



## MBTI® embracing change

A one-day interactive workshop with a certificate of completion from Qamar Consulting.

This high impact development workshop raises awareness of how people respond to change and provides with a framework and tools for handling organizational change positively

### HAVE YOU NOTICED THAT

- ▶ Ongoing change is an integral part of our life. Mergers, acquisitions, restructuring, downsizing, outsourcing, re engineering, innovation, implementing quality programs, cultural change. People react to change in different ways - physically and emotionally. some are excited by change, others find it overwhelming and draining. Some want to jump into implementation, others want to reflect and think it through first.
- ▶ How can one identify ways in which individuals, teams and organizations can plan ahead to give everyone the best opportunity to get what they need and therefore to bring their creativity and energy to organizational change?

### WHAT WILL YOU GAIN?

- ▶ You will obtain a logical structure for understanding your own and other people's responses to organizational change
- ▶ You will be able to approach various issues during times of change proactively
- ▶ You will get hints and tips on how to be more effective in the time of change

### WHAT IS OUR SOLUTION?

- ▶ Experiential learning, case studies, role plays, facilitated discussions Coaching approach to help you recognize your individual contribution in the times of change and develop an action plan that will increase your effectiveness.
- ▶ Applying MBTI® (Myers Briggs Type indicator) framework in leading organizational change

1 day  
8 academic hours  
6 CPD-units  
7 CPE-units



#### WHO IS THIS WORKSHOP FOR?

- ▶ Executives , managers , entrepreneurs
- ▶ Anyone who wants to understand reactions to change and develop skills in handling change

#### TRAINER

This workshop is delivered by experienced trainer and facilitator Dr. Muhammad Qamar-ul-Hassan who is MBTI® certified.

## AVAILABLE TRAINING FORMATS

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### Open enrollment workshop

Open enrolment workshops are run at Qamar Consulting locations from 9.30 till 16.30.

### In-house workshop

When delivered in-house, timing can be different and workshop outline can be fine tuned to meet your specific training need :

- ▶ Preliminary training needs analysis
- ▶ Flexibility in training location and timing
- ▶ Can be imbedded in modular development programs
- ▶ Language of delivery – Russian or English
- ▶ Extras – online MBTI<sup>®</sup> assessment with individual reports for all participants , licensed MBTI reference materials

### DO YOU WANT TO KNOW MORE?

Please follow this link to request a call back or register for the workshop

<http://qamarconsulting.com/about-us/contact-us>

## WORKSHOP OUTLINE

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Change and organizations. Organizational change for leaders and followers.

The psychology of change

- ▶ The transition curve (Kubler Ross). Different stages of change. Psychological transition (Bridges)

Change and MBTI<sup>®</sup>

- ▶ Introduction to MBTI<sup>®</sup>: history and concepts
- ▶ MBTI<sup>®</sup> type assessment: individual and team type
  - ▶ Focus of energy
  - ▶ Gathering information
  - ▶ Making decisions
  - ▶ Dealing with the world

A comprehensive MBTI<sup>®</sup> guide for managing change

- ▶ Communicating change:
  - ▶ Corporate communication style
  - ▶ Inspiring others to change
- ▶ Resisting change:
  - ▶ Imposed change
  - ▶ Change and stress
- ▶ Embracing change
  - ▶ Positive approach to change
  - ▶ Various MBTI<sup>®</sup> types' contribution in the times of change

Reflection and action plan

## WHY QAMAR CONSULTING?

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- ▶ 20+ years of sharing best practices in increasing personal and team effectiveness delivering training internally for consultants and executives of Qamar Consulting Global and externally for executives and HiPo of our client companies
- ▶ 15+ MBTI<sup>®</sup> Step I and Step II certified practitioner and business trainer
- ▶ 6 monthly workshop follow up electronic bulletins with additional information, individual assignments and reflection exercises

## RECOMMENDED TRAINING PATH

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- ▶ MBTI<sup>®</sup>: improving personal and team effectiveness , 1 day
- ▶ MBTI<sup>®</sup>: developing leadership potential , 1 day
- ▶ MBTI<sup>®</sup>: building resilience , 1 day
- ▶ MBTI<sup>®</sup>: embracing change , 1 day
- ▶ Coaching as a style of management , 1 day
- ▶ Emotional intellect , 2 days

## TRAINER'S PROFILE



**Dr. Muhammad Qamar-ul-Hassan** is a certified MBTI (Myers-Briggs (KM-LS) Type Indicator), FIRO-B® (Fundamental Interpersonal Relations Orientation-Behavior™) and MMTIC (Murphy-Meisgeier Type Indicator for Children) Practitioner, a pioneer and one of the leading experts on

“Personality Type and Type Based Performance Improvement Solutions” in the region. Discovering human potential and optimizing performance of people while working by themselves or within teams in the organizations summarizes what he does and is passionate for. Two words: UNDERSTAND and IMPROVE (for sustained behavioral change) best describe his thinking and the work he is been doing since 2005 with different institutions, organizations and individuals. He has been working with organizations, corporate professionals, academics, students and doctors in the areas of leadership and management development, career management, employee retention, team building, and training in effectiveness to promote better understandings for improved performance.

Dr. Qamar has over 16 years of experience of consulting, training, counseling and research. He has successfully implemented Type (MBTI) based performance improvement solutions in many organizations and institutions in Pakistan. He has trained professionals from numerous organizations like National Bank, CDC, Merck Pharma, TCS, Hinopak Motors, Sui Southern Gas Company, Tradekey, Macter, PharmEvo, Novartis, Business Beam, PSEB, DPL, NUST, Iqra, Generations, Cadet College, SPS, FBR, Packages, AKU, PILL, SuperTech, Abbot, Martin Dow, Getz, GSK, Engro, Mobilink, MCB, DUHS, Philip Morris, HANDS, and many more. He has also participated and presented his research work at international conferences in Dubai, Cairo and Chennai. Dr. Qamar is a medical doctor with special interest In Psychiatry, Psychology and Research.



## TRAINER'S PROFILE

A selection of companies for which Dr. Qamar has conducted Training or Executive Coaching:



Here is what past participants say about Dr. Qamar.



### Phillip Morris

We engaged Dr. Qamar as part Of an over all team building excercise for the top management team, and found the MBTI services to be extremely valuable and insightful in building enhanced preserves and understanding of our personality types both as an individual and overall team.

David Lawrie

Director Resources

Phillip Morris (Pakistan) limited



### NUST

MBTI workshop is amazingly successful method in identifying personality traits and then working on in improving the key traits to make your life successful. Dr. Qamar has done tremendous working in inspiring youngs mind at NUST SEECS Islamabad"

Dr. Arshad Ali - Director General NUST

SEECS



### HINO PAK

IT was an excellent initiative, Dr. Qamar-ul-Hassan in-depth knowledge of MBTI as a psychometric tool has helped us to gain a greater insight and understanding Of this instrument. The MBTI assessment workshops we have had for our employees have opened the doors of self-awareness which is helping them understand not just there own selves, but others also; professionally and personaly both"

HinoPak Motors Limited