

TerraBiz

Training | Conferences | Exhibitions



**CREATING & LEADING**

# **HIGH PERFORMANCE**

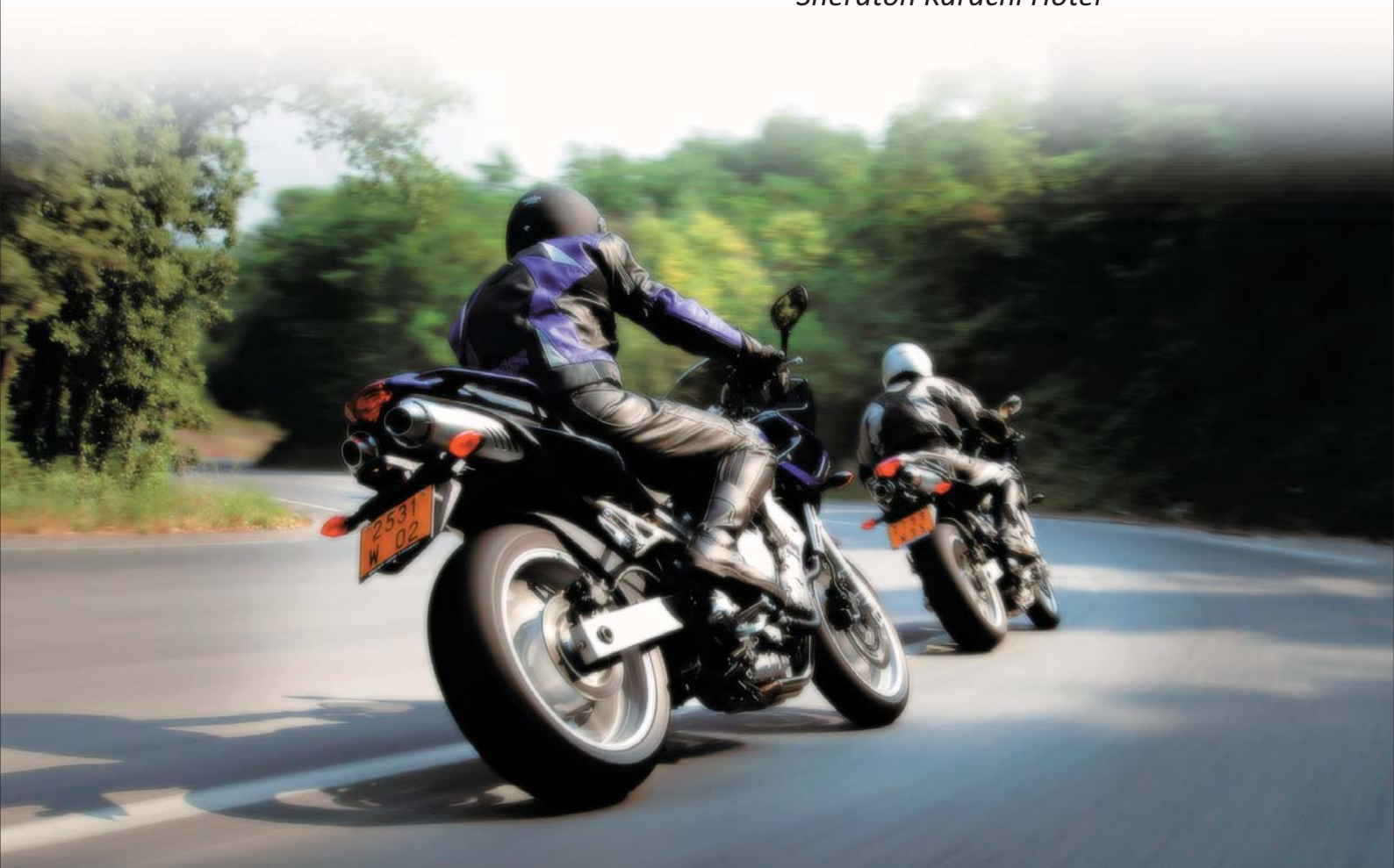
***Teams & Organisations***

**25 January 2011**

*Pearl Continental Hotel, Lahore*

**28 January 2011**

*Sheraton Karachi Hotel*



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## Course Overview

Within any profitable or non-profitable organizations the demand of high proficiency and sustainable top performances across the board in all functional sections is significant to compete in the fast evolving world. This January 2011 in partnership with the multi-award winning STG Group's Lead Consultant Mr. Nigel Cumberland we are proud to bring you a public training event to explore the most inner potential in your management system and each individual co-workers' performance improvement capacity.

