



QAMAR CONSULTING
Discovering Potential & Optimizing Performance

QAMAR CONSULTING **COMPANY PROFILE**

Facilitates organizations, institutions and individuals in understanding and constructively using their differences to achieve success.

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| drqamar.com

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Dr. Muhammad Qamar -ul- Hassan

Dr. Muhammad Qamar-ul-Hassan is a pioneer and the leading expert on “Personality TYPE” and “TYPE Based” Performance Improvement Solutions in Pakistan. He is a medical doctor with special interest In psychiatry, psychology, human development and research. He is Certified in MBTI (2005), MMTIC, LTP and Savile Ability & Personality Testing.

Discovering human potential and optimizing performance, individually and in organizations, summarizes what he does and passionate for. UNDERSTAND and then improve rather than finding problems and jumping towards solutions without a thorough understanding of the issue best describe his consulting “Philosophy” and work. He has over 24 years of professional experience including dedicated 14 years of MBTI based management consulting, training, coaching and research.

He is a founder and director of Qamar Consulting Private Limited. He has worked with many organizations, universities and schools in the areas of leadership and management development, career management, employee retention, team building, parenting and teaching effectiveness to promote better understandings for improved performance. He has successfully implemented type (MBTI) based performance improvement solutions in many organizations and institutions in Pakistan. He has trained professionals from many organizations like Ibrahim Fibers, Rastgar Group, PSEB, MAP, PASHA, Hinopak Motors, Sui Southern Gas Company, State Bank of Pakistan, CDC, Trade key, Moftak solutions, Macter, PharmEvo, Novartis, Business Beam, PSEB, DPL, FBR, Packages, AKUH, PILL, SuperTech, Abbott, MartinDow, Getz, GSK, Engro, Mobilink, MCB, Philip Morris, HANDS, HUBCO, IBA, NTU, NUST, IQRA, Bahria University, DUHS, JSMU, Generations, Cadet College, SPS and many more.

Qamar Consulting is awarded as Pakistan’s no.1 Training and Consulting company by WHO’s WHO Global in 2018. Dr. Qamar has the privilege of launching for the “first time in Pakistan” the innovative services like Know Yourself, Teaching by TYPE, Know Your Partner, TYPE Based Career Management Programs, Career MED, Know your kids and Parenting by TYPE. He has successfully trained around 50,000 students, professionals and doctors from all over Pakistan. He has also conducted and presented his research work at international conferences in Dubai, Cairo and Chennai.



Who we are

Qamar Consulting is founded by Dr. Muhammad Qamar ul Hassan in the year 2005. We facilitate organizations, institutes and individuals to understand, realize and appreciate potential by constructive use of their human differences. We believe that accommodation of people differences can create happy, healthy and successful societies.

We enhance organizational, institutional and individual performance by improving engagement and productivity through our wide range of consulting, training and coaching services. Our experience and expertise in personality TYPE assessments is the key behind all our performance improvement interventions.

Over 100 organizations and institutions including many multinational, government and private enterprises trust Qamar Consulting as their training and consulting partner.



Our Services



CONSULTING

Focused on generating customized personality TYPE based organizational development solutions to achieve business excellence and success



TRAINING

Focused on Inside out approach for understanding self and others to facilitate individuals in building effective competencies for optimal performance



