



octara.com

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Jamil Janjua,
CEO, Octara & Chief Editor
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OCTARA'S WEBMALL IN FULL FLOW!

Even as the trendy and outrageously expensive shopping malls empty out with fearful customers battling the novel Coronavirus with social distancing, **OCTARA'S Free WebMall** has picked up unprecedented steam within the short span of time since its launching, and unlocked a tsunami of very thought provoking material, discovering in the process a whole lot of new brains at work around the world, and reengaging with some fine old brains still doing a magnificent job. **Bravo Octara!** Like in any tsunami my initial feeling of drowning in data had me firmly on the back foot from which I am emerging, finally. The pivot to paid workshops is awaited with baited breath, and that will provide the acid test of the learning community's ability to progress beyond the free lunch.

WebMall is a free service from Octara offered to the learning community of trainers and facilitators, coaches and consultants, organization development professionals, managers, supervisors and leaders: anyone who is involved with self-development and improvement performance. Free webinars and information from subject matter experts and thought leaders are encouraged and posted daily to help you explore new ideas, industry insights and people skills. **Our motto 'we help you succeed'.**

FULL ACTION STATIONS!

The fare on offer is varied and unique, and happening just on Friday the 26th of June, 2020 I was delighted to find old friends **Zaufy & Haseeb** hosting Shafaat R. Hashmi (Founder & CEO BRANDBEAT ADVERTISING & CO, STALLIONGATES AMC, TECKROSS) in their CAVE TALK Series on "Business Leadership During A Pandemic – Navigating Through the Haze of Uncertainty". Billed as a C-Level session focused on business leaders and entrepreneurs, the session promised to be "full of ideas, lots of laughter, amazing herbal teas and upbeat business jargon to offset the seriousness of our online discussion."

The IBA and its Career Development Center have come forth with 'The Insight Forum' and had lined up **Talha Sufi** (Senior Manager HR, Shan Foods) and **Sana Rehman** (Deputy Manager, Recruitment & Training, Pak Suzuki Motor Company) as panelists on the topic "Recruitment & Selection – Present & Future – Challenges & Opportunities."

The UNDP's Recruitment live Webinar for Merged Areas Governance Project was looking to hire graduates for a new delivery unit aiming to deliver rapid reforms in a highly challenging environment.

The Pakistan Society for Training & Development was very evident as well

with **Shakeel Mapara** (Director HR & OD, Sanofi-Aventis) holding forth on "Leading Teams & Managing Processes Post COVID-19".

Fiverr and Payoneer was onboard with a free webinar on "Emerging Trends & Opportunities for Freelancers."

Umair Jaliawala was talking to **Ishfaq Lashari** (ex-Director CDC) in his #Quarantineseries, and **Danish Imtiaz Gangani** (Educationist, Trainer, Consultant, Career Advisor) was hosting **Farhad Karamally** on the issue of Emotional Intelligence.

Like I said earlier, drowning in data is a clear and present danger of this new normal in the virtual world, and one has to pick and choose one's engagement keeping in view one's need.

THRIVING IN THE NEW NORMAL IN PAKISTAN" - THE ASIA SERIES

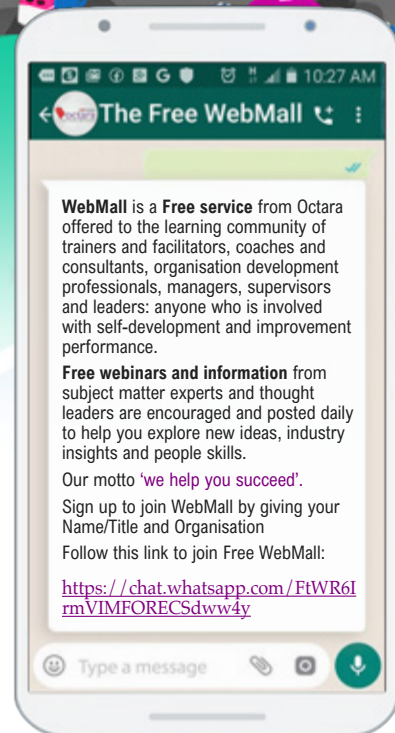
The engagement that kept me riveted for over 90 minutes was on Thursday the 25th of June 2020, when Canadian-Pakistanis **Niloufer Afzal** (CEO & Business Transformation Coach @G2G Impact Group) and **Noeman Shirazi** (Managing Director, International @G2G Impact Group), in collaboration with Octara, engaged a goodly number on Zoom bang center of dinner time in Pakistan for a highly pertinent webinar titled "Thriving in the New Normal" where they discussed strategies to help businesses in Pakistan emerge stronger out of this crisis. This webinar I have reviewed in a separate piece, and look forward to hearing more from Niloufer and Noeman even if I have to pay for it.

