



Build resillience, acceptance to change and getting through it  
ALL TOGETHER  
Proposal- 30° May 2018

# THE MANDATE

Our target audience includes 30-35 participants who would be senior leaders from different verticles like finance, IT, procurement, quality, manufacturing with average experience between 5 to 20 years. Having a background in technology and engineering, they are also people leaders and lead between 2-3 to 50-70 team members. The nutrition wing of GlaxoSmithKline plc (GSK) is expecting a strategic review in the near future. The leaders are fairly relaxed post the announcement and are now waiting for the next steps. They feel closer to the product and being a plant site, they are feeling less anxious. Since they teams under them, through this intervention, the target audience needs to :

- Build resilience within themselves and their teams for the next level of changes
- Focus on what is in our own control rather than external factors
- Keeping a positive outlook towards the strategic review and keep on performing and contributing to the business
- Support themselves and teams and navigate through this change



# THE MANDATE

## **The Opportunity**

Even though the target audience is fairly settled, their morale might be dropping.

- People are doing bare minimum of their job role however, they might be unable to perform at their full potential
- Decision taken by the management might not be given a positive outlook.

## **The Implication**

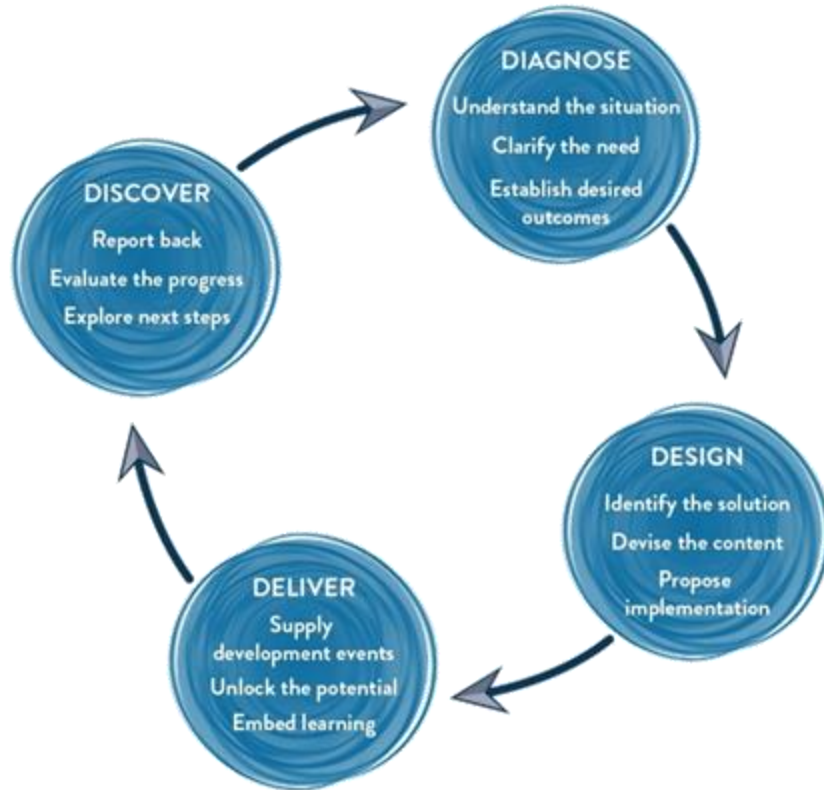
The KPIs or performance measurement tools are not being looked at very closely hence there are no visible gaps in performance. There is however a strong need to work with the target audience on:

- Preparing themselves and teams for the next level of announcements
- Focus on their contribution and what is in their control

## **The Need**

Maynard Leigh is required to create a transforming experience that revolves around supporting the leaders to manage this change and focus on motivating themselves and team members. While keeping a positive outlook, they need to keep themselves as productive as possible. This one day intervention should be energizing while keeping the core message intact.

