



maynardleigh
associates





THE SITUATION

THE LEADERSHIP QUOTIENT



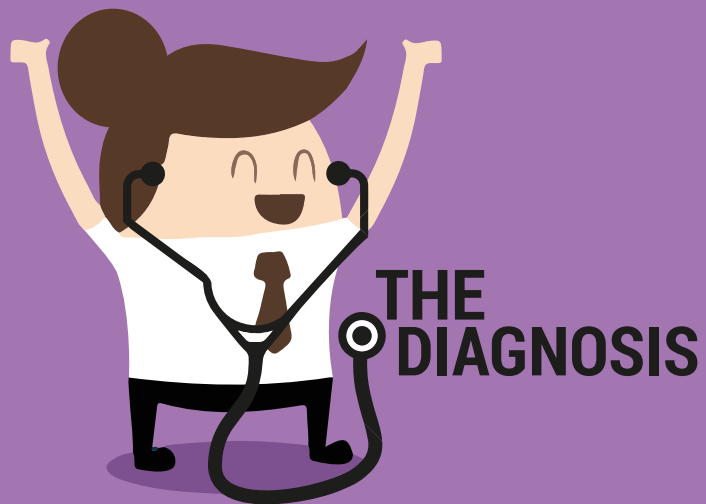
NOW LOADING

The participant group consists of 30 Team Leads & Senior Team Leads. These individuals report into the Regional Heads and themselves lead the Relationship Managers (RMs). Most of them are homegrown and have, on an average, 10 – 12 years of experience. They have very clear individual driven roles and are great with product knowledge and execution. Currently, the RMs view the Team Leads mostly as troubleshooters and problem solvers. The business leaders want them to go beyond these roles and be able to engage, inspire and develop their teams. They also want to build a leadership pipeline for the organization, where in the Team Leads can be developed to take up their next roles as Regional Heads.

Following areas of development were shared with us in the meeting:

- Communicating and leading as a Team Lead
- Building their brand as trusted, inspiring leaders
- Building and following processes with discipline
- Scaling and upping their performance as mentors to the RMs.

Kotak Mahindra Wealth Management would like Maynard Leigh to propose a 12-15 month development journey for these Team Leads with multiple touch points, that begins with identifying their areas of strengths and development.



In the Diagnosis Stage, we delve deeper into the current and the desired state of the participants.

We would want to connect with a sample of the target participants, HR stakeholders and business stakeholders to collect information about the business, target participants, possible gaps, expectations & objectives.

We will spend:

1.5 days in your office meeting and speaking with the business leaders as well the regional heads, who lead the target participants. We will also shadow a sample size of team leads to get an insight into what their day looks like and study their current behaviours.



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

Here are 2 things we will do:

Design Customization & Content Finalization:

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 shared in the diagnosis, new handouts are drafted based on the content.

Presentation of findings:

The findings and output of the diagnosis are shared with the business stakeholders to get their feedback and final go-ahead.



THE JOURNEY

STEP 1
Diagnosis

STEP 2
Content Finalisation
& Presentation of
Findings

STEP 4
Online Profiling /
Assesments

STEP 3
Formal Launch of the
Journey

STEP 5
Profile Debrief Calls

STEP 6
Two-Day Workshop - A

STEP 8
One on One
Coaching Call

STEP 7
Tri-Partite Agreement

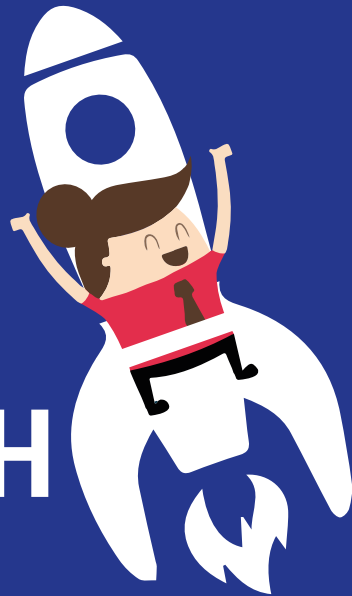
STEP 9
One on One
Coaching Call

STEP 10
Two-Day Workshop - B
or
Implementation Day

STEP 12
Fruit Call

STEP 11
One on One
Coaching Call

THE LAUNCH



Jaideep & Oisharya will get on a brief 30 minute call with the 12 participants to take them through their 12 month development journey. They will share the objectives of the initiative as well as a framework of what the next 12 months will look like.

