

# **Leadership Gaffe & Conflicting Policies**

**Arif Qasim Shaikh**

نگاہ بلند، سخن دل نواز، جاں پر سوز  
یہی ہے رخت سفر میر کارواں کے لیے - اقبال

**PERSONAL AGENDA**

**VS**

**INSTITUTIONAL AGENDA**

PURPOSE

*Pleasure of Allah*

*Or Popularity*

**Khaliifah**

**Haakim**

**OR**

**Khaddim**

# Foresight



**LEADERSHIP IS  
THE CAPACITY TO  
TRANSLATE  
VISION INTO REALITY.**

- WARREN BENNIS

Real Time

Experience & Knowledge





EXPECT

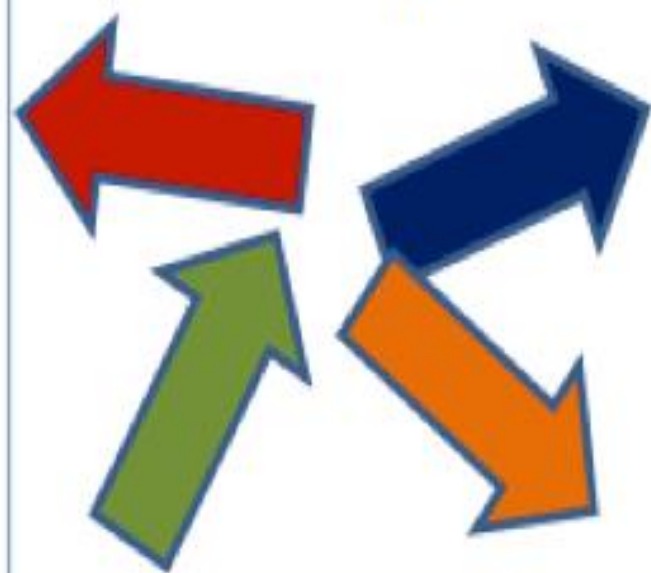
LESS

GIVE

MORE



**Isolated Impact**



**Collective Impact**





THE  
**BLAME**  
GAME

## Difference between a **BOSS** and a **LEADER** :



**BOSS** says :

*Go*

**LEADER** says :

*Let's go*



**BOSS**

V/S

**LEADER**



COMMANDS



ASKS

**DO YOU LISTEN  
TO LISTEN?**

**O R L I S T E N T O  
R E P L Y ?**



**AMPLIFY**

**EMPATHY**



Touch

Their Hearts

they may  
forget what  
you said  
but they will not  
forget how  
you made  
them feel.

carl w buechner

**Put yourself in**  
**THEIR**  
**shoes**



**BE THE  
CHANGE**



Only stones

do not change

ROULE  
modèle

ACCOUNTABLE





**BE CONSISTENT**



Be Humble

OR

**BE HUMIBLED®**

Stay Humble

Humility

Khushboo Chupti Nahii

**Useful seeds get buried in the  
ground but causes a hundred  
seeds & fruits to bloom**

*Energetic*

VIVACITY



Staff Enslaved

Or Empowered



**! DELEGATE !**

Developing

Leadership

Pipeline



**Consultation**



Nurture a sense of  
responsibility  
more than mere  
obedience



**REVENGE**

# GRUDGEES

WHO ARE THEY REALLY HURTING?

**BEING  
JUDGEMENTAL**



**FLATTERU**

**PUFFERY**

**APPLE**   
**POLISHING**







SARCASM





**BIG BROTHER**



**IS WATCHING YOU**









Transparency

Conspiracy  
Theory

**DOUBT**







**CONFLICT MANAGEMENT**

Conflict



Resolution

Don't expect

rabbits to climb trees



MERITOCRACY

VS

SENIORITY

**Certificate Qualification**

**vs**

**Skill & Enthusiasm**

Arrogance

vs

Elegance

Those who desire leadership  
even for doing good  
should not get it.

Those who run away from it  
& are afraid of it deserve it.

