Center For Leadership & Decision Making

University of the Punjab

Taking **Psychology** to the **Workplace**

Center For Leadership & Decision Making

Center for Leadership and Decision Making (LeaD) is a teaching, training and research center established under the umbrella of University of the Punjab, where our goal is to educate and train people on highly marketable skills that can be learnt through scientific education and Training. Decision Making, leadership and many other skills such as, critical thinking, time management, emotional intelligence, conflict resolution etc., are highly needed not only for individual's success but also for an organizational success. Good news is that these skills can be learnt just like other skills such as riding a bike…

Leadership and Decision Making can be better explained and understood under the umbrella of psychology. For example, decision making is a high level cognitive process that is built on perception, memory and attention, and is uniquely identified by the element of choice (choosing one among the given alternatives) which again is influenced by cognitive processes such as recognition, judgment, feedback and learning. Similarly, the area of leadership is largely influence by organizational psychology, emphasizing the contingencies that regulate the relations between leaders and followers.

Psychology explains and helps in understanding how leaders develop capabilities and interact with people and inspire them to follow. Terms such as schemata, knowledge structures, abilities, personality, traits, behaviors, emotional reactions, intensions, beliefs, characteristics, and most importantly underlying cognitive mechanisms such as self-awareness, self-control, adaptive response, expectations, calibration, and reflection etc. all helps in understanding what makes a successful leader.

LeaD's Vision

- We are envisioned to integrate research laying at the boundaries of psychology to deliver tools and techniques that will improve human and organizational performance (e.g. employee selection, testing/assessment, leader development, decision making etc).

- To be the founding and leading center for organizational psychology that offers research based solutions for problems at workplace through teaching, training and outreach.

Aims and Objectives:

I) Teaching and training people from the corporate world / professionals as well as students on highly marketable skills such as leadership and decision making

ii) To bridge the gap that exists between academia and industry by collaborating more with industry to know what skills are needed there so we can train our students accordingly, and vice versa training the corporate world on research and psychology

iii) National and international collaborations for research, teaching and outreach

iv) Stimulating indigenous research to solve real ecological problems faced by people at work through scientific research

v) Cutting edge educational programs for professionals and students

vi) Creating awareness for the need of Psychology and Organizational psychologist at national (government and private level) and multinational organizations so to create more job opportunities for the passing graduates.

Programs we offer

CERTIFICATE TRAINING WORKSHOPS	1-2 days for professionals
GRADUATE CERTIFICATE COURSE 'PSYCHOLOGY OF LEADERSHIP'	1-Semester Program
ADVANCE (POST-GRADUATE) DIPLOMA IN ORGANIZATIONAL PSYCHOLOGY	1-Year Regular Program

1. Certificate Training Workshops

From the year 2022, the center will be offering one to two days training workshops for the professionals, where top names from psychology as well business will be the resource persons. The workshops will follow educational and skill based approach, where we will focus on equipping the participants with the skills that they need in real ecological world.

BOS Meeting for Academic year 24-25 was held in the Center on 3rd May, 2024.

Topics include (but not limited to):

a) Psychology of Leadership   b) Leadership Development   c) Emotional Intelligence   d) Personal Development & Productivity Training

e) Problem Solving & Decision Making Skills   f) Women Leadership   g) Critical Thinking   h) Conflict Management & Resolutions

l) Applying Psychological Principles at Workplace for Efficiency   j) Psychometrics & Psychological Testing for Human Resource (HR)

k) Decision Tools for Hiring Right Man for the right job

l) Personalities in the Workplace: Why Personality Assessment is important at workplace

*Center will also offer customized (need based) training and teaching programs for the organizations.

2. Graduate Certificate Program

First graduate certificate program (a semester long) that we will be offering from summer 2022 is Graduate Certificate Program in Psychology of Leadership Aims and Objectives:

This program is designed for students with leadership experience who wish to gain a deeper understanding of leadership from psychological perspective. Participants will have the opportunity to not only learn about cognitions and behaviors of an effective leader, but also will learn about basic principles of understanding human mind and behavior (self and others). Students will get to learn about how different psychological models translates and explain leadership effectiveness, with the overarching goal of answering the question *"what makes a leader?"* and *"what characterizes effective leadership?"* This certificate program will allow students to go through time-tested tools and cutting-edge behavioral science findings to explore leadership and its core competencies such as influencing and leading others. Students will walk away with a deep understanding of the psychological mechanisms that drive the behaviors, motivation, and performance of self and others in order to maximize their potential to lead.

Below is the scheme of study for the courses that will be taught in a semester long period

Total Cr = 9	Duration: One Semester (4 Months)	
Course Code	**Course Title**	**Cr. Hrs.**
PSYL - 401	Understanding Human Behavior at Workplace	03
PSYL - 402	Psychology of Leadership; Competencies and Skills	03
PSYL - 403	Group Dynamics; Engaging and Winning Through Leadership	02
PSYL - 404	Practicum/Case report/Seminar	01
Total Cr. Hrs.		**9**

3. Advance Diploma in Organizational Psychology (1-year Regular)

The goal of this advanced/post graduate diploma in Organizational psychology is to acquire a basic understanding of Psychology as a science at workplace. The program enables students to explore facets of organizational psychology and aims at providing comprehensive framework on the use of psychological principles, theories and techniques at the workplace/ in organizations. The program is for passionate students as well as employees/managers who seek to understand psychology and workplace relationship, want to find answers to daily challenges faced at work, and are advocates of healthy and efficient workplace. Students would be able to explore and learn about areas like organizational psychology, testing and assessment at workplace for hiring decisions, wellbeing and health etc. By end of this course, students will be able to further their career in organizational psychology, with the tools that the diploma will provide such as better understanding of the theoretical background to psychology at work, construction, administration and interpretation of psychological tests and assessment procedures etc.

