



octara.com

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Dear Reader,

Even as the world mystifies over COVID-19, the Corona virus, and succumbs to mass conjecture, even panic, Octara has done the only thing one can, and should do in a time of crisis – redouble one's efforts with a laser beam focus on the things that really matter. With that in view we bring to you a loaded edition of our e-zine featuring our top tier trainers whose job is to help you succeed, possibly beyond your wildest imaginings.

This edition we bid farewell to **Robert Mosley** who is curtailing his international commitments to free up more "Me time" for himself, a priceless decision at the personal level even though his legion of beneficiaries in Pakistan may not be too thrilled about it. We wish him well.

Zaufyshan and **Haseeb T. Hasan** have returned to Pakistan after an extended tour of duty overseas, and Octara is thrilled to engage with them in taking Pakistan's human resource to the next level and beyond.

Nazim Ansari, Octara's secret weapon, steps out from the shadows in this issue and in his interview we see the twists and turns the career of an artistically gifted individual can take.

As in the previous years, Octara's **Career Compass** in partnership with DAWN Education Expo was a great success as Octara's formidable training resource took to mentoring the young adults in our midst in search of a glorious future.

Dr. Tommy Weir is on song as he analyzes the limitations of the word 'best', and **Jack Heimbigner** dwells upon the magic of early mornings.

ENJOY! And let not COVID-19 throw you off your stride.

Octara wishes
International Women's
Day in advance to all
Womenhood
#EqualforEach

INSIDE

"Mr. Compensation"
on his Final Tour of Pakistan
- Robert Mosley



Unsung Heroes in the Crosshairs
- Zaufyshan Haseeb



Fusion Man
- Haseeb Hasan



Down Memory Lane with
- Nazim Ansari



Clearint the Career Confusion
in Young Minds
- Octara & DAWN Education Expo



• Does Tomorrow Exist, Yet?
- Dr. Tommy Weir



The Magic of Early Morning
- Jack Heimbigner

Octara Training Programs
- March & April 2020

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your Workforce

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- Solution for all your Designing and Printing needs

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

Feedback: info@octara.com

Attend any one Octara workshop in year 2020 & avail complimentary TCS Octara Loyalty Card which will entitle you to a flat 15% discount on regular fee to all Octara workshops & 'MORE' during the whole year 2020.



Robert Mosley

Also Known as "Mr. Compensation"

on His Final Tour of Pakistan

In this day and age of shrinking economies and burgeoning populations the compensation and reward management function takes on added importance as organizations get a real time check of the meaning of economics – the optimum allocation of scarce resources amongst competing ends. Not surprisingly, Global Remuneration Expert and Consultant, and Former SVP Human Resources for Emirates Group, Robert Mosley's three-day Octara workshop drew a sizeable audience from the corporate sector, as indeed it has on all of his previous visits to Pakistan as well, as he truly is a global compensation expert.

But Robert Mosley is beginning to feel the strain of this non-stop demand from across the globe for his particular expertise and in 2019 he was travelling for 40 weeks all over the world sharing his knowledge and expertise in training courses, so sadly he has decided to reduce his commitments from 2021 onwards and leave some room in between his travel assignments to catch his breath. Pakistan is one of several destinations that he will probably not be able to cover during next year, much to Octara's regret, and so Octara took opportunity to celebrate his last visit and bid him farewell with a cake cut in his honor.

On 12th-13th February 2020, we ran a 2-day course on **"Intermediate and Advance Level Compensation and Reward Management"**, and participants were asked to bring their laptops along as the course used several powerful and practical spreadsheets. The aim of this 2-day course was to enable participants to get a better understanding of the latest advanced best-practice approaches for remuneration design and benchmarking and give practical guidance to implement





their own plans, and achieve better business results through a more effective approach to pay benchmarking based upon annual total remuneration, looking at all components of the total annual remuneration package. It offered practical guidance to enable participants to implement their own plans, and achieve better business results through a more effective approach to designing compensation plans.

On 14th February 2020, we ran a 1-day course on **“Managing Pay-for-Performance and Merit-Pay”**. This course provided participants with the guidance to manage their annual pay review process and implement merit-pay as part of their overall approach for managing pay-for-performance, which will assist the company to attract and retain employees in an increasingly competitive pay market. It explained how to manage performance ratings and analyze the distribution curve of performance ratings, and, if necessary, how to use the new approach of “snap-ratio” to manage a forced distribution curve of performance ratings. It explained in practical detail how to link pay with performance, especially through the annual pay review process and using merit-pay awards. Most employers want to ensure that they can “attract, retain and motivate” the best employees and teams, and this one-day course covered the key areas in the overall compensation and benefits package that are linked to the performance of the employee, to enable employers to compete more effectively in the war for talent whilst achieving cost-effectiveness for the employer.