**Projecting a clean  
image of oneself  
& blaming others  
in their absence**



**HIS FAULT**

**HER FAULT**

**THEIR FAULT**

**NOT ME**

**REACTIVE**



**PROACTIVE**

Cutting Potential  
Threats To Size

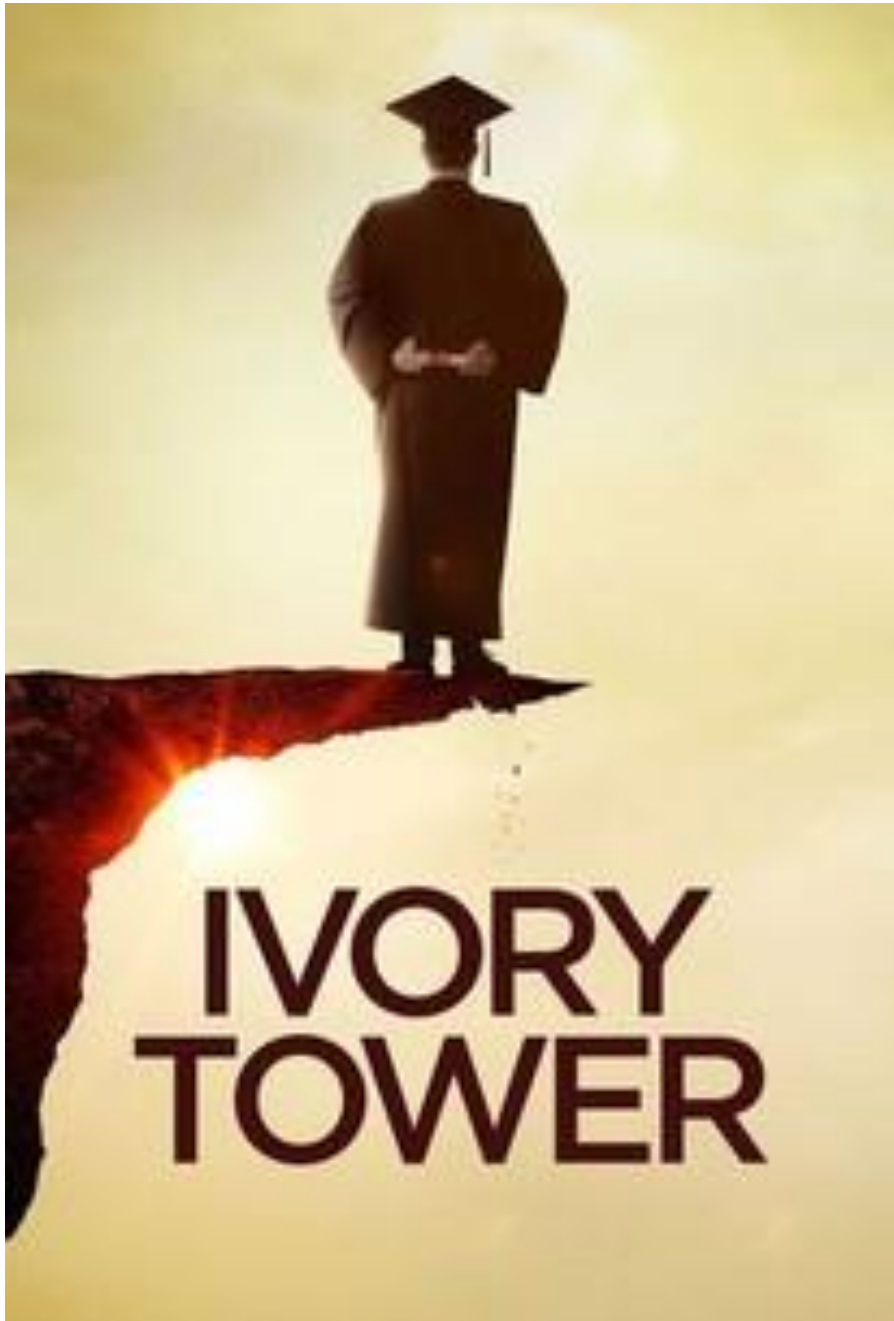


**G**ROU**P**i**S**M

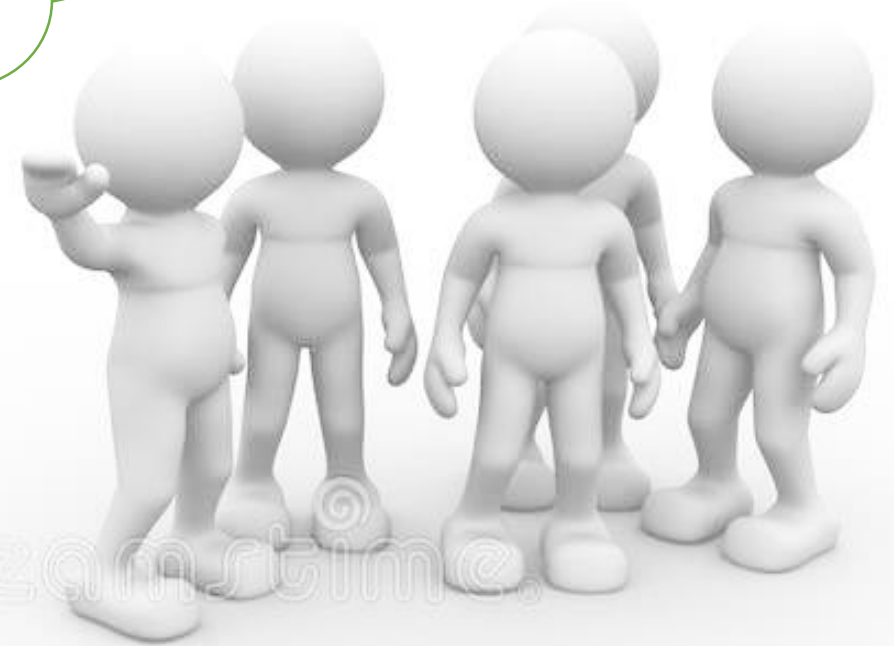
**I**n **O**rg**a**n**i**z**a**t**i**o**n**s

