



octara.com

e-Newsletter | December 2019 | Issue - 9



Jamil Janjua,
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janjua05@gmail.com

Dear Reader,

We open proceedings with **Ben Stevens**, a highly valued British-Canadian OCTARA associate, and a recognized leader in the field of Physical Asset Management Training who spent an entire week in Karachi rolling out a two-day Advanced Maintenance Planning Certificate program followed by a 3 days practical leader accelerator program offering a Certificate in Reliability Centered Maintenance. He finds Pakistanis to be charming, friendly, and welcoming. "People I would be proud to call friends." Thank you Ben! We cherish your friendship.

Global Remuneration Expert and Consultant **Robert Mosley** was on a tour of Pakistan as well holding forth on Developing Effective Job Evaluation and Grade Structures in a two days OCTARA workshop that provided the participants with a sound knowledge of job evaluation approaches and an understanding of how job evaluation fits into the broader context of human resources management.

"I ain't done yet!" says Chief Editor and CEO Octara on receiving "**Lifetime Achievement Award**" from Learning Minds at the Talent Forum event, held recently for individuals who are ready to elevate their talent strategies to new levels.

Next worthy close read is from our valued international associate **Dr. Tommy Weir** has provoked much thought in his blog on our directions in life inspired by the biopic Rocketman on Elton John's life and times.

We also carry the thoughts of the CEO Expert **Roger Harrop** who is an international speaker, author, business advisor and valued Octara associate on how not to hire turkeys. So close to Thanksgiving one wonders about this. You would have to buy, not hire them before you could cook them. Another interesting read.

From our archives of some 10 years ago we have drawn a priceless piece by **Leon Menezes** on 'Personal Responsibility.' Take responsibility for learning to adapt, change and grow, he says in it. What is it that a Women Can't Do asks **Zaufyshan Haseeb** in another priceless pick from our archives, making a very strong case for a larger representation of women in the workplace.

Back of the e-newsletter, we have Octara's action packed training calendar for the upcoming 3 months from **December 2019 to February 2020**, and we are privileged to introduce a new raft of trainers alongside our time tested associates on subjects of great interest in present times. We also invite your attention to the **Octara Design House** all primed for action in your service. Until next time, stay well, and stay safe.

Merry Xmas in advance to our friends celebrating.

Happy New Year to you all 😊

*Editorial Compiled by **Adil Ahmad**,
Special Correspondent, octara.com*

Feedback: info@octara.com

INSIDE



The Maintenance Man Comes to Town , Again!

- Ben Stevens



Making Businesses Combat Ready in a VUCA World

- Robert Mosley



**"I ain't done yet!"
Lifetime Achievement Award**

- Jamil Janjua



Rocketman

- A Blog by Dr. Tommy Weir



How Not To Hire Turkeys

- A Blog by Roger Harrop

Articles Extracted from Octara.com archive



Personal Responsibility

- Leon Menezes



What is it that a Woman Can't Do?

- Zaufyshan Haseeb

Leader Acceleration Programs...only from Octara!!!

- December to February 2019-20

Octara's Customized In-House Trainings for your Workforce

Octara Design House

- Solution for all your Designing and Printing needs

Octara seeks to expand its pool of Practitioner & Professional Trainers. Opportunities exist to partner with Pakistan's premier training & event management company - Octara
Write to: janjua05@gmail.com

ENSURING MOVING PARTS DON'T FALL APART!

BEN STEVENS,

THE MAINTENANCE MAN,

COMES TO TOWN, AGAIN!

Advanced Maintenance Planning & Reliability Centered Maintenance in Focus

He is a globetrotting Canadian with roots in England and a highly coveted skill set greatly in demand, particularly in Pakistan which welcomed him for the umpteenth time, well, 20th time, actually, and he has arrived each time with nary a concern for his safety in this the 'most dangerous place on Earth', travel advisories to the contrary notwithstanding.

Ben is a highly valued OCTARA associate, a recognized leader in the field of Physical Asset Management Training, and on this occasion he spent an entire week in Karachi, at the invitation of OCTARA CEO Jamil Janjua, rolling out a two-day Advanced Maintenance Planning Certificate program followed by a 3 days practical leader accelerator program offering a Certificate in Reliability Centered Maintenance, only from OCTARA.

