



a joint initiative of CEE, IBA & National Institute of Banking & Finance (NIBAF)

# Leadership in Changing Times

Challenges & Opportunities for Leaders in Financial Sector



August 8 to 10, 2023



NIBAF, Islamabad



# Overview

The Leadership in Changing Times Workshop is a comprehensive local research-based program designed for senior managers and aspiring leaders who seek to enhance their leadership skills in a rapidly evolving business landscape.

With a focus on the unique challenges and opportunities faced by leaders in the financial sector, participants will delve into self-analysis, effective communication, organizational culture, conflict resolution, diversity, equity, and inclusion, talent development, and strategic planning.

Through the interactive sessions, case studies, collaborative exercises and guest speakers drawn from global firms, participants will be able to gain the knowledge and skills necessary to excel in leadership roles within the financial sector.



PKR 275,000 + tax



NIBAF, Islamabad



[cee.iba.edu.pk/leadership](http://cee.iba.edu.pk/leadership)

## Topics Covered

### Day 1

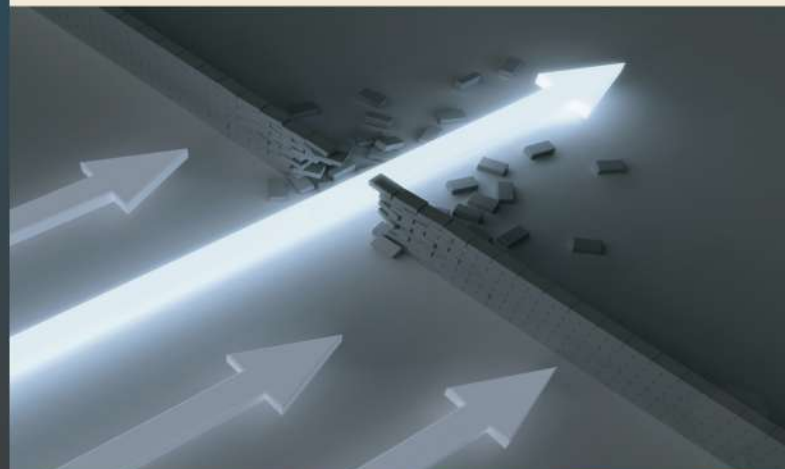
1. Understanding Leadership
2. Manager Becoming Leaders
3. Communication Essentials

### Day 2

4. Understanding Organization/Industry Culture
5. Conflict Resolution
6. Understanding Diversity, Equity, & Inclusion

### Day 3

7. Developing Future Leaders
8. Fostering Accountability
9. Final Thoughts & Action Planning



## Learning Outcomes

1. Develop a deep understanding of leadership principles, debunking common myths and misconceptions.
2. Assess personal leadership strengths and areas for improvement through self-analysis and reflection.
3. Enhance communication skills by practicing transparent, compliant, and impactful communication techniques.
4. Differentiate between the roles and responsibilities of managers and leaders, and navigate the transition effectively.
5. Understand the influence of organizational culture and industry uniqueness on effective leadership.
6. Apply classic and adaptive leadership strategies to set priorities, drive innovation, and navigate change.
7. Acquire conflict resolution techniques to effectively manage and resolve conflicts within teams and organizations.
8. Recognize the importance of diversity, equity, and inclusion, and learn strategies to embrace diversity in leadership.
9. Foster a culture of innovation and creativity by leading through innovation and cultivating strategic thinkers.
10. Develop future leaders by creating a talent pool, implementing mentorship programs, and coaching techniques.
11. Establish accountability measures, set key performance indicators (KPIs), and create a sustainable six-month plan.
12. Learn strategies to retain and practice the acquired leadership skills and knowledge in daily operations.



# Faculty

## Tariq Khan

*Adjunct Professor, NYU & Author,  
Leadership in Changing Times*



Tariq is a distinguished New York-based author, keynote speaker, and business leader with extensive experience in corporate leadership, academia, and consulting. His expertise includes thought leadership, marketing strategy, cultural transformation, and diversity and inclusion.