**Put yourself in**  
**THEIR**  
**shoes**





**If they don't  
have bread,  
let them  
eat cake!**



**Being isolated  
from the team**

**WIN ARGUMENT**

**OR**

**SOLVE PROBLEMS**



Regionalism

Sectarianism

Self

Aggrandizement

I  ME

I  ME



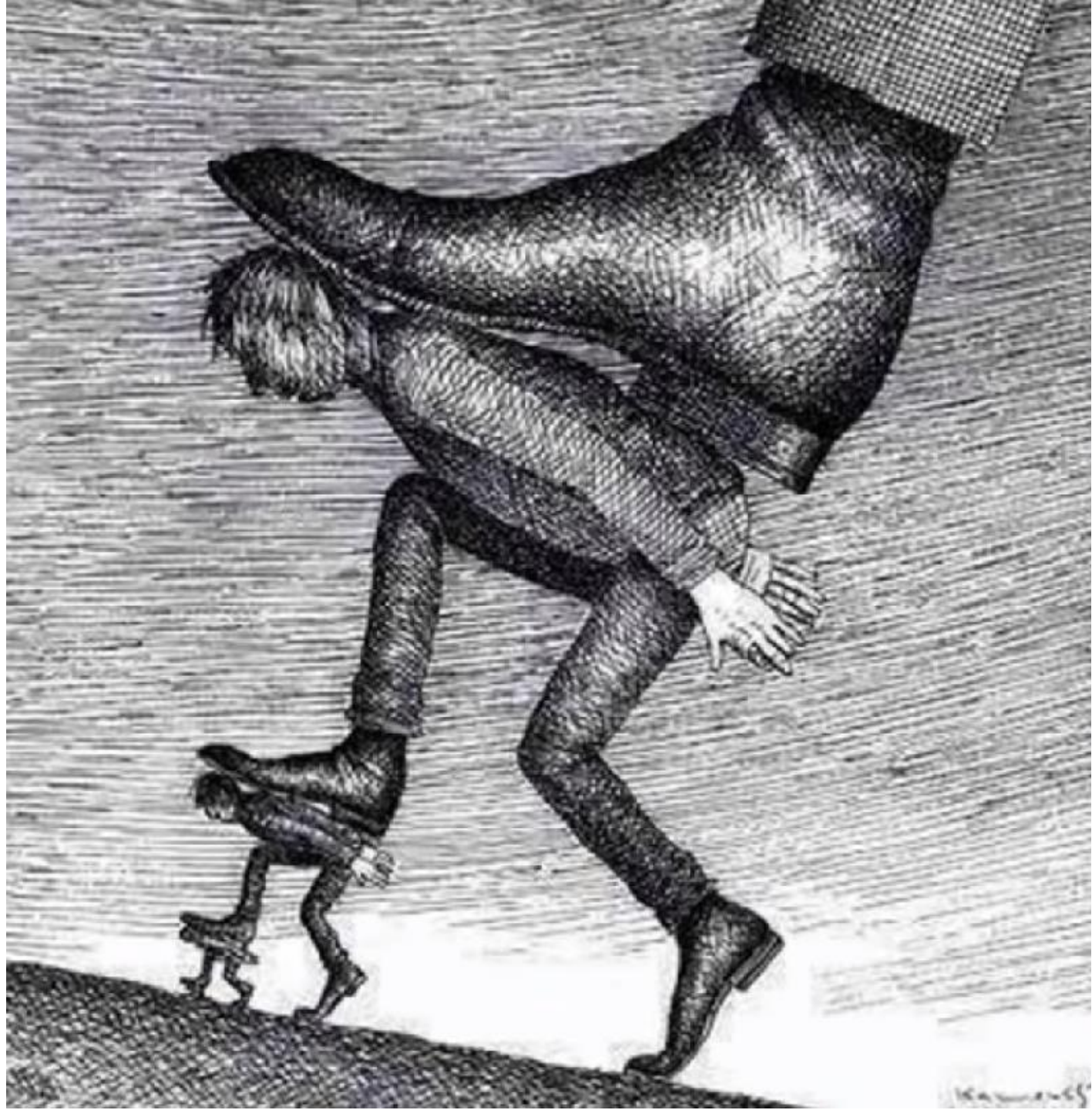
## **RULE #1**

**The Boss is  
Always Right.**

---

## **RULE #2**

**If The Boss is  
Wrong, See  
Rule #1**





# Dictating

*Convincing, instead of  
pushing down the throat*

**NARCISSISM**

**yes men**

A bad manager can take a good staff and destroy it, causing the best employees to flee and the remainder to lose all motivation.



**Give** respect **Get** respect

PEOPLE LISTEN  
WITH THEIR EYES

Sacrificing

Short Term

For

Long Term



YOU CAN'T  
PLEASE  
EVERYONE.





**ANGER**

#INSIDEOUT



TOLERANCE



PATIENCE

**FORGIVE**



**FORGET**

UNPLEASANT

WORK

Do Yourself

PUBLIC INSULT

PRIVATE FIRMNESS



# Beat Around the Bush:

avoiding the point



Clearly Defined

Job Roles



**CONFUSION**

The word "CONFUSION" is rendered in a bold, white, sans-serif font with a blue outline, giving it a 3D appearance. It is centered horizontally and slightly elevated. The background is a complex, abstract composition of overlapping green and blue triangles of various sizes and orientations. A network of thin black lines connects various points, creating a web-like structure. Surrounding this central area is a cloud of smaller, semi-transparent triangles in shades of red and blue, some with black outlines, scattered across the white background. The overall effect is one of digital complexity and visual noise.



