

OPDEV

TRAININGS & WORKSHOPS · 2027

Training that changes behaviour.

Practical, activity-based programmes in leadership, process improvement, HSE and Train the Trainer (TTT). Delivered in-house across Pakistan, abroad or online.

DURATION	GROUP SIZE	FORMAT	CERTIFICATE
1–3 days	Up to 25	On-site, virtual or blended	On completion

Our programmes

Four streams. Every programme starts with a needs assessment and is adapted to your sector.
Click any title to see the full programme.

OPI Organisational Process Improvement

Improve how work moves between people and teams. For operational leaders, sector heads and management teams.

- 5S and Kaizen for workplaces
- AI in the workplace: productivity, judgement and governance
- Change readiness
- Creative thinking and innovation
- Critical thinking and better judgement
- Cross-functional collaboration
- Customer journey and service process design
- Data-driven decision-making with dashboards
- Decision-making & accountability
- Effective meetings
- Handovers & workflow clarity
- KPIs and OKRs that teams use
- Lean thinking for teams
- Operational leadership in practice
- Process mapping & improvement
- Project management in practice
- Remote and hybrid team ways of working
- Root cause analysis & problem solving
- Six Sigma foundations: reducing errors and waste
- Strategic thinking and project planning
- Teams that work well together
- Time management for high-pressure roles
- Writing SOPs and work instructions

HPI Human Performance Improvement

Improve leadership, teamwork and communication. For HR, L&D and OD teams, and senior leaders.

- Anger management
- Assertiveness and setting boundaries
- Communication & influence
- Conducting fair performance appraisals
- Confidence and self-belief at work
- Cross-cultural communication for international teams
- Customer service excellence
- Diversity, inclusion and respect at work
- Emotional intelligence at work
- Executive presence and personal impact
- Feedback & coaching conversations
- Leadership for managers
- Leadership presence
- Managing difficult behaviour at work
- Mental health at work for managers and teams
- Mentoring at work
- Negotiation at work
- New managers: from colleague to manager
- Overcoming fear of public speaking
- People management essentials
- Performing under pressure
- Personal brand building for careers and entrepreneurship
- Prevention of workplace harassment
- Professional conduct and business etiquette
- Psychological safety
- Public speaking with confidence
- Recruitment and interviewing skills for managers
- Research and data skills for better decisions
- Resilience & burnout prevention
- Stress management
- Team building and team effectiveness
- Trust & collaboration

Our programmes (continued)

HSE Health, Safety & Environment

Build safe habits that last. For field leaders, HSE teams and site managers.

Behaviour-based safety	Chemical safety and hazard communication	Contractor safety management
Defensive driving and road risk management	Environmental management in practice	Fire safety and emergency preparedness
Heat stress prevention and management	Incident investigation & learning	Manual handling and back care
Office ergonomics essentials	Permit to work and safe systems of work	Psychosocial risk and ISO 45003 awareness
Risk perception & hazard awareness	Safety conversations that work	Safety culture foundations
Safety leadership for supervisors	Wellbeing in high-pressure roles	Working at height: planning and control

TTT Train the Trainer (TTT)

Help your trainers deliver clear, engaging sessions. For in-house trainers, teachers and school leaders.

Activity-based learning design	Adaptive facilitation	Business and report writing
Classroom management for teachers	Coaching and mentoring skills for trainers	Designing assessments and knowledge checks
Designing e-learning and microlearning	Evaluating learning impact	Facilitate the Facilitator
Facilitating difficult conversations	Instructional design with the ADDIE model	Media interviews and camera confidence
Presentation & delivery skills	Reading the room	School leadership and middle leadership
Teacher development for schools	Train the Trainer for HSE trainers	Virtual & blended delivery

How our training works

01

Needs assessment

Before the programme, we hold a needs assessment call with you. There is an option to avail an in-depth needs and starting points assessment as well.

02

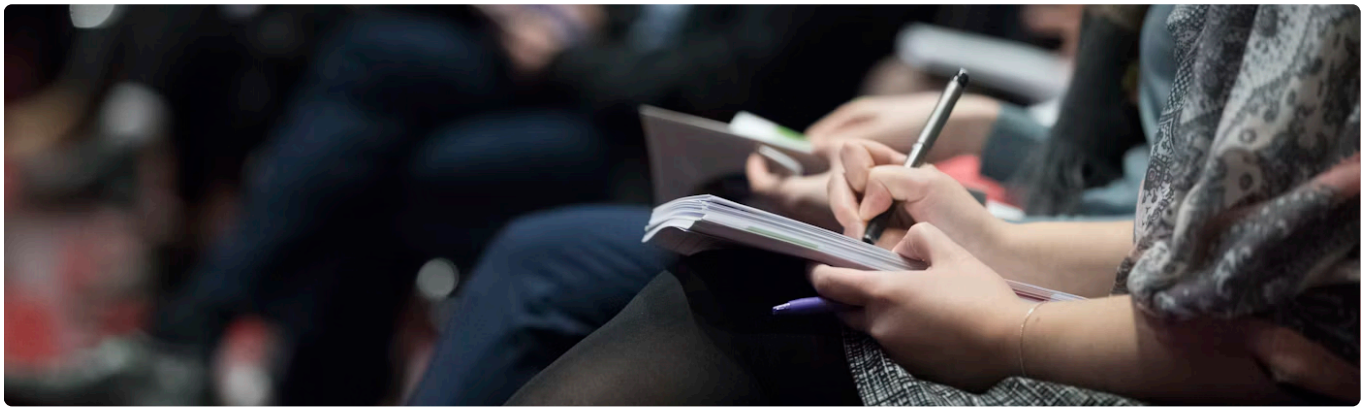
Tailored workshop delivery

We design the workshop around those results, using cases and examples from your sector. Sessions use modern, activity-based methods developed by our international learning and development specialists and subject-matter experts.

03

Follow-up and report

After the workshop, we send a report covering participation, learning and recommended next steps. When your team is ready, we can design a Level 2 programme that builds on the first.



NEW FOR 2027

OPI

AI in the workplace: productivity, judgement and governance

Use AI to redesign real work, with sound judgement, clear governance and measurable gains.

HPI

Prevention of workplace harassment

Build a respectful workplace and understand rights, duties and procedures under Pakistani law.

HSE

Psychosocial risk and ISO 45003 awareness

Identify and manage workload, pressure and other psychosocial risks at work.

Can't find your training here?

We build custom programmes around your team's goals. Group sizes from 15 to 50 depending on the course.

Talk to us

Send an enquiry or book a discovery call.

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