Recording of the webinar is available at https://youtu.be/_zmiokwUN5Q

Great going OCTARA! And may the Free Webmall quickly transition to a paid and highly profitable undertaking, Inshallah.

*Editorial Compiled by **Adil Ahmad**, Special Correspondent, octara.com
Creative & Design by **Zainab Essajee & Nazim Ansari***

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- Lucy Cornell



Double, double toil and trouble; Fire burn and cauldron bubble.

- by Adil Ahmad



Octara's FREE WEBINARS In July 2020

2 July 2020 - **Free Webinar:** EQ for Stress Management and Adapting during COVID times by John Bentley

8 July 2020 - **Free Webinar:** Introduction to People Analytic by Nadeem Khan (UK)

• Upcoming Octara Training Programs (June - Dec 2020)



FrieslandCampina
Engro Pakistan Limited

Unlocking the Goodness of Milk

Ali Ahmed Khan,
Managing Director
FrieslandCampina Engro Pakistan

Royal FrieslandCampina N.V. is a Dutch multinational dairy cooperative which is based in Amersfoort, Netherlands. It is the result of a merger between Friesland Foods and Campina on 31 December 2008.

FrieslandCampina Engro Pakistan Limited (previously known as Engro Foods Ltd) is a Pakistani dairy company which is a subsidiary of the Dutch multinational corporate FrieslandCampina. The company operates two processing plants in Sukkur and Sahiwal, with its HO based in Karachi, Pakistan. Its portfolio includes well-known brands like Olper's, Omoré, and Tarang.

FrieslandCampina Engro Pakistan brings over 140 years of experience to the dairy landscape of Pakistan with the purpose of "transforming the health and wellbeing of Pakistanis now and for generations to come, by nourishing them through unlocking the goodness of milk from grass to glass, as well as by enhancing the livelihood of farmers."

The Company takes great pride in its Dairy Development Programs for farmers. Designed to ensure inclusive growth and increased prosperity, it assists thousands of farmers by improving their farm management and milk quality. In 2019 alone, FrieslandCampina Engro Pakistan helped train 51,000+ farmers, enhancing their yield and creating sustainable livelihoods.

Through its strong foothold in the local market, FrieslandCampina Engro Pakistan is driven towards creating sustainable supply chains, which include 1,400+ milk collection centres. Pakistan being the fourth largest milk producing country in the world, and with its burgeoning population set to cross 300 million by 2050, FrieslandCampina Engro Pakistan is committed to providing the nation with affordable, safe and superior

Mr. Khan has built a rich, diverse career spanning over 25 years in top management positions with some of the leading FMCGs in Pakistan. Having joined FrieslandCampina Engro Pakistan Limited in March 2017, Mr. Khan brings with him strong insights into industry leadership, and has been credited in the past with turning businesses around. As Managing Director at FCEPL, Mr. Khan has actively pursued new market opportunities and delivered successful strategies that have introduced innovation and responsible marketing.

dairy products.

Ali Ahmed Khan, Managing Director FrieslandCampina Engro Pakistan, very generously agreed to sit for a wide ranging interview with OCTARA and provided some rare insights into the dairy industry as well as the changing face of doing business in a world seemingly caught on the wrong foot by COVID-19.