### Attend this best practice one day workshop to

- Better understand your own leadership strengths and weaknesses
- Understand the importance of organizational and individual alignment of direction and performance
- Learn how to integrate situational, transformational and tipping point leaderships styles into your everyday management of your teams
- Cascade down strategic and budget goals to your teams' and individual performers' goals and KPIs
- Explore best practice measurement, monitoring and rewarding of the performance goals including stretch goals
- Segment and rank your teams to identify your top talent
- Motivate and retain your top talent through optimal engagement strategies and best practice succession planning
- Creating leadership development and team-building plans to optimize current and future performance, including through coaching and on-the job training

### Nigel in this training event will share with you his success stories and practices in:

1. Self-leadership optimization
2. Integration of multi-level corporate alignments
3. Corporate strategic goals translated in to realistic performance requirements
4. Appropriate performance monitoring and measuring
5. Identifying and motivating top performers

Incorporated within the coaching materials Nigel will present real cases and simulations that will show you exactly how managing human resources can be done to achieve the fullest potential in the most understandable and practical way.

### Who should attend

This workshop is for all senior level managers and executives who work in team based environments with pressurized performance target goals.

Also for managers and executives seeking to explore and develop the potentials of your team members in alignment with your strategic vision and goals.

## Testimonials

*"Nigel is a truly innovative leader who focuses on responding to what the customer needs, not merely following what others in the business sector are doing.."*

**Concord Camera HK Ltd**

*"Nigel has a strong ability to strategically manage a search business by incorporating team development at the same time as growing the business and opening new offices regionally as well as by actively marketing and being client focused."*

**Asia, Hays Plc**

## Course Outline

### Self-Introductions

- What do you need to improve and do better?

### Optimal Self-leadership

- What are your DISC Leadership Styles?
- How strong is your Emotional Intelligence (EQ)?
- How does your leadership style fit with those around you?

### MORNING COFFEE BREAK

#### Key Team Leadership Style #1 - Situational Leadership

- What is this style and why is it key?

#### Measuring, Monitoring and Rewarding your teams and performers appropriately

- Setting SMART goals and metrics
- Intangible goals
- Evaluation and Feedback methods
- Ranking your staff & Creating Talent Pools

#### Key Team Leadership Style #2 - Transformational Leadership

- What is this style and why is it key?

### LUNCH TIME & PRAYER TIME

#### After-lunch Team-building Activity!

#### Optimal leadership development

- Getting buy-in and having top performers take ownership for their growth
- Essential skills of coaching and mentoring your teams – learn the 7 secrets of coaching
- Understanding the value of on the job training and setting challenging assignments

#### World-class engagement strategies

- Understand the engagement or motivation drivers of your team members
- Recognise uniqueness of each team member's needs
- Avoid a mismatch of expectations and misunderstood goals and needs

### AFTERNOON COFFEE BREAK

#### Key Team Leadership Style #3 - Tipping-Point Leadership

- What is this style and why is it key?

#### Best practice succession planning

- Learn about the secrets of best practice succession planning
- Communicating and preparing a top performer for a future promotion
- Dealing with issues arising from a team member becoming the team leader

#### Wrap-up

- Creating a Leadership and Development Plan

## Course Trainer



### Nigel Cumberland

MA(Hons) Cambridge, FCMA

With over twenty years in international business and over ten of those years in Asia's human resources and recruitment industry, Nigel Cumberland is the founder of the STG Group Ltd, a leading regional provider of innovative talent and leadership management solutions. Clients of STG have included Total, Macquarie Bank, Aon Insurance, HSBC, Siemens and Bank of China in locations as far afield as China, Qatar, Singapore, Hong Kong, Taipei, India, Bahrain, Lebanon and Vietnam.

Nigel had previously spent many years working as a well known senior level headhunter in the Asia region. Nigel is a talented retention consultant and executive coach helping clients with a range of senior human capital issues. He also regularly leads workshops and speaks at conferences and is passionate about helping organizations maximize their talent and leadership potential to achieve the biggest impact on their shareholder value. He comes at this from a business leader's perspective rather than being a pure HR guru.

Nigel is also a co-founder of businesses in the fields of 'broadband through power-line' in Indonesia and in Educational Robotics in Malaysia and Singapore. With these businesses, Nigel has the role of CFO and HR head and sits on the board of directors. He is also on the board of various other regional businesses and organizations including the International School of Kuala Lumpur, RecruitOne Inc and PT Global Solution Comindo.

Previously Nigel lived in Hong Kong and founded and ran an award-winning Greater China executive search firm which he sold to Hays plc in 2006. At that time he also founded and chaired the Hong Kong registered Not-for-Profit, "the Getting Back to Work Foundation" which was created to help unemployed Hong Kong professionals get back into the workplace. Before then he had been a regional Finance Director with a UK FTSE100 multinational, Coats plc, working with them all over the world.

Nigel is from the UK and was educated at Cambridge University in the UK, obtaining both BA (Hons) & MA (Hons) degrees in Economics. At Cambridge he read Economics and resided at Queens' College (founded in 1448 by King Henry VI's wife). He is also a Fellow of the UK's Chartered Institute of Management Accountants and is qualified to carry out psychometric & behavioral assessments and as an executive coach. He wrote the book, Your Job-Hunt Ltd.