Notwithstanding the computational nature of the course contents, Ayesha Sharjeel (Head of HR, HBL Asset Management Ltd) had this to say about Robert Mosley: **“An excellent trainer who has magically managed the course contents with a mix of humour added.”**



COMPENSATION & REWARD MANAGEMENT



MANAGING PAY-FOR-PERFORMANCE AND MERIT-PAY



Humour, it turns out, is what makes the difference in aiding retention. Octara wishes good health and happiness to Robert Mosley in all his future plans, and there is a whisper of a rumour that he might try and return to Pakistan in 2021 if we have strong demand for his knowledge-sharing, so if you do want to see Robert again then let us know ■

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



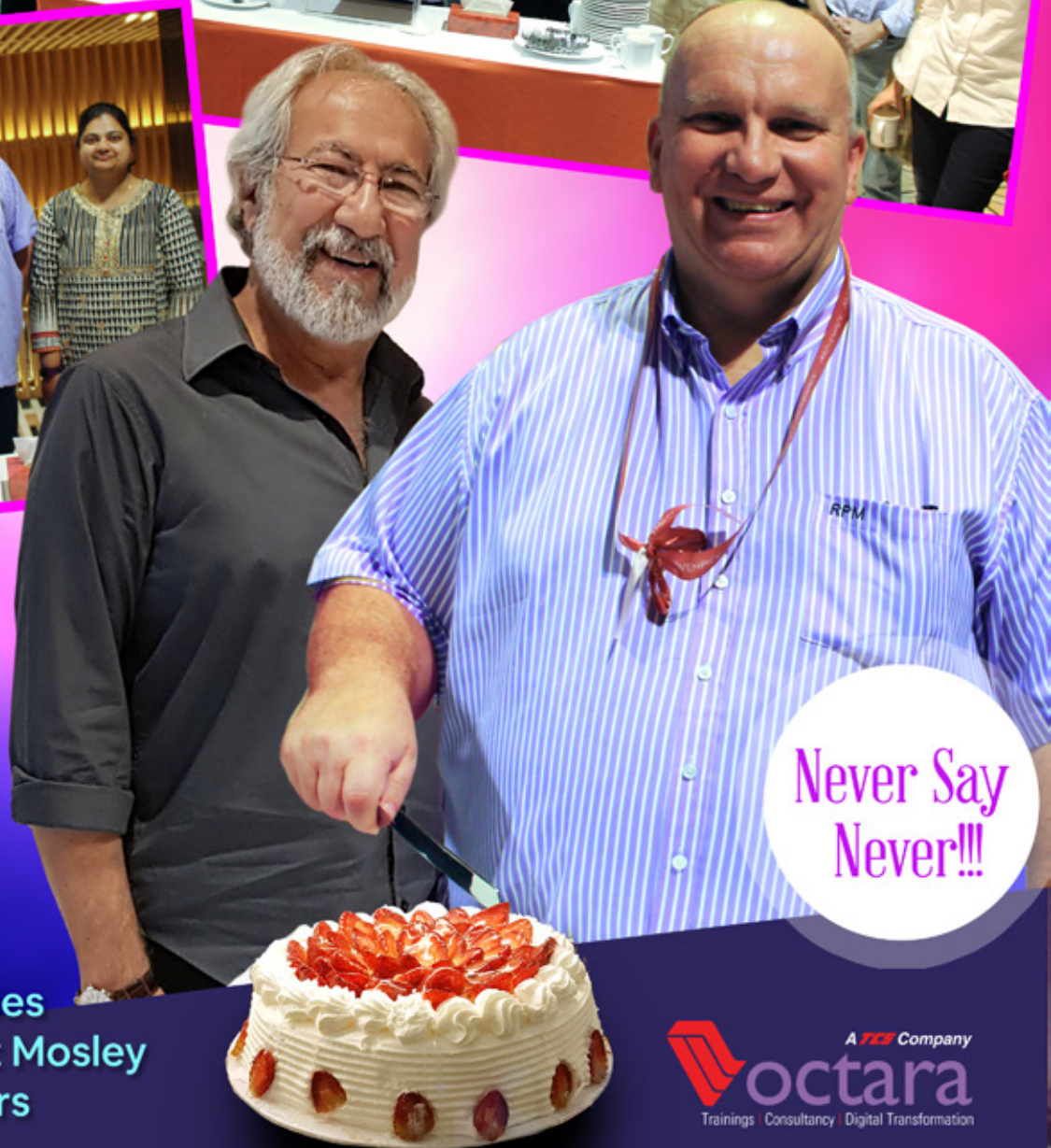
Robert Mosley has exclusively worked with Octara for his workshops in Pakistan. He is the globally recognized Remuneration Expert and HR Consultant. Robert is the recipient of “Global HR Leadership Award” by the World HR Congress in 2017.