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He has upped the standards of quality and nutritional safety for

consumers, drawing from his prior experience with leading Personal Care at IFFCO in the UAE and Far East, and as CEO of Reckitt Benckiser, Pakistan. He has also been associated with Pakistan Tobacco Company as the Marketing & Sales Director, and with Pepsi Cola International as Head of Marketing. Ali Ahmed Khan is an alumnus of the Institute of Business Administration (Karachi University).

octara - FrieslandCampina Engro Pakistan defines its purpose as “transforming the health and wellbeing of Pakistanis now and for generations to come by nourishing them through unlocking the goodness of milk from grass to glass, as well as by enhancing the livelihood of farmers.” Please share with us a summary of how you have gone about fulfilling your purpose.

ALI AHMED KHAN - Grass to glass really does define our company. We are a cooperative owned by farmers. In that sense we are unique because we know the source of the milk and take it to our consumers after it goes through various essential processes like pasteurizing and UHT treatment.

We work for farmers, who are the owners of the company and are a purely dairy company unlike a lot of our competitors who are in other areas also. We are at the cutting edge of dairy technology with our R&D facility in Wageningen and, truly understand dairy, and the nutrition that comes from it.

In the Pakistani context it gives us access to a lot of knowledge about nutrition and the entire dairy value chain. At the customer end, we have access to a lot of nutritious products which we are bringing to Pakistan, in addition to technology that can help improve farmers' yields and livelihoods.

We are all about safe and nutritious products, educating consumers, society, and the government about the goodness of milk and food safety; as well as providing farmers with market access and training, and financial support (in the shape of working capital).

Every day, we reaffirm our commitment to empowering our farmers with economic stability and creating sustainable livelihoods through our exemplary dairy development programs.

octara - In what ways does your strategic partnership with Royal FrieslandCampina of Netherlands contribute to the business?

ALI AHMED KHAN - It has allowed us to gain access to more than 145 years of dairy expertise, technology and the R&D that's gone into it. It also helps us focus on essential sustainable development goals - environment, and gender equality, no poverty, zero hunger, along with careers and transfer of management expertise.

octara - As the 4th largest milk producing country in the world with a substantial domestic market, is there an export element to your business?

ALI AHMED KHAN - There should be, but as a country, we are very inefficient producers (with high costs and therefore high prices). Having said that, unlike so many parts of the world, Pakistan does have a dairy tradition.

In Holland, Australia and the US, farmers are getting yields of 30 Liters plus per animal per day. Our average in Pakistan is 5 Liters. If we can go up to 7 Liters imagine the benefit to Pakistani consumers and farmers. The opportunity in Pakistan is mindboggling. Our goal is to work with farmers to improve productivity, yield and volume, bring down prices for consumers and build up profitability and livelihood for farmers.

Once we can do that, we can talk about unlocking the export potential which just in our neighborhood of China and the Middle East could be in the vicinity of \$40 billion per annum. There are multiple issues with our farming practices in terms of having enough water and feed, vaccination and animal health, and beyond that into more expensive interventions with breeds.

octara - Given your vast experience spanning 25 years in top management positions with some of the leading FMCGs in Pakistan, are there areas of the playing field that you feel need to be leveled?

ALI AHMED KHAN - That's really where the opportunity lies in Pakistan, not just in the dairy sector but in almost every other sector. I met the prime minister along with our principals and he told his assembled team that the path to unlocking the potential of Pakistan lay in leveling the playing field.

The rules around food safety and nutrition for the formal versus the informal sector, for instance; we are just 5% of the milk that is consumed in Pakistan yet the rules that apply to us are considerably different from the informal sector, especially the rules around regulations, taxation and documentation. We need to have fair competition.

octara - Please share with us some of your career highlights in your postings prior to your present assignment.