We recommend this so as to warm the participants up before they embark on their learning journey and align them on the same.



Each participant and up to 5 of their chosen “supporters” complete an online assessment which will have a set of customized questions basis the defined objectives of the workshop. They will each need to take out approximately 12 to 15 minutes to complete this assessment.

This MLA profile gives valuable feedback on the relevant key behaviours, to see where the participants currently are and what their focus areas of development are.



THE DEBRIEF CALL

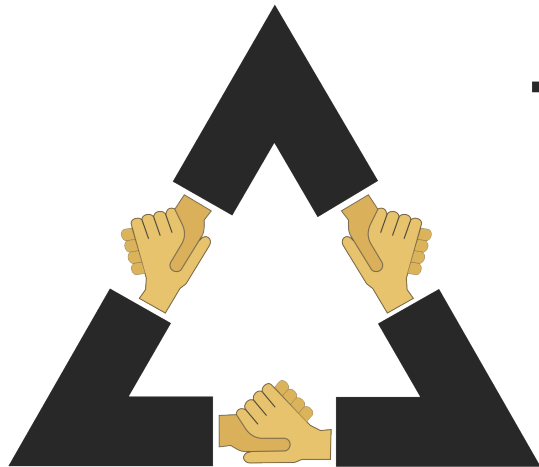
What happens on the call?

A call with the consultant to discuss the profile, interpret results, decipher statistical facts and free form comments. This is to create a clear vision towards the personal development of the participant during the development journey.

Duration – 45 minutes



TWO DAY IN-PERSON WORKSHOP - A



TRI-PARTITE AGREEMENT

We are starting our coaching partnership with a 60 minute Tri-Partite agreement, where the participant, their manager and the consultant come together to decide on the learning goals and support for the participant. These goals are firmied up and signed off to mark a start of the journey. Participants share their learnings from the workshop and what they'd like to work on through the journey.



ONE-ON-ONE COACHING CALL

In these telephonic one-on-one coaching sessions, the participant & our consultant will discuss the challenges / success stories post the program. These calls help the participants to delve deeper, overcome challenges and take their goals and performances to the next level.

How: Scheduled over the phone with each participant separately

Duration: 60 minutes each

IMPLEMENTATION DAY

The participants meet again at the end of the journey to discuss, practise, share & coach each other in the areas that they found difficult to implement from the workshop. They also share the success stories on what worked for them. We ask participants to put challenging situations on chits and drop them in a fish bowl to ensure anonymity. We pick one scenario after another and the facilitator creates an active learning space to simulate, practice and rehearse ways to overcome challenges.

OR

TWO - DAY WORKSHOP - B

Basis the diagnosis and the mandate, another two-day in-person workshop may be recommended as a follow up to the first one.





FRUIT CALL

Maynard Leigh Consultant, the participant and the supervisor get on a call to gauge what were the fruits of all their efforts in the journey and how were the participants able to apply the learnings back into the workplace.