For Inquiries, info@octara.com

Farewell by Team Octara &
HR Professionals of Pakistan
to Global C&B Guru,

ROBERT MOSLEY

on his final visit to Pakistan in February 2020



Team Octara wishes
success to Robert Mosley
in future endeavors

UNSUNG HEROES IN THE CROSSHAIRS

Effective Business Support Practices for Gatekeepers

Executive Secretaries, Receptionists & Administrative Professionals REJOICE!

Course Facilitator: **Zaufyshan Haseeb**

The secretarial corps of administrative professionals comprises the unsung heroes of the private, public and government sectors that bear the brunt of the work and get routinely stretched out of their comfort zones, says Zaufyshan Haseeb, the Course Facilitator. "So there's a need to motivate them so they can find new energy and be better than before."

Educated in the area of Human Development & Behavioral Psychology, Zaufyshan achieved her distinction in MSc in 1986. A behavioural psychologist with extensive senior management experience in both the public and private health sectors, helps Zaufyshan to combine her

practical knowledge of psychology and management to develop and present programs which meet the changing needs of business.

Apart from the administrative and project management responsibilities at Intek, Zaufyshan is the Editor of Intek's self-development Ezine with a vast readership. Being an entrepreneur herself, she prepares individuals for risk taking, managing change & entrepreneurship. Zaufyshan is skilled in designing and implementing organizational and employee development programs.

Refresher for organizing skills

This Octara workshop was intended for business support professionals,



Zaufyshan Haseeb with Participants of the workshop

who, apart from taking a refreshing break would acquire time saving techniques and be extremely motivated to return to their work places. It acted as a refresher to all the organizing skills which were left behind during the daily fire-fighting activities. Bosses have regularly witnessed a positive change in the skills, attitude and performance of their nominees upon their return from this highly motivational program, and Zaufyshan is convinced that this time it would be no different.

The Workshop furnished participants with practical tools on handling their administration challenges, making people aware of their own communication styles and how it affects their relationships with colleagues, juniors, and both internal and external customers. Enhancing the time management of the attendees by helping them prioritize better was another key Workshop objective, along with helping the participants learn to cope with the stresses on the job.

Zaufyshan emphasizes that participants establish trust between members to maintain a team spirit and open communication, and motivates participants to become more aware of themselves and to improve for the better, and create a wave of motivation in the attendees on a professional as well as personal level.

The secretarial corps of administrative professionals comprises Executive secretaries, Executive assistants, Personal assistants, Administrative executives, Office manager's assistants, Office professionals/assistants, Receptionists and executive support.

Zaufyshan's style of training is fluid and more informal than formal because that's how people grasp more, she says, and believes in talking about personal life in addition to professional life.

Avoid Office Politics!

On the issue of avoiding office politics Zaufyshan's advice on offer is that what other people are saying about you is none of your business.

"If you fall into that trap then the mind and the ego come into play. So it's better not to get into the politics and be the catalyst that changes it. If people are gossiping or back-biting then try and change the conversation and occupy the high moral ground. Gossip has a negative effect upon the company's morale and culture, so be loyal to the organization and curtail it whenever you can, and refrain from adding your own two cents to it."

Office romances

Develop a trusting relationship and partnership with the boss, gaining his respect and be taken seriously are all high order priorities. But how does one keep the personal separate from the professional because a lot of the time the boss winds up having an affair with his secretary?

"A trusting relationship means where the boss can trust you with the most confidential information and trust you not to divulge it. Office

romances are known to happen that often culminate in matrimony. What's wrong with it if both the parties concerned are willing participants? But if the boss is being a nuisance and the feeling is not mutual then it should be reported to HR immediately, and if HR doesn't respond adequately then it should be taken up even higher."

Self-awareness through feedback

Dealing with difficult people was another topic under fire, and here the advice was to first strike a deal with yourself because you are the most difficult person.

"It calls for self-awareness where you can see what you're projecting and what really is. There was a lot of talk on awareness and I requested all present to get feedback from their families. To break down barriers getting feedback is most important, first from the family, then friends and colleagues, and then from the boss. People are resistant to getting feedback because they're afraid of it. Family is the toughest because it's the most candid."

Education without Stress

Zaufyshan had the opportunity of experiencing education in a diverse culture in Singapore, where she studied innovative method of "Imparting Education without Stress" at all levels of education. She was also involved with psychological counseling for teenagers as well as the faculties of reputable institutions. This has helped her develop her inter-personal skills as well as work on her empathetical abilities. She feels pride in changing perspectives of the new generation.

Zaufyshan's active participation in charity and with humanitarian institutes gives her an edge towards public speaking and communication, and developing portfolio of actions for developing countries, and her training portfolio has reputable NGOs in it.

Footprint in 46 countries

After spending over 2 decades overseas in the UAE with her rock star fellow trainer and husband, and establishing a vibrant worldwide training footprint in 46 countries, Zaufyshan and Haseeb have returned to Pakistan less than a year ago and merrily commute between Karachi, Lahore and Islamabad adding value to Pakistan's cutting edge human resource charged with taking the nation forward. Salute ■

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



Zaufyshan Haseeb is conducting several management trainings with Octara.