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## SAVE TIME AND MONEY WITH IN-HOUSE TRAINING

In-house training is an efficient and cost effective way to ensure that your employees are equipped with the knowledge and skills needed to make a real impact in your organisation.

Training can be arranged for anything from small groups to entire divisions and will take place at a time chosen by and convenient to you. For onsite customized programs by **Nigel Cumberland** Please contact **Muhammad Faheem**  
Email: muhammad.faheem@terrabilzgroup.com  
Phone: +92 21 3455 0431 | Cell: +92 343 206 6050

### Workshop Investment:

**Rs. 32,500/- Per Participant**

\*Early Bird Discount: (Before 10<sup>th</sup> Jan 2011)

**Rs. 30,500/- Per Participant**

\*Every 4<sup>th</sup> Participant from the same organisation is **FREE!**

Includes course ware, Terrabilz certificate, lunch, refreshments and business networking.

### Terrabilz Upcoming Programs, Book your place TODAY!

**"Cost Control & Management"**  
by Alan Fell, UK  
17-18 January 2011, Karachi

**"Bank Strategic Management"**  
by Clive Wykes, UK  
15-17 February 2011, Karachi

**"Anti Money Laundering"**  
by Fazal Ghafoor FCA, FCMA  
18 January 2011, Lahore  
20 January 2011, Karachi

**"Enhancing The Leadership Qualities of the Sales Manager"**  
by GK Lim, Malaysia  
March 2011, Karachi  
March 2011, Lahore

**"Finance For Non-Finance Executives"**  
by Abdul Rahim Suriya, FCA, FCMA  
15-16 February 2011, Karachi  
21-22 February 2011, Lahore

**"DON'T KICK THE CAT"**  
Executive Stress Management  
by GK Lim, Malaysia  
March 2011, Karachi  
March 2011, Lahore

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We are a business information firm, having managed and organized events of various calibers during the last 3 years of our operations. Among

our more recent event are the Entrepreneurship 2010 – Changing the Mindset conference with MPF, 2nd Women in Business & Leadership Conference WIBCON 2010, in April 2010 which we managed for PSTD. ICAP in collaboration with Terrabilz organized a highly successful CFO Conference 'Rising CFO' in March 2010 which was attended by 600 delegates. MIT Entrepreneurship Forum Pakistan, Terrabilz and OPEN jointly organized a conference on Corporate Innovation and Entrepreneurship'09, Karachi in November 2009. We also managed the MAP Conference in November 2009, Lahore with high appreciation from all over the country.

Terrabilz Human Capital Management Conferences which were held in Karachi and Lahore in April09 and July09 respectively, and the Compensation & Benefits Day in June '09 also received a very good feedback from the HR professionals in the country.

We also organized the first ever conference on Digital Marketing in Pakistan titled Marketing 2.0 which saw the confluence of the top three names in the world of digital marketing - Google, Yahoo and Microsoft, represented by their senior executives from abroad. Global Head of Mobile Marketing P&G was also one of the speakers. Terrabilz has also organized some events with Google Pakistan.

Terrabilz was responsible for producing a series of highly successful road shows on the promotion of investment in Pakistani capital markets in different cities for its client the Central Depository Company.

As part of our operations, we also regularly facilitate international trainers to conduct public workshops in Pakistan. A few of them were 'Six Thinking Hats' with Dr. Sunil Gupta, Life Time Master Trainer of Edward de Bono Tools, Nick Blasdale Introductory Management Skills, Advanced Presentation Skills and Media Relations by Simon Bucknall, HR Balanced Scorecard with Alan Fell; Employer Branding with Dr. Olga Kampaxi, and many others.

Our recent training workshop participants list includes SSGC, OGDCL, KESC, KAPCO, Pak-Arab Refinery Limited (PARCO), Oil and Gas Development Limited (OGDCL), Total Atlas Lubricants Pakistan (Pvt) Limited, Shell Pakistan Limited, Byco Petroleum Pakistan Limited, National Refinery Limited (NRL), Pak Arab Refinery Company Limited, Pakistan Petroleum Limited, BOC Pakistan Limited, BP Pakistan Exploration and Production Inc, Attock Refinery Limited (ARL), Pakistan Security Printing Corporation, State Bank, National Bank, MCB Bank, RBS, HSBC Bank, Allied Bank, NIB Bank, Mobilink, Ufone, Zong, Wateen Telecom, Telenor, Siemens, Haleeb Foods, National Foods, Cadbury, Getz Pharma, Sanofi Aventis, Novartis Pharma, GSK, PharmEvo, Macter Pharma, Sight Savers, Syngenta, Engro Corp, Coca Cola Beverages, CDC, HUBCO, and Aga Khan University et al.

Send your cheque in favor of "Terrabilz" to **Murad Hassan**

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**For Registration**

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