



LIGHTHOUSE  
**DOSSIER**  
2022-2023

## AT A GLANCE

Leadership is a constant process of self-development that is achieved through understanding and harnessing in their mind the core Values and fearless Purpose in life. Successful leaders take control of their emotion with difficult times. They know that they are expected to remain in control of the situation and find the best course of action. At the same time, they must be a source of inspiration and guidance when change comes in the form of transformation.





## MISSION

Lighthouse Bangladesh, began its success saga in 2015, envisioning to touch lives of aspiring leaders of our country. LHB strived to empower the professionals and managers at every level through an elevating journey by means of 'Learning & Development' tools that empowered them to perform as leaders with leadership and functioning competencies while they embarked into the progression across and beyond the corporate pyramid.

## VISION

Looking ahead, we are focused on accelerating the execution of our growth strategy while continuing to build on the strength of our brand – in helping our clients, create innovation and in bringing positive change to the communities and paving ways for Chief Excellence Officers (CXOs).

## NEW LHB

The People Development globally has seen a paradigm shift over the recent-past and the entire globe witnessed a monumental transformation. LHB engaged its resources during the evolution to modify people's traditional views of the working culture and the skills that are required by all organizations to sustain and align with the new norm. Featuring industry leaders to educate the audience on how to adapt to the new world of the internet, how to complete all of one's most important tasks via the online platform, and what types of tools one would need to master in order to have a transformational journey.

## THE LEARNING AND DEVELOPMENT

This sector is one of the most dynamic sectors in the world. The need to modify and adapt is continuous and at Lighthouse Bangladesh, we appreciate this opportunity as we believe it brings out the best in us; helping us strive further to provide our valued customers with life enriching services at all times. We are motivated to remain an innovative market leader, going beyond our customers' expectations in providing them a better training/learning experience, and at the same time inspiring and uplifting the communities in which we want to live in harmony.

### 70:20:10 LEARNING MODEL



The 70:20:10 learning model has seen widespread adoption by businesses, and its implementation has been met with outstanding levels of success. These services are provided by Lighthouse Bangladesh in an effort to help its clients achieve their objectives.

- Effectively delegate tasks and projects to develop in-team competence and skill
- How to agree, monitor and develop meaningful performance objectives
- Coach team members to solve problems more quickly and improve performance
- Deal with difficult people and situations more confidently and assertively
- What a preferred management style impacts team's performance
- How to manage multiple projects, conflicting deadlines and demands more proactively
- How a management style develops or damages team motivation and commitment
- How to balance getting the job done with motivating and supporting team members

All of these programs can help every corporation and individual work toward their objectives and eventually achieve success.

PROGRAM 1

## PROFESSIONAL DEVELOPMENT PROGRAM – EXCELLERATE

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### OBJECTIVES

The program prepares the management trainees, upwardly mobile professionals, junior and mid-level executives, aspiring team leaders and first-time managers to bridge the learnings between academic and corporate education and assist organizations to develop their talents into valuable assets of the future.

### OUTLINE & DURATION (4DAY-LONG PROGRAM)

#### Discovering Self

- 01. Why – How – What
- 02. PURPOSE, VALUE and CORE
- 03. Self-Reflection
- 04. DISC Model

#### Empowering Self

- 01. Four phases of Development
- 02. The four individual self and Identity
- 03. Personal Branding
- 04. Connect to Communicate

#### Managing Self

- 01. Personal Energy
- 02. Excellence Essentials
- 03. Emotional Intelligence
- 04. Time and Stress
- 05. Managing Conflict

#### Leading Self

- 01. Lead with empathy
- 02. Professionalism and Management
- 03. Role Ready
- 04. Collaborate and Serve

### BENEFITS

- Prepare the management people for better perception
- A non-corporate mindset and blend into the corporate culture
- Behavior of a professional
- Action of manager and attitude of leaders
- Compatibility to overcome the challenges
- Advance with success in mind

### TARGET AUDIENCE

- 1 Management trainees
- 2 Junior to mid-level executives
- 3 First-time managers
- 4 Aspiring Team leaders

PROGRAM 2

**EXIST TO CO-EXIST: NETWORKING & SELF BRANDING  
 MASTERCLASS**

One of the most basic yet valuable things one needs to excel in career and life is networking. This course will show you how to use the gift of socializing and identifying opportunities and meaningful, lasting relationships. As technology continues to thrive, it's become imperative to hone this skill. Networking is a personal form of communication and a marketing tool that will deliver overall business and marketing strategy.

**PROGRAM OBJECTIVE**

This Program can help to generate new leads, depend connections with existing contacts, learn the way to earn useful marketing information and effective & smart selling. It shows future business opportunities and prospects that are potential. Networking is suited to any business focused on consultative selling, trusted advisory, key account management and positive selling. It helps to break into new markets, learn about competition, knowledge of your customers and market data.