For inquiries, info@octara.com



FUSION MAN!

Haseeb T. Hasan

Building Effective Teams

Embrace and Empower Your Team

When I hear the word 'Team' my mind invariably goes back to The A-Team, a 2010 American action thriller film based on the 1980s television series of the same name created by Frank Lupo and Stephen J. Cannell. For those who remember it, The A-Team embodied the critical facets of a high-performance team – mental and physical agility for one; being on the same page with a laser beam focus on the objective for another; most importantly, at least in my view, the ability to go wide and completely off the grid and yet retain that essential coordination bred through an intimate knowledge of what makes your teammates tick.

Educated in U.S.A. and having worked for almost two decades in Pakistan and Singapore, Haseeb is the driving force behind Intek with intense dedication towards improving personal and organizational performances.

Haseeb brings with him extensive experience with organizations such as British American Tobacco, LU Biscuits and the Merrill Lynch, and is now considered amongst the new breed of dynamic "Management Trainers" blending practical concerns. With a nine year track record, Intek, www.intekworld.com is a well-established name in the area of Corporate Management Consultancy and Training with offices in Dubai, Singapore



Haseeb T. Hasan with Participants of the workshop

and U.S.A. Haseeb holds a wide portfolio of clientele with over 500 multinationals, private and government companies. Besides this, Haseeb also works on Life Skills development and has benefited numerous CEOs, politicians, celebrities, actors and singers with this training.

In the Octara Workshop Haseeb fleshed out the Nature and Benefit of a Team, really digging deep into what gets a team together to earn for it the accolade 'High Performance.'

Starting with Tuckman's Stages of Team Development (FSNP), Haseeb dwelt upon the Importance of Participative Management; Dignity & Respect within Teams; Leadership Roles in Team Building, and a host of critical issues like Emotionally Intelligent Teams and Team Behaviors; Groups vs. Teams; EQ competencies that are necessary for effective team players; Boundaries and Expectations within a Team.

Higher objective

Avoiding company politics and focusing on a Higher objective, and discerning the difference between difficult situations and difficult people



was another highlight along with Fail-safe strategy for keeping a disagreement from escalating into an argument and How to say "no" without feeling guilty or causing resentment.

Positive techniques for delivering constructive feedback to co-workers, employees, even the boss, again a vital issue especially when the situation is delicate, was coupled with advice on Assertive communication skills, Building trust and demonstrating understanding. Criticizing Mistakes and not the person would definitely Deflect the hostility of others, especially if one succeeded in Maintaining composure and keeping the language professional in "HOT" situations.

Perception in Communication

Handling Power play within the team and using Mind mapping techniques in the Group Decision Thinking processes was another very useful area that Haseeb addressed, along with the Role of Perception in Communication, the Importance of Upward & Downward Communication, and the Positive & negative connotations of body language came under the microscope, along with Breaking the Communication barriers and Understanding the "Johari Window". Eliminating the de-motivators and Helping Team members retain motivation at work was another crucial cog that came in for analysis.

Avoiding company politics and focusing on a Higher objective, and discerning the difference between difficult situations and difficult people was another highlight along with Fail-safe strategy for keeping a disagreement from escalating into an argument and How to say "no" without feeling guilty or causing resentment.

The A-Team was Co-written by Brian Bloom and Skip Woods, and directed by Joe

Carnahan. The film stars were Liam Neeson, Bradley Cooper, Quinton Jackson, Sharlto Copley, Jessica Biel, Patrick Wilson and Brian Bloom.

The film tells the story of "The A-Team", a Special Forces team imprisoned for a crime they did not commit, who escape and set out to clear their names. The film was produced by Stephen J. Cannell, Ridley Scott and Tony Scott. It was released in theatres on June 11, 2010 by 20th Century Fox, and made \$177 million on a \$110 million budget.

The film didn't quite live up to its name, and was in development since the mid-1990s having gone through a number of writers and story ideas and being put on hold a several of times. Upon its release, the film received mixed reviews from critics and was an average performer at the box office. So much for the 'A' (read B) -Team behind the A-Team ■

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



Haseeb Hasan is conducting several management trainings with Octara.

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Down Memory Lane with Nazim Ansari

(Manager Creative & Design at Octara)

Nazim, as he is popularly known, is the **star behind the scenes at Octara since 2015**, producing an endless array of artistry that turns every day HR practitioners into rock stars. He started his career in 1984 with a small design house, and soon thereafter joined the **Karachi School of Art** after completing his Intermediate with the intention of learning designing and graphics.