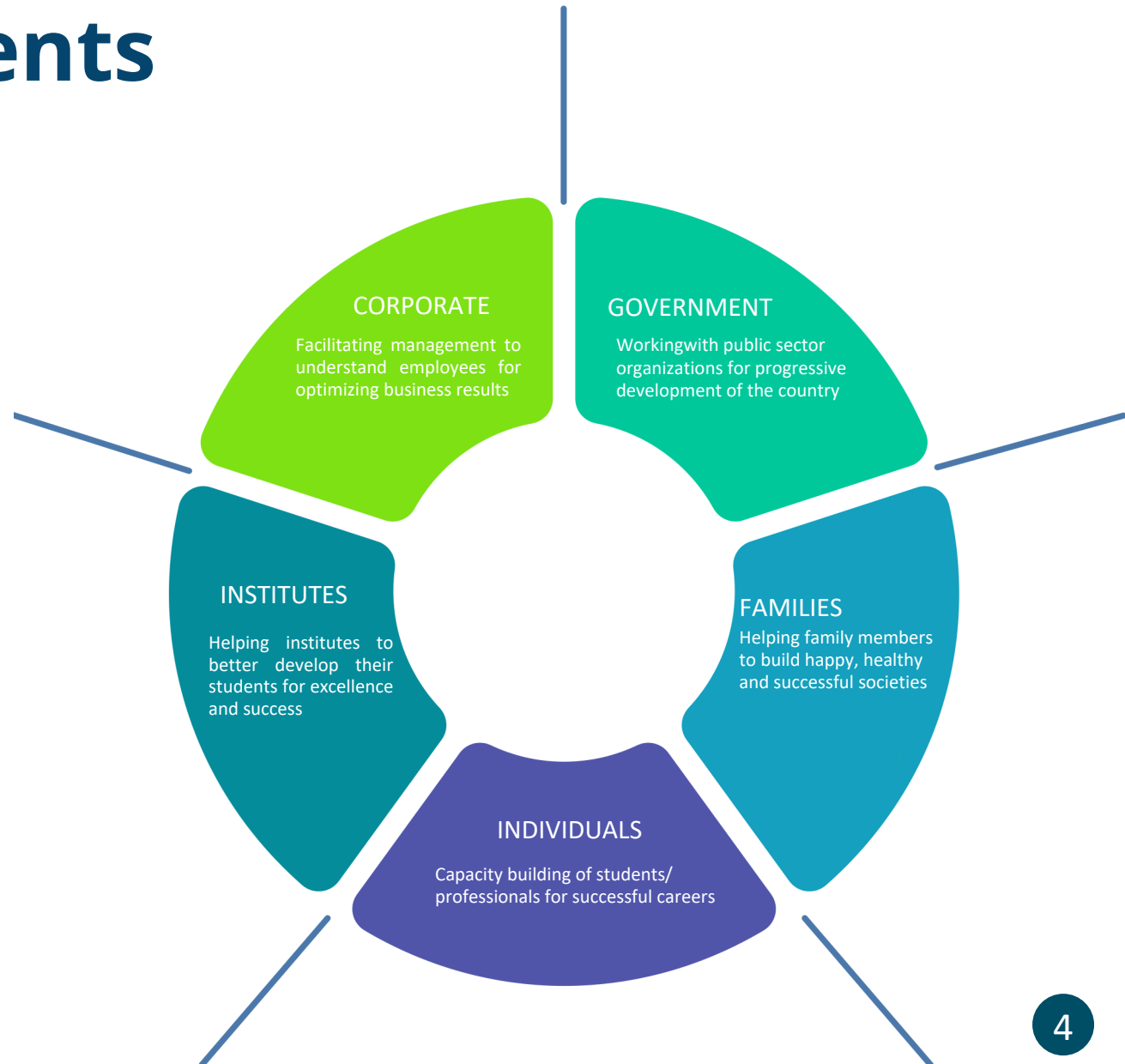
COACHING

Focused on individual performance improvement based on personality TYPE insights



**MORE THAN 50,000
PROFESSIONALS
TRAINED SINCE 2005**

Market Segments



**FOUNDER AND LEADER
OF PERSONALITY BASED
CONSULTING
AND TRAININGS IN PAKISTAN**

Consulting Services

Qamar consulting is a trusted consulting partner to organizations and institutes of all sizes from small to start-ups to large, complex fortune 500s.

Qamar consulting work with organizations across various industries for enterprise-wide deployment of personality TYPE based performance, improvement solutions in the areas of team building, coaching, human resources, marketing and sales force effectiveness, supply chain and logistics, research and development, production, finance and audit etc.



Why?Why?

QAMAR CONSULTING

We believe that people are not difficult they are different and we have consulted hundreds of organizations and institutions in understanding their people and developing them in the most effective and efficient way to achieve success.

We have also trained and coached thousands of individuals in government and private sector organizations in different attitude and skill building areas for achieving excellence in their respective functional domains.