Vastly qualified

Ben Stevens is the President of DATA TRAK SYSTEMS Inc, Canada, a company dedicated to developing and selling products and services focused on training and consulting in equipment reliability and maintenance improvement. He has been fully involved with the maintenance and reliability business for more than 25 years and has experience in all aspects of Maintenance and Physical Asset

Management and CMMS/EAM systems, blending a post-graduate degree in economics, CFO and CAO positions in several manufacturing companies, entrepreneurial experience in the high tech sector, and business development.

His prior experience included President of Data Trak Systems - a CMMS Distribution, Sales and Implementation company that he has run for the past four decades, prior to which he was the Vice President Finance for a number of manufacturing companies.

Ben Stevens is a renowned speaker on Maintenance & Reliability and is a frequent speaker at Maintenance Conferences around the world. He has been frequently visiting in the region and has conducted several consulting projects and training workshops on Maintenance & Reliability over the past several years.

Advanced Maintenance Planning explores the essential steps in building a solid process for delivering practical Planning and Scheduling as part of the daily maintenance activities, and selecting the right maintenance tactics for the right asset management situation.

Consequences of failure

Reliability Centered Maintenance is a systematic way of looking at equipment, its functions, its failure modes, effects and the consequences of failure. The purpose is to select maintenance tactics to minimize the consequences of failure and apply these tactics as part of the maintenance program.

I caught up with Ben over a sumptuous feast at Barbeque Tonight and quizzed him about the great utility of his work to the industrial development of Pakistan.

Charming, friendly, and welcoming!

"I first came to Pakistan some 15 years ago, and I probably came with the same level of trepidation that the average tourist comes to a place that has the wild and dangerous reputation that Pakistan does. To my astonishment when I got here I found the people to be charming, friendly, and welcoming; people I would be proud to call friends. I've been lucky in that not only have I spent time in Karachi,





Lahore and Islamabad, but I have also spent a considerable amount of time in some of the more remote areas where the gas fields are like Rahimyar Khan, Sukkur and Mirpur Mathelo. The welcome I have received has been outstanding. When I flew into Sukkur one time I was the only Westerner on the plane. When we landed 5 or 6 of the passengers lined up on the bottom of the steps, took me by the hand and welcomed me personally. I was pretty touched. So, when people now ask me is Pakistan dangerous, I tell them to stay away from Waziristan! Otherwise, it's perfectly okay!"

Maintenance is top-of-mind. Could you tell us a little about your subject?

"The maintenance of equipment and machinery is an area that has jumped forward dramatically in our understanding over the past few years. Maintenance historically has always been centered around 'when it breaks, fix it!' and we still hear benighted people saying 'if it ain't broke, don't fix it!' frankly that's completely stupid and so arcane that we shouldn't spend any time thinking about it. The whole principle is focused around trying to predict and therefore prevent failure. Typically, failure is going to cost the company somewhere in the order of ten to up to 1000 times the cost of prevention. So the possibility of reducing costs and increasing profitability by doing smart maintenance is there everywhere we go. It's that area that I am particularly concerned about. My own background is in finance and economics, and I have added onto that about 40 years of maintenance. I still retain the emphasis of trying to help people understand how to calculate the value that maintenance contributes."

How do you unwind? What is your favorite pastime?

"The simple answer is, when it happens I'll let you know! Work has consumed me for so long that I almost don't know what else to do. Not quite true. I live on a lake in Canada, and in the Summer I am a windsurfer. In the Winter time I am a cross-country skier being out on the lake once it is frozen. So I have the opportunity to unwind doing that. I really enjoy the wildlife. I am a long way out in the country and see a lot of different birds and animals on a regular basis, and that is part of my unwinding process."

When you're visiting clients in Africa have you had a chance to go out on a Safari?

"I am proud to say yes I have on several occasions. The most

spectacular one I went on was in the Serengeti in Tanzania. It was in the migration season. Frankly, it was totally overwhelming. Never in all my imaginings have I thought of so many animals in one place in one time."

