LEVERAGE YOUR TOP TALENT

How can high potential executives drive results that accelerate performance? With frequent corporate transitions and competitive market shifts, it is critical to unlock the full growth potential in every aspect of the organization. High-potential executives require exposure to new ways of thinking and new perspectives that can help catapult their career and company’s outlook to the next level.

**Developing Future Leaders (DFL)** by LUMS is an intensive program designed to offer unique opportunities for the capability development for emerging leaders. DFL also provides an opportunity for progressive organizations to identify high potential talent and enable them to cope with transitional challenges.

DFL provides fast track executives a platform to gain contemporary knowledge and skills, strengthen business fundamentals and transform them into actionable insights.

The program focuses on developing greater confidence, creativity, resourcefulness, initiative and solutions-finding and problem-solving capabilities so that participants can operate and perform at a higher strategic level. Over 7 days, the program instills a whole new way of thinking that allows participants to create their own roadmap for growth.
“DFL is a real transformational and eye opening experience!”

Hassan Hashmi
The Hub Power Company
BENEFITS FOR EXECUTIVES

Over the extensive 7 days program, participants will:

- Gain insights into personality characteristics and learn how personality influences effectiveness as a leader and a team member
- Assess strengths and weaknesses to become a more effective leader
- Understand how to influence team dynamics, team performance and lead with an impact
- Understand the essentials of managerial decision making and problem resolution
- Sharpen ability to understand the use of financial indicators to drive long term value creation
- Learn how to communicate with impact and efficacy

BENEFITS FOR ORGANIZATION

- Development of the critical middle-cadre and cultivation of high-potential talent in your organization
- Participants return from the program with greater confidence and drive to succeed
- Enhanced team performance stemming from improved leadership perspective
- Enhanced communication and networking skills translating to increased productivity
WHO SHOULD ATTEND

The program is designed for mid-level high potential managers with broadly 3-8 years of work experience. The program is ideal for:

- High achievers moving forward in the organization on the fast track
- Emerging leaders that are being groomed as functional heads/team leaders
- Executives who are motivated to invest in reinforcing their leadership potential with a strong foundation of skills and knowledge
- Mid-level professionals from engineering, consulting, IT and other technical backgrounds who need to build their leadership and people management abilities
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**Financial Analysis**
- Essentials of financial literacy
- Measuring the financial health of an enterprise

**Decision Making**
- Estimate decisions, trade-offs and problem solving options
- Group decision making

**Management Communication**
- Effective public speaking
A TYPICAL DAY

A typical day resembles the following format. However, there may be variations to suit the required need of each day.

Class Session I
Opening Session
Build the learning context for the 1st half of the day’s session

Morning Tea Break
Engage with participants and faculty over a refreshing cup of tea

Individual Preparation & Group Discussion
Explore the depth and breadth of management and real life business situations by collaborating with fellow executives

Class Session II
In-depth analysis of a real world situation. Build perspective and core business acumen through a case study run by our expert faculty

Lunch Break
Gather and relax over lunch, interact with peers and faculty both in and out of the classroom

Class Session III
Experiential learning, facilitated exercises, group work and interactive lectures

Afternoon Tea Break
Network and interact on discussion points over tea

Individual Preparation & Group Discussion
Participants discuss the case in group-setting and broaden their horizon from each other’s perspective

Class Session IV
Gain valuable insights through cases and lectures enriched by faculty’s experiences from their extensive industry research and practical consulting experience
ACCELERATING YOUR IMPACT

A unique blend of contemporary knowledge and skills, DFL prepares high-potential, middle-management executives to move from mastery of one focused area to success in a broader role. The participants will get the opportunity to explore individual strengths, increase their understanding of effective leadership and refine strategies for improving personal and organizational performance.

DFL uses a multidimensional approach of lectures, group discussion, case study, role playing, networking opportunities, focused simulations and exercises geared to provide new insights and give participants opportunities to apply them.

Evaluations of preceding years (on a scale of 1-5; 5 being highest) provide a key indicating measure of the program’s impact on the participants.

Program Evaluation Over Last 3 Years
PROGRAM DIRECTORS

Jamsheed H. Khan
Professor, Operations Management
PhD, University of Texas, Arlington
Research Interests:
Productivity; Quality Management; Supply Chain Management; Six Sigma;
Project Management and Developing a Customer Centric Culture

Saad Azmat
Associate Professor, Accounting and Finance
PhD, Monash University
Research Interests:
Corporate Finance; Investments; Capital Markets; Financial Institutions and Islamic Finance

PROGRAM FACULTY

Adnan Zahid
Assistant Professor, Marketing
PhD, CASS Business School,
City University
Research Interests:
Status Consumption; Acculturation; Gender;
Religion and Consumer Culture

Anwar Khurshid
Professor, Technology and Organization Management
PhD, Michigan State University
Research Interests:
Organization Design & Development; Change Management; Leadership & Team Building; Management of Technology & Innovation and Quality Management

Muhammad Adeel Zaffar
Assistant Professor, MIS and Technology
PhD, University of North Carolina
Research Interest:
Decision Support Systems; Technology and Innovation Diffusion; Social Networks & Their Impact on IS Strategy and IS Diffusion; Agent-Based Computational Economics IS Pedagogical Issues and Network Location Models

Muhammad Abdur Rahman Malik
Assistant Professor, Organizational Behavior and HRM
PhD, Lahore University of Management Sciences
Research Interests:
Creativity; Motivation and Performance Management Systems
“The experienced faculty at LUMS coupled with the hands-on practice and concepts stimulated us to challenge our leadership capabilities. If someone really wants to explore his/her leadership potential, DFL is a must for them.”