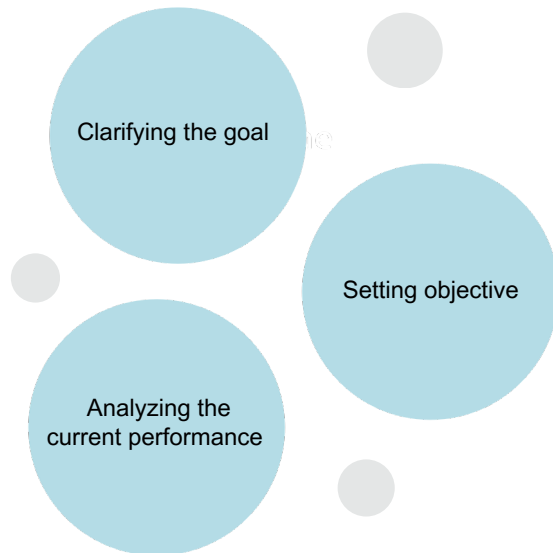




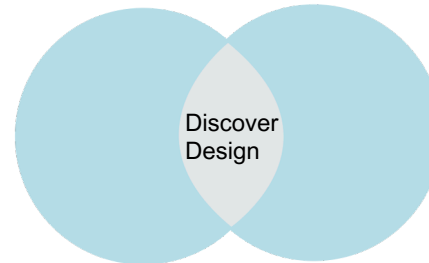


**MOVE FORWARD
WITH CONFIDENCE**

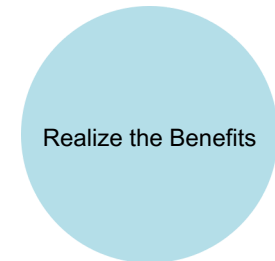
Consulting Approach



Defining the opportunity
and identifying the performance gap



Customize the solution



Implement change

Employee Profiling

learning how to make the most of your HR

QAMAR CONSULTING / COMPANY PROFILE

We offer Myers Briggs assessment solutions to the organizations in which we facilitate management to understand their human resources so that they could get best out of them. MBTI has helped millions of people worldwide in giving insights about themselves and how they interact and improve with others, how they communicate, learn and work. It provides powerful framework for building better employee relationship at work, driving positive change, harnessing innovation and achieving excellence.



We believe that the application of type theory can transform the way management makes the most of their human resources. Employee profiling using MBTI:

Organizations

- Offers a logical model of consistent human behavior
- Reduces conflict through applying an objective, rational frame work
- Emphasizes the value of diversity
- Identifies assets and blind spots of teams and organizational units
- Builds understanding of organizational character
- Helps clarify the fit between people and their jobs
- Is supported by ethical guidelines

Individuals

- Provides a straightforward, affirmative path for personal development
- Offers a logical model of consistent behavior
- Emphasizes the value of diversity
- Helps clarify the fit between people and their jobs
- Provides a way to improve communication
- Helps reduce conflict and stress by offering neutral language

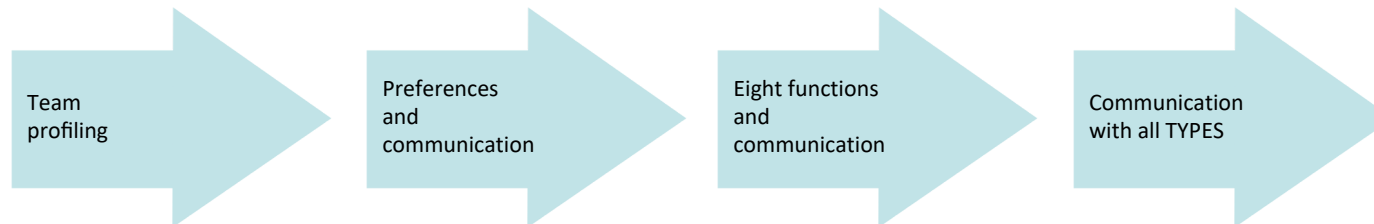
Flex Communication

QAMAR CONSULTING / COMPANY PROFILE

Learning to connect with all Types

Communication is key to successful business and personal interactions. We communicate with others every day on many levels. However, we may not always take time to analyze how our natural ways of interacting affect others. Understanding, appreciating, and accommodating individual differences in communication style can enhance our ability to communicate. This communication advantage will increase our effectiveness as an employee, supervisor, trainer, coach, team member, and/or leader.

We help organizations to see how personality type is more than the sum of individual preferences. You will be introduced to the topics of type dynamics and development and the effect of dominant functions on communication style. And, once you understand the building blocks of personality type and how they interact, you will be able to understand and accommodate communication differences.

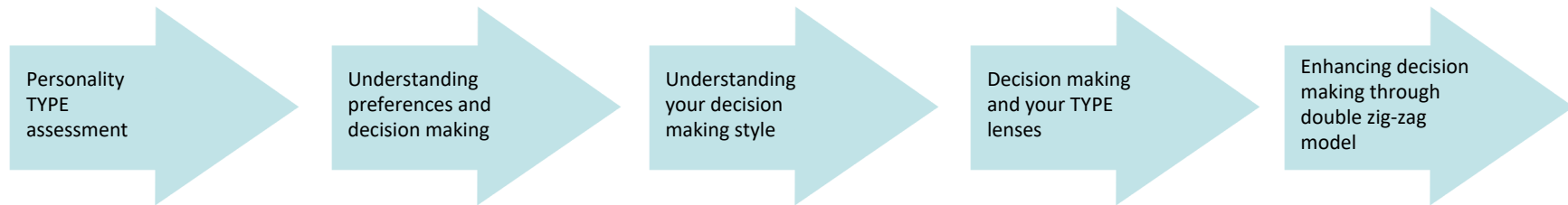


We believe that the application of type theory can transform the way we communicate with others.