You've never been a hunter?

"I am always hunting for problems to solve! But I am personally very much opposed to hunting. I am not a vegetarian. In the area where I live hunting is not permitted, but many of my friends are hunters and they travel to areas where hunting is permitted."

A little bit on the politics of Canada.

"The politics of Canada is going through what for us is a difficult period, but compared to any place else in the world it looks like an ocean of calm. Our last election took the prime minister from a majority position to that of a minority position. So he will have to look for partners. I won't confess to what party I voted for but the individual won in my constituency did so by a margin of 20,000 votes. It wasn't even a close contest." ■

Report filed by **Adil Ahmad** (Correspondent, **OCTARA.COM**)



Ben Stevens is a renowned speaker on Maintenance & Reliability from Canada. He has been frequently visiting Pakistan and has conducted several consulting projects/ training workshops on Maintenance & Reliability over the past several years with Octara.

For Inquiries, info@octara.com

Participant Feedbacks on YouTube about Ben Stevens ...only from Octara!!!

"Certificate in Maintenance Planning"

M. Bilal, Pakistan Refinery Limited

<https://youtu.be/MNF0oO6JX9c>

M. Faisal, Scilife Pharma Pvt Limited

<https://youtu.be/JQS8KcQlbc>

M. Uzair, Pakistan Oxygen Limited

<https://youtu.be/dkgT0fQPjFO>

Waheed Gul, Pakistan Refinery Limited

<https://youtu.be/bKR81UE5tEY>

"Certificate in Reliability Centered Maintenance"

Noman Rizwan, Pakistan Oxygen Limited

<https://youtu.be/9GKI1Hdlz3Q>

M. Ilyas, Pakistan Petroleum Limited

<https://youtu.be/yt119kzwhaM>

Moiz Amjad, Pakistan Petroleum Limited

https://youtu.be/k45X3p9M_zQ

Developing Effective Job Evaluation and Grade Structures

MAKING BUSINESSES COMBAT READY IN A VUCA WORLD

Robert Mosley & OCTARA to the Rescue!

Robert Mosley (Global Remuneration Expert and Consultant) is CEO of Lemon Pip Consulting Limited UK, Middle East and Asia, and former SVP Human Resources, Emirates Group. He is widely recognized in many industries and many countries as one of the leading global experts on Compensation and Benefits, and is also a leading expert in the more general field of human resources and performance management.



Robert Mosley with participants

Robert's main areas of expertise are in the fields of job analysis, job descriptions, job evaluation, grading schemes, pay structures, allowances, bonuses and incentives, industrial relations and collective agreements, e-HR systems, performance management, performance appraisals, and all issues on compensation and benefits globally, especially in the GCC and Asia, having worked in these regions for over 25 years.

Spread over two days, this OCTARA workshop provided the participants with a sound knowledge of job evaluation approaches and an understanding of how job evaluation fits into the broader context of human resources management, and the practical skills required in the application of job evaluation systems. Participants acquired job evaluation tools and techniques, and best-practice processes, for evaluating jobs and placing them accurately into the overall grade structure.

Developing clear job profiles, job descriptions and key accountability statements that communicate what is expected from an employee

underpin the performance management process. Also important is to understand the different approaches and tools for job evaluation in order to determine how to place a job into the correct grade within existing grading and pay structures.

Aligning grade structures with organizational objectives and the human resources strategy, and discovering practical steps for implementing a job evaluation system, and developing a grading system to underpin the salary structures and remuneration policies, goes a long way in improving the organization's cohesiveness. Identifying and discussing practical issues relating to job descriptions, job evaluation and grades helps in gaining clarity in the workplace and bringing everyone onto the same page.

