

Leadership Development Series



# LEADER as COACH

*Become an effective coach and get  
the best out of your team*

6 September 2012, Sheraton Hotel, Karachi

7 September 2012, PC Hotel, Lahore

9:15 am - 5:00 pm

Course Facilitator:

**Ramiz Allawala**

Book your seat by 27 August, 2012 &  
**SAVE PKR 1,500**

...Only From Octara!!!



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.

## Ramiz has trained participants from



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

“Ramiz’s model of effective delegation is an essential addition to my managerial inventory.”

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

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

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

“An essential area of effective management superbly presented by Ramiz.”

**Adnan Zafar - Senior Engineer, PRL**

## Course Overview:

The increasing complexity of the work environment expects more from the leaders and managers, especially in relation to the performance of their people. Good coaching and performance management leads to self-motivation and an attitude that is oriented towards continual improvement. This one-day workshop is about the key principles and skills of coaching that will enable team leaders to get the best out of their teams!



## Course Benefits:

- **Learn** to be a good listener as a mentor
- **Discover** ways to improve interpersonal behaviors of your team
- **Understand** & focus on critical priorities
- **Gain** insight on planning for learning, growth & action
- **Develop** the will power and commitment to execute change
- **Identify** ways to break the habit cycle
- **Appreciate** determination, action and continuous feedback

## Who Should Attend?

Team Leaders, Line Managers, Executives and anyone who needs to encourage and guide their employees' work performance.

## Program Agenda:

- Understand causes of 'negativity' in employees
- Differentiate between managing, counseling and coaching an employee
- Confront and coach an employee using the Authentic Trust Model
- Develop practical action plans to apply your knowledge about handling difficult employees
- Build awareness about coaching style & helpful coaching skills
- Learn power phrases and specific words that will make what you have already used-even more effectively
- Coach through interpersonal conflicts (i.e. dealing with problems with team members, colleagues, and bosses)
- Help employee heal from within from trauma (i.e. divorce, death, transfers, demotion, loss of job)
- Assist employees dealing with difficult customers
- Offer constructive and positive criticism

## WORKSHOP INVESTMENT

# PKR 14,999/-

per participant

Book your seat by 27 August, 2012 & **SAVE PKR 1,500**

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**  
Octara Private Limited  
2/E-37, Block-6, P.E.C.H.S., Karachi.  
Tel: 021-34534261, 021-34536315, Cell: 0321-2670041

To receive this flyer by e-mail drop us a line at [info@octara.com](mailto:info@octara.com)

To view reports on our past training workshops and events logon to [www.octara.com](http://www.octara.com)

You can access our quarterly newsletter online at [octara.com/newsletters.aspx](http://octara.com/newsletters.aspx)

#### 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 **Leader as Coach** 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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Dr. Dermot Carey

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Nigel Devenish

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14-15 September 2012, Lahore

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17-18 September 2012, Karachi

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Ben Stevens

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