- Self-assess your current communication style
- Increase your understanding of differences in communication styles
- Develop greater awareness of the impact of personality type when communicating
- Identify where you may need to adjust your communication style to maximize your impact
- Practice the skills of communicating effectively
- Put together an action plan to enhance communication

Effective Business Decision Making

In this intervention individuals explore their decision-making style and develop more effective decision-making skills through a better understanding of the Myers-Briggs preferences. We help them in learning what can inhibit high-quality decision making and how personality preferences influence people's decision-making style, and develop strategies to make both individual and group decision making more successful. Created with flexibility in mind, the intervention is suitable for use with existing work teams or with groups of people who do not usually work together.



We believe that the application of type theory can transform the way to effective business decision making.

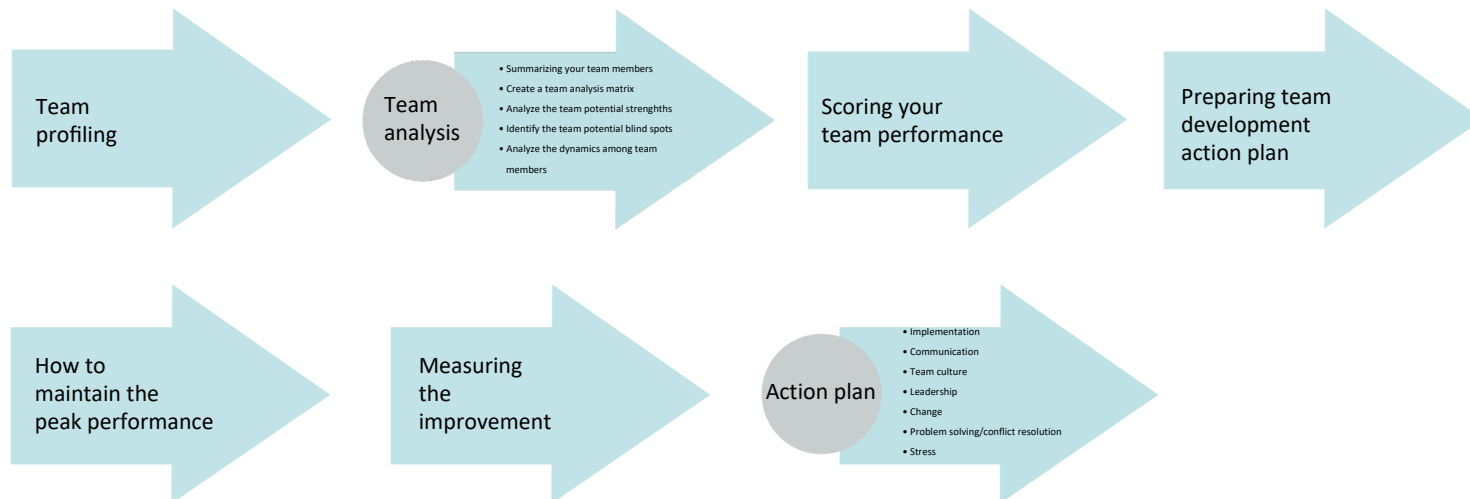
- Increase your understanding of preferred decision-making style
- Build awareness of what can inhibit high quality decision making
- Learn how personality preferences influence people's decision making style
- Develop strategies to make both individual and group decision making more successful
- Put together an action plan to enhance your decision making

Developing High Performance Team

Synergizing diversity for effective teamwork

In today's changing world of work, teams are becoming increasingly varied and complex. We frequently encounter a team that falter or fail. Either the human aspects of these groups are overlooked or in conflict or the systems to make them work are not in place or both.

We present a framework designed to cut through the complexity and enable teams to function more productively. We all have unique gifts to offer and challenges to overcome. In teams we work together attempting to maximize each member's special talents, thereby minimizing in knowledge and skills. In this service, we help employees to learn about themselves each other, their leaders and how these components fit together to boost team success. We further guide how to diagnose a team's potential strengths, challenges and remedies for the problems uncovered.



We believe that the application of type theory can transform the way to synergizing diversity for effective teamwork.