Course Outline for ADOP Regular Program: Total Credit Hours (24)

Semester I				Semester II		
Course Code	**Course Title**	**Cr. Hrs.**		**Course Code**	**Course Title**	**Cr. Hrs.**
ADOP-501	Psychology Applied to Workplace	03		ADOP-503	Leadership & Decision-Making in Organizations	03
ADOP-505	Research Methods & Data Analysis for Organizational Psychology	03		ADOP-508	Organizational Development & Change Management	03
ADOP-504	Foundations of Workplace Psychological Health, Crafting a Culture of Safety and Well-being	03		ADOP-502	Psychological Testing & Assessment at Workplace	03
ADOP-506	Optimizing Human Capital at Workplace	03		ADOP-507	Industry Project/Internship/Case study	03
Total Credit Hours		**12**		**Total Credit Hours**		**12**

Center For Leadership & Decision Making

LeaD Board of Studies (BOS)

The Board of Studies (BOS) for our department is composed of esteemed professionals who not only bring a wealth of knowledge and experience in their respective fields but also maintain strong connections with the industry. This board plays a crucial role in shaping our academic programs, ensuring that our curriculum remains relevant and aligned with current industry trends and demands. Their insights and expertise contribute significantly to our mission of fostering excellence in education and research. We are honored to have such distinguished members guiding our academic endeavors and bridging the gap between academia and the industry.

From Academia

Prof. Dr. Saima Ghazal
Director Center for
Leadership and Decision Making
Professor of Applied Psychology
(IAP) PU
PhD, Michigan Tech. University,
USA
Post Doc Fellowship,
University of Oklahoma, USA

Dr. Jawad Syed
Dean & Professor of Leadership
and Organizational Behavior at
Suleman Dawood School of
Business,
LUMS, Lahore.

Dr. Furqan Humayun Sheikh
Executive Director at University
of Arts & Sciences
Co-Founder & CEO at
ResearchScholar.AI
Executive Director at European
School of Excellence

Dr. Farhat Nadeem
Associate Professor, Psychology
Department at
Beacon House National
University. Lahore

Dr. Ayesha Sarfraz
Assistant Professor and In
Charge Department of
Psychology, Home Economics
University, Lahore.

Dr. Sonia Mairaj
EAP Consultant, ComPsych
Associate Professor, University
of Central Punjab, Lahore.

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From Industry

Ms. Toima Asghar
Director & Chief Human Resource Officer, Systems Limited.

Mr. Khurram Munir
Current Designation:
Chief Human Resource Officer (CHRO) at INFOTECH Group.

Mr. Usman Asif
Current Designation:
CEO & Founder Devsinc.

Mr. Mohsin Nishat
Group CHRO (Chief Human Resource Officer)
Sarena Industry.

Mr. Badar Khusnood
Chief Marketing Officer at S4 Digital
Co-Founder Fishry & Bramerz

Mr. Adeel Anwar
Head Talent Acquisition & Lead HRBP at Fatima Group

1st Batch of ADOP

2nd Batch of ADOP

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LeaD Programs Calendar 2024-25

Month	Certificate Training Workshops	Graduate Certificate Program "Psychology of Leadership"	Advanced Diploma in Organizational Psychology (ADOP)
March	Critical Thinking	Spring Admission/Advertisement	
April	Psychology of decision making		
May	Leadership Development	Classes Began	
June	Emotional Intelligence		
July	Conflict Management and Resolution		
August	Women Leadership	Exam week	Fall Admission/Advertisement
September	Psychometric and Psychological testing for selection	Fall Admission/Advertisement	
October	Personality Assessment: Decision tools for hiring		
November	Applying psychology to understand human behavior at workplace	Classes began	Classes began
December	Psychology of Leadership		
January	Leadership essentials		
February	Personal Development and productivity Training	Exam week	

Last Thursday of Each Month will be Certificate Training workshop for Professionals (Dates may vary please keep checking our social media for final dates)

Prof. Dr. Saima Ghazal specializes in behavioral decision research and technology (PhD with emphasis in decision making, USA). She has over 20 years of teaching and research experience at national and international level and is a great scientist and researcher with international visibility (e.g. over 2000 citations). Her research focuses on developing theoretically grounded adaptive decision tools and decision aids that help people make more informed decisions. She is lead member for the RiskLiteracy.org (an International collaborative project by National Science Foundation (NSF) USA) and lead member for Decision Analytics Lab, University of Oklahoma, USA. Currently she is serving as founding director for the Center for Leadership and Decision Making (LeaD) at University of the Punjab, Pakistan, where her vision is to take psychology to the workplace and to the corporate world through teaching and training programs to improve human and organizational performance and also fostering industry academia linkages.

Prof. Dr. Saima Ghazal
Director, LeaD
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Post Doc Fellowship, University of Oklahoma, USA
Senior Professor, IAP PU

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