

OPDEV

COMPANY PROFILE

Transforming Potential, Together.

Organisational, Personal and Professional Development. Behavioural insight and workforce development, based in Lahore and working across Pakistan, the UK, Europe and South Asia.

Who we are.

OPDEV is a behavioural insight and workforce development consultancy. We help organisations understand how their people work together, then design training and advice around what we find.

Many programmes focus on skills alone. They miss the patterns of trust, influence and communication that decide whether change lasts. We call these patterns the Hidden Operating System.

MISSION

To help organisations close the gap between what they plan and what their people experience.

VISION

To set the standard for practical, behaviour-based development in Pakistan and beyond.

WHAT WE DO

Trainings & Workshops

Leadership, process improvement, HSE and Train the Trainer (TTT). 1–3 days, up to 25 people.

Consultancy

Culture, leadership, organisational design, change, engagement and HSE culture.

Behavioural Audits

The ONN Audit and assessments for culture, safety, leadership, teams, engagement and training needs.

+41%
productivity and engagement

+86%
manager effectiveness

+48%
employee satisfaction

+50%
stronger engagement

Based on a comparison of OPDEV clients and non-clients, using OPDEV engagement data and client performance and turnover data.



How we work.

01 Audit
The ONN Audit maps trust, influence and communication.

02 Match
We match workshops and advice to what the audit finds.

03 Deliver
On-site, virtual or blended, in Pakistan or abroad.

04 Follow up
We measure what changed and agree next steps.

WHO WE WORK WITH

Schools
Leadership, teacher development and TTT.

Multinationals
MNC offices in Pakistan and their regional teams.

National organisations
Companies going through growth, restructuring or culture change.

OUR VALUES

Systems awareness
We look at the whole organisation.

Curiosity
We ask questions before we give answers.

Empathy
We listen to people at every level.

Action
We turn findings into practical steps.

Collaboration
We work with clients and with each other.



Syeda Fatima, Founder and Learning Consultant
Creator of the ONN Framework. Has designed more than 90 programmes across the UK, Europe and South Asia. Supported by specialists in Lahore, London, Greece, Norway, Germany and the United States.

Our outreach programme offers grants, scholarships and bursaries that cover the cost of our training and consultancy for schools, hospitals, NGOs and individuals.

Talk to us.

Send an enquiry or book a discovery call.

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