**PROGRAM OUTLINE (DAY-LONG)**

- DISCOVER YOURSELF - Exist to Co-Exist
- BRAND YOURSELF - Personal Branding and Etiquette
- PRESENT YOURSELF - Presentation
- EMPOWER YOURSELF - Role Readiness
- ENGAGE YOURSELF - Professional Networking
- EXCEL YOURSELF - Prosper though Network
- SUSTAIN YOURSELF - Network Service Excellence

**BENEFITS**

- Why to network?
- How to network?
- How to sustain a network?
- What it takes to be a networker?
- What other tools applied for networking?
- What great a network generates?
- Identifying self as a networker?



PROGRAM 3

## POWER OF COMMUNICATION – THE DISC MODEL

Communication is imperative for anyone to transform from lackey to leader. This program imbues individuals with the language of leadership with the DISC model as its parameters to ensure world-class standards. Communication in Leadership is a dialogue, not a monologue. An effective leader is constantly aware of the importance of good communication as a competency that can be improved through the acquisition of certain skill and attitude.

### PROGRAM OBJECTIVE

Effective managerial communication combined with the new mindset enables to influence the decision-making process of prospects, resulting in more business and more success. Becoming a master in communication requires understanding how to approach social situations while being skilled in conversations. - "The art of conversation is the art of hearing as well as of being heard" - William Hazlitt

- Communication Redefined
- Personal Energy and awareness
- DISC behavior
- Emotional Intelligence

## PROGRAM OUTLINE

(2DAY LONG PROGRAM)

- 4 Powers Of Communication
- 7 Cultures Of Communication
- 9 Paradigms Of Communication
- Conflict Management & Negotiation

### BENEFITS

- Building trust
- Preventing or resolving problems
- Providing clarity and direction
- Creates better relationships
- Increases engagement
- Improves productivity

## AUDIENCE

Business Unit  
Manager

Functional Team  
Leader

Designed for  
Professionals

Front Liners  
& Sales

#### PROGRAM 4

## MASTERING THE CORE – MANAGERIAL LEADERSHIP

A fast-paced rigorous workshop that helps individuals hone all the skills management requires and get ahead of the norm. An ideal program for Operations and Management it essentially ensures that you have tailor-made skillsets that the average professional lacks when stepping into this position. We live in a world in which many of the me-honored approaches to leadership are no longer applicable. Faced with first-of-its-kind disruption, Leading Through The VUCA World is designed based on a new form of leadership thought where one requiring a new skills set and thought patterns that will produce solutions that are effective and efficient. – Mastering The Core

### OBJECTIVE

- **THE PROBLEM** - Change is challenging and rapid change can be overwhelming, however change brings leaders new opportunities
- **THE REASON** - We are living in a time of exponential change. The world of work is changing at an unprecedented rate. Leaders do not allow change to cloud their vision
- **THE SOLUTION** - Value Centric Environment - Purpose Driven Organization -Conscious and Mindful Actions- Agile Learning - Change Agent

### OUTLINE & DURATION (2DAY-LONG PROGRAM)

Nearly two decades ago, the Army War College coined an acronym to capture the nature of an increasingly unpredictable and dynamic world. They called it VUCA—an environment of nonstop:

- **Volatility** - the speed of change in an industry, market, or the world in general.
- **Uncertainty** - the extent to which we can confidently predict the future.
- **Complexity** - the number of factors that we need to take into account, their variety, and the relationships between them.
- **Ambiguity** - a lack of clarity about how to interpret something.

### PROGRAM

This program is designed for professionals, all level of Managers, Business Unit Managers, Functional Team Leaders, Supervisors, Line Managers and Emerging Leaders who are aspiring to play the leading role at Corporates, Financial Institutions, MNCs, NGOs and other industries. Those responsible for developing and leading plan and strategy are encouraged.

## LEARNING

- How has our approach to leadership changed?
- Re-skilling: are we moving fast enough?
- Are we retraining enough people and is it just about technology?
- Extending agile from a marginal activity to a core one
- What structural and organizational change is needed to drive a culture of innovation?
- Is the existing network / IT split still working and if not, why not?
- Is there a “one size fits all” approach towards building a new organization?
- What are the key pillars and principles that should be applied to this new organization?
- How to decide when to build, when to partner and when to wait on the sides?
- Can we change customer relation approach ?

## PROGRAM

### Living In A VUCA World

- Exploring Energy
- Organizational Energy
- BRAIN, BONE & NERVE

- Conscious & Mindful Action
- Communication –DISC MODEL
- Response to VUCA

- Value Centric Environment
- Purpose & Value
- Leading From the Middle
- UP-DOWN-ACROSS

- Purpose Driven Organization
- Leading in a VUCA World
- Negative & Positive VUCA

- The Change Agent
- Courage, Perseverance and Decision making
- TRUST

- Agile Learning
- Future Readiness
- GROWTH

## AUDIENCE

Emerging leaders  
at all level

Business unit  
Manager

PROGRAM 5

**PROGRESSIVE LEADERSHIP – LEADING FROM THE MIDDLE**

Progressive Leadership defined– Anything and everything that is needed to know about taking charge and showcasing leadership wherever within an organization’s hierarchy. ‘A progressive leader is one who continually aspires to take himself, team and organization to the next level by inspiring and engaging self and the others towards achieving the mission and vision by leading purposeful change in the process.