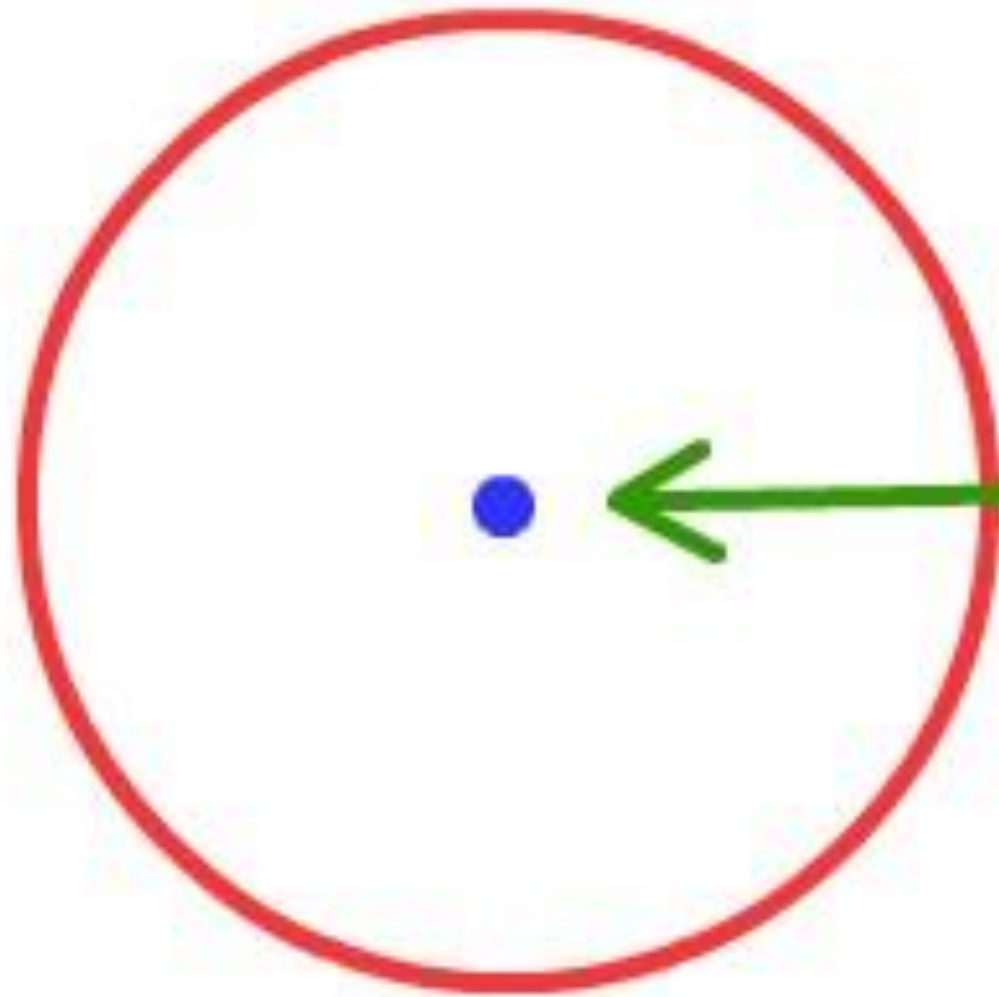
**HIRE**



**FIRE**

**Abrupt changes in personnel  
or processes based on knee  
jerk reactions or personal  
whims of the powers that be  
without proper analysis**

The ship that has two captains will sink.



**THE CIRCLE HAS  
ONLY ONE**

**CENTRE**

**Subject yourself**

**to the same**

**moral yardsticks**

**Recognize**

**the smallest effort**

**Change But  
Gradually &  
Consistently**

# RAISING THE STAFF

*Spiritually*

*Socially*

*Academically*

*Psychologically*

*Intellectually*

*Professionally*



**DON'T MAKE  
PROMISES YOU  
DON'T INTEND  
TO KEEP.**

**HYP****POCCRISY**



**Sweeping  
problems under  
the rug does  
not solve  
them.**

**When you keep sweeping  
things "under the  
rug" eventually you're  
going to trip from  
the mess you've made.**

**INSECURITY**

RESPECT

HOME

Private  
TIME





is the **CURE**  
worse than the  
**PROBLEM**  
?

**Victim**

Playing

The Victim Card



**WHINING EXCUSES**

The image features the words "WHINING EXCUSES" in a bold, black, sans-serif font. Each word is centered within a red prohibition symbol, which consists of a thick red circle with a diagonal slash from the top-left to the bottom-right. The background is plain white.





**GET  
INVOLVED!**