ALI AHMED KHAN - I have been lucky enough to have worked with major multinationals in Pakistan and to have travelled extensively within Pakistan and abroad. I started my career with Pakistan Tobacco spending ten years posted in various cities and towns in rural Punjab. Then I worked for Pepsi Cola International, and headed marketing and sales at both places before taking over as MD for Reckitt & Benckiser Pakistan. There are some amazing turnaround stories in there with all three companies, and a wonderful educational experience working with world class people.

octara - Please share with us your memories going through school and college.

ALI AHMED KHAN - I attended the KGS and IBA through the late 1970s and 1980s. It was a much simpler time then. The cohorts were smaller, and we had some wonderful friendships and experiences. The dose of discipline and pressure we got prepared us for the world. Up to the mid-1980s Karachi was a completely different city. The civic amenities worked, and safety was not an issue that occupied our minds.

octara - COVID-19 has called for a wholesale shift to e-learning on a war footing. Is this new paradigm here to stay?

ALI AHMED KHAN - We have all had to adapt on a war footing to e-learning and technology. It's here to stay for sure, the extent of it will depend on the length of this 'altered reality' and how we emerge from it. Human beings crave interaction and there's nothing like the social experience for learning. However, we may be forced into this new paradigm and it could ultimately become the new norm. Technology will need to be driven to adapt to our new way of life rather than the other way around.

octara - Pakistan's demographic dividend, its youth bulge, some fear is not getting the attention it deserves. What gaps have you identified in your entry level applicants?

ALI AHMED KHAN - That's something we (from the older generation) like to complain about a lot. Let me say, I find younger people to be a lot cooler and smarter than we used to be, with a lot of varied interests. However, I also find them to be a lot less driven and hungry. We were a little more focused and hungrier in terms of our careers.

I wish, as Pakistanis we could give our people more exposure to the world through travelling and reading.

octara - Please share with us your management philosophy.

ALI AHMED KHAN - It has to be about people. I make sure that I'm the least smart person in the room and that I can learn from others and then empower them. It's about getting the best people and then letting them loose into the world. It can, however, be a high maintenance

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proposition also because sometimes smart people can be temperamental, but if you can steer them then they can achieve the unthinkable.

What I bring to the table are my vision, my experience, people skills and common sense.

octara - What books have recently occupied your reading list?

ALI AHMED KHAN - One must have Sapiens: A Brief History of Humankind and Homo Deus: A Brief History of Tomorrow, on ones reading list. Also, Anarchy by William Dalrymple and History of the Raj, which is fascinating because a lot of our behavior is rooted in our culture, history, tradition, and religion.

The Infinite Game and Start with Why by Simon Sinek are also on the top of my list.

octara - Who would you cite as your mentor(s)?

ALI AHMED KHAN - I became marketing director of PTC while still in my early 30s. Gottfried Thoma, was the German MD, and we both joined PTC when the company was in crisis. His management philosophy was empowering and unlocking human potential. That really transformed the organization and I learnt a lot from that. Then my Lebanese boss at Pepsi, Albert Baladi, was a young and inspirational marketing and management guru who was ahead of his times in a lot of ways. Roel Van Neerbeos, my present boss continues to inspire me by his management philosophy and doing the right thing.

octara - How do you de-stress and unwind?

ALI AHMED KHAN - I enjoy spending time with my family and playing golf in addition to travelling and meeting people.