**OBJECTIVE**

A progressive leader is able to move the organization, constantly transforming to adapt to the challenges in today's environment with a vision toward the future. Progressive Leadership provides a leadership model for success in today’s world of rapid change, rising complexity, and fierce competition. In addition, progressive leaders can overcome the critical leadership crisis by leading from the middle, peers, subordinates and line managers evolving other qualified leaders.

**PROGRAM**

Self Discovery  
 Purpose & Values  
 Why How What  
 Leadership Behavior - DISC  
 Exploring Excellence

Communication  
 Strategy & Engagement  
 Responsibility vs Accountability  
 Leading from The Middle  
 The Five Levels

Seven Myths  
 Seven Challenges  
 Seven Principles

**BENEFITS**

- Self-awareness
- To establish self as a leader within the organization
- To progress towards the vision by believing in change
- Effectively Network
- Assertively communicate
- To disseminate effective energy
- Value understanding
- A 360-degree approach to leading

**AUDIENCE**

Upwardly mobile managers

Emerging leaders at all level

Business unit Manager

Functional team leaders

Supervisors/Line leaders



PROGRAM 6

## OWN YOUR VALUES DRIVE YOUR PURPOSE – THE HUMBLE LEADER

The Humble Leadership Program is derived from the Leadership Evolution Theories which also greatly within the premise of Prophetic Leadership and Servant Leadership. Great leaders work to create a better future. It is a consistent process of self-development that is achieved through understanding and harnessing in their mind their Core Values and True Purpose in life. Great leaders are able to accumulate a deep strength to go on when others may give up. A true leader walks the path of the heart and inspires others to work towards the creation of a better world.  
-Roxana Jones

### OBJECTIVE

First, we clarify how humble leadership has been defined and measured in the current literature and discuss how it compares to moral-based leadership approaches. Second, we review the extant literature by examining humble leadership's theoretical and nomological network, highlighting the antecedents, outcomes, moderators, and mediators. Third, we provide an overview of key methodological strengths and weaknesses. Finally, we conclude by drawing upon our review of the literature to present directions for future research that will advance the understanding of humble leadership.

### OUTLINE

- Power & Energy
- Know Thyself & Role Models
- Evolution of Leadership
- Competencies VS Qualities
- Leading Inside Out (Traits & Behavior)
- Leadership Language
- Powerful Ways (Authority & Delegation)
- Forbidden Acts
- Valuable leader

### LEARNINGS

- Embrace Your Purpose
- Live Your Values
- Being life-awake
- Break out of established patterns of behavior to deal better with disruption
- Live consciously instead of living compulsively
- Shift from being reactive to being responsive
- Past is experience and Future is glory

### AUDIENCE

Senior  
Managers

Mid-Level  
Managers

Divisional  
Heads

C-Suit

PROGRAM 7

## IN PURSUIT OF EXCELLENCE – A PERSONAL EXCELLENCE PROGRAM

Personal Excellence is the journey of positive development beyond one's self and is a step-by-step process of improving oneself in every aspect of life. Although the process is difficult and requires patience but it benefits those who want to live a successful and happy life. Personal excellence is to improve your performance consistently and continuously so that you can improve every aspect of your life – family, education, career, finance, relationship etc. Personal excellence does not reflect perfection and being perfectionist. It is a process of becoming better of oneself, and do better and better in all aspects of life.

### OBJECTIVE

The objective of this session is to render an L&D session which will assist the individual contributors to be more collaborative, perform as a team, to learn how to flex self to adapt different communication style, to be an agile learner, how to get things done & learn basics of business & finance.

### OUTLINE

- Customer Centricity
- Strategy and Execution
- Change and Innovation
- Team Development and Engagement
- Communication

### LEARNINGS

- Discipline
- Commitment
- Emotional Control
- Attitude and focus
- Belief and Courage
- Calmness and destruction control
- Self-Evaluation

**AUDIENCE**

All level  
of managers

PROGRAM 8

## EMOTIONAL INTELLIGENCE- LEADING WITH EMPATHY

Emotional intelligence has been found to be an important indicator of life and career success – more specifically, success in leadership. Developing your emotional intelligence skills will benefit your personal and professional relationships. EQ refers to a form of social intelligence that involves the ability to monitor one’s own and others’ feelings and emotions, to discriminate among them, and to use this information to guide one’s thinking and actions.

### OBJECTIVE

Emotional intelligence can provide the backbone of that understanding that strengthens team building, productivity, morale, and more. Whatever model your workplace follows, emotional intelligence can build better leaders and help prevent employee turnover.

### OUTLINE

- Self-Awareness
- Self-Management
- Social Awareness
- Relationship Management
- Empathy

### LEARNINGS

- Creating Impression
- Assessing Situation
- Conflict Resolution
- Barriers to Empathy
- Know Your Values
- Empathy vs Sympathy

**AUDIENCE**

C-Suit Leaders

PROGRAM 9

## SITUATIONAL LEADERSHIP- EFFECTIVE LEADERSHIP

Situational leadership supplies a model for analyzing a situation and adopting the appropriate leadership style. The theory states that the amount of direction and support managers give each employee should vary, depending upon the employee's developmental level—competence in, and commitment to, a given task. Blanchard and Hersey's situational leadership matrix has four leadership styles for the manager, corresponding to four developmental levels for the employee. The manager provides more support and direction at a lower developmental level, and less at higher levels.