"There were just two institutes, the **KSA** and the **Karachi Arts Council**. I chose the KSA run by **Rabia Zuberi**, a renowned artist and maker of exquisite sculptures. She was soft-spoken and an extremely pleasant person, and served the cause of art in unswerving manner. Well known watercolor artist **Athar Jamal** was our class teacher. **Mashkoor Raza** and **Duriya Kazi** also taught us. In 1989 I completed this four-year Diploma which provided me with skill sets in communication design, advertising, print-making, sculpture, fine art, drawing, etc. I topped in Karachi with distinction."

Enlightened parenting

Before turning professional he painted for family and friends. Enlightened parenting on the part of his perceptive father got him the parental boost that he needed in translating his hobby into a career. He has always been fascinated by the story and emotions that go into the making of a painting, and loves to observe people around him. While jobless his friend directed him towards a job which paid him 150 rupees for 15 days work. Subsequently he was hired for 300 rupees per month. People refused to accept that he was a fresh graduate given the quality of his work.

Prestige Communications - Visualizer

Nazim was hard working and focused, and between work and art school he routinely put in 16 hour days. Since his work was also his passion, Nazim was blessed with ideal work-life integration, and soon he was working for Prestige on accounts like Continental Biscuits and Pakistan Glass Industries. "My first Agency was Prestige Communications. **Jamal Mir** was the CEO of Prestige and **Khawar Salim** was my art director and I was a newly graduated designer. **Imran Irshad** was there for client service. They both set up their own design house & Advertising Agency."

The News - Visualizer

In 1991 Nazim joined **The News**, the second English language newspaper from Karachi. "What attracted me was the technological upgrade and the use of computers which yielded a unique sensation of working in a paperless office. **A.G. Khalid** was our head of the creative department, and was a big name in the advertising world, and is presently the head of design at KNN after having headed the animation company Carrot."

Saudi stint

In 1992 Nazim headed off to Riyadh to work in an advertising agency as a Visualizer and Designer, and in 1994 he joined an agency in Jeddah (Saudi Atilier) as Senior Visualizer and Digital Studio Head for 3 years, and returned to Pakistan in 1998 to join the Financial Post and design their magazine, spending 2 years there. He also worked with **Tauqir Muhajir's** Millennium Media composing his magazines Fashion Collection & Diva.



Evernew Concepts - Art Director

Then he joined Evernew Concepts and had the privilege of working with **Khawar Salim** and **Imran Irshad**. Sajjad Gul (G.A.Gul's son) owned Evernew Studios. He also had opportunity of working with **Khursheed Masood**, a big name in photography. Nazim cites Evernew Concepts Senior Art Director Khawar Salim as his mentor and where he learnt to generate creative ideas while working on accounts like Tapal, 3M, Hilal, HBL, Chen One, EBM, TCS and Instaphone.

Lowe & Rauf - Creative Group Head

Lowe & Rauf beckoned in 2004 and Nazim joined them as Senior Art Director and worked there for 9 years, rising to creative group head, working on the Dalda account amongst others. His English language skills have been cited as inadequate when it comes to making presentations, but that doesn't bother him since he feels that in the field of advertising what one needs are deep insights into the consumer. One of his clients has opined that Nazim's major strength is his patience and superlative impactful work borne of an awesome artistic mind which is possibly the best in the industry when it comes to creativity.

Flirtation with entrepreneurship

The entrepreneur in Nazim came to the fore, and he resigned with the intention of becoming self-employed as a photographer, and set up a studio. But it didn't work out. He spent some time freelancing with professional friends before joining a former colleague Akbar Ali in his venture Pirana in a loose arrangement. After that he joined the event management company Ishteyhari for a few months, before joining Octara in 2015. "TCS was and is a big name and Octara being a TCS company was a big draw for me. I've been here ever since and very comfortable in my interactions."

Family life

Upon his return to Pakistan in 1998 Nazim got married in the same year. "In 1999 my son was born. Then had twin daughters followed by another two daughters. My son Hakim Ansari is studying in Arena Multimedia along with attending college, while my daughters are in college as well with the youngest in school."

Nazim's father, Mohammad Qasim Ansari, was a poet, and wrote under the name and style of Raqim Jonpuri (takhallus). He belonged to Jonpur in India, and had carpet weaving factory as the family business. He wrote poetry at night and belonged to a group that included some big names of the time like Raees Amrohvi. "After retirement from business he focused on his poetry and participated in mushairas where usually I would take him."