- Fostering openness and trust
- Providing a neutral and affirmative language with which to discuss differences
- Underscoring the value of diversity
- Teaching team members to value and worth with the strengths of others
- Helping increase productivity by aligning an individual's preferences to particular team task
- Identifying team assets and blind spots
- Supplying a framework in which team members can better understand and manage

1.Communication

2.Team culture

3.Leadership

4.Change

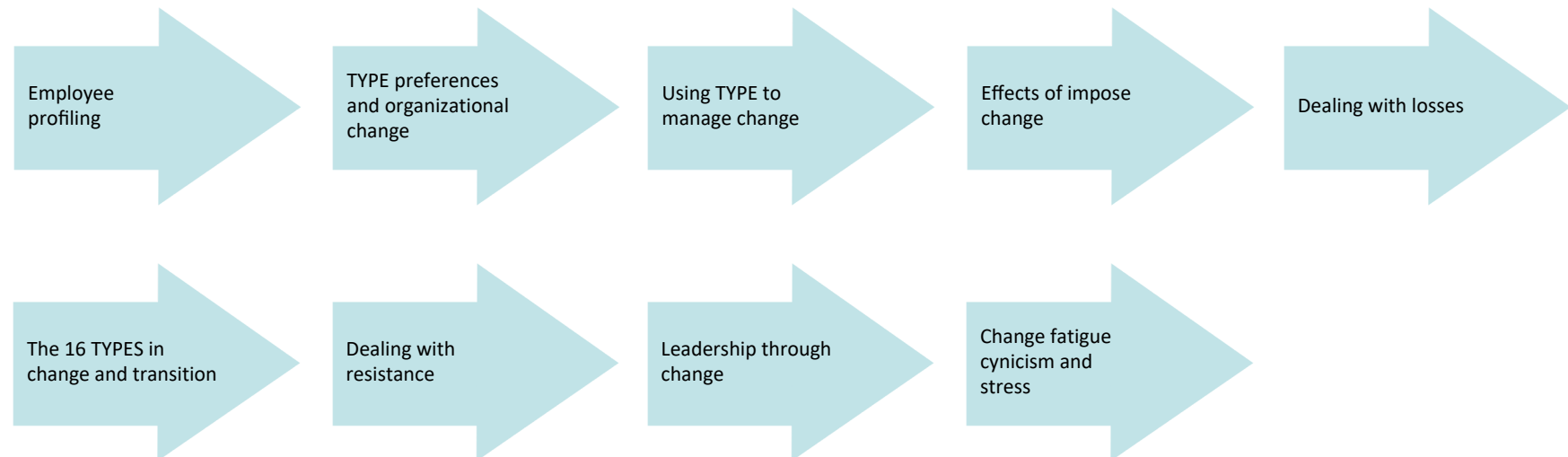
5.Problem solving/conflict resolution

6.Stress

Agile Change Management

Ongoing change is an integral part of modern work life. Developments in technology and communications are driving a global economic revolution and, as with previous economic revolutions, the impact ripples out into social relationships, value systems, political alliances, religious affiliations, and individual identity. Research results consistently show that current change-solutions—mergers, acquisitions, restricting, downsizing, outsourcing, etc.—overwhelmingly fail to achieve their stated objectives. Nonetheless, organizations continue to institute such changes, with no end in sight.

We help management by providing information and perspective that can help leaders more fully understand their reactions to change, recognize their individual contributions to their workgroups and organizations, and become more aware of the aspects of change that are particularly challenging for them. Using this approach consistently can help employees at every level to develop the resilience and flexibility necessary to feel and be more effective in today's world of work and can make a real difference in the success or failure of organizational change plans.



We believe that the application of type theory can transform the way to agile change management.

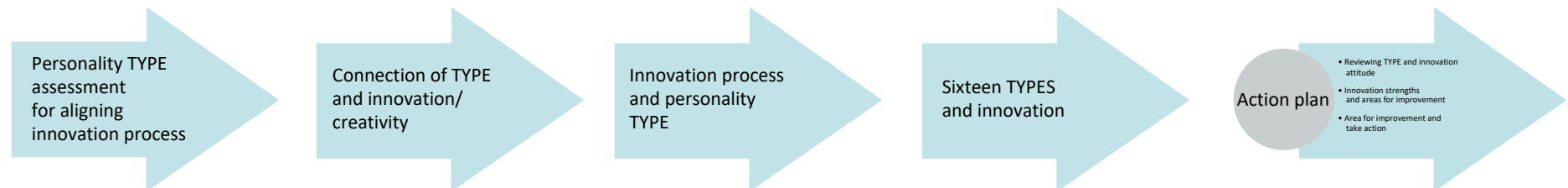
- Anticipate problems that may arise from type differences
- Circumvent common pitfalls in communication
- Avoid setting up resistance in colleagues
- Keep the work and group focused
- Insights you need during a time of change