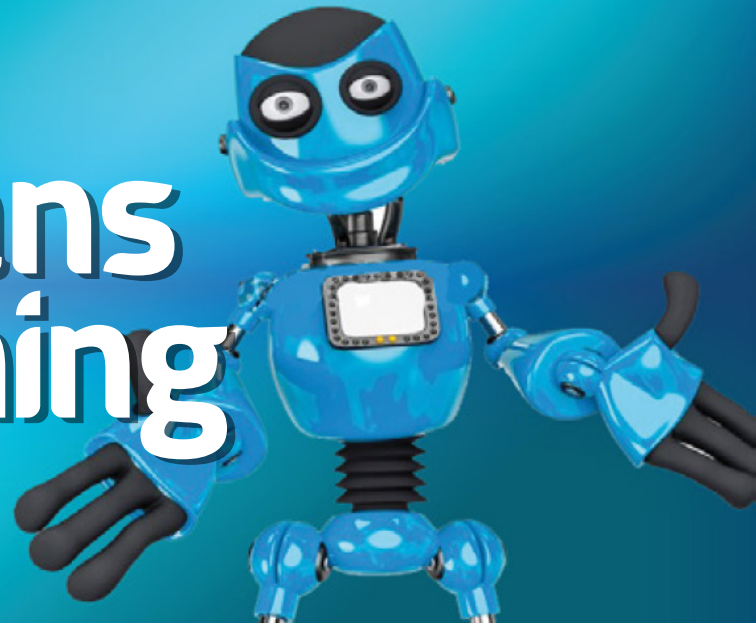
I also enjoy reading tremendously ■

Interview conducted by **Adil Ahmad** (Correspondent, OCTARA.COM)

The Humans Are Coming

Blog by Dr. Tommy Weir

Published on June 30, 2020



At the Dadawan restaurant in the Dutch city of Maastricht, Amy, Aker and James scoot back and forth from the bar serving drinks to tables filled with customers, happy to be socialising again as the Netherlands' lockdown restrictions ease. The three waiters are fast, efficient, and never forget an order. As they move across the floor, trays in hand, they sport smiles on their faces and occasionally a frown – even the best servers have a bad day. Nothing out of the ordinary so far, you might be thinking. But these restaurant employees are different. Their service has been described as stiff and customers are required to pick up their own drinks from the tray – a faux pas in the world of hospitality. But they can be forgiven; Amy, Aker and James are robots after all.

Drive two-and-a-half-hours from Maastricht to the coastal city of Renesse and you will find another eatery doing the same. Shaosong Hu who owns The Royal Palace restaurant first saw robots serving food in China last year. Now, he is preparing to set his own automatons to work as he reopens for business in a “new normal” shaped by sanitizer and social distancing.

The two Dutch restaurants are notable for their early adoption of robotics, but the fact is, the shift was coming anyway. You see, global crises don't so much create change, as speed it up. The development of robots for commercial use has been underway for years, but the arrival of coronavirus has accelerated the trend - and F&B is not the only industry to be drafting in androids to help with the “war” effort.

Take a walk in Singapore and you're likely to encounter Boston Dynamics' robotic dog who patrols the city's parks reminding people of their social distancing obligations. Or, if you were a graduating student in Japan this spring, the Newme robot from OhmniLabs' might well have been your replacement at the ceremony. Draped in gowns and with a computer tablet for a head, the robots – as creepy as they sound – allow those unable to attend their graduations in person to receive their degrees virtually. Meanwhile, a small town outside of London is operating a fleet of six-wheeled, knee-high robots, that deliver groceries and medical prescriptions to local residents.

Robots are playing a direct role in overcoming the health crisis too. As I write, Danish disinfection robots are rolling around the wards and corridors of hospitals across China, deploying powerful UV lights that destroy the building blocks of the virus. According to reports, the robots are able to learn hospital layouts and can work with or without the presence of medical staff.

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temperatures, identifying people not wearing masks, monitoring patient abnormalities and delivering supplies. Five of the robots are currently operating in Rwanda courtesy of the UN.

Right now, these robots are playing an important role in keeping us (relatively) happy and healthy, but what happens when a vaccine is found? When populations can rub shoulders, shake hands and share a meal once again? What of the robots then? Will the world still need a wired-up workforce, or will human nature compel us to seek out, well...human nature, at the earliest opportunity?

The world of work has irreversibly changed, that's for sure, but the way I see it, virus or no virus, there's plenty of room for everyone. Whether its serving drinks or crunching numbers, robots

should do what they do best, and they should help us do what we do, even better. I believe in a world where humans lead and machines learn; a world where artificial intelligence alleviates humans from mundane tasks and frees them up to unleash creativity and potential.