The internal strengthening of organizations that makes efficiency paramount for survival pays dividends, particularly in times of contracting economies and the general slowing down of businesses

across the world. However, Job Evaluation and Grade Structures that worked so well servicing the old business paradigm in vastly more settled and predictable business conditions, may prove to be a luxury in the present day VUCA world where the pace of

disruption is unrelenting and the need for reinvention requires the ability to pivot with lightning speed and grace, multitasking and playing all bases way ahead of the curve with success and failure immediately manifest, making redundant any attempt at job evaluation and grade structures.... ■

Report filed by **Adil Ahmad** (Correspondent, **OCTARA.COM**)



Robert Mosley is the globally recognized Remuneration Expert and HR Consultant. Robert is the recipient of "Global HR Leadership Award" by the World HR Congress in 2017.

He is exclusively working with Octara for his workshops in Pakistan.

For Inquiries, info@octara.com

Participant Feedbacks on YouTube about Robert Mosley

Asim Raza - FFBL Power Company Limited

<https://youtu.be/DTPvS8FkjTQ>

Farrukh Shafiq, House of Habib

<https://youtu.be/u5EFQjhw9A>

Muhammad Hashim Qadri, Nestle Pakistan

<https://youtu.be/-IBSeGjaq-Y>

Imran Shehzad, FFBL Power Company Limited

<https://youtu.be/nS5TphB89cU>

Irfan Qamar, TCS Private Limited

<https://youtu.be/BgCdEL8YJZU>

Kaleem Ahmed, Silk Bank Limited

<https://youtu.be/2TDXaTLcYbA>

Nargis Kamal, K-Electric Limited

<https://youtu.be/KK3c4sy0w9M>

Waqar Ali, Dalda Foods Limited

<https://youtu.be/5FsPIYhwbWg>

Lifetime Achievement



“I ain’t done yet!”

– Jamil Janjua accepts Lifetime Achievement Award from “Learningminds” with an attitude of gratitude and many thanks.

The legend on the Award reads: “Presented to Jamil Janjua in appreciation and recognition of an outstanding leader for your exceptional contributions and lifelong commitment to talent development. November 21, 2019.”

“Much before Octara came into being, [Mr. Jamil Janjua](#) as CEO of TCS went above and beyond his job description to promote learning, and in fact can be credited with laying the foundations which made the training industry viable. People like myself, Hamza Hashmi, Sidra Iqbal and a whole lot of others owe a huge debt of gratitude to him” - Sohail Zindani

Sohail Zindani styles himself as Disruptor, Strengths Ambassador, Leadership Coach, Master Trainer & Author, and has devoted his life to sharing his thinking in order to help other leaders and organizations develop an agile learning culture. He spends a significant time studying individuals, teams and organizations to understand what makes world-class performers, summarizing it, and sharing it with the world.

The Lifetime Achievement Award was also presented to [Zafar Aziz Osmani](#) , [Navroz Surani](#) and (Late) Azhar Iqbal Mir who, during their lifetime, have made creative and significant contributions for Talent Development in Pakistan.

ROCKETMAN



Blog by Dr. Tommy Weir

You have to kill the person you were born to be in order to become the person you want to be." The second I heard that line, I leapt from the couch to grab a notepad and jot it down. It resonated so much with me that I wanted to remember it, word for word.

I was watching *Rocketman*, the biopic based on the life of Elton John, a living legend of the music world, whose path to success was filled with roadblocks. Back in the day, when he went by his birthname Reginald Dwight, he was referred to as the "fat boy from nowhere." The question is, how does one go from "nowhere" – in his case, a town in Greater London called Pinner – to pretty much everywhere? Most people would accept such a transition as impossible, and resign to the fact that life isn't fair; that global success is not on the cards for them, but not Elton John.

Early in the film when he was a young man, Elton is seen playing the keyboard for a Motown singer. A mentor of sorts, the singer cautions him with words that I've always believed and that I now live by – that special line that caught my attention as I sat on my sofa: "You gotta kill the person you were born to be to become the person you want to be."

The same line would likely resonate with every other person who broke away to fulfill their dreams. In fact, I suspect all of us struggle with the very same existential conundrum to some extent - but none so dramatically as Elton John.

In his case, the wisdom imparted on him by the Motown songster proved rather good advice, and that makes me wonder how many of us accept our lot in life without pursuing what we really want. How many of us live within the limitations that we impose on ourselves because of where we were born and what were born with – or without? For most people, the unfortunate reality is that instead of serving as inspiration as they did for Elton John, the words of that Motown mentor represent a message that remains unanswered.