Managing Creativity and Innovation at Workplace

Using personality TYPE insights to optimize and accelerate the innovation process

Within organizations, managers and workers are exhorted constantly to be more innovative. They are told, “The innovative way is the competitive way.” To be innovative in a competitive way one must innovate continuously. The organization must strive to innovate in all ways and all times to establish a pattern of consistent delivery of quality innovations. Yet how do we create these innovative organizations? If everyone is trying to be innovative, how can you be more innovative than your competitors? Organizations that want to establish a culture of innovation put together teams comprising individuals with diverse strengths so that the teams can meet both needs of innovation: idea generation and idea implementation. If the organization can harness creativity and use diverse strengths. It can innovate and gain competitive advantage.

The aim of this intervention is to help management with a clear understanding of how type influences different contributions to the innovation process. With this information, organizations can harness personality type differences to complete the innovation process in a dynamic and effective manner. We help management to improve their innovation potential by harnessing the insights that can be gained from personality type. It is also for teams within organizations that will find the material an asset as they seek to navigate the innovation process.



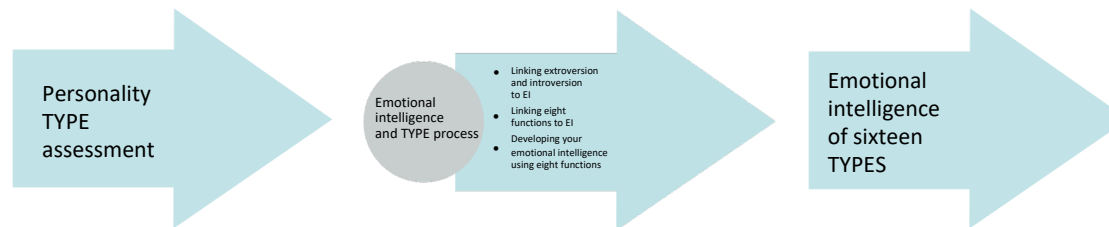
We believe that the application of type theory can transform the way of learning to improve the innovation process.

- Highlight the differences in how management defines innovation and show why during the innovation process some phases feel comfortable, while others feel awkward and tiring
- Develop type-friendly techniques that use type strengths in the innovation process
- Show how type-stretching techniques can enable people to work “out of preference” and bring a fresh view to the process

Developing Emotional Intelligence -Tactics and Techniques

Studies have shown emotional intelligence to be the single most important factor in high job performance, with links to leadership, happiness, team performance, and problem solving. Developing EQ can enhance leadership ability, enrich relationships, and extend influence. Personality Type based EI development program is an effective way to develop EI. To achieve this goal we first need a thorough understanding of our psychological type. With an understanding of psychological type, we can get a practical handle on the abilities and skills needed for emotional intelligence development and identify the strategies for improving them. Psychological type is a holistic model of human beings—it accounts for the ways we adapt, cope, and develop in life. It assumes the presence of many gifts that can be more consciously accessed and that can thereby improve our interactions. Because type is concerned with both our internal (intrapersonal) and external (interpersonal) processes, it is an ideal model for exploring and developing emotional intelligence.

In this intervention we will facilitate team leaders on key areas of emotional intelligence development for the four preference dichotomies, the eight functions, and the 16 types by providing benchmarks of emotional intelligence awareness and suggestions for development.



We believe that the application of type theory can transform the way of developing emotional intelligence-tactics and techniques.