### OUTLINE

- Participants learn to use the model to analyze performance discrepancies and then choose the appropriate 'differentiated' style to develop these to ensure their associates reach to the highest development level 'D4'.
- Learn how empowerment is provided at every level of development.
- Learn to use the Magar's chart to diagnose and solve a performance problem
- Each participant solves one of their own leadership issue by using the shared tools, ensuring familiarity of using the concepts and tools in their own areas.

### OUTLINE & LEARNING'S

- Improving communication and becoming a more trusted and credible leader.
- Learning how to use situational leadership to achieve greater productivity by infusing energy, self-reliance and drive within their teams.
- Creating a collaborative work environment to achieve faster sustainable results.
- Increasing effectiveness in setting goals, providing clear direction, listening, observing, monitoring and giving feedback.
- Retaining the most talented employees by being more responsive to their development needs

**AUDIENCE**

First and Second Line Managers in all functions  
who lead other people.

PROGRAM 10

## RMG MANAGERS

Better management and operation of RMG enterprises are associated with changes in planning, financial management, human resource management, compliance assurance, stakeholder management and industrial relations” and it is getting more and more critical. Better trained management professionals need to be made available for regions that are behind in terms of management performance and dedicated programs should be introduced for different categories of management in the RMG sector.

### OBJECTIVE

Given the positive contribution made by the management professionals, the sector should promote categories of people development through measures such as Behavioral Assessment, Soft Skill Development and Managerial Capacity building for senior and mid-level management professionals considering Leadership Succession being another critical window.

### OUTLINE

- Think Like a professional, Act like a Manager, Perform like leader: (Prepare for your new role Self Awareness and Self Management)
- Leading inside out: (Why, How, What The 7 skills - EI, Relationship Management, Overcoming Favoritism, Earning Respect, Professionalism, Work Ethic, Appearance)
- From Being Wonderful to Full of Wonders: (Managing Friends and Peers, DISC, Communication and EI, Empathy, Managing Disciplinary Situation)
- Pipeline: (Transitional Role, Lower-Mid-Upper level)
- Delegation: (Team Engagement – Responsibility, Authority, Accountability)
- Function: (Plan – Organize – Control – Lead)
- Sustainability: (Manage Stress, Build Team, Drive Success)
- Role: (Coaching, Feedback and Balancing Act)
- Leadership Advice

## LEARNINGS

Understand, recognize, and foster the right managerial qualities and understand their responsibilities as leaders

Understand leadership and management and the related drivers for performance enhancement and success

Learn managerial experiences and leadership values

To open the lines of communication and build trust

Create a personal vision as a manager and a leader

Manage more efficiently and develop productive teams

## AUDIENCE

First and Second Line Managers in all functions who lead other people.

PROGRAM 11

## CHANGING COURSE

These days, companies find it extremely challenging to keep up with change in their organizations given the relentless pressure to do more, faster and better. Without a high Resilience Intelligence (RQ), it can be difficult to stay on top of all the change and be strategic in our response. In this interactive, powerful, thought-provoking program, participants will gain a unique perspective and acquire the critical mindset and skills needed to deal with multiple changes that they can immediately put to use.



## OUTLINE

- How has our approach to leadership changed during the pandemic?
- Re-skilling: are we moving fast enough? Are we retraining enough people and is it just about technology?
- Extending agile from a marginal activity to a core one?
- What structural and organizational change is needed to drive a culture of innovation?
- Is there a "one size fits all" approach towards building a new organization?
- What are the key pillars and principles that should be applied to this new organization?
- Can we change customer approach ?

## BENEFITS

- Learn to execute the Change Challenge
- Assessment to uncover your signature strengths and learn how to bring the best out in people and build powerful coalitions.
- Draw lessons from immersive experiences, design thinking, serious play and storytelling to drive sustained change
- Discover how to bring meaning to change. Tailor communications by addressing the 'why?' and drive action through others.
- Learn an agile approach to driving change.

## TRAINING CONTENTS

**01**

Lead change, instead of just managing it

**02**

Start talking about shifting mindsets

**03**

Develop the right change practices

**04**

Be prepared to be unprepared

**05**

Utilize digital insights

**06**

Avoid false positivity

**07**

Be Aware of the politics

**08**

Choose your language



PROGRAM 12

## PURPOSEFUL ORGANIZATION

Leadership, management and organisational development are all parts of the same process - namely enhancing the capacity of organisations, and the people within them to better achieve their purpose. To be fully effective, a development system must be integrated with the organization's other processes: management planning, performance management, job selection, reward and recognition systems, and even mistake systems. The confluence of these processes determines the relative effectiveness of any Purpose Driven Organization.

