

PERSONAL IMPACT



Make an impact during meetings, calls and interactions with the stakeholders.
Influence others while being comfortable with our own style of communication
Approach note- 25th June 2018

THE MANDATE

Our target audience includes 76 participants who have been recently promoted to level 25 and 26. Over 98% of the participants come from a technological background. The job profile of the target audience includes lateral joiners, advisors coming from a range of departments which include compliance, backend et al. The qualifications of the target audience include senior engineers, developers with over 5 to 6 years of experience. The participants are all individual contributors. Despite being strong in their respective domains, the target audience might be facing difficulty in creating impact with the leadership team. Even though they are excellent advisors, they are often deprived of the deserved visibility as the focus shifts to their leaders and managers. They tend to hide behind the screen and mostly engage in secondary methods of communication like emails. Through this intervention, the company aims to work with participants on:

- Being able to communicate effectively and efficiently with their managers
- Being able influence decision, voice out their opinions and build consensus
- Being able to engage more across departments both in terms of technology and operations



THE MANDATE

The Problem

Paypal Holding,Inc. is an American company operating a worldwide online payment system which is committed to democratizing financial services. It has recently promoted some of its best people who are now expected to be future leaders within the company. New responsibilities require them to take up to new roles and skills. There is a high level of engagement and motivation due to promotions. As future leaders, the target audience might face difficulties in the area of communication, impact and influence. The participants might have to work on the following issues to be more impactful:

- Awareness of the bigger picture of the business and understanding of other domains and departments to influence important decisions
- Closer understanding of different technologies used across departments

The Opportunity

The company feels great hope and confidence in its newly promoted employees. This intervention is an opportunity for the target group to take a step forward and move from IC to managers and learn how to hold teams together. The company is on a growth path hence everyone has to be equally invested.

The Need

Maynard Leigh is required to create a transforming experience that revolves around creating impactful presence for the target audience . This half day workshop should be highly interactive developing self leadership, confidence and a healthy mental state among the target audience that is ready to take on challenges that might come their way.

DESIGN: 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 good at what I do and people should be able to see that
- I have good experience and ideas which will benefit the company
- I need to be confident and comfortable with myself
- First impression is the last impression
- I am a valuable part of the company



- Confident in myself and my ideas
- More engaged and productive
- More aware of my future roles and responsibilities
- More familiar and informed of operations and technologies active within the company



- I will put in effort to learn more about the technologies used in other departments
- Engage more with others
- Always think of the larger picture before making any decision
- More vocal about my ideas and opinions

Design (2.5 hours with 76 people- 2 consultants)

Session	Session Details	Methodology	Outcome
Hello and introduction	<ul style="list-style-type: none"> Welcome and theatrical warm up 	Facilitator Led	Participants and MLA consultants get acquainted with each other
Party Mingling	<ul style="list-style-type: none"> Participants move around having conversations around what is Personal Impact and what it means to them. 	Experiential	Getting Comfortable, understanding the scope of PI
Brief Encounters	A series of questions are asked which participants share the answer in pairs. An “informal looking” discussion to touch upon the aspects of the workshop.	Group Exercise	Building a dynamic learning environment by asking a series of questions leading to introspection
Context setting	<ul style="list-style-type: none"> Facilitator sets the context of the workshop and creates buy in from the participants for the session 	Facilitator led	Creating buy in from the participants around the workshop
AIM	Clarifying objectives. What is the purpose of any communication? What would a positive outcome look like? Working with purpose and performance objectives. Structuring communication for Impact	Facilitator led, Participant exercises.	Be Precise and Impactful in delivering message. Structure Communication .
Emotional Expression	The importance of being able to emotionally express ourselves & convey a message appropriately	Participants in pairs expressing around 20 - 25 emotional statements (based on sad, glad, mad & afraid).	Being able to identify the emotions they lack/or not able to express comfortably.
PPSAAO	Influencing Technique Push, pull, Support, Anticipate, Answer & Offer (PPSAAO)	Individual Presentations where participants get feedback	Having a logical structure on how to present/communicate a business case.
Choosing Goals & Closing	<ul style="list-style-type: none"> Participants finalize what they will START doing, STOP doing & CONTINUE doing. Finalizing the Goals to work on. Goodbyes 	Finalizing goals that each participant would work on.	

THE COMMERCIAL

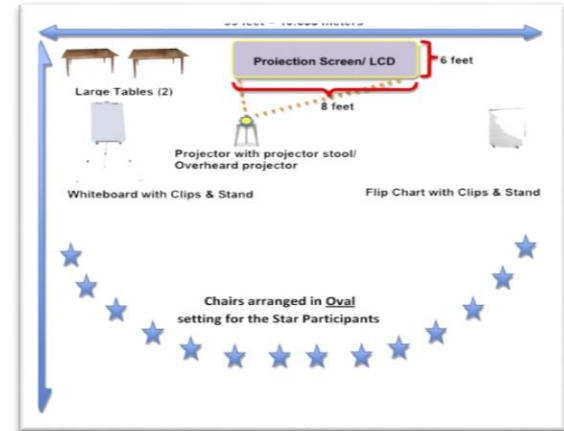
Delivery (for each batch of 76 participants)

<u>Activity</u>	<u>Investment</u>	<u>Total Amount</u>
Professional Fee for delivery – Personal Impact Workshop	INR 75,000 Per Day per consultant X 1 day X 2 Consultants	INR 1,50,000/-
Folders, learning material	INR 100 per participant X 76 participants	INR 7,600/-
Total Investment for 76 participants		INR 1,57,600/-
GST @18%		INR 28,368/-
Total including Tax		INR 1,85,968/-
Travel Reimbursement (Cabs) - approx		INR 6,000/-
Grand Total		INR 1,91,968/-

COMMERCIAL T&C

- Client is responsible for providing venue, conference facilities, AV equipment.
- Travel outside Delhi NCR - Air, stay & airport/ venue cab transfers will be taken care of by Life strategies and will get it reimbursed on actuals
- Travel inside Delhi NCR - at Rs. 12.00 Per Km.
- Not inclusive of applicable taxes (As per GST guidelines).
- 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.”

ROOM LAYOUT



We love alternative ways of setting up a workshop! Creating an atmosphere where the participants feel absolutely comfortable, 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
- TV with Remote for Video playback (Day 1)
- External speakers (for laptop connectivity). The external speakers should be loud enough for music playback
- White board & White board markers (2 blue, 2 black, 2 green)
- Flip chart and Flip chart stand with suitable clips
- Color pens (Normal sketch pens - about 120)
- Notepads and pens (for participants)
- Blu-Tac (This substance is used to stick things, posters or paper on the wall)
- 75 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)



For further information please connect with:

Contact: Jigyasa Sharma
Email: jigyasa@maynardleigh.in
Telephone: +91 9717922445

maynardleigh
associates