

Leadership by Design



THE 8 MANDATES OF EXCEPTIONAL LEADERSHIP

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Overview

In a world of constant uncertainty and complexity, organizations need leaders who do more than manage operations. They must take responsibility, rally people around a meaningful cause, and create environments where teams can thrive.

Leadership by Design is a two-day executive program that equips leaders with the mindset and frameworks to lead with clarity, courage, and impact. Built around 8 Leadership Mandates, the program encourages participants to rethink traditional leadership and adopt an approach rooted in purpose, responsibility, empathy, and culture.

Participants leave with a practical leadership blueprint to strengthen their influence, empower teams, and drive meaningful organizational impact.

Who Should Attend

This program is designed for leaders who want to strengthen their leadership impact and broaden their influence within their organizations. Typical participants include:

- Senior Managers and Functional Heads
- Directors and Department Leaders
- Emerging Senior Executives
- High-Potential Leaders preparing for larger roles
- Entrepreneurs and Business Owners

Participants typically bring 8–20 years of professional experience and lead teams, functions, or business units.



Key Outcomes

Participants will gain the ability to:

- **Lead Beyond Authority:** Understand how leadership emerges from responsibility, not hierarchy.
- **Anchor Leadership in Purpose:** Mobilize people around a cause that gives work meaning and direction.
- **Solve Meaningful Problems:** Focus leadership attention on challenges that truly matter.
- **Drive Change with Confidence:** Navigate resistance and lead transformation with clarity.
- **Lead with Humility and Empathy:** Build trust, credibility, and psychological safety within teams.
- **Unlock Strength-Based Performance:** Identify and amplify individual and team strengths.
- **Shape Organizational Culture:** Recognize leadership's role in creating environments where people perform at their best.
- **Inspire Collective Commitment:** Communicate a vision that enrolls people in a shared journey.

Program Structure

Day One: Foundations of Leadership

- **Responsibility Over Authority**
 - Understanding the shift from positional power to leadership ownership.
- **Driven by a Cause**
 - Defining the purpose that energizes leadership.
- **Solving Interesting Problems**
 - Identifying meaningful challenges worth solving.
- **Making Change Happen**
 - Designing and leading change initiatives that deliver results.

Day Two: Leading with Influence

- **Humility and Empathy**
 - Strengthening emotional intelligence and trust-building behaviors.
- **Strengths-Based Leadership**
 - Leveraging strengths to elevate performance and engagement.
- **Culture Custodianship**
 - Building cultures that support innovation, accountability, and collaboration.
- **Enrolling People on the Journey**
 - Using storytelling and vision to mobilize people toward shared goals.

Learning Experience

The program combines conceptual insights with practical leadership application.

Participants engage through:

- Interactive leadership dialogues
- Case discussions from real organizational situations
- Peer learning and collaborative exercises
- Leadership simulations
- Reflection and personal leadership blueprint

This approach ensures that learning is immediately applicable in real organizational contexts.

Leadership development is not simply about acquiring knowledge. It is about transforming how leaders think, act, and influence.

Leadership by Design provides leaders with the clarity, courage, and capability required to lead organizations and people toward meaningful progress.

Workshop Leader

Sohail Zindani is a leadership thinker, management consultant, and entrepreneur dedicated to helping organizations unlock human potential and build cultures where people and ideas thrive.

He is the Founder of Learning Minds, a leading learning and consulting firm in Pakistan, where he works with corporations across industries on leadership development, organizational culture, innovation, and strategic thinking.

Sohail serves as Partner-in-Residence at the IoBM Executive Education Center, contributing to executive learning and leadership development. He also leads Sustainability and Brand initiatives for SOS Children's Villages Sindh, strengthening the organization's narrative and long-term social impact. In addition, he works with The Indus Hospital & Health Network, advising on leadership development, employer branding, and institutional capability building.

Known for his unconventional and thought-provoking perspectives on leadership, culture, innovation, and learning, Sohail frequently engages corporate leaders, educators, and young professionals through keynotes, advisory work, and executive programs.

A speaker, author, and content creator, he shares ideas on leadership, happiness, parenting, and personal growth through his writing, talks, and digital platforms, reaching audiences across the region and beyond.

Based in Karachi, Sohail continues to work with organizations and institutions committed to building meaningful, forward-looking cultures.



Registration Details

Program Fee: **PKR. 150,000/- PER PARTICIPANT + SST**
10% discount on a group of 3 or more participants

Fee Includes:

- Leadership by Design Workbook
- Learning material
- Lunch and Refreshments
- Exclusive Leadership Giveaway
- Certificate of Participation
- 2 Exclusive Leadership Guest Speaker Sessions

For Registration(s), send us your:

Name, Designation, E-mail, Mobile Number and CNIC
to events@learningmindsgroup.com

For further information please contact: **Talha Shabbir**

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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 talha.s@learningmindsgroup.com to explore the possibilities.

**Leadership is rarely accidental.
It is intentional.
It is designed.**