### WHO CAN ATTEND

- Upwardly mobile executives
- Emerging leaders at all level
- Functional Team Members
- Supervisors/Line Leaders
- Those responsible for developing and leading plan and strategy
- Business unit Managers

### TRAINING OBJECTIVES

- The behavior of an individual directing the activities of a group toward a shared goal.
- The process of influencing the activities of an organized group toward goal achievement.
- The process whereby one or more individuals succeed in attempting to frame and define the reality of others.
- The ability of an individual to influence, motivate, and enable others to contribute toward the effectiveness and success of the organization.

### BENEFITS

- Strategic planning & Building the 'right' organization culture
- Succession planning & Leadership development
- Technology & Digitization
- Managing and communicating change
- Recruiting & Engaging talent
- Dealing with diverse workforce

### TRAINING CONTENTS

- Discovering the purpose
- Value Culture
- Communication
- Individual Learning
- Purpose driven leadership Pipeline
- Positivity to Change
- Social Branding
- TQM
- Diversity & Equity

PROGRAM 13

## POWER OF WE

Effective organizational or team performance is based on a clear understanding of the shared goals, strategies, and work plans, along with the individual roles and responsibilities of team members. Equally important are interpersonal qualities of trust, communication, and mutual accountability. Working in tandem, these two perspectives determine a team's ability to achieve and sustain high performance, making teambuilding a necessary companion to the operational and programmatic efforts of organizational capacity strengthening.

### WHO CAN ATTEND

- Upwardly mobile executives
- Emerging leaders at all level
- Functional Team Members
- Supervisors/Line Leaders
- Those responsible for developing and leading plan and strategy
- Business unit Managers

### TRAINING OBJECTIVES

Every human being are able to accumulate a deep strength to go on and remain motivated. This motivation helps them to be more result driven, action oriented and to be more positive and grateful about what they have in their lives. Overall, it will help the participants discover their true inner strengths and will help them to unleash their true potential.

### BENEFITS

- Understand, recognize, and their responsibilities as TEAM
- Understand leadership related drivers for TEAM performance enhancement and success
- To open the lines of communication and build trust
- Manage more efficiently and develop productive teams

## TRAINING CONTENTS

### DAY 01

- Exploring Energy
- Purpose and Values
- Personal Excellence
- Collective Energy & The Eco System - POWER
- TEAM Evaluation - DISC

### DAY 02

- Team, Individual and Task
- Team Culture
- Team Value
- Team Limitations
- Team Roles & Factors

## **RECRUIT AND RETAIN THE RIGHT PEOPLE FOR YOUR BUSINESS TAKE THE GUESSWORK OUT OF RECRUITMENT**

Thomas is a global provider of objective management systems and business assessment tools. It provides personality, behavioral, aptitude and ability tests and competency assessments to analyze people's behavioral style at work, identify their strengths and limitations and help measure their mental agility.

### **THOMAS ASSESSMENT**

The full potential of a candidate cannot be determined from their cv or trusting one's instincts is not enough. One can better observe the behavior, aptitude, and personality attributes of the ideal candidate with the assistance of the Thomas talent assessment, which helps find the candidate as the best fit.

### **BEHAVIOR & APTITUDE**

How does a candidate's behavioral style and approach to learning impact their success at work? Assessing Behavior and Aptitude provides you with a powerful insight into two distinct but complementary aspects of a candidate.

### **APTITUDE & PERSONALITY**

How does a candidate's learning speed and personality interact? Exploring Aptitude and Personality allows you to understand how a candidate's personality influences their approach to learning and problem-solving.

