

### 3 DAY LEADERSHIP TRAINING

# Leadership & Accountability

Leading under pressure: People, decision and practice

**Dates: 7th - 9th July, 2026**

**Venue: Islamabad Pakistan**

Aid and development organisations in Pakistan are working in increasingly complex and high-pressure environments. Leaders are expected to manage teams, make difficult decisions, maintain staff wellbeing, and deliver quality results despite limited resources and growing challenges.

This training offers a practical and reflective space for professionals to strengthen leadership skills, exchange experiences with peers, and build confidence to lead effectively during uncertainty and change.

## Training Topics

### What we will cover?

- Leadership styles and self-reflection in the Pakistan context
- Value-based and ethical leadership
- Decision-making in complex environments
- Systems thinking and systems leadership
- Strategic efficiency doing more with less
- Staff motivation, retention & intergenerational dynamics
- Leadership burnout & personal resilience
- Effective influence and negotiation skills
- Optional 1:1 coaching with the facilitator.

## Learning outcomes

### What will you gain?

*By the end of the training, participants will be able to:*

- Reflect on their own **leadership style, strengths, pressure points, and areas for growth** in the current Pakistan aid and development context.
- Strengthen their ability to make **clear, values-based, and ethical decisions** in complex, uncertain, and high-pressure operating environments.
- Apply **practical approaches for leading and managing teams**, including staff motivation, retention, communication, morale, and intergenerational dynamics.
- Explore **how systems thinking can help leaders** understand complexity, manage competing demands, and translate organizational priorities into practical action.
- Identify **ways to lead more strategically and efficiently** when organizations are facing funding constraints, increased compliance demands, and reduced resources.
- Recognize the **risks of leadership burnout and identify practical ways to sustain** personal resilience, staff wellbeing, and team effectiveness.
- Strengthen **influence, negotiation, and communication skills** for managing relationships with staff, peers, senior leaders, donors, partners, and other stakeholders.
- Develop **practical leadership actions** that can strengthen team culture, staff engagement, accountability, and organizational resilience.

## Audience

### Who should join?

*This training is intended for participants who are:*

- Current Leaders:** Managers, Directors, and Officers managing a team, making decisions, or supporting or organisational change.
- Emerging Leaders:** Professionals moving into senior roles and committed to three full days of learning.
- Reflective Practitioners:** Anyone seeking a safe space to reflect, discuss real challenges, and learn from peers facing similar pressures.

**REGISTER HERE** to join the training

#### What will you pay?

**PKR 25,000** for National / Local Organisations

**PKR 35,000** for International Agencies

The fee includes refreshments & lunch on all training days, Training materials and resources. Expert facilitation, Certificate of participation and Optional 1:1 coaching sessions

Disclaimer: Fee does not cover accommodation, travel, or dinner.

#### Note for Participation:

Language: English

The training environment will model safeguarding principles, ensuring a safe, inclusive space that upholds confidentiality and respect for all participants.

### Meet the Facilitator - Uma Narayanan

Uma is an experienced consultant, facilitator, and coach with nearly 20 years of experience working with UN agencies, INGOs, NGOs, and Red Cross/Red Crescent partners across Asia, Africa, and the Pacific. She specialises in leadership, organisational effectiveness, people management, accountability, and institutional resilience, with extensive experience working in Pakistan. Her facilitation approach is practical and reflective, combining structured learning, peer exchange, and applied tools to help leaders strengthen decision-making, team management, and organisational culture in complex and high-pressure environments.



### About Community World Service Asia

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