



Build resillience, acceptance to change and getting through it
ALL TOGETHER
Proposal- 30° May 2018

THE MANDATE

Our target audience includes 15-18 participants who belong to site leadership team from different verticles like finance, IT, procurement, quality, manufacturing with average experience between 17-18 years. While being people managers they are also highly tenured. The nutrition wing of GlaxoSmithKline plc (GSK) is expecting a strategic review in the near future. The leaders are fairly relaxed post the announcement and are now waiting for the next steps. They have seen mergers and acquisitions in the past hence appear to be confident. Since they teams under them, through this intervention, the target audience needs to :

- Build resilience within themselves and their teams for the next level of changes
- Embrace the change as influencing it is not in their control
- Focus on own self than external factors
- Be more aware of the message they are cascading to their teams



THE MANDATE

The Problem

The target audience somehow feels a sense of security and believe not much would impact them. However, feeling of uncertainty, anxiousness and insecurity is still prevailing in the team. Being highly tenured in the organization, the team members are worried they might be the first ones asked to go.

- Someone in the team might have asked for voluntary retirement, the senior leaders felt uncertain about their jobs and capabilities
- Since the audience is fairly senior, their family inputs might also be playing a vital role in taking their energy levels down.

The Implication

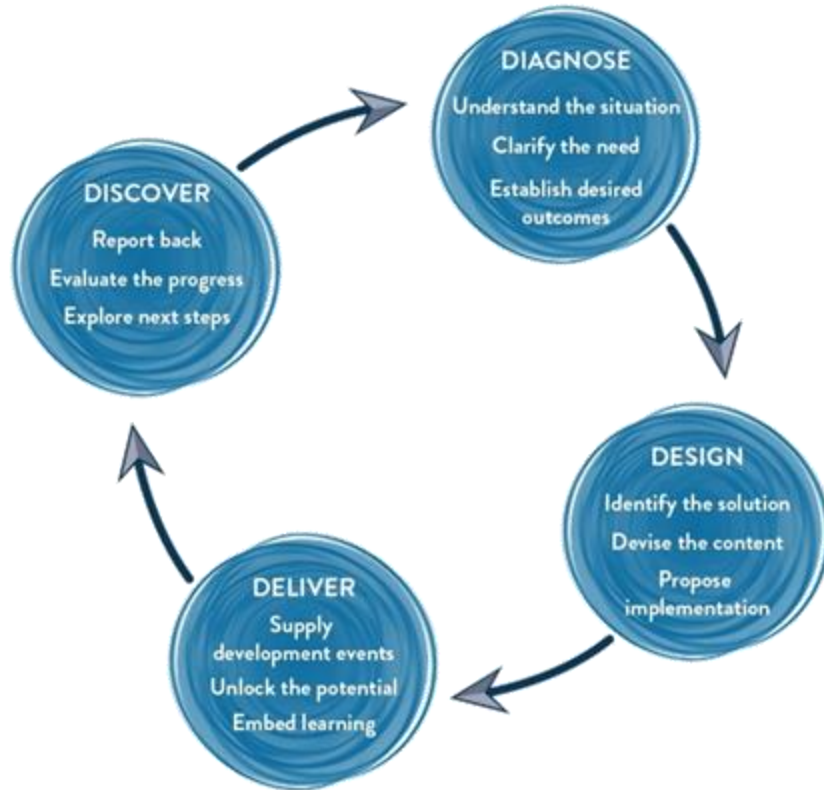
It is very important for the organization to address the concerns of all people. If it takes natural course, there are high chances of a negative outcome. With the next set of announcement round the corner, there is a strong need to work with the target audience on:

- Ability to deal with the uncertainties and anxieties of team members
- Work on their feelings while embracing this change

The Need

Maynard Leigh is required to create a transforming experience that revolves around supporting the leaders to deal with change in a more efficient way and embrace the change without worrying. This one day intervention should be energizing while keeping the core message intact.