From Jonpur his father migrated to Karachi and this is where the next generation was born. Nazim says he has been drawing since a young age and was considered quite gifted, but never had the time to focus on painting as a serious pursuit. **"I have bought the materials and hope to put a collection together for a solo exhibition."**

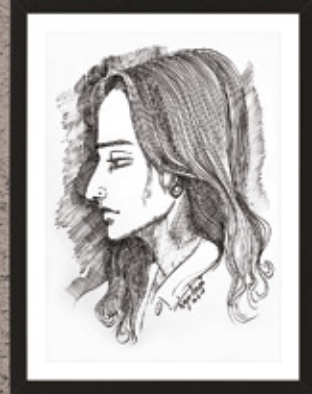
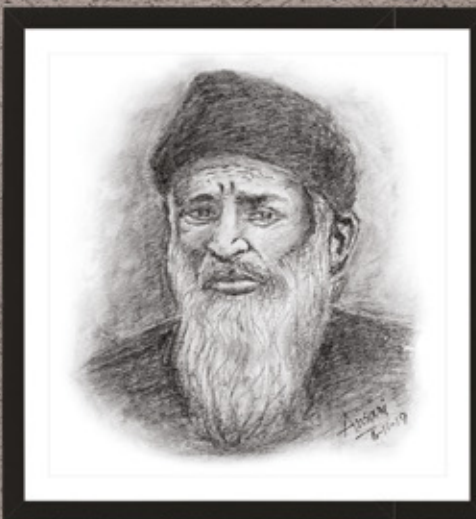
Nazim's advice to the newer generations of artists is to read up on the history of art and learn about the different cultures of the world. Along with senior artists, he lays a lot of emphasis on the taking of inspiration from Nature that offers a multitude of designs and colors ranging from the desert, to the ocean, to the jungle.

Nazim played cricket, hockey and football in school, and now enjoys reading books on Islamic history and Sufism, in particular Maulana Rumi's Masnavi, Imam Ghazali's Kemiya-e-Saadat, Sheikh Saadi Shirazi. On the food front Nazim is extremely partial to a good Pulao, that exotic blend of rice and meat, or peas, and loves fried fish and barbecued meats. Nasiruddin Shah and Amitabh Bachan are his favorite movie stars.

On the issue of handling stress, Nazim takes refuge in his faith and having given it his best shot, leaves success and failure in the hands of Allah.

Ladies & Gentlemen, Muhammad Nazim Ansari at your service! ■

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



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A TCS Company
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Helping You Succeed!

Clearing the Career Confusion in Young Minds




Career Compass

BIG HIT!

Octara and the DAWN Education Expo have partnered for many years in addressing the mentorship gap for young adults conflicted by the VUCA environment they increasingly find themselves in. The 2020 edition of the DAWN Education Expo was no exception and Octara deployed the formidable resource of its trainers, four of them no less, to carry out one-hour each fully loaded sessions on issues considered top-of-mind in a diverse range of students and young executives, and their parents in quite a few cases, that crowded the spacious Zaver Hall at the Pearl Continental Hotel in Karachi.

Dr. S. A. Rab, motivational Speaker and transformational catalyst, flagged **“Getting Ahead in Your Career”** as his preferred topic; Athar Sajid Khan, life coach, mentor, and consultant – **“Capture Moments & Create Wonders”**; Faiza Yousuf, founder WomenInTechPK – **“Career Action Plan – Navigate a Clear Career Path!”** and Tajdar Hashmi, sales manager, soft skills trainer, and coach – **“Challenges of Life and Studying Abroad”**.

Dr. S. A. Rab is a seasoned business executive with over 20 years of multi-industry experience in public, private & social enterprise sectors. He is currently the Chief Executive Officer of Greenstar Social Marketing (GSM), an independent network member of the Population Services International (PSI) Washington D.C.

 Prior to joining GSM, Dr. S.A. Rab has been associated with some of the fastest growing premier local & multinationals from the likes of Knoll, Dupont, Novartis, Cipla (AJM) , AGP, Ferozsons, College of Physicians & Surgeons-Pakistan etc. at senior levels, i.e., Directors Marketing & Sales, Head of Commercials etc. He has also served the Aga Khan University as the Head of Corporate Resource Development.

Dr. Rab has been on the consultants` panel of reputed consultancy & capacity building firms like Sidat Hyder, and has been a Lead Consultant with Octara Private Limited. He is also an internationally recognized motivational speaker, transformational catalyst. Through his extremely popular workshops and large public programs, he has educated & inspired over 30,000 participants in Pakistan & abroad. Dr. S.A. Rab`s academic affiliations and credentials feature St. Jude`s High School,

Adamjee Science College, Dow University of Health Sciences, INSEAD
& Ashridge Business School (UK).

Athar Sajid Khan is a Graduate of NED University's College of Aeronautical Engineering. Training Philosophy patented around ABCD (Attitude, Behavior, Competence, Discipline). Positive Attitude being the Core of performance enhancement. Experience in Administration, Management, Engineering, Safety, Banking, Motivation, Change Management, Performance Improvement, blended with extensive training experience, create impact result in change.

35,000 people undergoing change sessions; 3500 claiming change in work and home lives. He believes; insignificant gestures as small as a pleasantly profiled face configured with a politely worn smile can accomplish wonders in professional and domestic life.

An uproarious experience to be with him; expanding from Pedagogy to Andragogy to formative attitude limiting individuals delivering their best and bringing meaningful change with "Positive Psychology" for faking attitude and synthetic smile techniques.