Tariq has held senior roles in global Fortune companies and founded Global Diversity Marketing (GDM), a renowned consulting firm. He has also made notable contributions to nonprofit organizations and serves as an adjunct professor at New York University. With a strong academic background and a book titled "Leadership in Changing Times," Tariq is a sought-after speaker who has shared his insights on international stages alongside top CEOs and influential figures.



## Ana Mollinedo Mims

*Adjunct Professor, NYU & Author,  
Keeping the Faith*

Ana is a highly accomplished growth-stage executive who collaborates with Founders, CEOs, Boards, and PE/VC firms in both private and public companies. Her expertise lies in driving growth strategies, solving complex market challenges, delivering strategic product solutions, and transforming operational processes through digital technology integration.

Ana is passionate about leveraging technology to overcome core operational obstacles and achieve market penetration, consumer acquisition, retention, and engagement. She thrives in dynamic environments where there are gaps to fill and unconventional approaches are needed. Ana excels in connecting data and strategy, operational transformation, team building and leadership, brand alignment, and sales & marketing integration. With experience serving on VC portfolio company boards and a multicultural background, Ana brings a wealth of experiential knowledge that influences audiences and drives specific market success.

## Dr. Ishrat Hussain

*Professor Emeritus, IBA*



Dr. Ishrat Hussain was until recently Advisor to the Prime Minister on Institutional Reforms and Austerity with the status of Federal Minister and led the Government efforts to reform the Civil Services and restructure the Federal Government. In this capacity he also served as the member of National Economic Council, ECNEC, Economic coordination Committee of the Cabinet and several other Cabinet Committees.

In recognition of his meritorious services he was conferred the prestigious award of "Hilal-e-Imtiaz" by the President of Pakistan in 2003. The Banker Magazine of London declared him as the Central Bank Governor of the year for Asia in 2005.



## Fabian J. De Rozario

*Entrepreneurial Consultant*

Fabian is an entrepreneurial consultant and trainer who founded GlobalConnect Enterprises LLC. His firm specializes in unlocking the potential of "connecting" by understanding and leveraging cultural diversity. Fabian has delivered workshops and keynote speeches on topics such as diversity/inclusion, communication, public speaking, thinking styles, change management, and leadership at conferences, Fortune 100 companies, universities, and associations globally. He has worked with notable organizations including Delta Airlines, PricewaterhouseCoopers, Procter & Gamble, and Marriott.

Currently, Fabian serves as a consultant and facilitator for diversity, inclusion, leadership, and intercultural intelligence programs, catering to various industries in the U.S., U.K., and China. With 18 years of experience in education, associations, and private industries, Fabian brings a unique perspective as an Asian immigrant, offering interactive and engaging presentations that enhance personal skills and foster world-class organizations.

## Aamir Chalisa

*Leadership Consultant*



Aamir is an accomplished Managing Director at Futurity First Insurance Group (FFIG), bringing 26 years of experience in diversifying corporate America. He has a strong background in sales, marketing, and managing diverse workforces, having worked with prominent companies such as Nationwide, MetLife, Prudential, and MONY/AXA.

Aamir's career is marked by numerous sales and management accolades, including being a three-time MDRT qualifier. He actively contributes to GAMA International as a member of the Membership Committee and was honored as the GAMA International Volunteer of the Year in 2015. Aamir has also received various GAMA awards and served on the NAIFA National Diversity Council's 20/20 task force. In his community of Chicago, he holds the position of Vice President in the FBI Chicago Citizens Academy Alumni Association and serves on the board of their Founders Council. Aamir remains actively involved with the Chicago Roundtable, collaborating with governmental organizations such as the FBI, TSA, USCIS, CBP, ICE, and FEMA to address community challenges.





## Registrations Open

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