

**OCTOBER 29, 2019
9 AM TO 5 PM
@IBA CITY CAMPUS**

**Investment:
PKR 15,000/-
(exclusive of 5% SST)**
(Fee includes certificate,
lunch/refreshments & business
networking)

**FOR REGISTRATIONS &
QUERIES:**

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Website: <http://sdp.iba.edu.pk/>

**Sense of
Ownership
for
Employee
Engagement**

OBJECTIVES

By the end of the program, participants will be able to:

- Understand the philosophy of ‘taking charge’
- Create a sense of purpose through goal setting and reaching targets
- Empower their people and understand the adverse effects of a micro-management approach
- Understand that their behavior is their personal ‘Brand’ image
- Identify and change the patterns that lead to “Entitlement thinking”, ”Why Me?”, complaining, “Victim Thinking” & procrastination when results are not produced
- Develop a higher level of empowered thinking that leads to the job engagement and accountability required to achieve team goals and objectives



CONTENTS

Understanding Accountability

- What is accountability?
- Accountability and responsibility skills assessment
- What areas do I need to work on to become more accountable as an individual?
- Accountability trios
- The Value of Change

Attitude Matters

- Developing a results-driven attitude that encourages discipline and determination to become accountable and succeed
- Understanding where I am on the results-driven resilience scale
- Self-assessment questionnaire
- Moving up the scale and developing a more resilient attitude
- Techniques for developing accountability that never fails

Team Responsibility

- Group accountability & Problem-solving
- Myths of Accountability, Engagement, and Management
- Case study
- Bringing my colleagues onside and starting to develop an accountable team

Eradicate Issues

- Eliminate Complaining
- Exercise and Group discussion
- Stop the Blame Game

Skills & Measurement

- Measuring success, when do I know that I am accountable all of the time?
- DASH meetings
- Accountability development skills: Delegating, Coaching, Dealing with poor performance & Motivating and empowering

TRAINER'S PROFILE

Aisha Bela Malik is an Organizational Developer, Management Consultant, Public Speech Counsellor, Motivational Speaker and Soft Skills Trainer. She is founder and CEO of ABM Training and Chairperson FPCCI National Standing Committee on Women Education & Training.

She has delivered corporate workshops nationally and internationally and some of her prestigious clients include: U.S. Embassy Justice Department, IBP, SDPI, Octara, IBC, NIM (NIPA). MCMC/SMC, HBFCL, Bank Al-Habib, National Police Academy NPA, FIA Headquarters, NAB, APAG, Ismail Industries, AKU Labs, and Essa Labs.

Moreover, she has also participated in Human Resource Development Assignments in Malaysia, Thailand and Sri Lanka. She has been regular speaker in leading universities of Pakistan. She is also associated with various national and International organizations i.e. Rotary, Inner Wheel, Hunar Foundation, TCF, Women Action Forum etc.

Aisha's field of interest includes: Personal Development, Leadership Skills, Communication Skills, Soft Skills, Business Strategy, E-business, Financial and Management Controls, HR, IT, Marketing, & Supply-chain Management.

With Center for Executive Education, she is conducting open programs on Management Skills, Business Communication, Corporate Speaking Skills, Emotional Balancing, etc.