



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

TABLE OF CONTENTS

1. The Mandate	Page 3-4
2. Our Approach	Page 5
3. The Diagnosis	Page 6
4. The Design	Page 7
5. Tentative Learning Outcomes	Page 8
6. Tentative design	Page 9
7. Discovery Meeting	Page 10
8. Your Investment	Page 11
9. Commercial T & C	Page 12
10. Room layout	Page 13
11. Things Required	Page 14
12. Next Steps	Page 15
13. Contact Us	Page 16



THE MANDATE

Our target audience includes 40 participants who would be sales executives with mix range of experience in GSK ranging between 1-10 years. Out of the 40 participants, 6 would be people managers and lead upto 10-12 distributors.

The nutrition wing of GlaxoSmithKline plc (GSK) is expecting a strategic review in the near future. The tenured members have grown in GSK and have seen rough times in the past hence feeling a bit settled however with the newer members might be going through more insecurities. The strategic review has led to a slightly bigger impact on the south-west region as Horlicks and Boost are the most selling product. The target group might be lacking confidence on their current relevance and credibility. Through this intervention you would like to work with participants on:

- Being able to Voice out their fears
- Come on a common ground: tenured and new joiners share perspectives with each other and their journey
- Make more balanced decision: deeper understanding of the choices they are making



THE MANDATE

The Problem

Due to the recent announcement of strategic review, a few complications that might have transpired are:

- The new hires (with 1-2 years of experience within GSK) might be feeling more vulnerable
- Culturally in south people might be expressive about their fears, hence there is a possibility that the target group hasn't voiced out their opinion
- The target group is comfortable with their leaders, trust and believe them. There are chances that they are not expressing the emotions openly

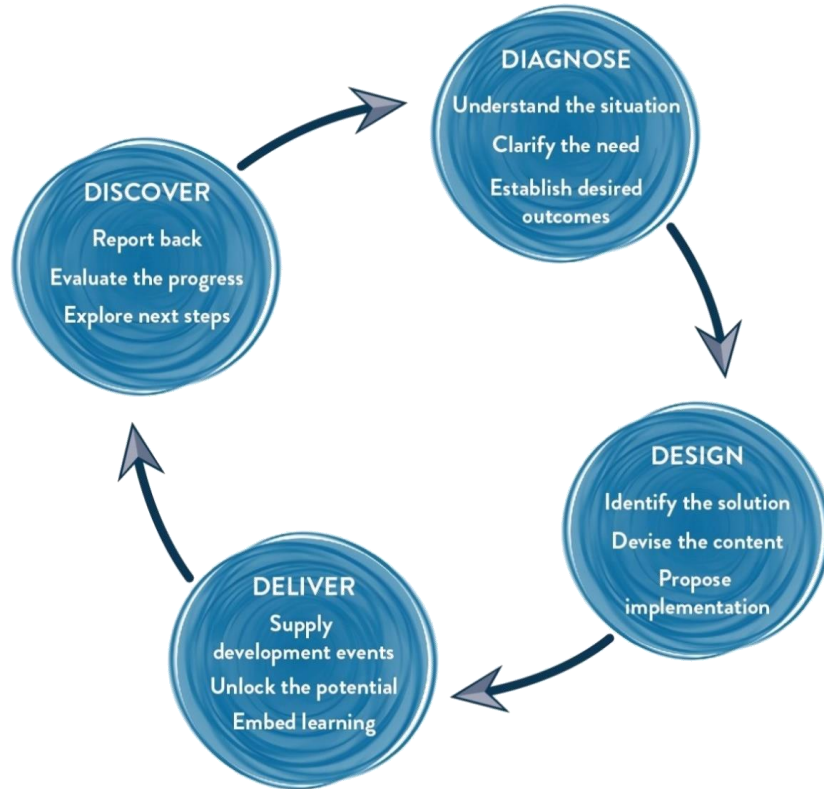
The Implication

The fear of strategic review might be driving people away from GSK hence leading to increase in attrition. The organization is concerned that the people might be taking up opportunities against their career. This might be obstructive to their growth.

The Need

Maynard Leigh is required to create a transforming experience that revolves creating generic understanding of uncertainties and that GSK is not the first organization going through a change. There is also a need for holistic understanding of the choices they are making related to their career. This one day workshop should be highly interactive and caters to the core messages

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



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)



- I am a chooser and not a victim of circumstances
- I might be getting too pessimistic about this strategic review, this could be a growth opportunity for all of us
- I need to be able to express my feelings with the stakeholders and peers
- 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



- Commit to stay on-board to see through the buyout
- See other perspectives around change
- See a realistic picture and not get bogged down by fears

TENTATIVE DESIGN: 1 day

40 participants with 2 consultants

Narrative	Session	Session details	Methodology
Opening up, trust and rapport with the participants	Introduction	Maynardleigh & 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 effectivelyWe 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>		
One Day Diagnosis Half day Design (customizing the design)		INR 70,000/- INR 44,000/-
<u>Delivery (for 40 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 2 consultants	INR 1,40,000/-
Learning material, folder	INR 150 per participant X 40 participants	INR 6,000/-
Total Investment for 40 Participants		INR 2,60,000/-
Total investment per participant (approx.)		INR 6,500/-

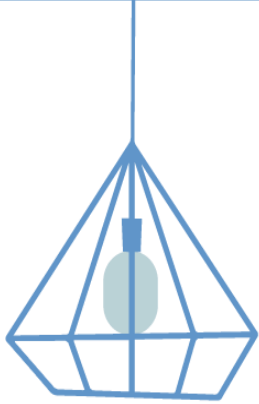
COMMERCIAL T&C

- ❖ 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.”

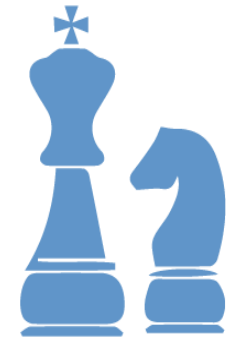
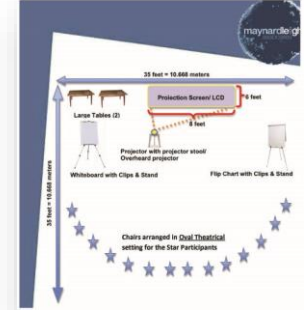
THE THINGS REQUIRED AT THE VENUE

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:

Contact: Jigyasa Sharma
Email: jigyasa@maynardleigh.in
Telephone: +91 9717922445



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