ample natural lighting, lot of space to do activities and an oval layout(As shown in the picture) to create the right ambience for the workshop.

Your Investment for the intervention

<u>Diagnose & Design (For the whole Intervention)</u>		
One Day Diagnostic Interviews	INR 70,000/- (One time charge)	
Design (creating report, customizing design, presentation of design)- half day worth of investment	INR 40,000/- (One time charge)	
<u>Delivery</u>		
<u>Activity</u>	<u>Investment</u>	
Professional Fee for delivery of the workshop	INR 70,000 Per day per consultant X 3 Consultants	INR 2,10,000/-
Total Investment for journey covering around 150 emerging leaders		INR 3,20,000/-

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)
- ❖ 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, 2017
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the Name of Life Strategies Humancare P|t. Ltd._

Next Steps



- **Contract and PO:** 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



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



For further information please connect with:

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