### **PERSONALITY & BEHAVIOR**

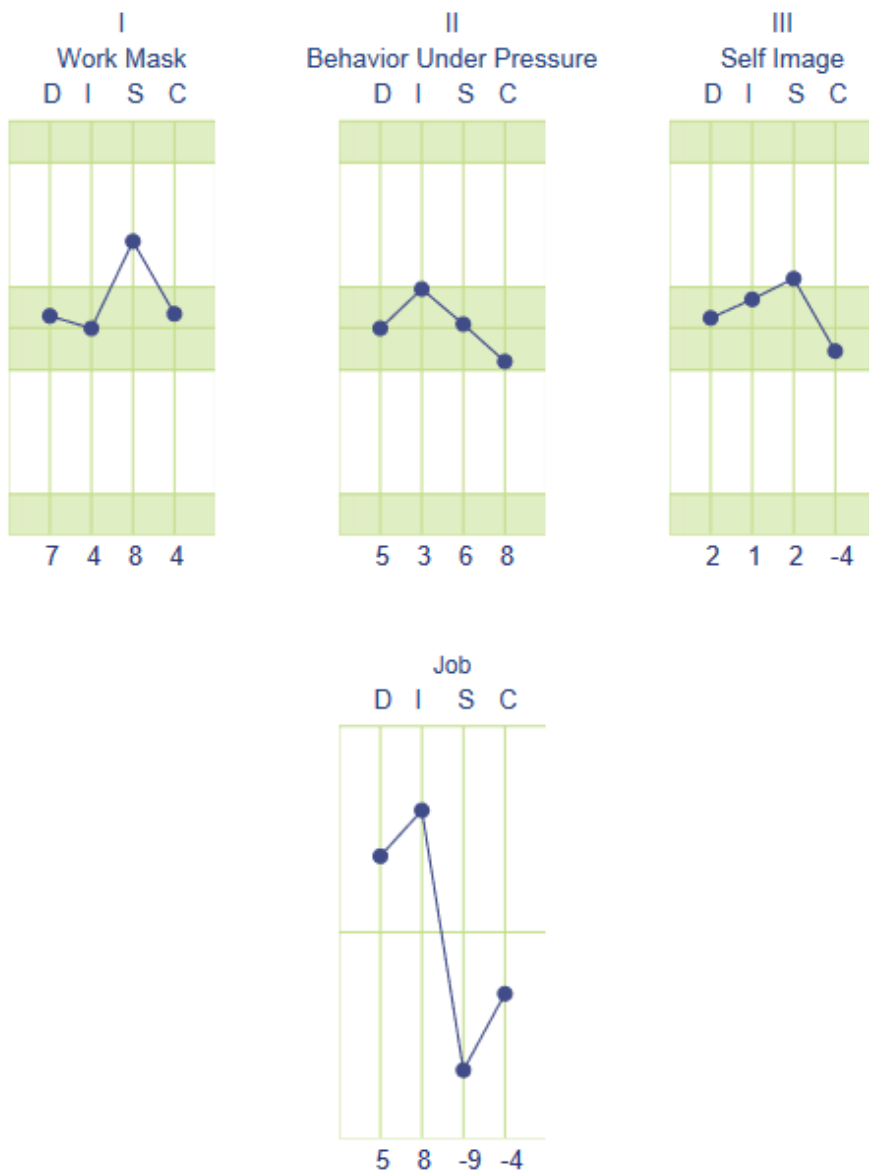
How does a candidate's behavioral style and personality impact their success at work? Assessing \_Personality & Behavior provides you with a powerful insight into two distinct but complementary aspects of a candidate.

## PPA

PPA provides an accurate insight into how people behave at work. It will answer questions such as:

- What are this person's strengths and limitations?
- How do they communicate?
- Are they self-starters?
- What motivates them?
- How will they behave under pressure?
- Will this person 'fit' with my organization?

