



LONDON • NEW DELHI • NEW YORK

# Reaching your Peak

*Reviewing and Re-designing our Engagement*



# The History

- ✿ We started working with 1st time managers at Fortis Healthcare 2 years ago.
- ✿ We engaged with participants over two days in a customised two day workshop.
- ✿ Sanah led the intervention.





# What's happening now?

- ✿ Fortis Healthcare is in an uncertain space, where it might be sold of. This has left the employees feeling anxious due to the lack of clarity.
- ✿ Changing Need
  - ✿ Long-term focus
  - ✿ Continuity in the face of change
  - ✿ Inspired to keep challenging one's potential.





# Outcomes

## ✿THINK

- “There will always be situations beyond my control - the universe is ambiguous, lacking in clarity, causes anxiety, uncertain, however, I need to focus on how I well I perform despite those situations.”
- “The vision of Fortis to Save and Enrich Lives is integral to the healthcare industry and that will never change.”
- “I need to recognise my long term vision and values and keep those as my coordinates for all my goals and actions.”

## ✿FEEL

- Aware of the way my everyday behaviours of blaming the current scenario affects my long term pattern of effectiveness.
- Ownership of the personal brand I want to consistently carry in every space I occupy.
- Inspired to gravitate towards a balance of quality, productivity and relationships at work as in life.

## ✿BE MORE ABLE TO

- Find value for consistency and continuity in the most volatile and dynamic of times.
- Set goals that take me closer to my vision and prioritise everyday to consistently move closer to my vision.
- Build trust and assume positive intent in everyday interactions.



# Suggested Design

## Day One

Narrative	Session	Methodology	Outcome
We are living in times that are volatile, uncertain, chaotic, and ambiguous. It is within such times that we have to keep our focus on our long term vision and work towards building patterns of behaviour that are most likely to take us towards achieving our visions.	Leader Speaks	A leader from Fortis addresses the participants	Aligning the participants.
	Cat & Mouse Context setting Introductions through Jab we Met	Group Activity and Storytelling	Creating a state of play and setting expectations.
To be able to create functional patterns we need to live certain values and behaviours. These become a part of our DNA. Let's test your blood to see what your DNA says right now. Let's check the current state!	Leadership DNA	Group Activity	Change begins when we recognise that it's important to change.
Where do I want to be in 15 years? What is the personal brand that I will need to live in order to get there?	Vision and Personal Branding	Art Work	<p>"I need to recognise my long term vision and values and keep those as my coordinates for all my goals and actions."</p> <p>"The vision of Fortis to Save and Enrich Lives is integral to the healthcare industry and that will never change."</p>



# Suggested Design

*Day One continued...*

Narrative	Session	Methodology	Outcome
To live one's personal brand and move towards one's vision is a constant choice of responsibility and inventiveness while holding one's role and accepting whatever comes your way. There are many characters that inhabit it, to perform we need to choose the right character to play.	Victims Vs Choosers	Improv theatre and psychodrama	Ownership of the personal brand I want to consistently carry in every space I occupy. Aware of the way my everyday behaviours of blaming the current scenario affects my long term pattern of effectiveness.
We are constantly forming patterns of behaviour, and these patterns determine the attitudes that we carry for the rest of our lives. We can consciously choose to form functional patterns.	Peak Performance	Facilitator Led	I have limited time to work on developing functional patterns in my work-life behaviours. These patterns will determine the quality of my life henceforth. Inspired to gravitate towards a balance of quality, productivity and relationships at work as in life.



# Suggested Design

## Day Two

Narrative	Session	Methodology	Outcome
A long term vision can only be achieved once it's broke down into specific, measurable, achievable, relevant and time bound. With so many goals, therein is easy to feel overwhelmed, specially when the world is in flux. Prioritising on the basis of importance and not just urgency can really help!	Goal Setting and Prioritisation	Reflection	Set goals that take me closer to my vision and prioritise everyday to consistently move closer to my vision.
It's a matter of constantly giving yourself that extra push! There will be challenges - keep finding solutions. Keep reinventing yourself and how you act and behave.	Going the Extra Mile	Group Activity	Find value for consistency and continuity in the most volatile and dynamic of times.
Changing times add a lot of pressure to relationships, and without functional relationships in a world hinged on interdependency we cannot hope to achieve our goals or our long term vision.	Building Trust	Theatrical Exercise and Psychodrama	Build trust and assume positive intent in everyday interactions.
	Monkey on the Back	Group Activity	



# Suggested Design

*Day Two continued...*

Narrative	Session	Methodology	Outcome
Let's look at the last two days and narrow down to three actionable goals. Let's create a plan for change.	Action Plan	Reflection and peer-coaching	
Achieving the seemingly challenging/impossible goals is possible. There is a lot of commitment, determination and handwork involved, and yet to remember, that it's possible.	Backward bicycle	Video playback	I have limited time to work on developing functional patterns in my work-life behaviours. These patterns will determine the quality of my life henceforth.
	Wrap up and Goodbyes	Facilitator led	