

Summary of Experience:

Faiez specializes in the philosophy, practices, principles and psychology of CHANGE (i.e. individual, group, organizational and societal) and is a great influencer, motivator and a coach for this generation, an identity he has established through his consistent ability to help individuals, groups and organizations create their destinies. In 1995, he left a "Big 6" management consulting company as a director, partner and founding head of human resource consulting, to pursue his vision of "making the difference" in the lives of people. Faiez's niche in all the work he does, is his unique blending of scientific personal, organizational and social development principles and practices with behavioral sciences and centuries old "laws of nature", making his message powerful enough to replace negative and disempowering personal, organizational and societal beliefs with positive and powerful beliefs. In the last decade of his career in Pakistan, Faiez has a privilege of:

- establishing the first-ever HR, change management, quality management, executive development, performance and business improvement practices in Pakistan
 - completing over 250 training and consulting assignments including participatory change strategies, cultural change, institution/capacity building, performance and reward management systems, HR/management information systems, project management, marketing and social research, strategic management, selection and recruitment, executive/leadership development, training needs assessment, organizational design and redesign, total quality, ISO 9000, process reengineering, etc.
 - designing and facilitating over 5000 hours of experience-based personal/management/team/leadership development programs and training of trainers including training design and training manuals
 - conducting pioneering research in various areas effecting our lives and using it to develop and deliver several personal and professional development programs for general public as well as corporate Pakistan
 - facilitating, initiating and contributing to several social development/welfare projects, including capacity building, good governance, community development, environment, primary, secondary, vocational and higher education, health, mother and child health, women rights, children rights, in addition to establishing a first-ever welfare organization for the coaching, empowerment and inspiration of disadvantaged class of the society
 - designing curriculum & teachers manuals and teaching a number of undergraduate as well as graduate courses
 - facilitating hundreds of senior/top management workshops
 - serving thousands of individuals including senior management of large organizations as their personal coach
 - delivering more than 1200 hours of professional speaking engagements
 - delivering hundreds of talks/lectures/symposiums at various forums
 - contributing several papers/articles, authoring 6 books including two best-sellers and preparing 12 audiotapes (five best-sellers) on various personal development topics
 - traveling extensively throughout USA, Canada, UK, Netherlands, Singapore, France, Germany, Nepal, Sri Lanka, Saudi Arabia, Thailand, and Kuwait
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Full-time Employment History:

- 1995 to date **Ace Consulting Group** earlier known as Ace Consulting (Pvt.) Limited (1995-1998), Lahore
Managing Associate
Established an integrated change management and human resource consulting, training and outsourcing practice to research and promote universal morals, values, leadership and work practices, and business culture, in Pakistan.
- 1990 to 1995 **Coopers & Lybrand Consulting, Lahore, Pakistan**
Founder vice president of human resource group and then resident director, head of human resource consulting as well as the HR and Administration director of this largest management consulting practice in Pakistan. Also served as an internal consultant to other regional organizations in the area of HR, change management and culture formation after mergers

- Accepted the challenge of establishing the first-ever world-class HR practice in the country. The HR practice became the finest and the largest in the country within two years.. Was rewarded by promoted as one of the youngest partner in the whole Coopers & Lybrand's global network at the recommendation of the regional office in London.*
- 1987 to 1990 **Domino's Pizza (CAT-LIN Inc.) Oklahoma, USA**
Pizza delivery and store management
After having being recognized as the fastest and the safest delivery boy with highest customer satisfaction ratings, was promoted as the Crew Chief at the end of first year and later on became the management trainee, followed by a promotion as a Manager, and awarded Domino's Pizza Ace Award, many times
- 1984 to 1987 Received training and held various management positions in the hotel and restaurant industry. Positions held included House keeping Supervisor, Front Office Supervisor, Manager Back-of-the House and Restaurant Manager in Hilton, Menage and Tabaq restaurants.
- 1981 to 1984 **Pakistan Electronic Computer Programming Institute, Lahore, Pakistan**
Information Officer and then Administrative Officer cum Computer Instructor of this first-ever computer training institute of Pakistan.
Also became the largest in my tenure
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Education:

- 1995 **Strategic Human Resource Management Program**, Harvard Business School, USA
(summer) An extensive program for top HR professionals responsible for designing and implementing major change initiatives in their organizations
- 1989-91 **Certified Human Systems Development (HSD) Consultant and Trainer** (HSD is a broader term that is used to reflect change management at any level of human system including organizations and macro human systems such as the society as a whole). It was an experiential (i.e. *learning by doing*) certification program for mid-career HR professionals organized by, Academy for Educational Development (AED), D.C., USA in association with NTL Institute, VA, USA (an organization known as pioneer in behavioral training including organization development, T-group training and change management field). This extensive certification was spread over a period of 18-months. The requirements of these two certifications (i.e. trainer-level and consultant-level) included gradual progression from level-1 to level-2 by participation in six residential workshops of 2-4 weeks duration each (on average 12-14 hours a day) and successful completion of various real-life projects assigned to demonstrate one's understanding of concepts, tools and techniques.
- 1989 **MA (Economics/Management)**, University of Central Oklahoma, USA
- 1986 **MA (Economics)**, Punjab University, Pakistan
- 1983 **BA (Economics, English)**, Punjab University, Lahore, Pakistan
- 1979 **Diploma in Computers**, PECPI, Lahore
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Membership of Professional Organizations:

- 2000 The only Pakistani and one of the youngest persons to become a **Chartered Fellow** of the coveted **Chartered** Institute of Personnel & Development (CIPD), England
- 1997 In recognition of my outstanding professional speaking abilities, was awarded the coveted Professional Membership of National Speakers Association, AZ, USA. The only Southwest Asian to achieve this status
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Continuous Professional Development (CPD):

- 2003 International HRD Congress, HRD Network, Islamabad, Pakistan (2-days)
- 2001 Strength through Diversity, ISNA, Chicago, USA (3-days)
- 2000 ICQI-2000, EPB/PIQC, Lahore, Pakistan
- 2000 Character, Family & Public Service—Building a Culture of Peace, Washington Post Foundation
- 1998 Human Interaction Laboratory, NTL Institute, USA (5-day)
- 1998 NSA Annual Conference, Philadelphia, USA (5-day)

1998	Master Practitioner Training of NLP™, by Dr. Richard Bandler, USA (2-weeks)
1998	ASTD Annual Expo, San Francisco, USA (3-day)
1997	Agenda for Change, Business Leadership Seminar, ILM, Lahore, Pakistan
1997	ICQC-97, EPB/PIQC, Karachi, Pakistan
1996	MAP Annual Convention, Karachi, Pakistan
1996	ICQC-96, EPB/PIQC, Karachi, Pakistan
1995	ICQC-95, EPB/PIQC, Karachi, Pakistan
1995	Program in Laboratory Education, NTL Institute, USA (5-day)
1995	Environmental Management Systems & Auditing, Consulting & Audit, Canada (10-day)
1994	Leadership and Authority in Organizations, Tavistock Institute/University of Leicester, UK. (2-week)
1994	Selling Skills, Mercuri International, England (5-day)
1992	HRD Conference, ITD, London, England
1991	Leadership and Organizations, AED, USA (3-week)
1991	Advanced Training of Trainers, AED, USA (3-week)
1991	Change Management, AED, USA (10-week)
1991	Program Design and Instructional Techniques, AED, USA, (2-week)
1991	Training Needs Assessment, AED, USA (10-day)
1990	Foundation Training of Trainers, AED, USA (3-week)
1987-89	Total Quality Management, USA (16-week)

Sample of Consulting/Training Work for Business Organizations:

I) Work in the Areas of Change and Strategic Management:

- Sabro Corporation:** A Culture Transformation effort spread over three years
- Thunder Cola International:** A Complete Brand Development and Launch
- Siemens Mobile:** A Complete Organizational Diagnostic Study and HR Audit
- Afridi Beverages (Pvt.) Ltd.:** A Complete Brand Development and Launch
- Open World Communications:** A Complete Strategic Review and Re-launch plan and implementation support
- Sui Southern Gas Company:** A Culture Change Program to kick-off cultural change effort
- National Bank of Pakistan:** A Culture Change Program to kick-off cultural change effort
- Kohinoor Energy:** Series of cultural change programs spread over 15 months meant to prepare the organization for change and to facilitate the change
- PEPCO:** A Culture Change Program to kick-off cultural change effort
- Sitara Chemical Industries:** A Change Management Program
- Century Paper and Board:** A Culture Change Program to kick-off cultural change effort
- Sabro Airconditioners:** Fast T.R.A.C.K. to Culture Change Program
- Pakistan Tobacco:** Series of Programs to facilitate a major cultural change involving all 1700 employees
- Reckitt & Colman:** A series of programs to initiate and facilitate a major cultural change effort involving everyone from director to officeboys
- Glaxo Wellcome, Sri Lanka:** A Program to prepare organization for a major change effort
- Samin Textiles Ltd.:** A Change Management and Reengineering Project for this leading exporter, spread over 15 months. This comprehensive effort included all the aspects starting from vision formulation to redesigning and restructuring the organization on business processes, cultural change, capacity building, total quality management, HR systems and documentations, MIS, etc. using process-consulting approach
- INSTAPHONE:** A comprehensive organizational change effort, including BPR and strategic management spread over a period of 12 months including operations throughout Pakistan
- Sampak Group of Industries:** A comprehensive cultural change program to complement TQM over 2 years
- C&L, Sri Lanka:** An Institutional Diagnostic and Cultural Review Study

- Service Sales Corporation:** Strategic Planning and Institutional building
- Designed and delivered over 30 vision and values formation workshops for senior management of various organizations**

II) Sample Work of Customized Executive/Leadership Development and Training of Trainers (including Needs Assessment, Program/Training Design and Evaluation):

Faiez as designed and delivered over 5000 hours of experiential and residential executive and leadership development programs and training of trainers program including needs assessments, training design, development of trainees' and trainers' manuals, and post-training program/training evaluation studies:

- Pakistan Air Force:** A series of programs at various locations
- National Accountability Bureau:** Changing Social Values and Its effect in the Society
- Sarhad Pharmaceutical Manufacturers Association:** Globalization and its effect on the local pharmaceutical industry
- Rehman Medical Institute:** Training programs for Doctors and other staff for this state-of-the-art medical centre
- Coca-Cola:** Managing Change from the Inside Out program for the senior management team
- US Consulate:** A comprehensive change management and career transition program for the outgoing team
- State Life Insurance Corporation:** A series of programs to motivate the sales team to increase the sales
- Honda Atlas Cars:** A Peak Performance Program
- Schering Asia GmbH:** A Peak Performance Program
- Bristol Myers Squibb:** A Peak Performance Program
- Kohinoor Energy:** An Executive Development Program
- FMC United:** A culture and team building program
- Pakistan Tobacco:** A series of Personal Excellence programs to support the cultural change
- Bristol Myers Squibb:** A Program for Sales force motivation
- Glaxo Wellcome:** A Program for Sales force motivation
- Glaxo Wellcome:** A series of Leadership and Change Management programs
- Lever Brothers:** "Lead the Change from the Inside Out" program
- Bayer Pakistan:** A session on "Lead the Sales from the Inside Out"
- Pharmacia & Upjohns:** Total Quality and Leadership training
- American Express:** A Comprehensive Customer Care Program at the national level
- Emco Industries:** A complete supervisory development program a total of 48 sessions
- INSTAPHONE:** A Leadership Development Program for senior managers
- Sanbao Telecom, Singapore:** A thorough training of trainers program in seven countries to prepare internal trainers/catalysts to design and implement various change initiatives
- INSTAPHONE:** Training of Trainers at the national level
- FMC United:** A Sales Development Program over 12 months
- FMC United:** A Training of Trainers Program
- INSTAPHONE:** A Program in Customer Care for the top management
- Sampak:** A comprehensive Leadership Development and Training of Trainers effort
- Paktel:** A comprehensive Customer Services Program in Lahore and Karachi
- Avari Renaissance:** Needs assessment, design & delivery of Executive Development Program
- Service Sales Corporation:** A Culture Orientation Program
- Utility Stores Corporation:** A Training Laboratory on "Excellence Through People"
- Millat Tractors:** Need assessment, design and delivery of a workshop on "Self Development"
- Genetic Computer School, Singapore:** A National Seminar on "Computer and Future Trends"
- Service Sales Corporation:** Design and delivery of a "Training of Trainers Program"
- Conducted several one to three days training seminars and workshops where management from various national and international companies participated**