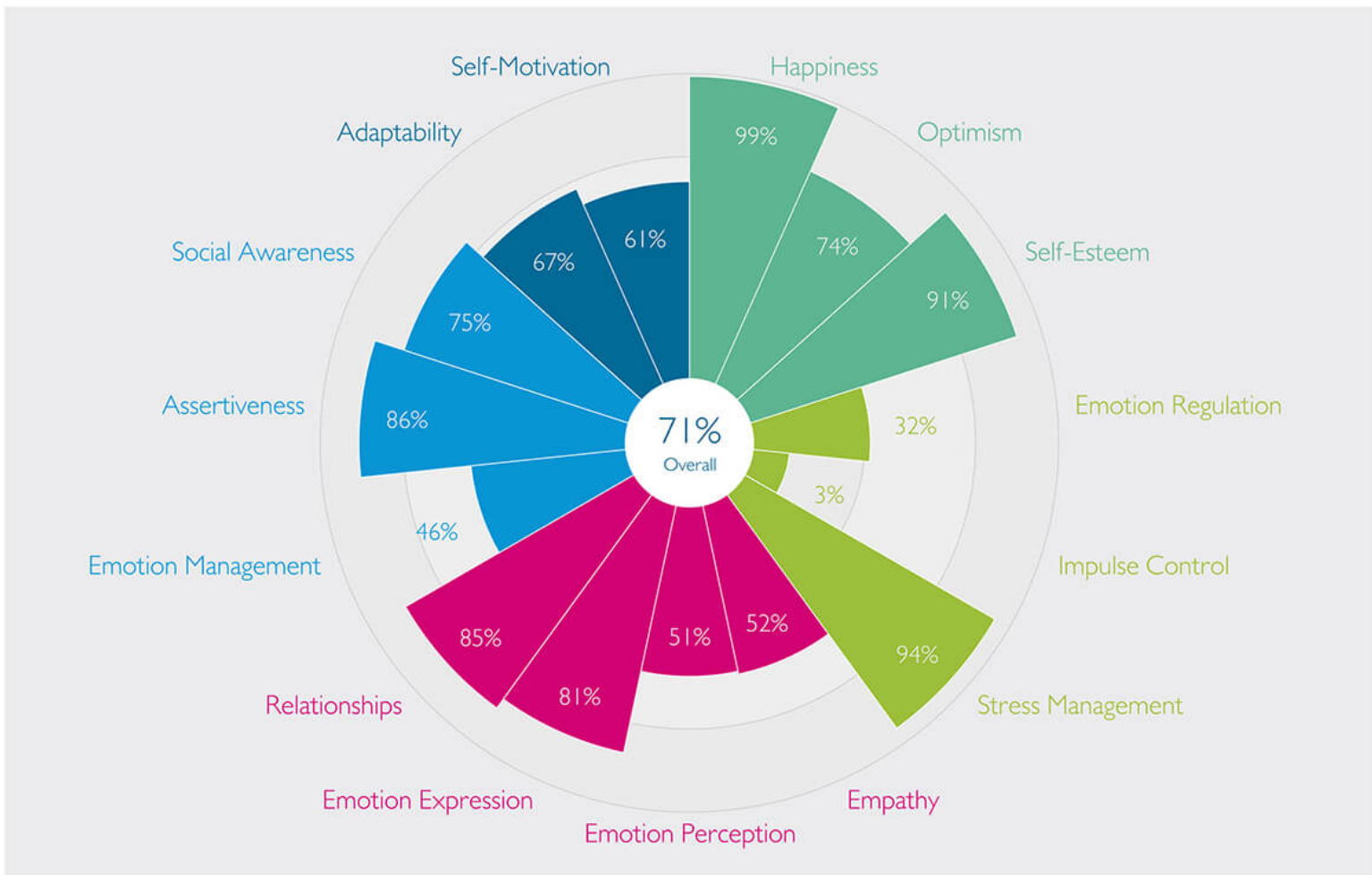
Mr. Thomas Sample



## EMOTIONAL INTELLIGENCE QUOTIENT

Teique tells you how well your people understand their emotions, react to pressure, and manage relationships. It will answer questions such as:

- How aware is this person of their strengths and limitations?
- Do they modify their behavior?
- How do they react to pressure?
- Can this person control their impulses when under stress?
- Do they excel at developing relationships?
- How self-motivated and adaptable is this person?



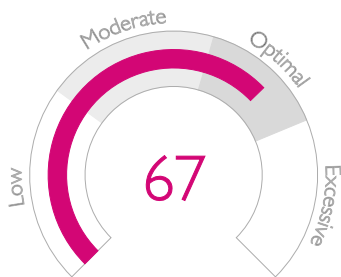
## HPTI

The High Potential Trait Indicator (HPTI) measures six key traits which affect work performance. Most importantly for you, it also indicates the sorts of approach someone may use if they achieve a senior leadership position, and suggests where that style might be most effective.

- Identify & develop employees with strong leadership potential
- Understand strength and development needs of existing leaders
- Improves self-awareness amongst existing and future leaders and provides a common language to discuss personality
- Increase retention by identifying and developing potential employees
- Support promotion and recruitment decisions of potential leaders

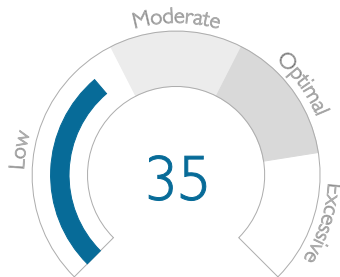
### Conscientiousness

Those who rate themselves as being highly conscientious tend to be focused on goals and how to reach them. They will usually be self-motivated. Those who score lower on this trait tend to be more easy-going, spontaneous and open to new insights.



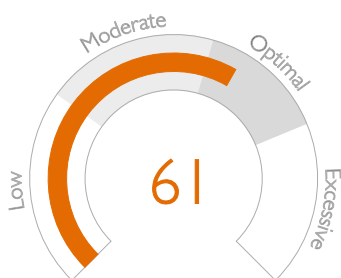
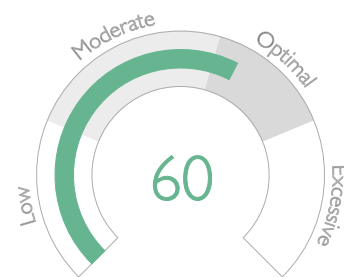
### Adjustment

High adjustment scores suggest calmness under pressure and fewer feelings of stress. Those who report lower adjustment tend to experience more stress and worry.



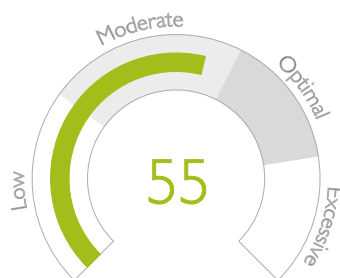
### Curiosity

Those with high curiosity scores often like novelty, learning and variety. By contrast, lower curiosity suggests a liking for tried and tested methods and consistency.



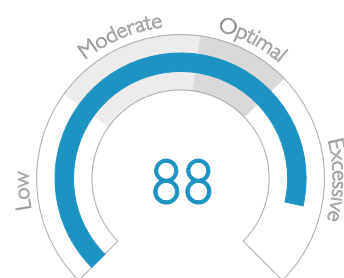
### Risk Approach

Those who score high on risk approach tend to be proactive in confronting challenging situations and difficult conversations. A lower risk approach typically indicates a more passive or reactive response to potential risk.



### Ambiguity Acceptance

Those with high ambiguity acceptance usually thrive on uncertainty and complexity. Those who find it more difficult to cope with ambiguity may like situations where there are clear-cut answers and solutions.



### Competitiveness

High competitiveness scores are typical of people who enjoy positions of power, influence and recognition. Less competitive people prefer cooperation and collaboration; they may dislike the spotlight.