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 review
- 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?
- Gathering examples around the current scenario



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 embrace this change
- I might be getting too pessimistic about this buyout, this could be a growth opportunity for all of us
- Rationalizing the situation helps in seeing the realistic picture
- The cliché is true: change is constant and everywhere



- More confident as I have embraced the change
- Convinced that the change is for the better of the organization
- Settled after rationalizing the fears



- Able to engage with my team, infuse them with confidence, and keep their trust going
- Commit to stay on-board to see through the strategic review
- See other perspectives around change
- See a realistic picture and not get bogged down by fears

TENTATIVE DESIGN

A one day intervention with 20 participants and 1 consultant

Narrative	Session	Session details	Methodology
Opening up, trust and rapport with the participants	Introduction	Maynard Leigh & participant Introductions Permissive Encouragement – Play & Express yourself	Theatre exercise
Clarity on the learning objectives	Context Setting	Establishing the need for this intervention. Response to change curve is shared with them to create a buy in for the remaining workshop. We live in a VUCA world. Demystifying the complexities (volatile, uncertain, complex and ambiguous)	Facilitator Led Discussion
We work on the ABCD to get to the bottom of how this merger is impacting us. Participants write their triggers, thoughts and feelings around this.	Writing thoughts and feelings	Participants on a sheet of paper write ABCD. Where: A: is the trigger B: thoughts C: feelings D: Action	Participant led discussion
We need to rationalize the reality, so that the feelings and emotions can be accepted.	Rationalize the reality	Participants go back to their ABCD sheets and start rationalizing their thoughts, feelings with the new perspectives. They do this by gathering facts, validating data and looking at information more objectively.	Objective Rationalizing
Now that the group has rationalized their triggers, it would be worthwhile to find out how to introduce and sustain this change	Maynard Leigh's Change Model	Participants will be introduced to a model that will help them identify the 6 elements that lead to culture change – Driving Force, Leadership, Systems, Communication, Champions and Modelling. Participants are divided into groups to work on the change.	Facilitator led
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
To get deeply in touch with how we ourselves get in our own way and to figure out which parts of self need to be more active in times of challenging environment	Inner Cast Of Characters	<ul style="list-style-type: none"> We will identify the inner roles that help us embrace ambiguities effectively We will also identify inner roles that hinder us from embracing and managing ambiguities effectively 	Experiential Coaching
Cementing the learnings from the day.	Action Plan	Participants list their takeaways from the program in the format of STOP, START & CONTINUE.	Individual Work

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 day Design (customizing the design)		INR 44,000/- INR 44,000/-
<u>Delivery (for 18 participants)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for In it together workshop	INR 70,000 per day per consultant X 1 day X 1 consultant	INR 70,000/-
Learning material, folder	INR 150 per participant X 18 participants	INR 2,700/-
Total Investment for 18 Participants		INR 1,60,700/-
Total investment per participant (approx.)		INR 8,928/-

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.”

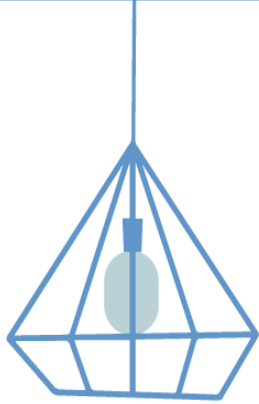
PROGRAM TIMELINES

Activity	Date and Day
Diagnosis	1 st June 2018, Friday
Design Submission	4 th June 2018, Monday
Delivery	12 th June 2018, Tuesday

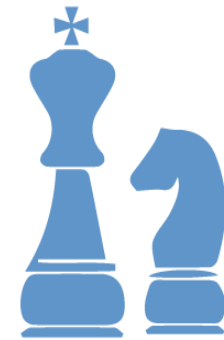
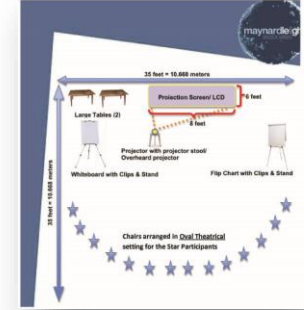
THE THINGS REQUIRED AT THE VENUE

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:

Contact: [Jigyasa Sharma/ Vivek Arora](#)

Email: jigyasa@maynardleigh.in / vivek@maynardleigh.in

Telephone: [+91 9717922445](tel:+919717922445) / [+91 9810811385](tel:+919810811385)



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