



# The Drive

Induction to HSBC values

maynardleigh  
associates



# THE NEED

## **Requirement & Background**

You would like us to design & deliver a 3 hour development initiative for 300 fresh joiners who are graduates with a background in engineering, MBA. They have been recruited through campus placements and would belong to tier 1 colleges like IIT.

You would like us to work with them on 3 core HSBC values:

### **Dependable**

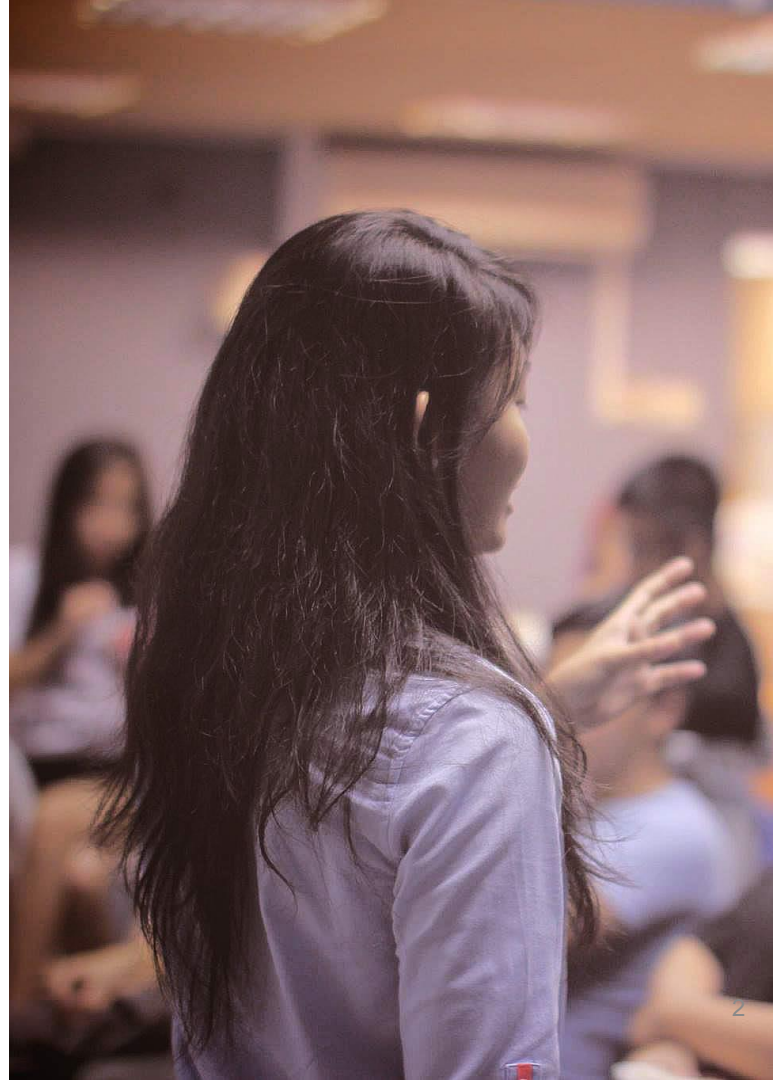
- Standing firm for what is right, delivering on commitments, being resilient and trustworthy
- Taking personal accountability, being decisive, using judgment and common sense, empowering others

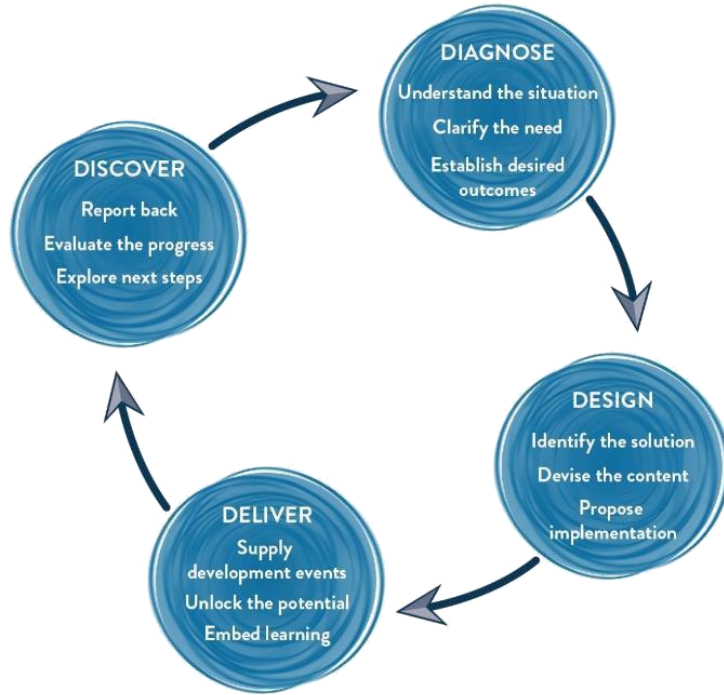
### **Open to different ideas and cultures**

- Communicating openly, honestly and transparently, welcoming challenge, learning from mistakes
- Listening, treating people fairly, being inclusive, valuing different perspectives

### **Connected to customers, communities, regulators and each other**

- Building connections, being aware of external issues, collaborating across boundaries
- Caring about individuals and their progress, showing respect, being supportive and responsive





## THE APPROACH

We would start with a further **diagnostic** conversation with different bands your organization and 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 Maynard Leigh 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 feedback the themes and issues that were uncovered.