How: Scheduled over the phone with each participant separately

Duration: 60 minutes each

THE COMMERCIALS

Diagnosis & Design (one time cost)				
Activity		Original Investment		Discounted Investment
Diagnosis (1.5 days)		INR 75,000 per day X 1.5 days = 1,21,000/-		INR 0
Design (1 day)		INR 75,000/-		INR 0
Presentation of findings over VC		INR 0		INR 0
Delivery (for two batches – 15 participants / batch)				
Activity	Original Cost	Original Investment	Discounted Cost	Discounted Investment
Online profiles / assessments	INR 1,500 per participant X 30 participants	INR 45,000/-	INR 1,000 per participant X 30 participants	INR 30,000/-
Profile debrief calls (45 mins / call)	INR 7,000 per call X 30 calls	INR 2,10,000/-	INR 6,500 per call X 30 calls	INR 1,95,000/-
Two – day workshop - A	INR 75,000 per day per consultant X 4 days X 1 consultant	INR 3,00,000/-	INR 75,000 per day per consultant X 4 days X 1 consultant	INR 3,00,000/-
Tripartite agreement (on call / in person) (60 mins / session)	INR 12,500 per session X 30 sessions	INR 3,75,000/-	INR 11,500 per session X 30 sessions	INR 3,45,000/-
One – on – one coaching calls (60 mins / call)	INR 9,300 per call X 90 calls	INR 8,37,000/-	INR 8,500 per call X 90 calls	INR 7,65,000/-
Implementation day	INR 75,000 per consultant per day X 1 consultant X 2 days	INR 1,50,000/-	INR 75,000 per consultant per day X 1 consultant X 2 days	INR 1,50,000/-
Fruit calls (60 mins / call)	INR 9,300 per call X 30 calls	INR 2,79,000/-	INR 8,500 per call X 30 calls	INR 2,55,000/-
Learning material, folders, handouts, certificates	INR 250 per participant X 30 participants	INR 7,500/-	INR 250 per participant X 30 participants	INR 7,500/-
Total investment for two batches covering 30 participants (originally)		INR 23,99,500/-		
Discount offered on the total investment		INR 3,52,000/-		
Total investment for two batches covering 30 participants (after discount)		INR 20,47,500/-		
Total investment per participant		INR 58,250/-		

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."

NEXT STEPS

Vendor Empanelment: Since we are working with you for the first time, let us initiate vendor empanelment at the earliest.

Contracting and PO: Once we close on the vendor empanelment, let us close on the contract and PO.

Diagnose: We'd like to begin the diagnosis phase to clarify the need and establish the learning outcomes.

Book: Let us block the dates for the Diagnosis and Design right away so that we have consultants available for you.

KNOW THE CONSULTANT



STEEVE GUPTA

Steeve is the Managing Director of Maynard Leigh Associates India.

He is also a principal consultant in the delivery team. Steeve has worked with and consulted for Aricent, Airtel, AON Hewitt, Alcatel Lucent, Amdocs, Bharti Infratel, Birlasoft, Coca-Cola, Cognizant Technology solutions, Glaxo SmithKline, Dell Perot, Ernst & Young, Rediffusion DY&R, RBS, Max Bupa, Max Life, McKinsey & Company, Punj Lloyd, NEC HCL, Sopra, Sunlife, Suzuki and many other organizations.

Some behavioural areas that Steeve loves to work with and deliver workshops on include; Motivation for Peak performance, Team Behaviours, Vital leadership, Talent Engagement and Presenting & Public speaking.

In 2002, Steeve graduated from the University of Central Florida, with an MBA and specialization in International Business. He was inducted into the Beta Gamma Sigma honour society for graduating at the top of the business college. In theatre, Steeve worked closely with Aamir Raza Hussain at Stagedoor productions and Oscar Nominee Victor Banerjee.

Deep insight into people's behaviour, his experience of working with thousands of leaders, his commitment to creating an engaging, experiential & partnership based learning environment and focus on ensuring that business and individuals gain from the time spent in workshops are what make Steeve a great asset to Maynard Leigh.

KNOW THE CONSULTANT



NITTEN MAHADIK

Nitten is a multi faceted and talented professional with work experience of more than 12 years.

As a high performance coach and an NLP- Master Practitioner, he has provided team, group and one-to-one sessions for leaders & individuals at the highest levels in corporations and politics.

The aim of his work is to empower individuals to make informed choices of how to live & work in balance with their inner selves and to build high performance businesses & communities. He has developed people at Tata Motors, Airtel, Fiserv, Lanco, Cognizant Technology, Tech Mahindra, Pidilite, Accenture, the Oneness university, ICICI Prudential, Vascon, and various other IT companies, educational institutions, and also handled training and sales responsibilities. Nitten has worked in the area of public speaking & presenting, service orientation, assertiveness, stress management, leadership, kinesics, team building and motivation. He is a high energy, enthusiastic and a driven coach.

Nitten loves his theatre! He has worked in the area of voice culture, body language and communication skills using learnings from the theatre for more than 5 years. He has been certified by renowned trainer and theatre personality Mr. Shyam Joshi.



A leader is one who knows the way,
goes the way,
and shows the way.

- John C. Maxwell

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