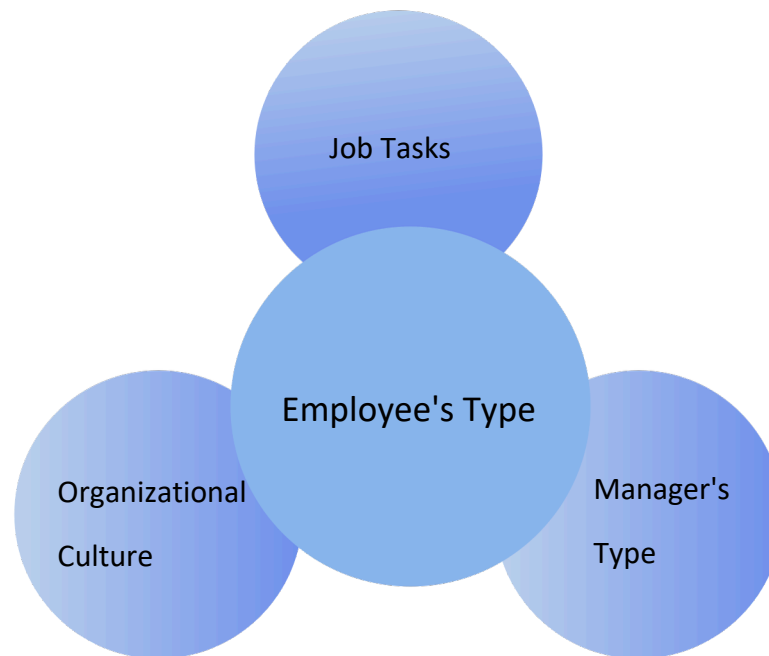
- Understand the importance of emotional intelligence
- Explore how to understand and effectively manage emotions
- Identify and understand both intrapersonal and interpersonal element of emotional intelligence
- Understand the impact of Myers-Briggs TYPE on perception and response to emotions
- Develop strategies for enhancing emotional intelligence

Maximizing Employee Retention Using Psychological TYPE

The purpose of this intervention is to help you increase retention of talented and valued employees in your organization by individualizing your retention efforts through the use of psychological TYPE. Decades of research and practice with the Myers-Briggs Type Indicator (MBTI) instrument have demonstrated that our understanding of such organizational issues as career choice, leadership and management development, team building, selling, and coaching among others, can be improved by incorporating psychological TYPE.

Likewise, the process and practice of retention can also be enhanced by understanding individual differences. Different employees are motivated by different tasks, prefer different organizational cultures, espouse different values, and respond to different kinds of rewards and incentives. If we can understand these differences, we can improve the fit between the individual and the organization and thus improve the chances of retaining employees.

- Efficiency
- Reduce new hiring costs
- Success





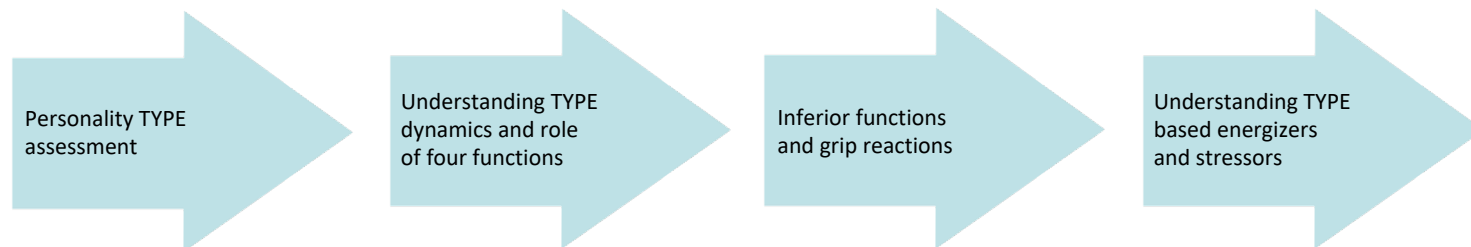
We believe that the application of type theory can transform the way to maximizing employee retention using psychological TYPE.

- Reduce Turnover Hassle
- Improve Morale
- Reduce Acquisition and Training Time
- Dedicate Company Experts
- Increase Overall Productivity
- Better Customer Experience
- Reduce Costs and Increase Higher Profit

Happiness At Work By Managing Stress

Stress is such a common part of running a business today, whether big or small. It affects business owners, managers, supervisors and individuals at all levels in the workplace. Interacting with each other in an already stressful environment without an understanding of personality types and their opposite preferences can aggravate the situation, even more, leading to frustration, overwhelm, conflict and even burn-out. All of this negatively impacts productivity and business performance.