# 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



# 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
- Empathy involves putting my complete attention on people
- This is an opportunity for me to look at my leadership patterns and course correct
- I need to be able to express my feelings with the stakeholders and peers



- Aligned with the leadership team
- Capable about leading my team through thick and thin
- Ready to continue looking within at my own patterns



- Able to engage with my team, infuse them with confidence, and keep their trust in me going
- Stay aligned with cross functional leaders
- Communicate with different types of people effectively

# TENTATIVE DESIGN

## A one day intervention with 20 participants and 1 consultant

Narrative	Session	Session details	Methodology
Opening up, trust and rapport with the participants	Landscapes walk	A warm up where participants walk through different imaginary landscapes (a changing / shifting world). Through this they get in to a play state and receptive to learning	Theatre exercise
Clarity on the learning objectives	MLA introduction and Context Setting	Establishing the need for this intervention. Response to a VUCA world is shared with them to create a buy in for the remaining workshop	Facilitator Led Discussion
In a play state, we discover a little about our leadership patterns	Columbian Hypnosis	A theatre game in which leaders get to witness their own dominant leadership style	Theatre exercise
Re-Imagining our leader self	Cuts Story	Participants are taken through the basic principles of role theory – “we are not our comfort zone”	Facilitator shares philosophy
Exploring the expanse of characters available to us	Inner Cast	Participants take a sneak peak at their functional and dysfunctional characters and order them in the spectrum to victim → chooser voices	Psychodrama
Distinguishing between characters that take ownership & those that don't	Victims / choosers	An exercise where people identify their victim voices and the victim voices of those around them	Psychodrama & Group work
A crucial aspect of driving performance through change is to fix our imagination on a dream / vision	Visioning	Creating a collective leader's vision for Supply Chain and for individual teams. Agreeing upon our “True North” Stepping in to the future and being able to describe the big picture. Only a clear sense of the destination can make your journey purposeful. The values/behaviours you need to get to your destination need to become a part of your DNA to reach your destination.	Visualization, group work

# TENTATIVE DESIGN

A one day intervention with 20 participants and 1 consultant

Narrative	Session	Session details	Methodology
A crucial aspect of driving performance through change is to fix our imagination on a dream / vision	Trust Formula	The formula breaks down the aspects of how trust is built – credibility, reliability, intimacy and self orientation	Facilitator led role play
Taking a look at what relationships mean to us as leaders and why are they important to forge	Tai Chi	An exercise that gets us in touch with the message that “if we put our absolute attention on others, the transactions will take care of themselves” It also takes of the ‘intimacy’ aspect of the trust formula	Theatre Exercise
Putting it all together, by practicing challenging scenarios together	Practice Room	The group works together to fishbowl challenging scenarios they may face with people	Role play
	Closure	Action planning: Using stop, start, continue sheet for tangible take-ways Indradhanush	Individual Reflection



# 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 &amp; 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 35 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 35 participants	INR 5,250/-
Total Investment for 35 Participants		INR 2,59,250/-
Total investment per participant ( approx.)		INR 7,407/-

# 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.”

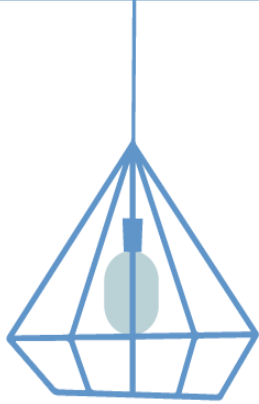
# PROGRAM TIMELINES

Activity	Date and Day
Diagnosis	4 <sup>th</sup> June 2018, Monday
Design Submission	6 <sup>th</sup> June 2018, Wednesday
Design Presentation	6 <sup>th</sup> June 2018, Wednesday
Delivery	8 <sup>th</sup> June 2018, Friday

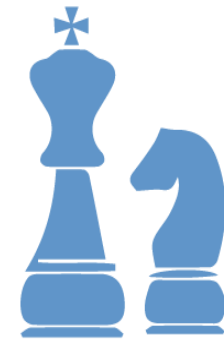
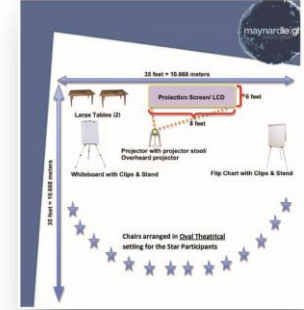
# THE THINGS REQUIRED AT THE VENUE

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