



**Make an impact in meetings, calls, informal events**  
**Be aware of your personal brand and its impact on others**  
**Influence others through reasoning and building positive relationships**  
**Use multiple colors of your personality to get the point across.**

# Index

<b>Title</b>	<b>Page Number</b>
Your Need As We Understand	3
Why Maynard Leigh?	4
The ABC of Personal Impact	5
Our Approach	6
Tentative Learning Outcomes	7
Tentative Design	8
Discovery Meeting	9
Commercial Investment	10
Commercial Terms and Conditions	11
Ambience and Room Layout Required	12
Things Required at the Venue	13
Next Steps	14
Consultants' Profile	16-19

# Your Need As We Understand

## Situation


230 HR professionals at Schneider Electric come together for an annual offsite in Bangalore to meet with and learn from each other. These individuals travel from different locations all over the country for this event. They belong to different entities within the organization and therefore may or may not have worked together. Out of these, we will be interacting with 60 senior HR professionals.

The HR often hears from the Leadership Team about gaps in Executive Presence within the organization, especially in tech oriented individuals who are proficient at their work. Certain areas of development they can identify are presenting themselves well, having impactful body language, communication and even dressing styles.

## Need

Maynard Leigh is required to create a transforming experience for the target audience which would explain to them our methodology and approach towards Executive Presence as well as give them a glimpse and taste of Maynard Leigh's work

# Why Maynard Leigh?




Methodology includes Theatre, Psychology & L&D tools to create experiential learning solutions.




Over 27 years of experience - delivering work across the globe from our offices in UK, India and US.



We understand that each team, company, industry has its unique needs. We follow an exhaustive 4-D process to customize interventions.



With years of research, their philosophies are published with leading publishing houses like Financial times, Pearson, DK, etc.



Have worked with leader at Honeywell, ABB, Cognizant, Coca Cola, Ericsson, EY, Mckinsey, Pepsico, SC Johnson, Nestle.

# The ABC of Personal Impact

Actors have been known for ages to have ‘**star like quality**’ which leads them to exude confidence and move an entire auditorium full of people. They have an inherent ability to **use a wide range of emotions** to be able to make the audience feel what the script demands of them.

Our directors knew that “The inner substance speaks much louder and clearer than the outer masks” Hence, they would spend most time having the actor connect with the character, its thoughts, it’s body and spend little time on the schematics, costumes etc.

## Aim

- Every communication has a purpose
- What’s the impression you want to leave your audience with?

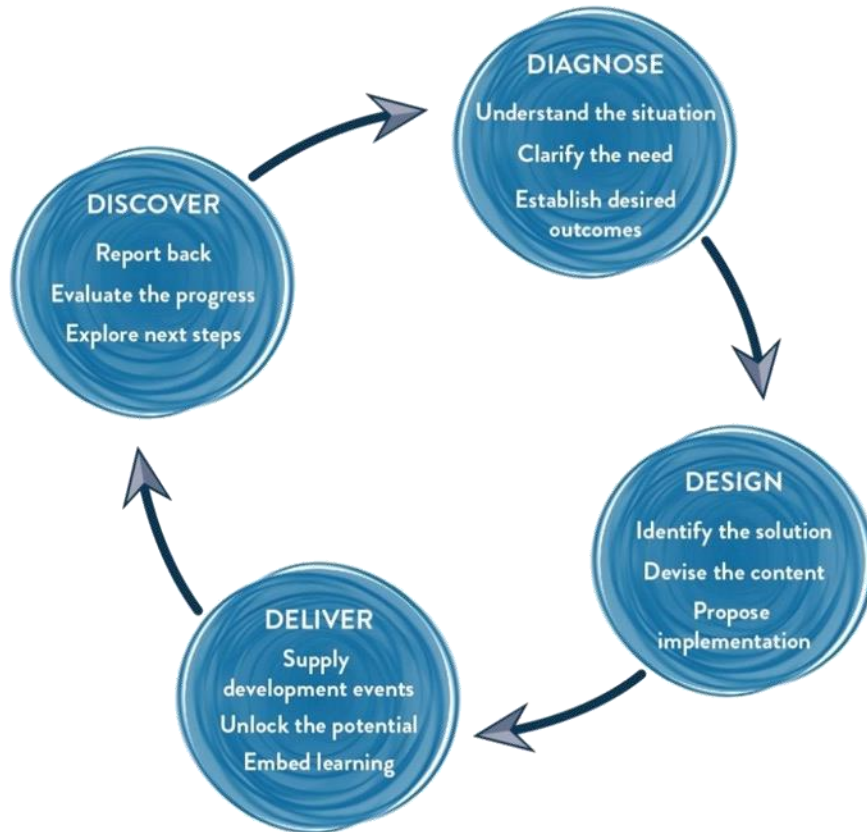
## Chemistry

- Focus of attention
- Building relations
- Emotional and social intelligence
- Impact in your interactions & presentations.

## Being yourself

- Are you bringing your whole self or are their parts of your personality behind
- Using your natural charisma and gravitas.

# Our Approach



We would start with a further **diagnostic** conversation with different participants in your organization . We may also run an online profile to gauge the feedback for individuals to then **design** experiences delivered using theatre methodologies in the workshop along the lines indicated in this proposal.

The experience for the leaders would be **delivered** by an experienced MaynardLeigh facilitator. We pride in creating unique experiences which would help the team connect back to their behaviour's at work and otherwise.