Will robots find themselves on the scrap heap as people return to work? I doubt it. But there will always be a place for human imperfection, even if that means running late or spilling a drink or two ■

Source:

<https://www.linkedin.com/pulse/humans-coming-tommy-weir>



Dr. Tommy is the leading CEO Coach in the Emerging Markets. Sitting in their shadow, he typically advises CEOs on growth in the emerging markets. He is exclusively working with Octara for his workshops in Pakistan and was the Keynote Speaker of 17th MAP Convention 2015.

For Inquiries, info@octara.com

EQ for Stress Management & Adapting during COVID Times

Overview

This webinar is an introduction to Emotional Intelligence as a powerful force to consciously opt to respond with clarity rather than react in situations of perceived stress. The webinar will demonstrate how using simple, practical and low-cost emotional intelligence tools and models can tap into emotional resources to reframe perceptions, expectations and adapt to the "new normal" of the COVID era.

Key Takeaways

Through a blend of discussions and activities, webinar participants will:

Understand the Stress Effect

- For organisational performance
- For individual success and personal wellbeing
- Identify their own Stress Position
- Levels of Stress
- Stress factors & influencers

Appreciate the Emotional Intelligence Framework for Stress Management & Adapting

- Understanding emotions and stress triggers
- Identifying patterns /cycles
- Evaluating Options
- Applying the Optimism Model in challenging and uncertain situations
- Reframing and adapting to changing circumstances and requirements

Develop Personal Emotional Intelligence Stress Management Plan

- The next steps in developing and applying EQ to tackle challenges during COVID and beyond

Who should attend

Anyone wishing to improve their coping mechanism to deal with the uncertainties in professional and personal lives



Speaker:

JOHN BENTLEY




- Founder and Managing Director of Boutique Consultancy PowerBase Consulting, UAE
- 30 years of Sales and General Management experience for leading teams in Europe, Middle East and Africa
- Certified EQ practitioner, EQ Assessor and Vital Signs Consultant from six seconds EQ Network
- Conducted successful training with organizations like HP, EMAAR, Cartier & Swarovski etc.

To register, please click here:

<https://bit.ly/3du7EfR>

For Details & Registration contact

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Helping You Succeed!

Introduction to **PEOPLE ANALYTICS**

A Practical Guide to Data-driven HR

Program Overview:

People Analytics has become a crucial part of decision making in business. In the digital age, we are witnessing a huge raise in big data and analytics. All this data is being used by organisations to inform business and strategic decisions to improve organisational performance.

In this 1-hour session, we will understand the important role People Analytics plays and how HR professionals can get to grips with analytics; feel confident in their ability to handle employee and organizational data and use analytics to move from opinions to insights.

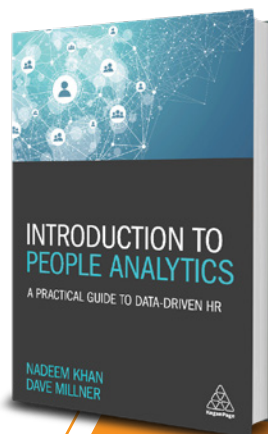
Key Takeaways:

- **UNDERSTAND** the importance of using Data and Analytics for decision making for the business
- **IDENTIFYING** key Data Sources from within and outside the organization
- **ROLE** People Analytics play to improve organizational performance

Speaker:

NADEEM KHAN

- Author 'People Analytics', OD & Change Specialist, Leadership Coach
- Managing Director of Optimizhr Ltd, a data and people analytics solution provider
- Consultant for organizational strategy, digital transformation and the future of work
- A regular contributor to People Management and Entrepreneur magazine
- Over the past decade, he has advised and worked with many of the world's best known organizations on improving their performance



Introduction to People Analytics

by Nadeem Khan & Dave Millner

A conversation about the book with leading analytics expert Dr. Max Blumberg:




<https://youtu.be/Uez4suOWTT0>

LinkedIn LIVE

To join, click here <https://bit.ly/3hSWG60>

For Details & Registration contact

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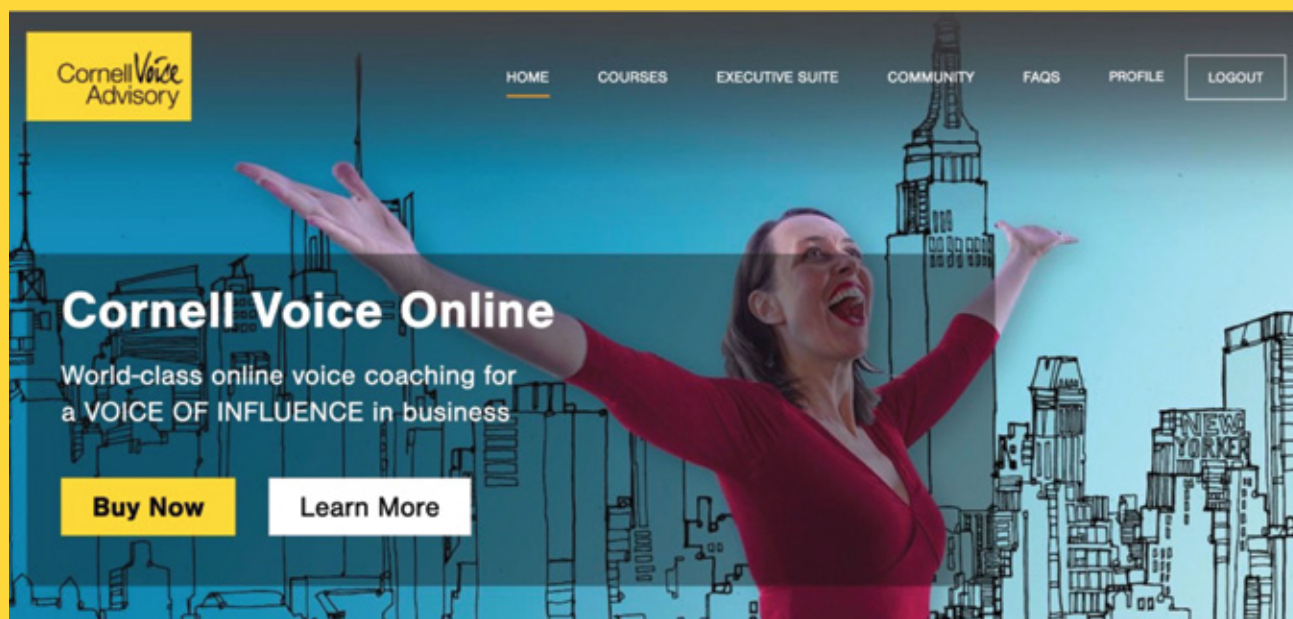
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- Follow our proprietary 4-stage ABVS methodology
- Observe and learn from a class of fellow business professionals in this masterclass environment
- Self-directed learning: engage in your own time at your own pace
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- **50% off = AU\$400 per person (for Pakistan based applicants only)**

VALID TILL AUGUST 1, 2020

PROMOCODE: VOICE50

Lucy Cornell

CEO & Founder, Cornell Voice Online

PS. We do answer this email! If you have any queries whatsoever, feel free to hit reply and reach out.

Contact

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Helping You Succeed!

Double, double toil and trouble; Fire burn and cauldron bubble.

by Adil Ahmad

Time for the taking of some poetic license even as Octara goes exponential on the digital front, taking the virtual world of learning by storm through its Free WebMail.

The storming of the Karachi Stock Exchange has failed comprehensively in its evil designs, and even as the enemy scales up all manner of 5th generation warfare in a desperate attempt at a last and very feeble hurrah, we are reminded of Shakespeare's most quoted lines "Double double toil and trouble/Fire burn and cauldron bubble" from his play Macbeth, chanted by the three witches who represent pure evil.