With client size of 40 organizations, he's been a visiting faculty PGME (Post Graduate Medical Education) programs at The Aga Khan University Hospital, National Institute of Management (NIM), NIPA, National Bank of Pakistan and the State Bank of Pakistan. He is also an active trainer mentor for Youth Development on forums like, "Young Social Reformers" Sindh.

Faiza Yousuf styles herself as Product Management Consultant and Community Leader. She is a technologist and a serial entrepreneur with a decade long experience in building products and teams. Faiza is the founder of #WomenInTechPK (a women-only community) and runs a consulting company with a focus on helping small businesses to embrace technology.

These days, she is busy in co-running a free coding boot camp called CodeGirls, a Blockchain training program for women programmers and analysts and consulting for a couple of local and international clients on





Ashraf Jaliawala presents memento to Dr. S.A. Rab



Khurram Bhatti of DAWN presents mementos to Athar Sajid Khan and Faiza Yousuf



Athar Sajid Khan presents memento to Tajdar Hashmi

Dedicated Volunteers of the event



Students in queues for workshop registration



Students collecting certificates of the workshop

Requirement Engineering, Team Management, and Agile Transformation. Faiza is a well-known speaker and regularly speaks at both national and internal conferences. She loves to read and enjoys writing about tools and practices.

Tajdar Hashmi is Sales Manager Corporate (B2B) & Commercial (B2C). With a MBA Degree in Marketing obtained in 2012, Tajdar works in the Sales and Marketing Industry as a dedicated professional with exposure in Shipping, Textiles, Packaging and Manufacturing Industries in Pakistan since 2011.



He sees himself as an agile and keen learner, capable of making his own working space in a competitive working environment. Multitasking, Time management and customer oriented thinking make him stand out in the highly intriguing working dynamics of the Pakistani corporate arena.

The mantra for success in any industry, in the modern age of consumerism and globalization, is "Know Thy Customer", he says, and lists amongst his specialties Industrial Sales, Integrated Marketing Communications, Social Media, Strategic Planning, Communication, International Correspondence, Team Work, Leadership, Project Management, Consultancy, and Negotiation.

Smart & Savvy Audience

All the four trainers were unanimous in their view that the young adults in attendance at the Octara Career Compass rated above average in their intelligence and raised the bar with the caliber of their questions. Given the current global obsession with the Corona virus, code named Covid19, Tajdar Hashmi's subject matter "Challenges of Life and Studying Abroad", proved the most topical ■

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



Does tomorrow Exist, Yet?

Blog by Dr. Tommy Weir

Published on February 11, 2020

In the world of technology, to say that a lot has changed in the last ten years would be the understatement of, well... the decade. But even in the tech space, sometimes, just sometimes, a few things stay the same. Take the top tech companies for instance. Five things have not changed in the United States since 2010: Facebook remains the number one social network, YouTube is still the top video site, Google remains the leading search engine, Windows continues its run as the number one operating system and Apple's iPhone is still the best-selling smartphone around.

No surprises there, you might be thinking to yourself, and in some ways you would be right. But here's the thing: so accustomed have we become to the 'big five' dominating the tech space – and indeed many aspects of our everyday lives – we rarely stop and remember that not too long ago, some of the world's most valuable companies and indispensable services didn't even exist. Come to think of it, neither did some of their founders. I mean, apart from Google which arrived on the scene in 1998, only Microsoft Windows was around in the '90s, a decade when Mark Zuckerberg was still a kid.

The ten-year reign of America's tech giants is impressive given their comparative youth next to other heavyweights of the corporate world, but to an extent, there is an explanation for their continued supremacy. Of course, the likes of Facebook, Google and Apple have all benefited from exceptional talent and leadership over time, and that counts for a lot, but there's something else. So rapid and fundamental were the changes instigated by their arrival, a phase of adaptation has since followed, which has allowed them to stay firmly at the top of the global technology tree.

Simply put, the focus has been on “better”, not “new”.

Each in their own way, Microsoft, Google, Apple, Facebook and YouTube have opened the doors to a new world of possibility, equipping people with hugely valuable tools and paving the way for a new wave of companies, ideas and innovation. But, as with all seismic shifts, it takes time to adapt to the new lay of the land, and in many cases, companies have focused on making existing products better, rather than developing new ones and taking them to market. That's partly why the iPhone is still number one, and why Facebook is still on top in the social networking stakes.

The same goes for other industries too. Take transportation: while there will always be exceptions, human and financial resources are largely

being invested in making cars faster and more environmentally friendly, not in developing entirely new modes of transport.

However, the focus on better over new does not mean that innovation is drying up – far from it. Yes, the same search engines, social media sites and smartphones continue to dominate the landscape, but technology is moving fast. In the United States, it took 123 years to reach one million patents. Today, the country issues 1.15 million patents every single year.

