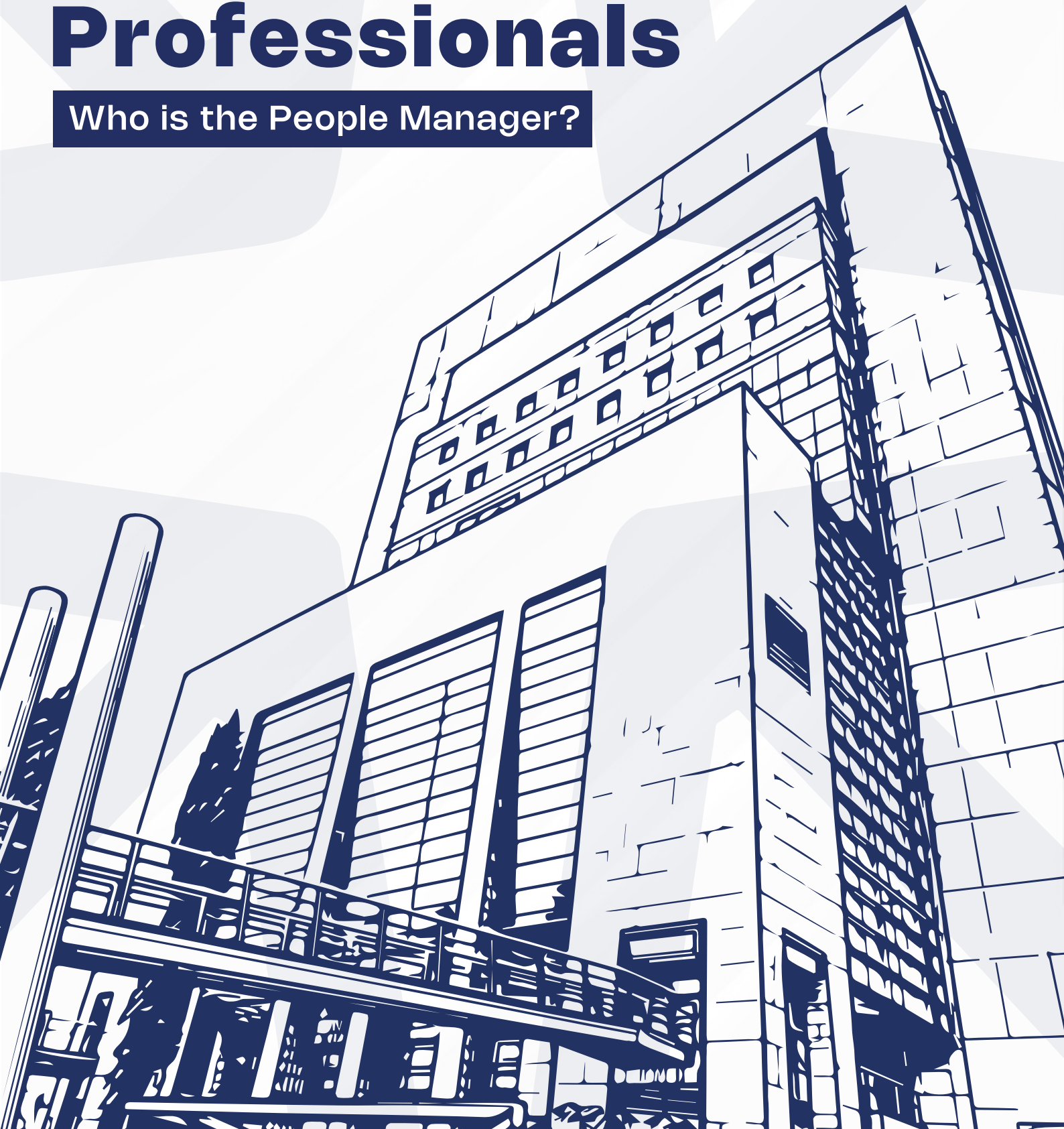


HR for Non-HR Professionals

Who is the People Manager?



Program Overview

The Success of a Manager Lies in the Success of the Team

A line or functional manager achieves objectives by effectively managing people and teams. The essential role of a line manager is to master the key people-related processes used throughout the employee lifecycle. In today's dynamic business environment, an effective line manager takes the lead in talent acquisition, onboarding, performance management, employee development (including coaching and counseling), and total rewards initiatives.

This program is designed specifically for non-HR professionals, equipping them with the knowledge and practical skills required to lead teams confidently and effectively. Participants will gain insights into core HR functions such as acquiring, engaging, rewarding, and developing talent—enabling them to build high-performing teams. The course enhances critical people management capabilities and fosters an understanding of how to align people strategies with organizational goals.

Course Outline

- Journey on self-awareness, exploration & development
- Hiring – Developing – Performing – Engaging – Rewarding – Coaching
- How to Optimize Self & Team Learning
- Line Manager as a Coach
- Acquiring the Right Skills & Competencies
- Changing Roles of HR and Line Function
- Understanding How We Learn – The 70:20:10 Development Model
- Empowering Line Managers to Make Compensation Decisions
- Changing Trends in Benefit Structures to Enhance Workforce Engagement
- HR and Line Manager Collaboration in Designing Incentive Pay Programs
- Adapting to Changing Norms to Engage Millennials

Trainers Profile



HUSSAIN ADENWALA

Visiting Faculty, IBA Karachi.

Hussain Adenwala is a seasoned HR professional with over 30 years of experience in talent acquisition, performance management, total rewards, and leadership development. He has held senior HR leadership roles at Eli Lilly, GlaxoSmithKline, and Gillette, and currently serves as Director & HR Consultant at HRFIRST, advising over 60 organizations. As a Visiting Faculty at IBA-C&EE for more than 12 years, he has trained hundreds of professionals in strategic HR and people management.



DR. NYLA ANSARI

Assistant Professor, IBA Karachi

Dr. Nyla Ansari is an accomplished academic and leadership expert with over 30 years of experience in teaching, research, and executive education. She serves as Assistant Professor at IBA Karachi and has held several key academic leadership roles. With a PhD in Women Leadership and Human Resources from Grenoble Ecole de Management, France, she specializes in human resource management, organizational leadership, and people development.

Learning Outcomes

By the end of this program, participants will be able to:

- Gain insights into critical HR and people-related processes.
- Enhance skills in leading and managing teams as people manager.
- Enhance the ability to attract, retain and motivate talent.
- Comprehend changing trends in compensation & benefit practices.
- Effectively apply coaching and employee development models.
- Learn to design incentive programs using global guidelines.
- Become conversant with the changing norms in engaging newer generations.
- Leverage non-monetary benefits to create added value.
- Learn through short case-scenarios and shared experiences.
- Build successful partnership with HR in "Optimizing People Outcome".

Who Should Attend?

- Non-HR Professionals currently serving as line managers.
- Professionals aspiring to take up people leadership roles.

Fee Structure

PKR 90,000/- (+ 3% SST)



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