

# Workshop on Counseling and Mentoring Employees at the Workplace

Human Resource  
Management

**April 15 & 16, 2016**

9:00am – 5:00pm

**Venue: CEE@IBA, Karachi**



## OVERVIEW

Psychological wellbeing of employees is one of the most integral features of productive work in any organization. However, personal problems like family conflicts, financial difficulties, and psychological stressors directly impact the performance of an individual in the workplace. And there is little support, if any, that is formally provided by supervisors, managers and organizational leaders to such individuals. This is not because of lack of intent, but rather due to lack of information and training in terms of how to counsel, support, and guide employees through a phase of their personal problems. This workshop will help in the identification, assessment, and mentoring of employees from a psychological perspective, so that both the personal and organizational performance can improve.

## LEARNING OUTCOMES

- Develop an understanding of personal psychological issues that impact work performance
- Identify and detect instances of Depression, Anxiety, and Stress
- Learn to establish a reporting line: How and When should support be provided
- Appreciate the importance of staying supportive and purposeful in providing help
- Proactively identifying potential psychological problems before they arise
- Learn to institute policies and frameworks towards counseling and mentoring
- Work towards regeneration of a healthy organizational environment
- Inculcating best practices for support at all ranks from hiring-to-retiring

## Who should attend? (Target Audience)

Human Resource Directors and Managers;  
Senior Managers; Project and Team Leaders;  
Human Resource Officers;  
Administrative Heads of Units.

## Agenda:

- The types and extent of psychological issues in an organization [3 hours]
- Understanding workplace behaviours that depict psychological unrest [3 hours]
- Appreciating the ways and mean of counseling during difficult times [3 hours]
- Establishing frameworks for mentoring during peaceful times [3 hours]
- Highlighting and monitoring more severe cases [2 hours]
- Developing formal organizational policies for counseling and support [2 hours]

## FACULTY

**Dr. Shahzad Shafqat** has a PhD in Social and Developmental Psychology from Cambridge University, UK. He has conducted research with International Agencies, Governments, Militaries and the Corporate sector extensively, and has lectured in dozens of countries across four continents. He has been part of several local and international Universities in the past, and has also served with the Pakistan Air Force. Over the past two decades, he has specialized in multiple domains of psychology including: military, clinical, criminal, human resource, social, and developmental. He is currently Assistant Professor at the Social Science and Liberal Arts Department of IBA, Karachi.

## TOPICS COVERED

- Understanding the spectrum of psychological issues in everyday life
- Identifying behaviors in the workplace that depict personal problems
- Detecting trends of depression, anxiety, and stress
- Counseling employees through difficult times
- Creating an organizational environment of support and protection
- Generating an environment of mentorship throughout the organization
- How to identify severe cases for advanced counseling and support
- Developing policies and guidelines for psychological wellbeing
- Proactive assessment of psychological issues
- Reconstruction of a healthy organizational culture

## Workshop Fees PKR 35,000/participant

Inclusive of Course material, IBA Workshop Certificate,  
Lunch, Refreshments & Business networking

*Experience*

# EXECUTIVE EDUCATION

Center for Executive Education, IBA, Karachi

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