I can rant on this from personal experience. I was born into a great family, but into a community that defines "nowhere" even better than Pinner. I grew up in Charleston, IL, right smack in the middle of farm country. Save for the occasional town, all that meets the eye are acres and acres of cornfields. Our only claim to fame was being the home of Jimmy Johns, which in my opinion is the best sub sandwich shop in the world.

The same line would likely resonate with every other person who broke away to fulfill their dreams. In fact, I suspect all of us struggle with the very same existential conundrum to some extent - but none so dramatically as Elton John.

I was born to be just another kid from a small town. Life had a clear path: I would be a high school athlete and then either stick around or move to Chicago. Yet, that Tommy is now a distant memory. I recall him with fondness, but I also celebrate his death. Actually, life can be filled with many such "deaths": those decisions and events that cause the person you were born to be to fade away, and the person you want to be to emerge. It doesn't just happen once; as I continue to change, old versions of me die away to be replaced by new manifestations of the man I want to be.

Perhaps this whole topic is not for you, but allow me to close with some other lines from *Rocketman*:

"It used to just be the two of us," said Elton's long-term song writer, Bernie Taupin. "Now there's busloads of people just to do the music...don't you want to just go out there and sing without this ridiculous paraphernalia? You know, just be yourself, Reg?"

The legendary musician replies: "Why the *#X! would I want that, Bernie? You know, you wouldn't say this to me if you were a real friend. People don't pay to see Reginald Dwight. They pay to see Elton John!" ■

Source: <https://www.linkedin.com/pulse/rocketman-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.

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THE CEO EXPERT

ROGER HARROP INTERNATIONAL SPEAKER

AUTHOR

BUSINESS ADVISOR



How Not To Hire Turkeys

Methodologies for recruiting right every time

by Roger Harrop with Sue Richrdson

Over the years, I've met with, spoken to, and worked with tens of thousands of CEOs and business leaders from every sector and size of business that you can imagine, including charities, not for profits, and member associations.

Consistently, I have always been very surprised - and concerned - at how little effort some CEOs and businesses generally put into successful recruiting.

It's more important today, I believe, than ever before to ensure that you recruit right and that you recruit round pegs for round holes.

What do I mean by that?

Well, you need to assess across three dimensions not just one:

- You, of course, want to recruit someone with the **right skills** and the **right experience**.
- Just as important is to assess their **behavioural competences** - their 'fit' into the team to ensure that you've got balanced teams with members that compliment each other.
- Finally you must have someone who fits with your **culture**, who walks the talk of your values and truly mean what they say.

You're simply not going to assess these three through just the 'traditional' two interviews - the statistics are clear. If you use just two interviews - and I know many, many companies of every type and size that, remarkably, still do just that - you will only get it right two out of every five times.

That's a **66% failure rate!**

Furthermore it's estimated that the cost of getting it wrong is at least 5 x that person's annual salary.

I suggest you would not allow that sort of failure rate to apply anywhere else in your business. However this is not to do with money. I regularly see, frankly, obscene amounts of money being spent by companies on headhunters and recruitment consultants.

It's about time - your time - from the CEO downwards, you need to commit time to getting the right person because:

You need to audition, not just interview.

Here's a white paper I wrote a while ago now, but still absolutely valid today:

How Not to Hire Turkeys

(Click here: <http://www.rogerharrop.com/files/uploads/HowNotToHireTurkeysNew.pdf>)

It's a methodology for recruiting that I have used many times in my own businesses and those of my Clients that will increase your odds of success dramatically.

But it does mean you and your people have got to invest significant time in the process. Believe me, it's worth it!

"Take responsibility for learning to adapt, change and grow. All progress is change, but all change is not progress, so learn the difference"

Leon Menezes on Personal Responsibility

*I*t's a theme I keep harping on over and over, and not just with regard to career development: take responsibility for your life and then see how things happen for you. But since this publication has much to do with the subject, let's just stick with career progression.