We would recommend a **discovery meeting** with you after the workshop has been completed in order to get feedback on the themes and issues that were uncovered.

## Methodology

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

# Tentative Learning Outcomes of the Session

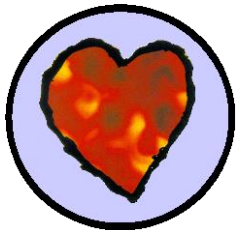
The objectives are based on **think + feel + act = performance**.

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):



## *Think:*

- I am making an impact at every moment - consciously and unconsciously
- Everything makes an impact - my dress, entrance, body language, voice
- First impressions are important.



## *Feel:*

- **Confident** in presenting themselves and speaking up
- **More aware & assured** about the impact I make
- **Connected** to my own true self and others.



## *Be more able to:*

- Make an impact by paying more attention to my dressing
- Increase ability to make an impact through increased personal presence/charisma
- Express my opinions and points of view.

# Tentative Design – Personal Impact Espresso Session

## (15 participants per batch per consultant)

Session	Session details	Methodology	Objective targeted in this session
Party Mingling	Participants move around having conversations around what is Personal Impact and what it means to them.	Experiential	Getting Comfortable, understanding the scope of PI
Brief Encounters	Getting started in the day. Getting to know each other and the objectives for being there in a more involved & intimate way.	In pairs answer questions asked by the facilitator	The beginning of creating a safe space requires us to get to know each other.
Introduction	<ul style="list-style-type: none"> <li>• Welcome and context setting</li> <li>• MLA introduction &amp; party mingling</li> <li>• Permissive Encouragement – Play &amp; Express yourself</li> </ul>	<ul style="list-style-type: none"> <li>• Theatrical warm ups</li> <li>• Experiential Context setting</li> </ul>	Get in touch with one's ability to be authentic and expressive
Cut Story	We have many colours, however, experiences dry up some of our colours. It's possible to retrieve them. The competence model is shared.	Facilitator Led	Knowing the story behind our current behaviors
Emotional Expression	The importance of being able to emotionally express ourselves & convey a message appropriately	Participants in pairs expressing around 20 - 25 emotional statements (based on sad, glad, mad & afraid).	Being able to identify the emotions they lack/or not able to express comfortably.
Tai Chi Sticks Rapport Building	Rapport-Mirroring and developing sensitivity to others, Developing empathy, Understanding the other person.	Dance with Tai Chi Sticks	Focus on relationships and processes will take care of themselves.
Character Profile		Reflection	Improving difficult relationships is sometimes just about the ability to peek into the other person's world.



# Discovery Meeting Post Workshop



We shall hold a one to one meeting with HR/ learning stakeholders after the workshop to take feedback on the intervention and how it was received and to determine the next action steps.

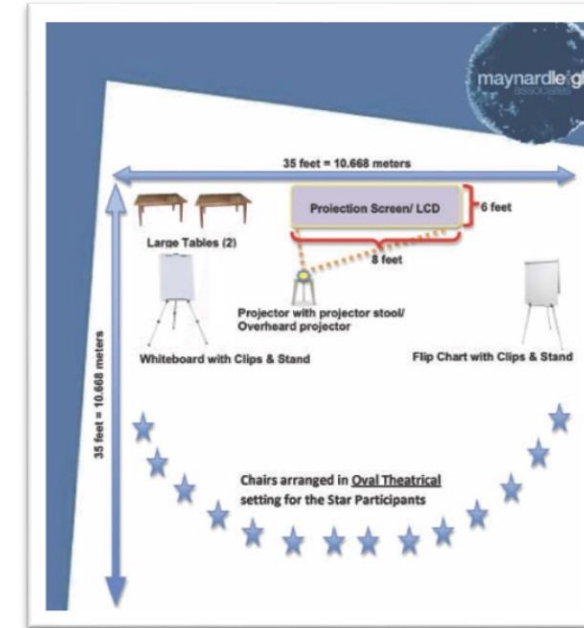
# Commercial Investment

Diagnosis & Design		Complimentary	
Delivery (for 30 participants - 15 participants per batch)			
Activity		Investment	Total Amount
Professional fee for delivery of half day workshop (Bangalore)		INR 75,000 per day per consultant X 1 day X 1 consultants	INR 75,000/-
Learning Material, Folders		INR 100 per participant X 30 participants	INR 3,000/-
Total investment for covering 30 participants (2 batches)			INR 78,000/-
Investment per participant			INR 2,600/-

# Commercial Terms & Conditions

- Client is responsible for providing venue, conference facilities, AV equipment.
- Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers will be taken care of by Life strategies and will get it reimbursed on actuals
- Travel inside Delhi NCR - at Rs. 12.00 Per Km.
- Not inclusive of applicable taxes ( As per GST guidelines).
- 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 31<sup>st</sup> March, 2019
- Contracts, legal & accounting paperwork (including billing & payments) will be in the name of “Life Strategies Humancare Pvt. Ltd.”

# Ambience & Room Layout Required



We love alternative ways of setting up a workshop! Creating an atmosphere where the participants feel absolutely comfortable, 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.

# 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 for music playback
- White board & White board markers (2 blue, 2 black, 2 green)
- Flip chart and Flip chart stand with suitable clips
- Color 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)

# 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.
- **Call with the Stakeholders:** To give us the final mandate for the workshop and therefore finalise design.
- **Book:** Let us block the dates for the sessions right away so that we have consultants available for you.



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**Consultant Profile**

## **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.





# Contact Us

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



For further information please connect with:

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