**Gemba Walk**  
**Observe, Engage, Improve**

The image features a vibrant green background with a sunburst or lens flare effect emanating from the center. The text is arranged in four lines: 'small' and 'things' are in a lowercase, elegant serif font; 'BIG' is in a large, bold, uppercase serif font; and 'DIFFERENCE' is in a smaller, uppercase, sans-serif font. The overall aesthetic is clean and inspiring.

small  
things  
**BIG**  
DIFFERENCE





Redundant

**BEGIN**  
**WITH**  
**THE END**  
**IN MIND**









**Nahi hai cheez koi  
nikammi zamane me  
Koi bura nahi qudrat ke  
karkhane me**



KEY

Keep

Yourself

Educating

Do what is  
**RIGHT,**

Not what is  
**EASY.**



**GOOD WORK**  
**AIN'T CHEAP**

**&** cheap work  
ain't **good!**



VS



**POSITIVE  
THINKING**

**NEGATIVE  
THINKING**



**Favoritism**

LET'S TALK ABOUT THE



ELEPHANT IN THE ROOM



**Self**

**Introspection**

admit your  
mistakes



IT'S NOT  
ALWAYS  
BLACK  
AND  
WHITE

H. THURLOW



Join  
in the  
cause

The logo features the word "Join" in a purple, cursive-style font. The letter "i" has a purple dot above it. The letter "o" is partially overlapped by a pink heart shape. The word "in the" is written in a smaller, green, sans-serif font, positioned below "Join". The word "cause" is written in a large, green, sans-serif font, positioned below "in the".



جَزَاكَ اللهُ خَيْرًا

**Email: [arifqasimpoona@gmail.com](mailto:arifqasimpoona@gmail.com)**

**Contact No.: +91 9921484065**