Career progression starts with knowing exactly what you want to do or where you want to go. Then comes the part about making it happen. Sadly, most conversations on this subject start with the employee asking his Line Manager (or HR person): "What do you have in mind for me?" This is akin to going to a travel agent and asking him "Where should I go on my vacation?" Sounds ridiculous, right?

I learned a very important lesson from Buddhist philosophy many years ago that changed my life: "If anything good or bad happens for you – it's your credit or fault." No more, no less. With that realization came the responsibility for all of my outcomes. But since my outcomes were a result of my actions, I had to make sure that I shaped or created the experiences accordingly. It's a bit difficult to understand and accept at the beginning, especially since we are used

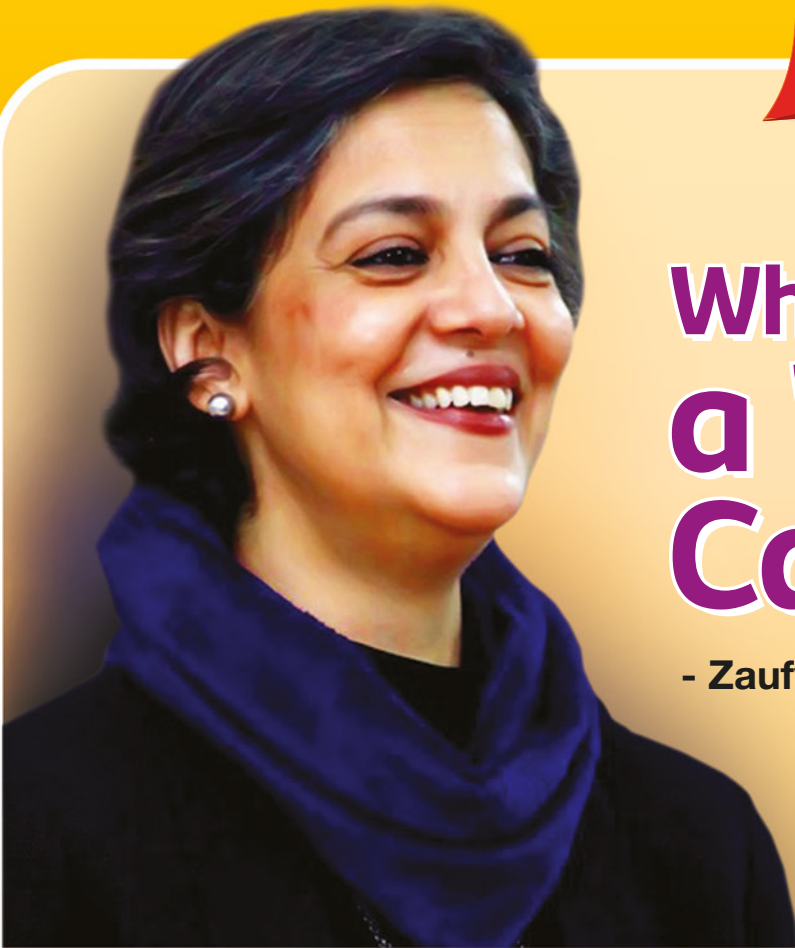
to having people tell us what to do, eat or think at every stage in life.

For some people, the choice is clear at a very young age. They know they want to be a doctor or engineer when they grow up. But what are people like me to do? Besides wanting to be a pilot, policeman and automobile engineer, I also wanted to be an actor and a singer when I grew up. Life meanders strangely when you let it. Incidentally, the profession I'm in didn't even exist when I started so there you have it. What does it say about people like me?

Considering that nothing will be the same in five years time, the lesson that emerges seems to be: know what you want to do and where you want to go but be flexible to the changing world and the wonderful opportunities it continuously offers. Take responsibility for learning to adapt, change and grow. All progress is change, but all change is not progress, so learn the difference.

The CEOs of most companies got to where they are by going beyond their initial learning or discipline and doing a variety of roles. They learned from their mistakes and moved on. They took time to learn the many, many attributes required of a 'leader', and to share those learnings with others. In other words, they took responsibility at every level of the game, and came out on top ■





What is it that a Woman Can't Do?