Faroq Ahmad Randhawa
Punjab Healthcare Commission
“An inspirational experience which staggers your thinking process to bring in more innovation and critical mindset which is essential as a leader.”

Syed Babar Ali
Federal Board of Revenue
OUR LEARNING MODEL

We believe that people learn when they immerse themselves in concrete real-life experiences, are able to reflect on their experiences, and extract useful ideas to experiment and apply in future. Real experience has no substitute and the best learning should ideally happen during work. However, little time is available for people to reflect upon their experiences and to synthesize learning into usable ideas while they are acting in real life. Moreover, pressures and stresses of daily work leave no time to experiment with new approaches to maximize learning and create more value.

We at LUMS, therefore, simulate an environment that is as close to real life as possible. We provide participants opportunities for discussion, analysis, and reflection on real-life experiences, permitting extraction of, and experimentation with, new ideas. Our unique blend of real-life case studies, experiential learning exercises, classroom activities, group work and individual work assignments provide participants a distinctive learning experience.

THE CASE METHOD OF TEACHING IS A SPECIAL STRENGTH OF LUMS

The University is at the forefront in developing and using cases in its various programs. Cases describe actual business situations and bring into the classroom, problems and opportunities faced by practicing managers. The participants analyze problems, evaluate alternatives and recommend appropriate solutions which help enhance decision-making abilities and problem-solving skills.

PEER GROUP LEARNING IS AN INTEGRAL PART OF THE LEARNING PROCESS

Group study provides a forum where you benefit from the diversity of views, perspectives and abilities of other team members. The dynamic exchange of knowledge and experience among successful individuals from different organizations and functions enhance learning. Our program also provides excellent networking opportunities.
ADMISSION PROCESS

Applications will be screened with regard to their suitability for each program. Kindly ensure that your complete online application form reaches the office by the deadline. Incomplete application forms will not be entertained.

Our online application form is available at our website https://redc.lums.edu.pk/program-calendar

If you require any assistance while applying online, please contact us by:

**Tel:** 92-42-35608119 Or 35608243  
**Fax:** 92-42-35722691  
**Email:** rec@lums.edu.pk  
**Mail:** Marketing Manager  
Rausing Executive Development Centre  
Lahore University of Management Sciences  
Opposite Sector ‘U’, DHA, Lahore – 54792

FEE, DISCOUNTS & PAYMENT

Program Fee: PKR 180,000

The fee includes tuition cost, reading material, tea and lunch served during the program.

For any executive program, if more than two executives from the same organization participate, each additional participant after the first two gets a 20% discount on the program fee.

Payment is due upon receipt of the acceptance letter along with the invoice. Please ensure that the payment reaches the office BEFORE the start of the program. Space in the program may only be ensured after we receive the fee. Our preferred mode of payment is by cheque/banker’s draft payable to Lahore University of Management Sciences. Please send the cheque to:

Marketing Manager  
Rausing Executive Development Centre  
Lahore University of Management Sciences  
Opposite Sector ‘U’, DHA, Lahore – 54792  
**Tel:** 92-42-35608119 Or 35608243  
**Fax:** 92-42-35722691

* LUMS is allowed to render services without tax deduction under the Income Tax Ordinance, 2001. Therefore, on presentation of a valid tax exemption certificate by LUMS, no tax shall be deducted.
ACCOMMODATION

We offer single bed accommodation at the Raising Executive Development Centre. Each bedroom with attached bathroom is equipped with mini-fridge, writing desk and direct dial STD/ISD telephone and cable TV. If you wish to avail accommodation at LUMS, there will be additional fee of PKR 76,000. It includes lodging, breakfast and dinner for the duration of the program. However, any extra charges such as telephones, extra meals, etc. should be paid on departure. You may check-in on the evening preceding the start date of the program and check-out the morning after the program ends. You are, however, requested to inform us of the time of your arrival and departure.

*Please note - residence for drivers/attendants accompanying the participants is not available.

SUBSTITUTES/TRANSFERS & REFUNDS

If an executive is unable to attend a registered course, REDC will accept a substitute until 2 working days before the program. Substitute candidates will be subject to the same selection process as the original one.

If an executive wishes to cancel his or her name from a program, he or she must notify REDC in writing or on call at least 5 working days before the program. In case of late cancellation, course fee will be refunded after deducting an application processing fee of PKR 40,000.

It is possible to transfer deposited fee to any open enrollment program within 3 years. Transfers should be notified at least 5 working days before the program. In case the participant or sponsoring organization fails to utilize the funds within 3 years, the deposited fee will be forfeited.

[http://redc.lums.edu.pk](http://redc.lums.edu.pk)

*The University reserves the right to postpone, cancel programs or make changes in its program policies and fees at any time.*
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