



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

THE MANDATE

The Situation

The nutrition wing of GlaxoSmithKline plc (GSK) is expecting a buy out in the near future. The senior management has had one on one interactions with their respective teams reassuring them of a seamless transitions and have tried to reinstate their job safety. This anticipated change might have caused anxiety and unrest among the employees and the higher management is concerned that this derainged energy shift might make it difficult to retain and engage people.

45 teammates from the marketing department are going on an offsite on 25th to 27th of April, 2018. Seeing how the anticipated change might be impacting their functioning of the workspace right now, you would like us to work on:

- Building resilience: work on their uncertainties
- Focus on what can be controlled
- Building confidence that they can go through this together



THE MANDATE

The Problem

The uncertainties around the “buy out” are resulting into a scattered focus of the team. The team members might not be able to remain motivated at their jobs and the senior management is sensing a heightened expression of anxiety & fear.

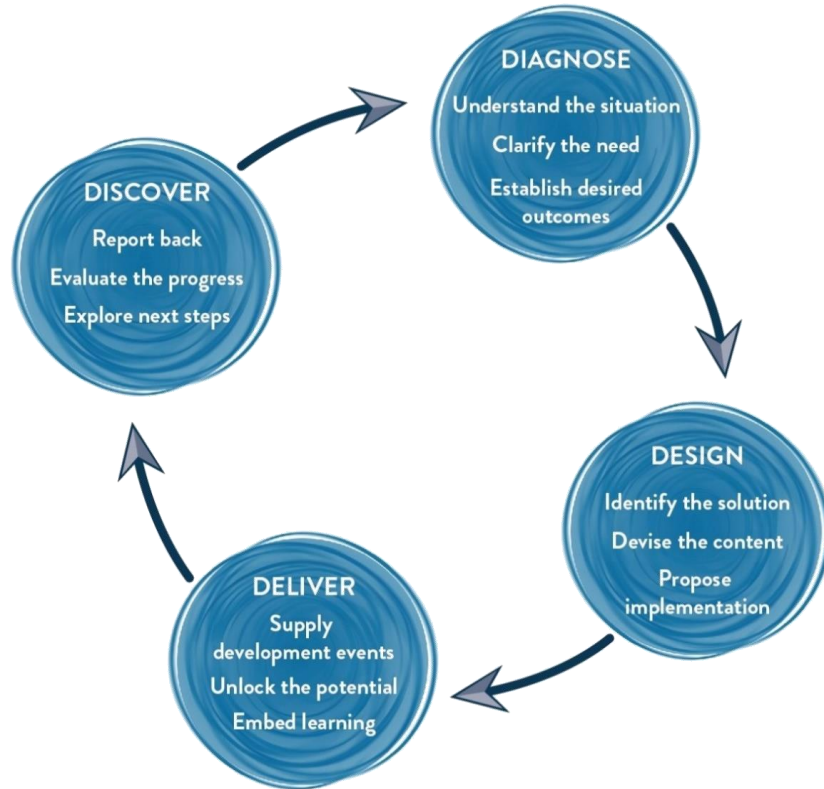
The Opportunity

Because of the sensitive nature of the problem, immediate reinforcements need to be put in place. Since this anticipated change has not impacted the business targets of 2018, the focus away from the job at hand might bring perspective losses to the firm.

The Need

Maynard Leigh is expected to deliver a transforming experience at the end of which the participating members are left with a feeling of confidence and are able to pass the approaching storm by working together.

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.

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 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.



- 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 Strategic Review
- See other perspectives around change
- See a realistic picture and not get bogged down by fears

TENTATIVE DESIGN ACCEPTING THE CHANGE

A half day intervention with 60 participants and 3 consultant

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	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
Creating scenes where participants show their imagination of what the merger would look like.	Creative envisioning	Participants are divided into groups of 5 each and asked to create images of their imaginative story around what this merger means for them. They look at the ABCD of their trigger while working on the scenes	Brainstorming and creative envisioning
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
Post rationalizing the feelings, thoughts, participants create scenes where they now present their new way of situation	Realistic envisioning	Divided into groups of 5 each. Participants have realistically started seeing their feelings and thoughts and the fears they are operating from. They now create another set of scenes with a new outlook to the situation	Creating a clear picture of the new outlook
Celebration of the scenes- Look back to the distance travelled. Wrap Up	Celebrating the movement in scenes	After every scene consultant looks at the movement made by individuals or as a group in their scenes. These are called out, acknowledged and in some cases even celebrated.	Insightful Feedback
Cementing the learnings from the day.	Action Plan	Participants list their takeaways from the program in the format of STOP, START & CONTINUE.	Individual Work 8

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.

PROGRAM TIMELINES

Date, Day	Activity
Diagnosis	18 th April, Wednesday
Design (Internal)	19 th April, Thursday
Design Presentation	20 th April, Friday
Delivery	26 th April, Thursday

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 45 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 consultant	INR 1,40,000/-
Learning material, folder and Sustaining cultural change book	INR 400 per participant X 45 participants	INR 18,000/-
Total Investment for 45 Participants		INR 2,72,000/-
Total investment per participant (approx.)		INR 6,044/-

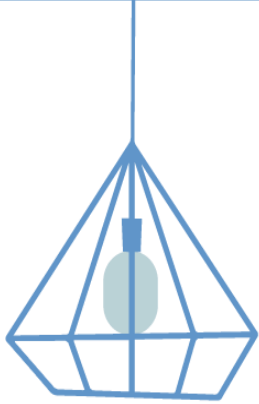
COMMERCIAL T&C

- ❖ 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