

**Workshop on Leadership & Team  
Development in Public Sector Organizations**  
February 20 & 21, 2023  
At the Center for Executive Education, IBA, Karachi.



## **Introduction**

Leaders in government face an increasing number of complex issues. Geopolitical challenges, threats to political stability, the rise of popular movements, economic and financial crises, social and cultural issues and technology developments all combine in different forms to apply pressure and pose challenges to government leaders. At the same time the budgets and resources available to manage these issues are limited and expectations of citizens are becoming more demanding. Citizens, legislators, NGOs, journalists and other stakeholders have access to more information and tools such as social media to make their voices heard. Failure to meet these expectations can provoke instability and threaten economic development.

Developing and delivering effective policies, managing change, dealing with crises and engagement with a wide range of stakeholders are essential skills for government officials at all levels, whether appointed or elected. This course will provide strategies and tools to enhance the leadership performance of government officials and allow them to take a strategic approach to managing the issues that face a modern government.

## **Topics Covered**

The program will focus on developing the essential skills that leaders need today to drive performance. This includes:

- Leadership at Provincial and Federal Levels
  - Role of Bureaucracy in Supporting Leadership
- Role of Provincial Leadership after 18th Amendment and 7th NFC Award
  - Post 18th Amendment and 7th NFC Award Space for Provincial Leadership
- Characteristic of Leadership in Public Administration
  - Challenges for Leadership to Guide Bureaucracy in the new Millennium

- Concept of Leadership and Leadership Traits
  - Decision Making in Public Sector and Private Sector Organizations
- Concept of Leadership and Leadership Traits
  - Proactive Governance and Role of a Proactive Leader in Public Sector Organizations
- PPRA and Public Sector Organizations and the Leadership Role
  - Public Procurement Issues Affecting Decision Making in PSEs
- Centralization or Delegation
  - Does an Effective Leader have to be a Micro Manager in Pakistan
- Leadership and HR
  - Importance of Human Resource Practices in Team Building and Delivering
- Organizational Culture and Performance
  - Shaping an Effective Organizational Culture
  - Effective Team Performance
- Change Process in Public Enterprises: IBA Case Study of Change 2009-2019

### **Learning Outcomes**

At the completion of this workshop, participants will be able to:

- Understand the role of bureaucracy in supporting leadership
- Exemplify the role of Provincial Leadership after 18th amendment
- Determine the challenges that the leadership faces
- Outline how to make strong decisions in Public Sector and Private Sector Organizations
- Categorize Proactive Governance and the role of Proactive Leaders in SOEs
- Understand the Public Procurement Issues to avoid the decisions making to be affected
- Interpret the theory of an effective leader as a micro manager
- Learn how to build effective Teams and Leading them
- Illustrate effective organizational culture and team performance
- Compare the change process in Public Sector Enterprises



## **Who Should Attend**


Planning Officers, M&E Officers, Project Managers, and anyone who is involved in measuring impact evaluation.

## **Trainers:**

### **Dr. Kashif Shafique**

Kashif Shafique is Professor of Public Health and Director - Office of Research, Innovation & Commercialization at Dow University of Health Sciences (DUHS), Karachi. He also holds a position as Visiting Clinical Senior Lecturer at Institute of Health & Wellbeing, University of Glasgow, United Kingdom.

Prof. Kashif is a medical graduate with Master and Doctorate (PhD) qualifications from the University of Glasgow, United Kingdom. He has authored more than 50 research papers in national and international impact factor journals. He is also the Editor of a national health sciences journal, an Associate Editor for an international impact factor journal and Academic Editor for a Global Public Health journal. For his outstanding contributions to postgraduate teaching and research productivity, he had been honored with the "Best University Teacher Award" by the Higher Education Commission of Pakistan in the year 2018. He has also won a global competition of young scientists to participate in 64th Nobel Laureates Meeting organized by Lindau Nobel Laureates Foundation, Germany. He was also a recipient of "Early Career Award" by International Society of Behavioral Medicine and "Future Cancer Research Leader" award from International Agency for Research on Cancer.



### **Mr. Abdul Ahad Khan**

is a currently working as Chief Training Officer at the Research and Training Wing of the Planning and Development Department of the Government of Sindh, Pakistan.

He is a seasoned management professional with over 22 years of diverse portfolio of working in Pakistan and UAE. FMCG, Telecommunication, Printing & Publishing, Logistics, Visa Facilitation, Textiles and Public Services are some of the industries he has exposure of. He is a law graduate and also holds MS Degree in HR.

Apart from academic qualification, Abdul Ahad is a corporate trainer, Career Mentor, Life Coach and teaches HR and Management courses as a visiting faculty. Professionally, he has successfully designed and executed many projects such as HCM ERP implementation, Competency Framework Development, Management Trainee Programme, Training Need Assessment & Analysis, Performance Management Framework, Leadership Advantage Programme, Employee Satisfaction Surveys, Organization Climate Surveys, Employee Calibration & Succession Planning, Employee Retreats & Annual Awards and Employer Branding etc. His forte is Strategic Management, Human resource management, Employee engagement, Talent management, Organizational learning and Leadership and developme

### **Fees:**

PKR 65,000 + 5% SST per participant

Including Certificate, Course Material, Lunch, Refreshment and Business Networking Opportunity.