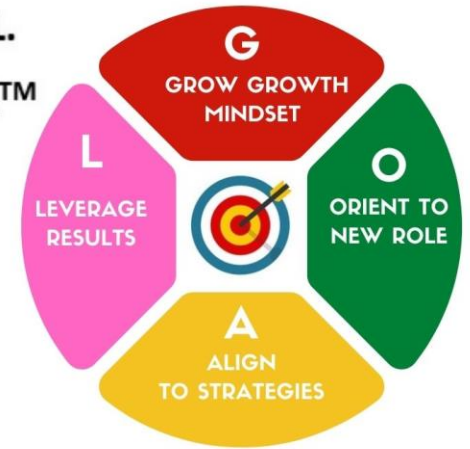




Using
The G.O.A.L.
Framework™



Q.S. Imran Azam

Transform Your TECHNICAL EXPERTISE into OUTSTANDING LEADERSHIP

In most organizations, technical experts who perform well will eventually be asked to lead a team and to deliver results through that team. This is because advancing in one's career typically means moving into management, even if your area of expertise is unrelated to managing people. But being in management requires an entirely new set of skills. If our technical experts don't learn these skills, they'll likely end up underperforming and feeling frustrated.



Keeping the above objectives in mind, “**Productivity Accelerator System**” has been designed by Mr. Q.S. Imran Azam, General Manager, IMS at SPL and a reputable Leadership Growth Strategist using his four-step proprietary **Signature Solution- “The G.O.A. L. Framework™”** that guarantees increase in productivity of Technical Leaders by at least 25% in 180 days.

G.O.A.L. is an acronym of:

- G: Grow Growth Mindset**
- O: Orient to New Leadership Role**
- A: Align Team Goals to Business Strategy**
- L: Leverage Results**

Following is the brief of the contents addressed under each module:

Grow the Growth Mindset	Orient to New Leadership Role	Align Team Goals to Business Strategy	Leverage Results
Desire to Change	Inspire Action	Tying Team Goals with Personal Goals	Measure & Evaluate Results
Adopt New Behaviours	Teach Emotional Intelligence	Share Vision Co-create Action Plans	Develop Engaged Workforce
Foster Thriving Culture	Master New Skills	Empower teams with ownership and accountability	Accelerate Productivity

In the initial phase, a training workshop on the **Module 1** titled “**Grow the Growth Mindset**” was developed and facilitated by Mr. Imran for the technical leaders of Security Papers Ltd. and our sister organization-SICPA Pakistan Pvt. Ltd.

Overall, two sessions were arranged-the first one was attended only by participants from SPL on the 8th of July and the second session on the 13th of July was also attended by SICPA technical team besides SPL Officers.



The course workshop was very well received by the audience comprising of over 40 Officers in two sessions. They really appreciated few powerful insights such as “**The Power of YET**” and difference between “**Growth and Fixed Mindset**”, “**Effective Strategies to shift from Fixed to Growth Mindset**”. **Dr. Dweck’s research model** was also applied for comprehending the link between **growth mindset and achievement**.