Management Association of Pakistan

PEOPLE POWER - UNLOCKING HUMAN POTENTIAL AT WORK

Tuesday,
November 17, 2026

TIME 10:00 a.m.
05:30 p.m.

Movenpick
Hotel, Karachi

Naushad Javaid

Program Overview:

People Managers drive their team's performance by the way they manage and lead. This program focuses on enabling line managers to empower, inspire, and elevate their teams to consistently exceed their goals - transitioning from doing to leading others.

Learning Outcomes:

The program will help participants move from "Managing Self to Managing Others". Participants will be introduced to key People Management concepts based on established theory, research and practice which they will be able to experiment with during the workshop. The concept of Theory X and Theory Y will underpin the program objective of what makes us an effective people manager. The participants will learn how to create performance conducive conditions, understand how to delegate, and use coaching and feedback skills to sustain and enhance their team's performance. The concept of coaching based performance management will be introduced.

1. **People Management Orientation:** Theory X & Y and how it impacts one's approach to people management.

2. **Delegation:** Understanding delegation as a learned leadership skill and how and when to use it.

3. **Psychological Safety:** Understand how to create conditions for higher levels of performance in a team environment.

4. **Feedback & Coaching:** Learning the essential managerial skills for developing others and enhancing performance.

5. **Coaching based Performance Management:** Understanding and practicing the essential steps of Goal Setting, Progress Review Dialogues, and Performance Evaluation.

Delivery Methodology:

Interactive Lectures, Group Activities, Role Plays, Industry Examples, Assessments.

Target Audience:

Entry Level, Emerging Leaders, Mid-Level Managers

Facilitator's Profile: Naushad Javaid



Naushad Javaid is an organization development consultant, leadership coach and talent architect with 25+ years' experience across retail, FMCG, telecommunications, banking, manufacturing, oil & gas, and power sectors. He works with CEOs, CHROs and senior leadership teams to strengthen leadership capability, build high-performing teams and align people systems to strategy. His work spans leadership development and coaching, team effectiveness and team coaching, assessment and development centers, competency frameworks, and psychometric-based talent profiling — always focusing on practical application and measurable impact. With thousands of hours of training delivered, Naushad specializes in leadership and management development with a strong focus on improving workplace behaviors/ competencies and practices. He has pioneered the Development Center approach to training in the country. He also develops bespoke programs that have led to visible behavioral improvement at work.

ADMINISTRATIVE INFORMATION

Category	Regular Fee (Rs.)
MAP Institutional Member	35,000
Two or more Institutional Member nominations	31,500
MAP Individual Member	30,000
Non-Member	38,000

*Includes: MAP Certificate, Soft Version of Course Material, Hi-Tea.

** Note: 20% Discount is available on nominations for 5 or more participants

Sindh Sales Tax (SST) Applies

Outreach Partner

IBA CEE
Center for Executive Education

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