

THE LEADERSHIP GRID[®] SEMINAR



ORGANIZATION
Culture

SOCIETY
The way we do things

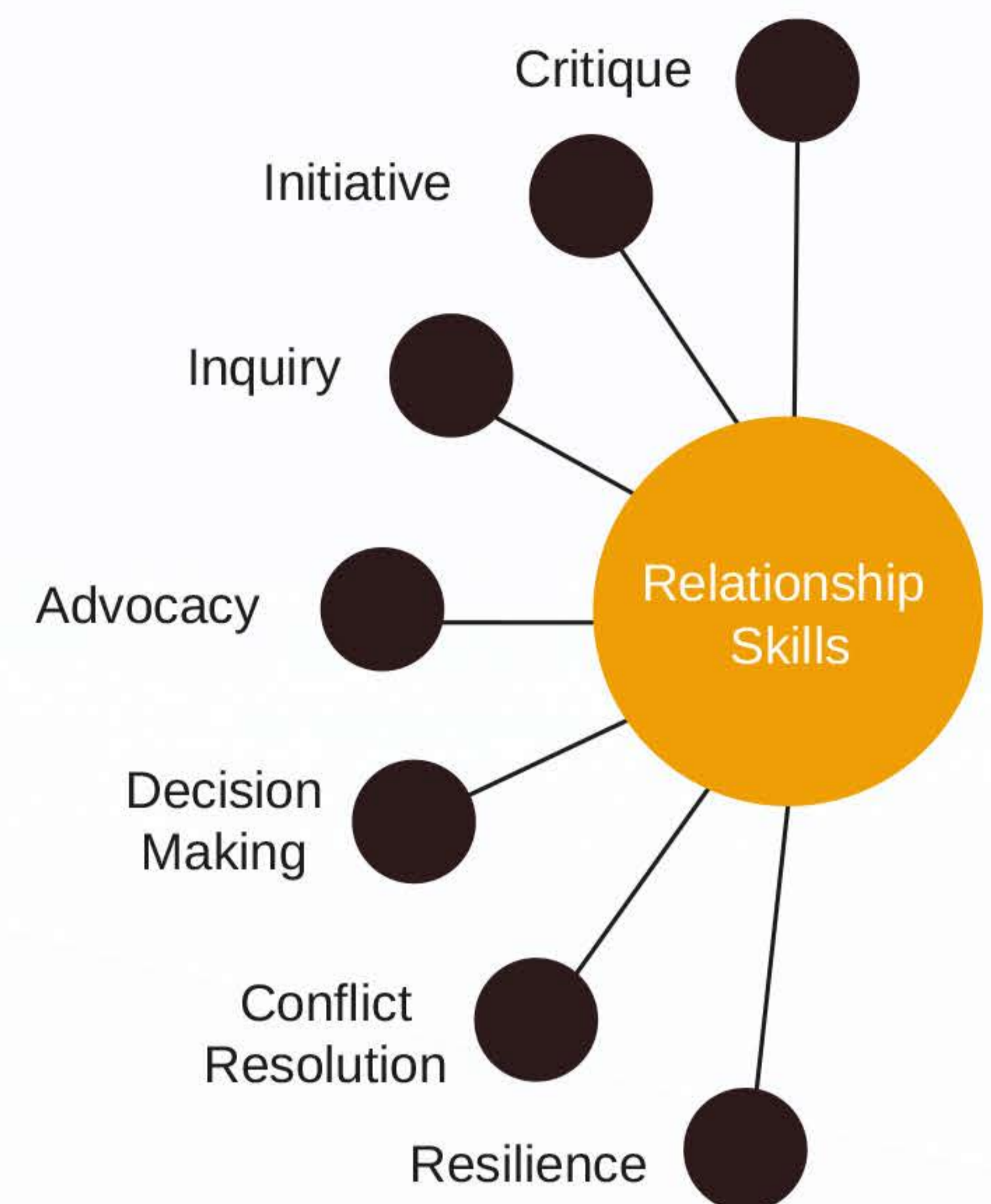
TEAM
Norms & Standards

SELF
VALUES & BELIEFS

GRID PRINCIPLES

The Leadership Grid® is an intense, powerful seminar designed to develop leadership skills and manage change effectively. It teaches how to create more effective teams and improve communication. This multifaceted approach is why the Leadership Grid® has been popular for over 40 years, assisting organizations in over 40 countries and 17 languages to build outstanding relationships and a robust organizational culture.

Founded by renowned organization development pioneers Drs. Robert R. Blake and Jane S. Mouton, the Grid Seminar is based on the “Three Rs of Teamwork” model:



RESOURCES R1 --- RELATIONSHIPS R2 --- RESULTS R3

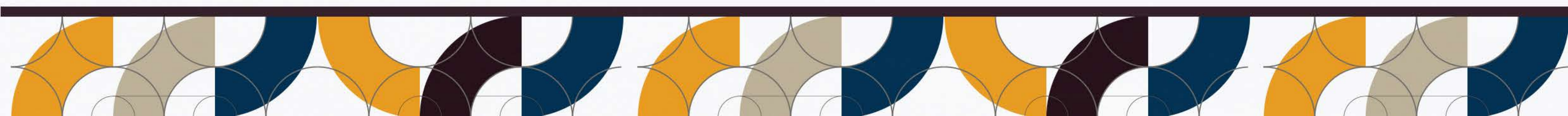
The core assumption is that converting available team resources into maximum results relies entirely on the quality of relationships. Supported by over 50 years of research and experience in human behavior, the Leadership Grid® continues to be a vital tool for organizations worldwide.