- Zaufyshan Haseeb

"I don't mind living in a man's world as long as I can be a woman in it" Marilyn Monroe

In nearly all my workshops, the percentage of females is usually low, except for the secretarial workshops where the men are a minority. Why are women stereotyped for certain roles, as secretaries, teachers, and nurses while the male species overshadow the corporate world? In Saudi Arabia, women find it very hard to choose a career or an academic degree as they know they would face a lot of resistance in the pursuit of a reasonable job. The First Lady of Qatar, Sheikha Mouza has emancipated the common woman by promoting her independence in the professional world, despite social pressures from the conservatism of the Arab culture. A few countries like Japan and Korea concede to their culture and have valid excuses for having a low women workforce. If that is not discrimination then what is?

I have often asked some senior managers of diverse personalities, their reasons for not hiring women, and I have received all kinds of strange answers:

"Women do not take criticism well, and I am scared that she might start crying. How will I handle that?"

"Maternity leave can be such a nuisance, especially at the close of the year"

"Family issues are her priority as against the targets given to her"

"Women are not risk takers. I can't have safe players in my team"

"Single women take up a job to pass the time until they can get married";

"I want committed individuals" etc etc

What organizations do not realize is that it is a direct reflection on their image if they have a reasonably high women workforce in their company; Such organizations in today's world are considered progressive, positive, unbiased, creative and flexible. It is a better reflection than all the fancy words in their Vision and Mission statements ■

10 Common Reasons to hire women

1. Women are comparatively more emotionally intelligent
2. Excellent team players, due to their above average interpersonal skills
3. They work for a much lesser salary
4. Ego is not a big issue with them
5. Women solve problems while men just get frustrated and curse when things don't go their way
6. Their workplace is much neater and organized
7. Women are less threatening. Men, who feel threatened, feel the need to be threatening.
8. Women can readily admit that they were wrong
9. Their presence keeps a certain decorum in the office.
10. Excellent at conflict management – peace keepers



Zaufyshan Haseeb has conducted several management trainings over the past years with Octara.

For Inquiries, info@octara.com

Upcoming

OCTARA TRAINING PLANNER

2019 - 2020



PROGRAMS IN DECEMBER 2019

December 5, 2019 - Karachi

Solving Problems with Design Thinking

Mark Stuart

December 6, 2019 - Karachi

Leading & Managing Change

Mark Stuart

December 10-11, 2019 - Karachi

2 Impactful Communication Workshops

Omar & Mehreen Farooq

December 11, 2019 - Karachi

Visually Effective Excel Dashboard

Irfan Bakaly

December 12, 2019 - Karachi

MS Power BI Including DAX & Queries

Irfan Bakaly

DECEMBER 2019

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PROGRAMS IN JANUARY 2020

January 14, 2020 - Karachi

Persuasive Marketing Communications

Catherine Bentley

January 16, 2020 - Karachi

Sales Leadership

Shahzad Akhtar

January 20, 2020 - Karachi

The Art of Getting Things Done

Suhail Farooq

January 23, 2020 - Karachi

Procurement & Supply Chain Management

Yalman Ansari

JANUARY 2020

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PROGRAMS IN FEBRUARY 2020

February 4, 2020 - Karachi

Mastering in Contract Management

Syed Amjad Wahab

February 7, 2020 - Karachi

Building Effective Teams

Haseeb Hasan

February 7, 2020 - Karachi

Effective Business Support Practices

Zaufyshan Haseeb

February 12-13, 2020 - Karachi

★ **Advanced Compensation Design**

Robert Mosley

February 14, 2020 - Karachi

★ **Pay for Performance and Retention**

Robert Mosley

February, 2020 - Karachi

21 Effective Brainstorming Techniques

Dave Nelissen

February 27, 2020 - Karachi

Competency-based Interviewing Skills

Uzma Chishti

February, 2020 - Karachi

Blue Ocean Strategy

Raj Kumar

FEBRUARY 2020

S	M	T	W	T	F	S
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...only from Octara!!!