In this intervention with the help of The Myers-Briggs Type Indicator (MBTI) Instrument we provide the insights into type theory and concepts which can be used to predict, identify and manage stress more effectively. Knowing and understanding people's personality type gives insights into the types of environments they need in order to thrive at their best and identifies their potential stress triggers. Knowing how to allocate work more effectively, what environment to create and even how to modify communication method according to type can make all the difference. Whether you're a people manager, wanting to create a healthier, more productive work environment and more effective teams or an individual wanting to better manage your own stress or, understanding type theory equips you to



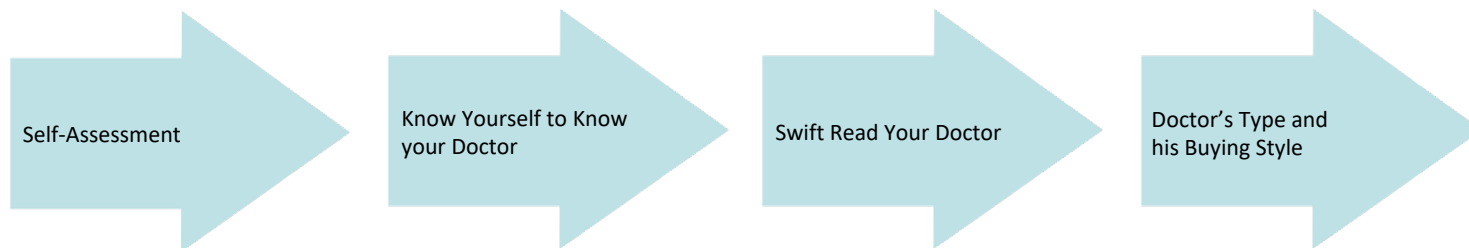
We believe that the application of type theory can transform the way to happiness at work by managing stress.

- Business leaders and people managers can be more effective to swap, re-assign, or delegate tasks that might be causing stress and poor morale, productivity and business.
- Better stress management leads to happier, more productive individuals
- Fewer sick days due to stress-related illnesses
- Decreased employee burnout and staff turnover
- It is beneficial to the individuals and the workplace to be able to understand the four Myers-Briggs Type dichotomies in order to recognize how people distinctly experience and react to stress so they can better manage their own and their teams' stressors and stress responses.

Improving Sales and Customer Relationship using MBTI

Selling your brand / medicines or services can be a daunting task in today's business environment. Competition is fierce in almost every trade. The volatile condition of the market and a highly informed and spoiled for choice doctors based in the pharmaceutical industry, make it a specialized task to position your brand for both maximum visibility and enhanced respect among the customers.

This intervention is design to improve and increase increase the convergent rate of the doctors which will eventually boost up organizational sales and will result in high profitability. It is helpful in understanding doctors and their types and influences. To make the selling of the medicines effective and to grab the maximum attention of the doctor while communicating lies in understanding his personality type so that the message you want to convey should be delivered according to his preference which will increase his attention span and better understanding can become possible even in the limited time.



We believe that the application of type theory can transform the way to improving sales and customer relationship using MBTI

- Increase in convergent rate of doctors
- Increase in number of sales & sales volume
- Learning effective ways of presenting your products
- Learning to increase time span of meeting with doctors
- To manage personal and professional lives at workplace
- Effective relationship with management (effective peer and boss management)
- Improve in effective communication with the desired doctor

This intervention can be customize for any industry where personal selling plays a vital role.
Above mentioned details are for pharmaceutical industry.

**WE HELP ORGANIZATIONS TO
TAKE DECISIVE ACTIONS AND
ACHIEVE SUSTAINABLE
RESULTS**

Training Offerings



01. Know Yourself and Understand Others
 02. Compelling Conversation - Developing Communication Style through Myers-Briggs TYPE Improving Decision Making Embracing Change using Myers-Briggs TYPE Enhancing Emotional Intelligence through Myers-Briggs TYPE The Leadership Advantage - Transforming the leader in you Building High Performance Team using Myers-Briggs Type Conflict Management using Myers-Briggs Type Understanding Business Innovation Process
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- Discover your natural role in business innovation using MBTI
- Discover your Learning Style for Effective Learning at Workplace using MBTI
- Project Management using MBTI
- Stress Management - Using MBTI TYPE to better understand and manage stress
- Understand and Adapt Differences in Leadership/ Management Styles
- Employee Career Management Using TYPE
- Know Yourself to Know Your Talents
- Shan-e-Nisa (Women empowerment program)
- Teaching by TYPE
- Champions In the Little Champs
- Parenting by TYPE

Training Approach

IDENTIFYING TRAINING OBJECTIVES

- Identifying gaps in knowledge, skills, abilities and attitude
- Aligning with training objectives
- Regular strategic meetings with management

SOLUTION DEVELOPMENT

- Identify & Analyze customer needs
- Design solutions aligned to industries standards

DELIVERY

- Organize training programs
- Personality TYPE assessments
- Evaluation of candidates
- Obtain feedback and customer satisfaction score, provide inputs in solution development program



Some of our Served Clients





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 DrQamar

 Dr.Muhammad.Qamar.ul.Hassan