PASSION FOR BOTH PEOPLE AND RESULTS

Grid ® leadership styles are determined by the degree of concern for both people and results. The 9,9 style, represents the highest concern for results as well as the highest concern for people. The values of a 9,9 leader are rooted in respect for the individual, a passion for maximizing results, and the knowledge that these concerns are complementary, not contradictory.

As the co-founder Dr. Robert R. Blake puts it, “9,9 grabs people by the heart because it feels right.”

Embracing this ideal is the beginning of The Power to Change.



The seminar approach is interactive and synergy based. More than 80% of the learning takes place during the team activities.

You will be encouraged to conduct an in-depth personal styles assessment, as pre-work that acts as a springboard to truly uncovering your leadership strengths. Highly interactive lectures, discussions and activities will combine to build a comprehensive picture of your individual potential as a leader. In addition, the seminar leaders will use their extensive experience to help you in exploring answers to your questions, facilitating your growth as you lead and build your skills.

PROGRAM SCHEDULE:

Day One:

Activity 1: Clarifying Grid Concepts
Activity 2: Critique of Team Work during Activity 1
Activity 3: Identifying Grid Styles

Day Two:

Activity 4: Critique of Team Work during Activity 3
Activity 5: Review and Discussions of Personal Vision and Goals
Activity 6: Developing a Change Strategy Report

Day Three:

Activity 7: Critique of Team Work during Activity 6
Activity 8: Intergroup Relationships
Activity 9: Evaluating Team Culture
Activity 10: Defining Soundest Culture

Day Four:

Activity 11: Personal Critique and Feedback
Activity 12: Reassessing Personal Values
Activity 13: Personal Improvement Goals

INDUSTRIES:

Grid Culture Transformation has proven equally effective regardless of the industry, language, religion, or culture. Grid continues to have a strong presence in the engineering, energy, health care, pharma, banking, FMCG, automobile, manufacturing and aviation industries.

WHO SHOULD ATTEND?

Leadership Grid® provides a universal methodology based on Human Behaviour. The seminar has been selected by a diverse range of industries, roles and backgrounds. The seminar is designed for those who:

- Hold a C-suite, vice president, partner or other key organizational role
- Head the organization's functional effort or business division
- Perform in senior partner, managing director or general manager positions
- Plan to one day run a family business or already running a family business
- Lead a professional services firm, nonprofit organization, government agency or educational institution
- Are preparing for an executive leadership position as part of their organization's succession planning

OUR TEAM

Grid® applies Synergogy as the learning methodology facilitated by the experts in organizational behavior and change management.

Mian Asim Aziz

Country Partner Pakistan, Grid International Inc., Managing Partner GIIPak

Mian Asim Aziz is an accomplished engineer with over 45 years of technical and management experience in the petrochemical, chemical and power industry. He serves on the boards of several training institutes and has created training programs for various entities and levels. He is certified in a variety of HR methods and tools, and has been deeply involved with Grid® activities in Pakistan since 2007. He has worked as Consultant and Head of Descon's Management Development Center, with responsibility for advancing technical, management, and leadership skills of the organization's resources in Pakistan and abroad. He also is a member of the august G-Cubed forum in Pakistan. Asim has studied at the University of Engineering & Technology, Lahore, and at the Philips International Institute, Eindhoven, The Netherlands.



Farnaz Ayaz

Grid Consultant, Partner GIIPak

Farnaz Ayaz is an experienced Human Resources Management and Organization Development professional with over 20 years of experience. She specializes in HR and OD and has served at multinational organizations. Her portfolio includes, among others, Tec, New Horizons, SAMBA Bank and DeNA Japan. She is a certified Grid® OD Consultant and has been facilitating Grid seminars since 2009. She has worked with various prestigious clients in Pakistan including Descon Engineering, State Bank of Pakistan, Siemens and Samba Bank. Farnaz has helped teams in implementing the Grid® methodology and is keen to take Grid® knowledge to a larger group of organizations in Pakistan, enabling them in developing a strong foundation for future growth and sustainability.



Khalid Javaid Iqbal

Grid Consultant, Partner GIIPak

Khalid Javaid Iqbal started his career with NESPAK, a highly renowned Consultancy, where he worked on national and international engineering projects for 20 years. For the next 15 years he worked with Descon Engineering, where he held different responsible positions like Department Head, Project Manager and Head Continuous Development Program. Currently, he is working as an independent consultant. He is certified as a Leadership Grid® Seminar trainer and has been facilitating and co-facilitating in-house and public Grid® Programs since 2009. He has successfully applied Grid® Techniques to resolve organizational issues, and is keen to facilitate others in cultivating Grid Methodologies for developing a sound culture for their respective organizations. Khalid graduated in Civil Engineering from UET, Lahore, and later earned a Master's degree in Engineering from the Colorado State University, USA.

