

November 28 & 29, 2019  
9:00 am to 5:00 pm  
Venue: CEE@IBA,  
City Campus Karachi



## Workshop on **Downsizing and Employment Flexibility**

### OVERVIEW

In these difficult times of contextual upheavals and financial hiccups it becomes all the more pivotal for managers and leaders to add value by strategically handling some of the most intricate managerial tasks, such as workforce staffing and downsizing. In the backdrop of caveats and varying levels of protections associated with unfair dismissals of staff on open-ended permanent contracts, today's managers should meticulously understand the interplay and trade-offs of hiring staff through a number of different channels. This course is aimed at providing you with a critical and insightful understanding of the current and emerging trends in workforce flexibility. Further, it will dwell on the touchy area of downsizing. This will entail discussions, and in-session exercises, on handling workforce reductions in an effective, humane and legally compliant manner. This will also involve a critical discourse on the upsides and downsides of voluntary and involuntary downsizing schemes and what are some of the empirically tested HR interventions firms can adopt, should they decide not to lay people off. The program consists of completing three modules over a course of 2 days.

### Who should attend?

This is a class designed for all those who aspire to learn the key success elements required to manage their organization successfully including:

- Managers from any industry
- HR Directors/Managers
- Organizational leaders (CEO)
- Leaders of a division/functional area/project

### How will you (participant) benefit?

Participants will learn and apply knowledge, skills, insights and attitude to manage managers, employees and work organization in more effective and efficient manner. This program will enhance managers' understanding on issues surrounding Employment flexibility and Strategic handling of workforce downsizing



# FACULTY

**Dr. Abdullah Z. Sheikh** has a rich global experience spanned across several continents. He has held full time faculty positions with some of the prestigious universities, such as the University of Nottingham. He has taught MBA, globally, for over 18 years (including Executive MBA in AACSB and AMBA accredited programs). This involved teaching in several MBA programs in the United Kingdom, such as MBA cohorts of European students flying into London, UK for block teaching programs. He is well published and cited and has published in leading HR/OB journals.

## Agenda: (Time wise allocation of Topics)

### Day 1

9:00 am - 11:30 am	Strategic HRM Interventions
11:30 am - 1:00 pm	Case discussions
2:00 pm - 4:30 pm	Employment Flexibility (Flexible Firm Model)
4:30 pm - 5:30 pm	Activity

### Day 2

9:00 am - 1:00 pm	Managing Downsizing
2:00 pm - 5:00 pm	Class Activities

## TOPICS COVERED

1. Strategic HR Interventions
2. Flexible Firm Model
3. Managing Workforce Downsizing

**Workshop Fees PKR 45,000/ + 5% SST / participant.**

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

Experience

# EXECUTIVE EDUCATION

Centre for Executive Education, IBA, Karachi

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Institute of Business Administration City Campus.  
Off Garden Road, Karachi-74400.

### For Further Information

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