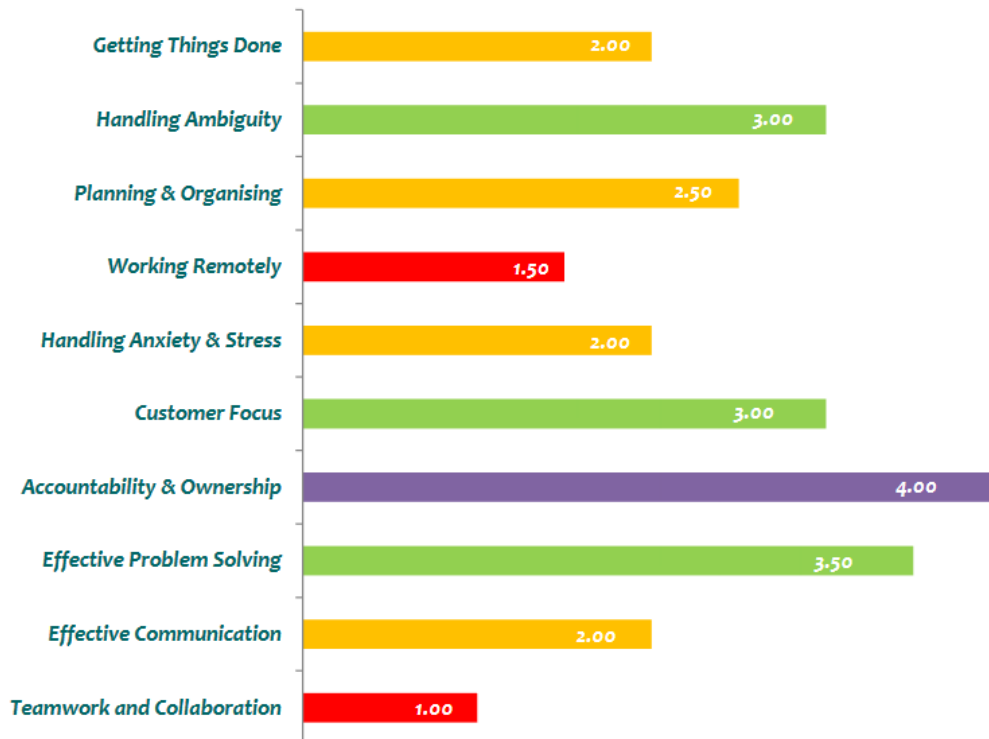
## BUSINESS READINESS COMPETENCY ASSESSMENT REPORT (B-CAR)

The Thomas B-CAR is a reliable, simple and cost-effective way of identifying these key competencies among your people and sharp focusing on what it takes to drive business results.

The Thomas Competencies for Business success survey conducted among 150 leading HR practitioners drawn from a cross-section of industries identified 10 key competencies as critical to business success in these times.

- Result Orientation (Getting things done)
- Customer Focus
- Handling ambiguity
- Accountability & Ownership
- Planning & Organizing
- Effective problem solving
- Working remotely
- Effective communication

### Overall Competency Snapshot



DEVELOP	IMPROVE	PROFICIENT	EXPERT
Strong Development Needed	Some Development Needed	Proficient in Demonstrating the Competency; Needs to Further Leverage it	Strong Potential Demonstrated

## TEAM

### Naimus Ahmed (Albab)

CEO & Founder

LIGHTHOUSE PAR Excellence.

Professional networker, entrepreneur,

Public Speaker and Talent Leader.

With 30 years of experience in Banking, RMG, Supply Chain & Distribution, Entrepreneurial leadership, pioneering in some unique industries would love to share his knowledge and expertise with the next generation leaders. His survival of cancer in 2011 transformed him into a man of purpose. Every human being is a divine gift and are all here on a purpose. He is an activist in serving the cancer community. He is also the Founder of 'Bangladesh Cancer Aid Trust'. His passion for the learning & development sector as one of the most dynamic sectors in the world led him into founding a learning based organization, LIGHTHOUSE PAR Excellence in 2014. He is also the co-founder and Executive Director Of "Valor of Bangladesh" (VoB), a platform set up as a Trust in 2020, to facilitate constructive dialogue with the three fundamental objectives of Engaging leaders and experts, Focus on national development priorities, and Recommending strategic inputs through the creation of concept papers, webinars, summits, round-tables, and workshops.



### Sayem Haq

Managing Director - Lighthouse Bangladesh

Chairman - Novivo Healthcare

Formerly:

Head of Human Resources, UK & Ireland

Novartis Animal Health UK

Organization Development and Projects

Manager - Novartis Animal Health USA

Regional HR & Customer Excellence Manager

Asia-Pacific - Novartis Thailand Limited

Executive Director, & Country Business Head-Novartis Bangladesh.

With 35 years of journey, an internationally experienced human resources & talent leader, with considerable strategic and commercial focus in the delivery of best in class' performance management, organization design, talent development and employee engagement processes. Fully committed to deliver relevant HR solutions and aligned corporate strategic mission, he employs an inclusive leadership style to empower and advise managers, stakeholders and colleagues to leverage talent towards strategic success.

In 2015, he completed a 12 months Advanced Practitioner Diploma in Executive Coaching from the Academy of Executive Coaching (AOEC) in London which has enhanced his leadership and coaching abilities for Executive development in organisations.



**THANK YOU**