



Learn to collaborate with each other, exchange best practices and support each other to achieve vision 2020

Proposal: 13th July 2018

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THE MANDATE

Our target group constitutes of 23 participants from Hyderabad and 25 from Bangalore from band GCB 5 & 6 (AVP/Managers) who belong to Transformation change team. The participants have a background in Six Sigma and would be engineers + MBA. They are sitting at an average experience of 10-12 years and would be in their mid 30s. Being individual contributors, the target group is exceptionally good at their functional skills. In the last 6 months there has been some internal restructuring hence the firm eagerly wants to work on creating a more collaborative environment to work with participants on:

1. Collaborating and supporting each other to share best practices
2. Follow concepts of accept and build and make others shine
3. Realize how team work is important to achieve vision 2020
4. Exchange thoughts/ideas and move away from working in silos



THE MANDATE

The Problem

HSBC is moving towards making a radical transformation using automation. The target audience is exceptionally good functionally however owing to the recent restructuring, there might be a need for creative collaboration:

- Since the project is like an assembly line, there are high interdependencies. Clarifications on documents might be needed from each other where each individual should be readily supportive
- Team members need to connect more and support the local implementation as well as the verticle
- Exchange of thoughts and ideas will lead to achievement of bigger vision (2020)

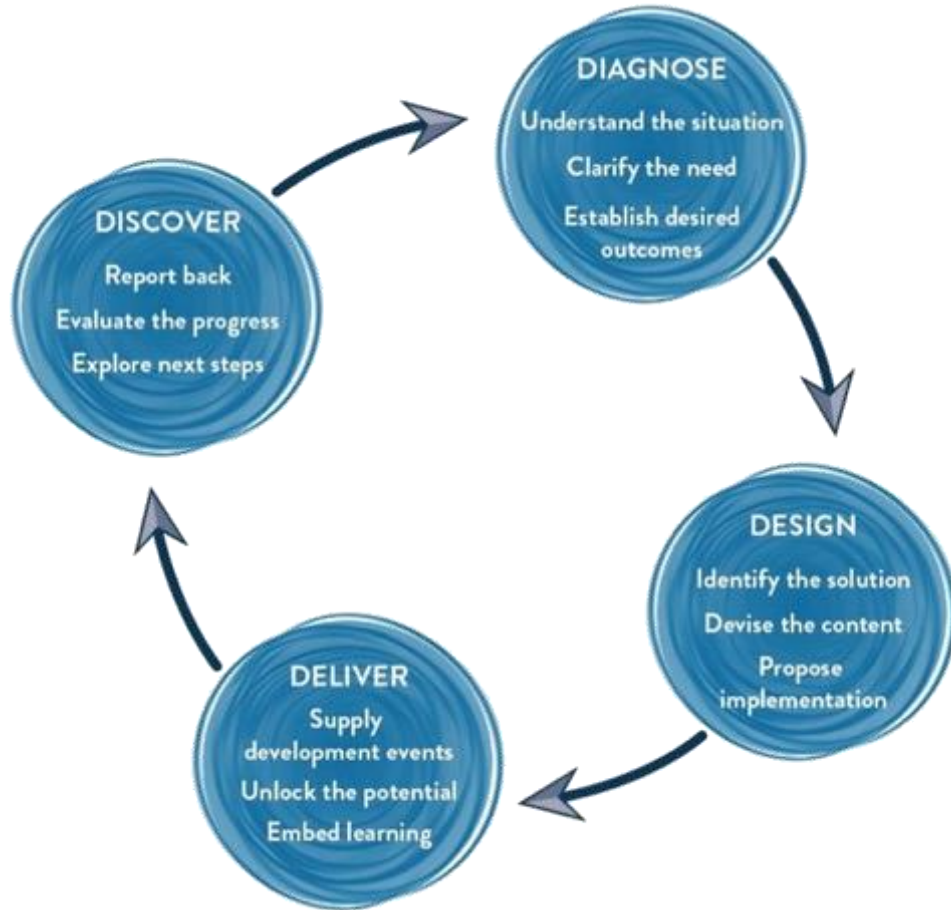
The Implication

Since the participants are already technical experts, there is also a need to nurture them behaviorally and enhance the value of team building. They are also next in line for leadership hence this intervention is also an opportunity for them to understand bigger meaning around collaboration. There are both new and old team members, this workshop will provide them to connect beyond their working space.

The Need

Maynard Leigh is required to create a transforming experience which revolves around developing better inter personal relationship. It is an imperative to make sure that the target audience connect with each other and feel more closer. This one day workshop should be highly interactive developing closer relationships for exchange of ideas among the target audience that is ready to take on challenges that might⁴ come their way.

Our Approach



We would start with a further **diagnostic** conversation with different participants in your organization . We may also run an online profile to gauge the feedback for individuals to 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 MaynardLeigh 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 get feedback on the themes and issues that were uncovered.

Methodology

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

THE DIAGNOSIS

We propose to spend one day having conversation with HR stakeholder and target participants. All the combined inputs will be incorporated into the design to make it more relevant.

We specifically gather information on:

- Their work flow
- Understanding vision 2020
- How connected do they feel with their team?
- Do they see a need in collaborating?
- In terms of cohesive working, how would they rate themselves and team members? What are the gaps?
- Understanding interdependencies more deeply.
- What would they like to see happen as a team?
- Their perspective on achieving vision 2020. what are the essentials?
- What are their expectations from the workshop?
- Gathering anecdotes and relevant examples



Design



Post the diagnosis, we get into the design phase of the learning intervention.

Here's what we will do:

Diagnosis Report: Once the diagnosis is complete, the consultant will collate the entire report and share it with the HR stakeholder

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.