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Sarim Atique (Assistant Manager Business Development)

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Customize In-House Trainings for your workforce with Octara Global Consultants

Expert in	Consultants	Topic of Expertise
Leadership	 Roger Harrop	<ul style="list-style-type: none"> Managing the Leadership by "Staying in the Helicopter®" Leadership Development Masterclass "CREATIVITY, SPEED & CHANGE"
	 Ranjan De Silva	<ul style="list-style-type: none"> Mastery of Self through Neuro Linguistic Programming Mind Programming for Sales Success A Better Way to Sell – Sales Mastery through Self Mastery
	 Dr. Peter Senge	<ul style="list-style-type: none"> Leadership & Innovation for a Sustainable Future
	 Kate Sweetman	<ul style="list-style-type: none"> Reinvention - Accelerating Results in Age of Disruption
	 Dr. Tommy Weir	<ul style="list-style-type: none"> Leadership Dubai Style Leading for Future
Blue Ocean Strategy (BOS) & Leadership	 Raj Kumar	<ul style="list-style-type: none"> Blue Ocean Strategies for Leaders Creativity & Innovation
Business Communication & Leadership	 Lucy Cornell	<ul style="list-style-type: none"> Women, Power and Voice with Lucy Cornell Connect to Inspire
Digital Transformation	 Dr. Frank Peter	<ul style="list-style-type: none"> Digital Marketing for Masterclass Digital Transformation for HR People Social Media Marketing Tactics Digital Transformation for Finance Professionals
Lego® Serious Play® (LSP)	 Pete Smith	<ul style="list-style-type: none"> Team Building using LEGO SERIOUS PLAY®
	 Per Kristiansen	<ul style="list-style-type: none"> Creativity @ Workplace using LSP Methodology
Creativity & Innovation	 Dave Nelissen	<ul style="list-style-type: none"> 21 Effective Brainstorming Techniques 21 Effective Selling Techniques
Exponential Organisations	 Dr. José Cordeiro	<ul style="list-style-type: none"> Business Transformation Via Exo Models Future of Business Management & the Millennials
Emotional Intelligence	 John Bentley	<ul style="list-style-type: none"> Emotional Intelligence for Success Emotional Intelligence for Leaders Emotional Intelligence for Technical Manager
HR Training, SHRM & CIPD	 Tom Raftery	<ul style="list-style-type: none"> Aligning HR Business Case
HR & Training and General Management	 Soraya Sarif	<ul style="list-style-type: none"> Embracing the Millennial Mindset
Remuneration, Compensation & Benefits and HR	 Robert Mosley	<ul style="list-style-type: none"> Compensation & Reward Management Performance Management Performance Appraisal & Pay-For-Performance Job Descriptions and Job Evaluation Compensation for Sales & Sales Incentive Plans Advanced Pay Benchmarking and Total Pay Design
Information Technology	 Fred Van Leeuwen	<ul style="list-style-type: none"> Certificate in Business-Aligned IT-Strategy
Customer Service	 Ron Kaufman	<ul style="list-style-type: none"> Uplifting Service
Sales & Marketing	 Bob Urchuck	<ul style="list-style-type: none"> Disciplined for Life: You are the Author of Your Future Motivate Your Team in 30 Days
	 Brian Tracy	<ul style="list-style-type: none"> High Performance Selling
Communications	 Jeremy Parsons	<ul style="list-style-type: none"> Crisis in Action Crisis in TALK
	 Catherine Bentley	<ul style="list-style-type: none"> Business Communication Masterclass Win Customers through Effective Communication
Operations & Quality Management	 Alan Power	<ul style="list-style-type: none"> Strategic Quality Management Measuring, Monitoring and Improving Customer Experiences
Maintenance Management	 Ben Stevens	<ul style="list-style-type: none"> Certificate Maintenance Masterclass Certificate in Best Maintenance Practices Project Management Essentials Certificate in Reliability Centered Maintenance
Crisis Management	 Jim Truscott	<ul style="list-style-type: none"> The Art of Crisis Leadership Incident Management in The Digital Age
Supply Chain Management	 Bob Forshay	<ul style="list-style-type: none"> Supply Chain Leadership Development Program

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