



Build self leadership, planning, intuitive decision making,
healthy mind, acceptance to change and getting through it ALL
TOGETHER

Proposal- 25° June 2018

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THE MANDATE

Our target audience includes 25 participants who support the local IT needs and also aid the larger global teams with their IT and network services. The company's internal organizational overhaul due to changes made by the global team has led to greater centralization of all departments. It has impacted available jobs leading to lay-offs and other unexpected outcomes. This might have created a sense of instability and paranoia among the target audience. The situation demands greater flexibility and adaptability which might be getting hindered due to the prevalent stress created by the recent changes. Through this intervention you would like to work with participants on:

- Enabling self leadership and planning
- Dealing with the unexpected and creating a feeling of compassion
- Creating a futuristic outlook and expanding one's horizon
- Enabling critical self analysis and personal growth
- Boosting their morale and maintain a positive attitude
- Taking ownership for their actions, skills and qualities
- Expanding their skill sets
- Developing a healthy mental state and maintain composure



THE MANDATE

The Problem

Rio Tinto is an Australian-British multinational and one of the world's largest metals and mining corporations. The organizational overhaul by the global team has led to unexpected outcomes which might have created instability among the target audience. It might've led to certain attitudes and practices that hinder quality delivery of processes within the company. Due to the recent announcement of a few complications that might have transpired are:

- Few among the target audience might have lost confidence in the company leading to them questioning decisions made by the CEO
- Many members feel extremely paranoid and under-confident about their positions and job security
- Few among the target audience might act laid back but express paranoia and fear the moment new changes are introduced.
- A general feeling of injustice and unfairness might prevail among the target audience
- Difficulty in expressing their emotions and fears efficiently

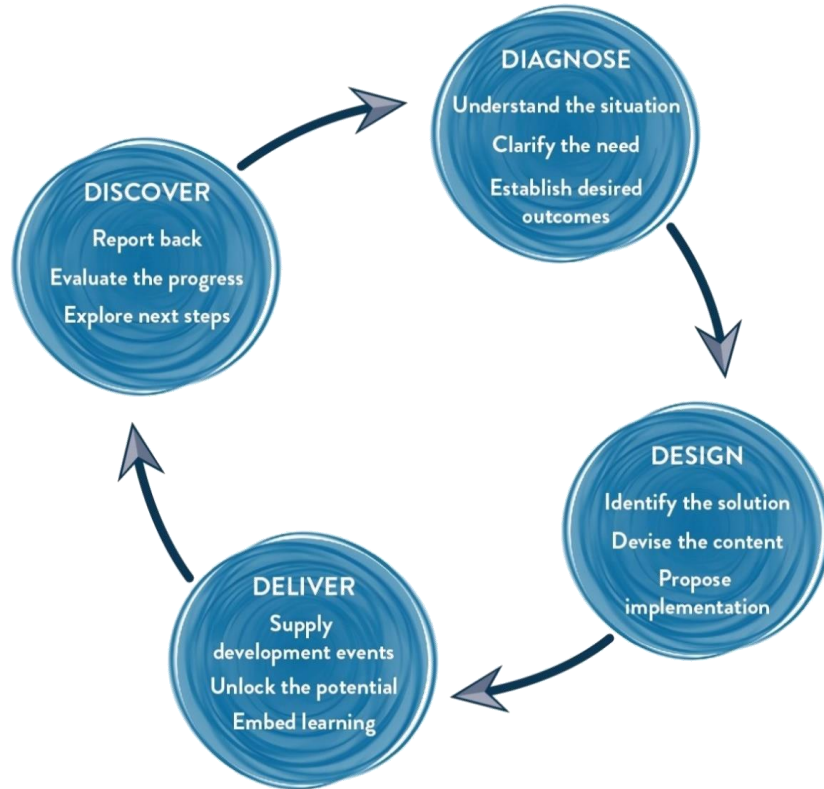
The Implication

The company feels great concern for the future of its employees. It would want to push for training and certification for its employees leading to an expansion in their skill set that would yield them better jobs and subsequently a bright future. It commits itself to maintaining high morale and innovation among the target audience. It wants its employees to be free from stress and paranoia.

