

LEADING PERFORMANCE THROUGH CHANGE



Build resillience, acceptance to change and getting through it
ALL TOGETHER

THE MANDATE

Our target audience includes 20-25 brand sales managers each leading teams of 6-7 people. The company has implemented a new performance review structure and have moved away from the rating system. In the new system,

- Managers and team leaders need to have performance conversations with their teams once a month.
- The conversations will need to be recorded and will impact the structural growth and development plan of every member of these teams.

At the same time a major part of the company is looking at a perspective strategic review. This anticipated change might have caused anxiety and unrest among which needs to be addressed and communicated appropriately. Through this intervention, the management wants target audience to :

- Be able to lead effective performance conversations with their teams
- Set the directive, so that their teams can feel at-ease about the strategic review
- Be able to take initiative and bring something new to the table.



THE MANDATE

The Problem

The uncertainties around the strategic review might be resulting into a scattered focus of the team. The team-members might not be able to remain motivated .

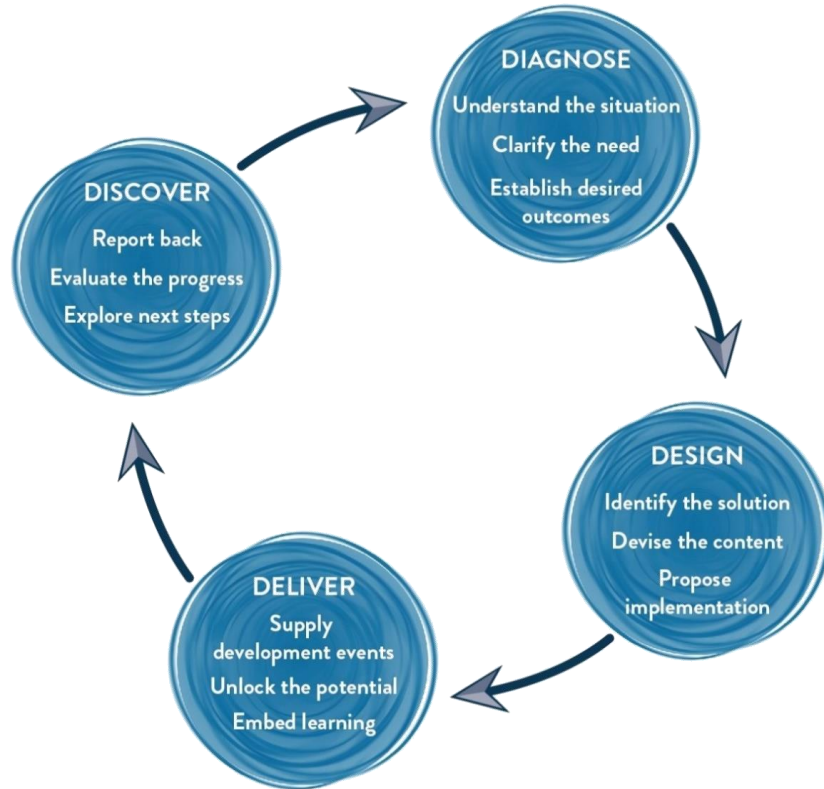
The Opportunity

Amidst the forecasted change and the introduction of a new performance review system the teams might be shaken up and their motivation levels might have gone down, at the same time the business targets of these teams happen to remain the same. If left unattended, this energy might result in perspective business and talent loss to the firm.

The Need

Maynard Leigh is required to create a transforming experience that revolves around performance conversations and managing change, for the brand sales managers reinforcing the face that the performance conversation is a solution for the forthcoming change.

THE APPROACH



The Methodology

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

THE DIAGNOSIS

Before we share the final draft of the design and learning outcomes, we will get into a thorough Diagnosis with the target audience, stakeholders. We delve deeper into the issues faced by the business and the participants:
Our curiosity:

- 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



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, if required, new handouts are drafted based on the content.

PROGRAM TIMELINES

Date, Day	Activity
Full Day Diagnosis	8 th May, Tuesday
Design Submission (Internal	14 th May, Monday
Design Presentation	First Half - 15 th May
Workshop Date	24 th May

YOUR INVESTMENT

<u>Diagnose & Design (For the whole Intervention) – ONE TIME COST</u>		
One Day Diagnosis Half day Design (customizing the design)		INR 70,000/- INR 44,000/-
<u>Delivery (for 25 participants)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for 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 25 participants	INR 3,750/-
Total Investment for 25 Participants		INR 1,87,750/-
Total investment per participant (approx.)		INR 7,510/-

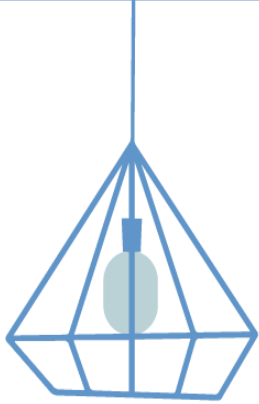
COMMERCIAL T&C

- ❖ 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.”

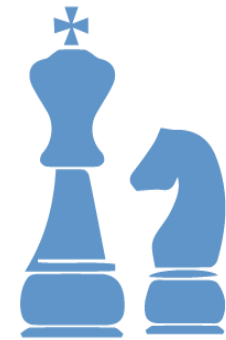
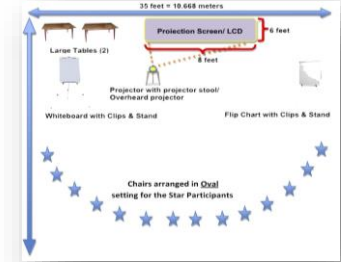
THE THINGS REQUIRED AT THE VENUE

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