In my case, my priorities were and remain clear. What's changed is that I am now prioritizing importance over urgency. We all have a limited number of hours per week and, while we can't create more, we can control how they are used by aligning our time expenditure with our priorities.

And who knows? One of those could be the next Google, the new Microsoft or a twenty-first century Wright Brothers.

One patent is all it takes to trigger a whole new decade of innovation, and in a world where technological advancement is as fast as it is sophisticated, the possibilities are mind blowing. Just like Facebook shaped the social media landscape that now includes Instagram, Snapchat, Twitter and LinkedIn, today's technological breakthrough will be transformed by tomorrow's inventor into something we never thought possible.

The best part? What the world will look like in a decade from now is anybody's guess. Maybe Google will still be America's top search engine and iPhones will still be a best-seller, but there is another possibility that is infinitely more exciting. While we debate the trends, products and technologies that will shape tomorrow, there is a very real chance that they don't yet exist ■

Source:

<https://www.linkedin.com/pulse/does-tomorrow-exist-yet-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 Magic of the Early Morning

The benefits of getting up early

Article by Jack Heimbigner



I wake up around 5 AM every morning. Mostly this is my nature. I don't sleep later very often. And I don't always need an alarm. I love getting up early in the quiet of our house. There is nothing more comforting to me than a cup of coffee, our dog beside me as I write.

However, I know 5 AM is unreasonable for many people. My wife, for example, would not get up at 5 AM, she would feel sick getting up this early. And while I wish it was simple for everyone to get up early, I understand that not everyone should get up early.

And yet, I have found there are some really great benefits to getting up in the morning. These benefits can help play into the rest of your day. And they might just start opening doors at work and at home.

The Quiet Early Morning

When I get up early in the morning no one else is awake. It is me, my cup of coffee, our faithful dog, and silence. It is one of the best parts of my morning. This is the time I can hear my thoughts and let them flow into my journal or onto the screen.

The quiet morning helps to soothe my soul and prepare me for the day ahead. Because of the moment, my children wake up. It does not stop until I got to sleep the next night.

Benefit #1: Quiet time for yourself.

A Spiritual Awakening

The early morning hours are a great time to step into the spiritual world. If you are a person of faith, this is a great time to read your Bible, pray, and meditate on the truth of your beliefs.

This is one of the first things I do after getting my coffee. It is when I sit down, read my Bible, and seek revelation about how God wants me to live. When I start my day like this in the early hours, it sets me up to live life differently.

Benefit #2: Align your spirit with the spirit of God.

Chase Your Dreams

Another part of my early mornings is writing. I spend the remainder of my early mornings writing away. Most of the time, I can work on a book or knock out a few blog posts. And this fuels my dreams of being an author and writer.

It also is a great time to set goals, create a life plan, or set up a system for chasing your dreams. And it helps that no one else is around to keep you from doing it. And sometimes, the most creative, exciting ideas come to me in the morning about my dreams.

Benefit #3: Take time to chase your dreams, start a side hustle, or do something you have always wanted to do.

Get Your Exercise

Now, this isn't one of the things I do in the morning. But I know plenty of people who get up early to workout. I used to do it before kids and a nine to five job. But it is a great time to get your exercise and apparently, it's really good for you too!

When we workout in the morning we know it's done. And when we do it, there is a tremendous amount of energy we have to use throughout the day. While I am more of a night workout person, mornings are a great time to get it done.

Benefit #4: Complete a workout that helps your energy all day.

Learn Something New

Another one of the things I like to do in the morning is to learn something new. I will read a book, take an online course, or meet up with a mentor. There are a lot of ways to learn. And this is a good time to do it when our brains are fresh and ready for new information.

When we can learn something new after a good night's rest, we can put it into action at the beginning of our day. And we will likely retain what we learn to be able to apply to live throughout our day.

Benefit #5: Learn something new by reading, taking a course, and meeting with a mentor.

The Magic is Up to You

No matter what you do with your morning, aside from sitting in your living room staring at walls, you can experience the magic of the early morning. This is a time of spiritual awakening, soulful renewing, or straight-up time to get things done you want to do.

It is the time of day when you can achieve what you want to achieve. Or simply take in the rest you need when you are awake. This is the power of the early morning.

And for you night-owls, just start your day whenever it starts with these benefits and you will get to enjoy the magic too.

What are some things you do to start your day? What are the benefits of these things? Share in the responses below! ■

Source:

<https://medium.com/mind-cafe/the-magic-of-the-early-morning-5a7ad5b16512>



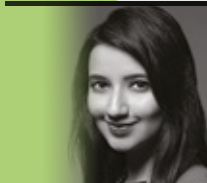
Jack Heimbigner is an author, creator, and coach. He lives in the country in Eastern Washington State with his wife, two daughters, and a fierce farm dog. And don't forget, he is a champion woodchopper and amateur beer brewer.

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