

Leadership Development Series

# Business Ethics and Leadership Paradigm Change

20 June 2012, Pearl Continental Hotel, Lahore  
23 June 2012, Sheraton Hotel & Towers, Karachi  
9:15 am to 5:00 pm

Course Facilitator: **Ramiz Allawala**





Course Facilitator:

## Ramiz Allawala

Ramiz consults and trains widely on coaching, team performance and leadership for hyper-growth organizations. Ramiz is a much sought after motivational public speaker who has delivered lectures in Asia and the Middle East on topics ranging from personal leadership, motivation and ethics to global leadership, corporate governance and social responsibility. After running businesses in USA and Pakistan, he founded Gulfstone Leadership Training and has coached and mentored senior executives, students, young leaders and underprivileged youth.

He has trained over 8,000 executives in the private, public and non-profit sectors. As a management consultant, Ramiz not only helps clients build leadership pipelines, cohesive teams, management strategies and develop Human Resource policies but also trains teams in service alignment and customer services. Participants in Ramiz's courses are struck by his intellectual insights, articulation and practical hands-on approaches that help them create their own destiny. Therefore, with his profound sessions, Ramiz has helped create high trust cultures in leading organizations.

His workshops are open, non-dogmatic, and interactive where everyone is challenged to offer differing views, ideas and strategies, since the main focus remains on 'do-ability' rather than theory. He offers instant feedback and assessment to his clients by using his unique 'Management-By-Coaching' model that is based on 3MCs - Managing Culture (creating high Trust), Managing Change (challenging set-piece learning loops), and Managing Commitment (inclusion, assertion and cooperation).

With an aim to improve the calibre of human resource in Pakistan, Ramiz is extensively involved in training assignments across Pakistan though he is now settled in Houston, USA.



Participants of  
**Mastering Emotions for Leaders**  
held on 26 May 2012, with **Ramiz Allawala**

### Here's what past participants say about Ramiz Allawala:

"Clear and applicable techniques that should be learnt by every manager."

**Hashim Sheikh, Chief Marketing Officer, Qubee**

"Ramiz's model of effective delegation is an essential addition to my managerial inventory."

**Muhammad Aamir, AVP – HRD, Summit Bank**

"An essential area of effective management superbly presented by Ramiz."

**Adnan Zafar - Senior Engineer, PRL**

### Ramiz has trained participants from



### Course Overview:

The burning question is whether good ethics in Pakistan makes good business sense? Regularly, companies are strengthening controls and compliance processes to reduce corruption, waste, misrepresentation and broken promises. Some have turned to teaching theories about ethics. But the prevailing wisdom is that being highly ethical harms the short term and long term business interests of the organization.

As a result, companies shy away from the topic of ethics because either they believe this cannot be managed through trainings or they may be afraid to open a Pandora box.

This results in employees finding themselves more managed and less led. We live in a world dominated by controls, checks, and counter checks. This does not satisfy our need for belonging, self-esteem, and autonomy.

This course moves away from prevalent ethical theories and charts a new course for future leaders who want to mobilize people for solving problems using Business Ethics. Its central message is to learn to harness our survival instincts which otherwise leads people to act impulsively.

It is about creating a path for others, based not on personal glory, but on universal principles of ethics, life, liberty, and dignity of man -- regardless of specific laws or rules.

### Key Benefits:

#### At the end of the program participants would have

- ▶ Worked out how to proactively avoid ethical mine-fields
- ▶ Pledged to safely observe, differentiate and then speak up against ethical malpractices
- ▶ Learnt to express themselves to those who do not share their ethics and values
- ▶ Practiced to resolve ethical dilemmas
- ▶ Learnt to develop their learning needs
- ▶ Realized the link between long term happiness and ethical behavior
- ▶ Learnt to embed / internalize ethical behaviour
- ▶ Explored the built-in conflicts in cultures and learnt to create ways to mediate them
- ▶ Encouraged to adhere to ethical principles and to resist the pressure of majority opinion when it violates these principles
- ▶ Engaged in the idea that in being selfless, the leader enhances self

### Course Agenda:

- ▶ To become aware of facets of individual character, organizational culture and its health that is fragile and susceptible to unethical malpractice.
- ▶ To develop an appreciation of the rate of change in today's business world and the importance of ethics in managing change
- ▶ To learn about business ethics theories and why they fail
- ▶ To apply classical ethical theories to modern day ethical dilemmas using case studies to see their flaws
- ▶ To understand principles of free choice, free speech, liberty and equality and its impact on technology, values and personal relationships
- ▶ To learn about the relationship between autonomy, personal choices and emotions
- ▶ To clarify the concept of service and of helping others achieve business results
- ▶ To understand the concepts of moral reasoning and its importance on organizations and individuals
- ▶ To discover the meaning of ethical responsibility and to learn the language of ethics
- ▶ To learn how to make ethical choices and the stages of moral development
- ▶ To practice working through six typical ethical dilemmas in the work place
- ▶ To become aware of the relationship between personal effectiveness and ethical behavior
- ▶ To examine problems with current socialization processes that makes ethical living so challenging

### Who Should Attend?

Leaders at any functional level of the organization: Managers, Assistant Managers, Floor Managers, Supervisors etc.

## Workshop Investment

**PKR 13,999/-**

per participant

**10% Group Discount on 2 or more nominees**

Fee includes course material, Octara certificate, lunch, refreshments & business networking

### Registration & Payment Options

- E-mail or Fax your nomination(s) to:  
**Muhammad Adeel Khalil**  
E-mail : madeel@octara.com  
          : register@octara.com  
Tel : 021-34534261, Cell: 0300-8937513  
Fax : 021-34520708, 021-34546639
- Send your cheque in favor of "Octara Private Limited"  
To: **Muhammad Imran Anwer**  
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Tel: 021-34534261, 021-34536315, Cell: 0321-2670041

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#### Octara Cancellation Policy

Our Cancellation Policy is activated as soon as the duly filled signed & stamped Octara Registration Form is received from the client. Cancellations made at least 10 working days prior to the course will be refunded in full. If a booking is cancelled 10 to 7 working days before a course, a Cancellation Fee of 25% of the course fee is payable. For cancellations made within 7 working days, no refunds can be given. Cancellations must be confirmed by letter, fax or email. Substitutions may be made at any time. Notwithstanding the above, delegates may transfer to another course to be run within 6 months. Variance in the course fee will be invoiced or adjusted accordingly.

Bring

## Business Ethics and Leadership Paradigm Change

In-house

This workshop can be customized to suit specific needs of your organization at significant savings. Please contact **Jason D'souza** at [jason.bosco@octara.com](mailto:jason.bosco@octara.com) or call at **0332-2422732** for more details

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6 July 2012, Islamabad  
Course Director: **Arshi Ahmad-Aziz**

### Creating ROI on Business Initiatives

9 July 2012, Karachi | 12 July 2012, Lahore  
Course Director: **Paul Walsh**

### Managing the Training Function

10 July 2012, Karachi | 13 July 2012, Lahore  
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### Systematic Key Account Management

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### From Ledgers to Leadership, A Journey through the Finance function

13 July 2012, Karachi  
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