### Methodology

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

# DESIGN for 3 hours (150 PARTICIPANTS with 6 consultants)

Session	Session Details	Methodology	Outcome
Context Setting	A story about how we find buses to get to our destination is shared. While we are on these buses we have to align with its values.	Facilitator Led	We are constantly in aligning with value systems and ethos of various buses that take us closer our destinations. It's when the going on these buses get tough that chances of us not reaching our destinations arise.
Blood Test	An extremely fun and deceptively simple seeming exercise that really brings to light the behaviours that are actually being lived.	Group game	What are the behaviours that you already have from the 3 values that are taking you closer to your destination? What are some of your behaviours that are impeding this journey? Let's check your DNA for these.
Victims Vs Choosers	Using psychodrama - the 5 different kinds of characters that we all possess are introduced through improv theatre	Improv Theatre	All of us have many voices. We often hide behind our victim mask to keep from taking initiative during our lows.
Psychology of Peak Performance	The facilitator shares research from the world of sports psychology that talks about the formation of patterns as we get older. What is the work-behaviour pattern that you want to create?	Facilitator Led	We are constantly creating patterns of behaviour. The benchmark for our potential that we set for ourselves, stays for life. How we choose to perform will stay with us for the rest of our lives. The gap between our potential and actual performances is what often stands between achieving or not achieving our visions.
Indradhanush	Participants read a highly motivating poem as a group and to close the workshop.	Poem	To leave the workshop feeling charged and ready to deliver Peak Performance.

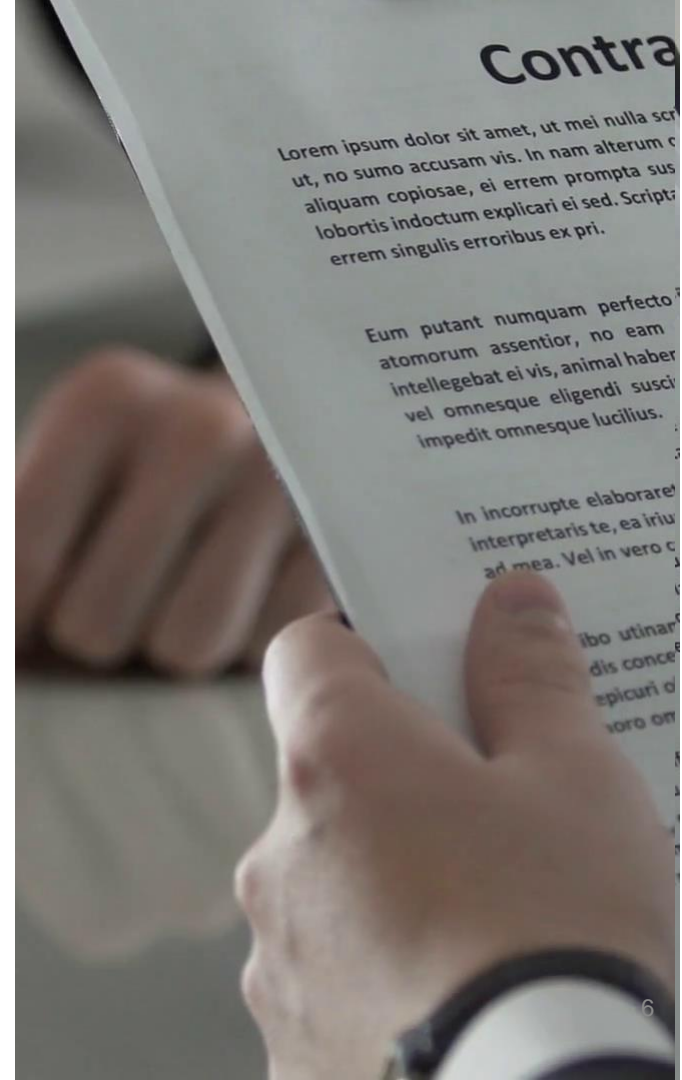


## YOUR INVESTMENT

ACTIVITY ( delivery for 300 participants- 150 participants per 3 hour session)	TOTAL INVESTMENT
Professional fee for delivery ( 60000 X 1 day X 6 consultant)	INR 3,60,000
Learning material, folder (INR 50 per participant X 300 participants)	INR 15,000
TOTAL	INR 3,75,000

## 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 31<sup>st</sup> March 2019
- Contracts, legal & accounting paperwork (including billing & payments) will be in the name of "Life Strategies Humancare Pvt. Ltd."





## GET IN TOUCH

JIGYASA SHARMA

[jigyasa@maynardleigh.in](mailto:jigyasa@maynardleigh.in)

+91 9717922445

