

AGILE LEADERSHIP

EVOLVING LEADERS FOR AN EVOLVING WORLD

DR. ZEESHAN AHMED

PHD (MISSISSIPPI STATE UNIVERSITY, USA) |
CFA | FORMER RECTOR & DEAN, KSBL



19-20 NOVEMBER 2025 | KARACHI.
0900 - 1700 HOURS

OVERVIEW

The world no longer moves in straight lines. Disruption is constant, complexity is the norm, and yesterday's strengths can quickly become tomorrow's liabilities. In this environment, leadership must evolve from managing stability to enabling agility.

This immersive two-day program equips leaders with the mindset, tools, and frameworks to navigate uncertainty, foster adaptability, and drive innovation. Through case studies, experiential simulations, and reflective exercises, participants will learn how to shift from command-and-control to adaptive, empowering leadership—building teams and organizations that not only respond to change but thrive in it

PROGRAM BENEFITS

By participating in this program, leaders will:

- **Adopt an agile leadership mindset**—anchored in foresight, resilience, and adaptability.
- **Build strategic agility** — balancing stability of purpose with speed of execution.
- **Transform leadership approaches** from directive to coaching, enabling empowered teams.
- **Master change leadership** — using tested frameworks and live simulation practice.
- **Enhance decision-making** in fast-moving, ambiguous contexts.
- **Create a culture of learning and innovation** where psychological safety fuels innovation and performance.
- **Design a personal action plan** for embedding agility in their own leadership context.

COURSE OUTLINE

Day 1 – Leading with Agility: Prerequisites & Foundations

Module 1: What is Agility in Leadership and Why it Matters?

- Compelling case for Agile Leadership
- Shifts from traditional to agile leadership models

Module 2: Foundations of Agility

- Organizational identity and destination—Stability before Agility
- Strategic thinking for agile leadership
- Case studies: from failed giants to agile pioneers (Nokia, Kodak, Netflix)
- 7 Habits of strategic thinkers — From reflection and pattern recognition, interdependence and scenario building

Module 2: The Agile Leader's Mindset

- 5 leadership mindsets for Organizational Agility
- Psychological safety as a driver of agility and innovation
- Emotional intelligence and resilience in uncertain times
- Functional control and command vs facilitation and empowerment

Module 4: Building High-Performing Agile Teams

- Empowerment, autonomy, and alignment
- Coaching vs. managing: unlocking potential
- Creating shared purpose and vision as anchors of stability
- Experiential group exercise: impossible-to-achieved challenge

Day 2 – Driving Change & Embedding Agility

Module 5: Leading Change & Transformation

- Why organizations resist change and how to overcome it
- Change levers and urgency matrix: matching strategy with context
- Real-world case simulation: **Change Management Simulation: Power and Influence** (Harvard Simulation)
- Debrief: lessons for leading transformation

Module 6: Agile Decision-Making

- Adaptive strategy and iterative planning
- Data-driven decisions vs. instinct in fast-moving environments
- Decentralized authority: balancing speed with accountability
- Case example: Amazon's long game and "freedom with responsibility" model at Netflix

Module 7: Communication & Culture in Agile Leadership

- Transparent and continuous communication as a leadership muscle
- Feedback loops and retrospective practices
- Culture as mindset at scale: growth vs. fixed cultures
- Building psychological safety: failure as feedback, not fatal

Module 8: Agile Leadership in Practice

- From executive to visionary, planner to architect, controller to coach
- Designing your **Agility Action Plan**: personal commitments and organizational strategies
- Reflection: embedding agility in participants' real-world contexts

WHO SHOULD ATTEND

This program is designed for:

- **Senior and mid-level leaders** responsible for driving transformation and leading teams through uncertainty.
- **Change agents and project leaders** who must balance stability with adaptability.
- **Functional heads and team leaders** seeking to build empowered, resilient, and collaborative teams.
- **Executives preparing for digital and cultural transformation** within their organizations.



TRAINER'S PROFILE

Dr. Zeeshan Ahmed

PhD (Mississippi State University, USA) | CFA | Former Rector & Dean, KSBL

Dr. Zeeshan Ahmed is one of the leading management educationists in the country. He has held key positions in the three top business schools in Pakistan, viz. LUMS, IBA Karachi, KSBL and Al Qadir University Project. Other than teaching in the top MBA programs in the country, he has conducted numerous executive trainings and workshops at forums like Rasusing Executive Development Center (REDC), LUMS and KSBL Executive Development Center on topics such as Leadership, Ethics, Team Building, Leading with Emotional Intelligence, Financial Reporting, Finance, Management Development Program, Islamic Finance and Digital Transformation. He is also contributing as an advisor to several multibillion family businesses.



Currently, Dr Zeeshan is the Pro-Chancellor of the recently-chartered Al-Ghazali University. In his previous job, Dr. Zeeshan served as the founding Dean of former Prime Minister Imran Khan's Al-Qadir University Project Trust. Prior to joining Al-Qadir Trust, he served as the Rector and Dean KSBL, an emerging business school set up by the Engro group. He has significantly contributed to the institution's academic growth and sustainability. Earlier, he was heading the undergraduate program at LUMS business school. Dr. Zeeshan has around 30 years of diverse experience in teaching, training, consulting and research. Initially, he worked as a management consultant with Ferguson Associates, an affiliate firm of PricewaterhouseCoopers.

He completed his Ph.D. from Mississippi State University, US in the discipline of Finance. Professionally, he is a CFA and has also passed all CPA examinations. Recently, he has been working on curriculum and pedagogies that help in developing universally desirable character traits that integral to the Seerah of Prophet ﷺ and his companions.

Dr. Zeeshan also serves as Member of Syndicate of Airwar College, Management Committee Reflections School, Advisory Board The Lab School, Board of Directors at Hikmah Institute, Academic Council of IBA Centre for Excellence in Islamic Finance (CEIF), Trustee at Ihsan Trust and Patron-in-Chief at Naseeha Institute.

His executive education clients include Engro, Nestle, Meezan Bank, Aga Khan University Hospital, Bank Islami, Abbott, K-Electric, Standard Chartered, Interloop to mention a few.

REGISTRATION DETAILS

REGULAR FEE

PKR 100,000

PER PARTICIPANT + SST

Fee Includes:

Learning material, lunch, refreshments, business networking opportunities, and a certificate of participation.

10% discount on a group of 3 or more participants

For Registration(s), send us your
Name, Designation, E-mail, Mobile
Number and CNIC to
events@learningmindsgroup.com

For further information please contact
Syeda Anoosha or Talha Shabbir
Phone: 0337-2394394 / 0321-8747595
Email: events@learningmindsgroup.com

Cancellation Policy: Cancellations made within 7 working days of the workshop are non-refundable. All cancellations must be submitted via email. Substitutions, however, are welcome at any time.



Interested in a customized in-house workshop for your organization?
Email us at anoosha.a@learningmindsgroup.com to explore the possibilities.