The Need

Maynard Leigh is required to create a transforming experience that revolves creating generic understanding of uncertainties support them through this change. It is an imperative for Maynard Leigh to make sure that the target audience feels normal and not stressed and paranoid. This two day workshop should be highly interactive developing self leadership, confidence and a healthy mental state among the target audience that is ready to take on challenges that might come their way.

THE APPROACH



The Methodology

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

THE DIAGNOSIS

In order to be able to share a relevant design and learning outcomes, we conducted a Diagnosis with the target audience and Learning & development stakeholders. We delved deeper into the situation faced by the business and the participants:

Our curiosities were around:

- Their current feelings, state of mind around the strategic changes
- Their anticipated fears and anxiety: What do they think will happen now?
- Their expectations from the organization- what should they be doing differently?
- How best should they manage this change? What will enable them to truly accept it?
- What do they think they can do to deal with the new challenges?
- How do they think they can prepare themselves for unexpected outcomes?
- How do they see their lives outside their workspace?
- What are their passions which they might want to pursue if given the opportunity?
- What changes have they noticed in their work environment including their relationship with their seniors as well as peers?



THE DESIGN



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

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.

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)



- When I am a chooser and not a victim of circumstances, I am more productive
- A more futuristic outlook will help me take control of the situation
- The change can be an opportunity to pursue my passions and develop my skill sets
- Rationalizing the situation helps in seeing the realistic picture
- The cliché is true: change is constant and everywhere
- The key to a successful career is a healthy mind and body



- Coming to terms with the changes
- More confident in my ability to embrace uncertainty
- Settled after rationalizing the fears
- More aware of my skills, qualities and passions
- More creative and open to new possibilities
- Mentally relaxed and strong



- Actively look for opportunities for growth beyond my workspace
- Take up to more training and certification for expanding skill sets
- See a realistic picture and not get bogged down by fears
- Taking on challenges head on

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.

YOUR INVESTMENT

<u>Diagnose & Design (For the whole Intervention) – ONE TIME COST</u>		
Half Day Diagnosis Half Design (customizing the design)		INR 46,000/- INR 46,000/-
<u>Delivery (for 25 participants)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for In it together workshop	INR 75,000 per day per consultant X 2 days X 1 consultant	INR 1,50,000/-
Learning material, folder	INR 150 per participant X 25 participants	INR 3,750/-
Total Investment for 40 Participants		INR 2,45,750/-
Total investment per participant (approx.)		INR 9,830/-

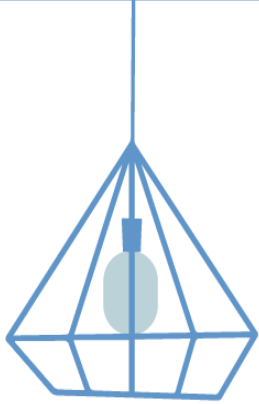
COMMERCIAL T&C

- ❖ 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 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 2019
- ❖ Contracts, legal & accounting paperwork (including billing & payments) will be in the name of “Life Strategies Humancare Pvt. Ltd.”

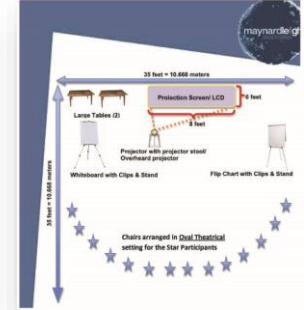
THE THINGS REQUIRED AT THE VENUE

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)
- 20 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)



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.



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

For further information please connect with:

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Coming together is a beginning;
keeping together is progress;
working together is success.
Henry Ford