Without elaborating who Macbeth stands for, when he is at his wits end, sleepless with guilt, hated by everyone, his marriage broken, he goes to find the witches to try and find out how it's going to end for him. They know he's coming and Shakespeare gives us a wonderful scene as they prepare a potion for him to drink. They have a steaming cauldron on a fire and they are cooking their ingredients, chanting as they do so:

"Round about the cauldron go;
In the poison'd entrails throw.
Toad, that under cold stone
Days and nights has thirty-one
Swelter'd venom sleeping got,
Boil thou first i' the charmed pot.
Double, double toil and trouble;
Fire burn, and cauldron bubble.
Fillet of a fenny snake,
In the cauldron boil and bake;
Eye of newt and toe of frog,
Wool of bat and tongue of dog,
Adder's fork and blind-worm's sting,
Lizard's leg and owlet's wing,

For a charm of powerful trouble,
Like a hell-broth boil and bubble.
Double, double toil and trouble;
Fire burn and cauldron bubble.
Scale of dragon, tooth of wolf,
Witches' mummy, maw and gulf
Of the ravin'd salt-sea shark,
Root of hemlock digg'd i' the dark,
Liver of blaspheming Jew,
Gall of goat, and slips of yew
Silver'd in the moon's eclipse,
Nose of Turk and Tartar's lips,
Finger of birth-strangled babe
Ditch-deliver'd by a drab,

Make the gruel thick and slab:
Add thereto a tiger's chaudron,
For the ingredients of our cauldron.
Double, double toil and trouble;
Fire burn and cauldron bubble.
Cool it with a baboon's blood,
Then the charm is firm and good."



But the aura of Divine protection that Pakistan is a beneficiary of blinds the evil eye of the enemy, imbuing the Pakistani people, in and out of uniform, with a mental and physical strength that lays waste the enemy's design, Allah ho Akbar.

Meanwhile, as is our custom at Octara, we hope you will enjoy this newsletter and grace us with your feedback.



Topic	Day/s - Hour/s	Trainer	Month
Free Webinar: EQ for Stress Management & Adapting during COVID Times	2PM - 3PM PST	John Bentley	July 2, 2020
Free Webinar: Introduction to People Analytics	2PM - 3PM PST	Nadeem Khan	July 8, 2020
Understand The Fintech Space	TBC	Petros Geroulanos	July
Online Training: Effective Online Marketing & Selling Techniques	TBC	Dave Nelissen	July
Leading & Managing Change during COVID-19	TBC	Mark Stuart	August
Mindful Management	TBC	TBC	August
COVID-19 Leaders Need Coaching Now More Than Ever	2-hours	Shiraz Ahmed	August
Agile Project Management	2	Kevin Charlesworth	TBC
Business Communications Masterclass	1	Catherine Bentley	
Certificate in Maintenance Planning / RCM	2	Ben Stevens	TBC
Certified Google Adword	2	Dr. Frank Peter	TBC
Channel Management	1	Tony Lewis	TBC
Corporate Etiquettes for Sales Professionals	Half-Day	Ghaus A. Jafri	TBC
Corporate Governance	1	TBC	TBC
Creating Content that Sells	1	Hira Saeed	TBC
Creativity & Innovation using Design Thinking	2	Rody Vonk	TBC
Crisis Response and Communication Management	1	Ben Pronk	TBC
Cyber Security Management	TBC	TBC	TBC
Designing Agile Organizations (in-house)	1	Frederik Haentjens	TBC
Digital Marketing Masterclass	2	Dr. Frank Peter	TBC
Enterprise Risk Management	2	Philip Griffith	TBC
Health Care Operation Management	1	David Ben Tovim	TBC
HR Leadership Using HR Metrics & HR Analytics	1	Talha Asim	TBC
Interviewing Tomorrow Workforce	1	Uzma Chishti	TBC
Key Account Management	TBC	David Vachal	TBC
Leadership Code	1	Kate Sweetman	TBC
Learning and Development Management Program	2	Ian Thomson	TBC
Measuring Return on Investment of Training	1	Jack J Philips	TBC
Strategic Marketing	2	Graham Hollins	TBC
Successful Product Launching and Brand Positioning	2	Darren Coleman	TBC
Team Building using LEGO	1	Pete Smith	TBC

* All training programs are subject to change as per the guidelines from GoP on CoVID_19



For Details:

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