THE 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 can make a bigger impact when I collaborate with my team and use strengths of others
- I will talk to people and share my ideas
- This is my team, I can build real relations here
- There is great power in synergy
- If we have regular conversations and share our feelings with each other, we would be able to establish deeper connect with each other



- **Bonded** to work & collaborate in a more exciting way
- **Aligned** with my team members
- **Excited** to work together



- Support others to perform outstandingly
- Build an enabling environment that leads to better organizational performance
- Build productive, long-term mutually beneficial partnerships with each other
- Reach out to each other seeking help, or giving suggestions.
- Respect each other opinions and ideas

Tentative Design: 25 participants with 1 consultant

Narrative	Session	Session details	Methodology
Getting acquainted with Maynardleigh	Introduction	Welcome and a warm up, setting the context Maynardleigh & facilitator Introduction	Theatre exercise
Seeing each other in a vulnerable and fun space.	Crazy Act	Using humor and drama in bringing an energetic start to the workshop.	Fun theatre by participants with props etc.
It is important to align our own goals to that of our team members.	Team Metaphor	Alignment - Personal & Team - highly creative way to unearth the thoughts on the current status & expectations within the team. Like with most exercises, it is often the process that's more important than the result.	A creative participant led exercise
To be able to collaborate with each other, and build positive relationships, we need to check the behaviors around how everyone is currently working together.	Team DNA: Blood Test	To create a highly engaged atmosphere where leaders/team members can gauge their current state & then talk about key excellence, leadership and cross-functional team co-ordination attributes like communicating to increase co-ordination, strategizing for effectiveness, planning, cascading vision, building an internal service culture, being proactive and focusing on process orientation for implementing goals.	A high adrenalin team game, to check team's behaviors'.
How do we collaborate and respect each other? Introducing the principles of collaboration	Principles of Collaboration	Participant explore rules of creative collaboration- Accept & Build, Make the other Shine, There are no mistakes only opportunities, Take Risks. Participants learn the rules of collaboration through various experiences.	Facilitator led
It is important as team members to make other people shine. We do this by appreciating what your genuinely like about them.	Acknowledge and appreciate each other	Participants will go to at least 3 people in the room and will acknowledge and appreciate them for what they have done. Be authentic!	Group Activity
To realistically understand how accept and build will play out in actual scenarios, understanding the challenges and seeing different perspectives.	Improve Theatre Accept and Build	Participants create freeze frames and work together to create one scene versus several individual scenes	Group Activity
How do we help others and make them shine? Building an enabling environment for better organizational performance	Make the other shine - tableaux	- What is the purpose of feedback? - How can we give feedback?	Experiential
	Trust Contract	Team democratically vote and choose the top 3 behaviors that they will live and demonstrate together for at least a year.	Summarizing the learning

Discovery Meeting Post-Workshop



We shall hold a one to one meeting with HR stakeholders after the workshop to take feedback on the intervention and how it was received and to determine the next action steps.

Sustaining the Change

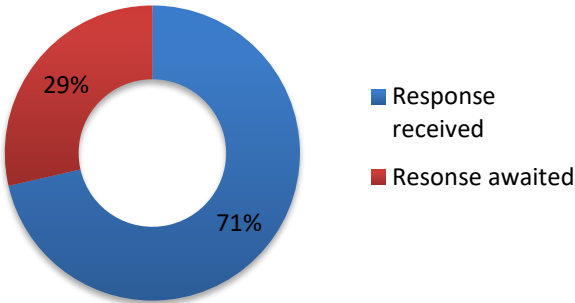
Trust Contract



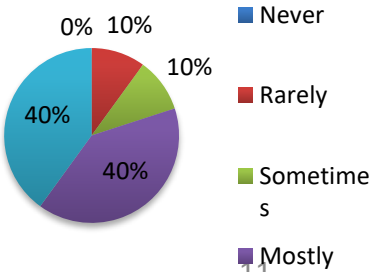
The team at MLA will ensure that the behaviours the team agrees to adhere to at the end of the event are captured in a 'TRUST Contract'. This contract will be provided as a soft copy that may be printed as a poster in A3 size.

Post this, 3 months later, the team at MLA can also design a “dipstick” survey based on the contract so the team can check how they are doing on the behaviours

Dipstick Survey



Question 1:	Do you talk 'to' people, not 'about' people?
Rating	Response
Never	0
Rarely	1
Sometimes	1
Mostly	4
Always	4



The Investment

<u>Diagnose & Design (For the whole intervention)</u>		
One day diagnostic interviews		INR 70,000/-
One day design (Diagnosis report, customization)		INR 70,000/-
<u>Delivery (for 50 participants- Hyderabad and Bangalore)</u>		
<u>Activity</u>	<u>Investment</u>	
Professional fee for delivery at Hyderabad	INR 70,000 per day per consultant X 1 day X 1 consultant	INR 70,000/-
Professional fee for delivery at Bangalore	INR 70,000 per day per consultant X 1 day X 1 consultant	INR 70,000/-
Learning Material and folder	INR 200 per participant X 50 participants	INR 10,000/-
Trust Contract	INR 3000/-	INR 3000/-
Dipstick Survey	INR 500 per participant	Optional
Total Investment for journey covering 50 participants		INR 2,93,000/-
Total investment per participant		INR 5,860/-

Commercial Terms & Conditions

- ❖ 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 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.”

Program Timelines

Date, Day	Activity
16 th & 17 th July, Monday and Tuesday	Diagnosis
20 th July, Friday	Design Submission and presentation
27 th July, Friday	Workshop 1
3 rd August, Friday	Workshop 2

Room Layout



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.

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)
- 45 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)

Contact Us

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

maynardleigh
associates