- Designed and delivered hundreds of 1-3 days training sessions, workshops and seminars to facilitate the change management consulting work listed above**

III) Sample of Research-based Executive/Personal Development Programs:

Faiez's training and development work draws heavily on my action research and consulting experience of working with leading national and international organization. The emphasis in all of his training and development work is on the creation of sustainable change in attitude and behaviors of participants that directly leads to sustained improvements in the workplace. To this end, Faiez blends behavioral and mind sciences including NLP™, and spiritualism to provide a unique flavor. The resulting programs are extremely powerful as they show people that they can control their development. These programs don't only provide participants with *knowledge*, (what to do) and give them *skills* (how to do it), but also create *attitude and energy* (want to do) to carry it through. His "best-seller" programs are:

- Peak Performance (Principles and Practice of Peak Performance)
- Developing and Delivering Powerful Presentations
- Persuasive Communication
- Selling Skills for the New Millennium
- Creating the Creative Corporation—Unleash your Corporate Creativity
- Developing and Leading Self-Motivated Teams
- 21st Century Leadership Development Lab
- Crafting the 21st Century Organization
- Time and Life Mastery
- Teaming to Win
- Making Change Last-Ethics of Change
- Thriving on Change-Creating Learning Organizations
- Making Change Happen – Guidelines for Effective Change
- Practical Spirituality-Transforming Anger, Resentment and Grief into Powerful Resources
- Changing Arrogance into Modesty-Building High Self-concept among Individuals
- Transforming Dependency "syndrome" into Self-reliance
- Please Understand Me-A Powerful tool to understand self and others and appreciate inter-personal differences
- Developing Emotionally Intelligent people, teams and organizations
- Sales Psychology and Successful Selling through NLP™
- Ethics in Business
- Developing a Positive, No-nonsense attitude

IV) Sample of Work in Human Resource Management (including Search, Recruitment, Compensation and Reward Management):

- Mari Gas Company Ltd.:** As an HR Advisor, designed criteria and conducted Staff Review for the management staff, in an attempt to determine their suitability at the current positions.
- Mari Gas Company Ltd.:** As an HR Advisor, responsible for the complete HR restructuring including new competency-based grade classification system, compensation restructuring, development of new Training and Development as well as Performance and Career Management Systems.
- INSTAPHONE:** A complete HR restructuring
- Samin Textiles:** HR documentation and Policies framework
- Wartsila Diesels:** A Salary Survey in Lahore and Islamabad
- Boehringer Mannheim:** A National Salary and Benefits Survey to be used for benchmarking
- Sampak:** Personnel Policy review, personnel management information system, reward and performance management and salary and benefits restructuring
- Coca-Cola Export Corporation:** A National Salary Survey and Salary Restructuring Assignment
- Schlumberger Seaco. Inc.:** A Salary Survey and Job Analysis study
- Pasminco Exploration Pakistan:** Employment policy in addition to a salary survey of MNCs.
- Pakistan Telecommunication Corp.:** Manpower Analysis during the Privatization assignment
- Over forty reward and performance management assignments**

- Recruited over 100 middle and top management professionals for various national and international organizations*
- Developed Job descriptions/specifications for hundreds of jobs*
- Ran many assessment centers on behalf of clients*
- Organized over a dozen salary and benefits surveys as a part of bigger assignments*

V) Other Consulting Work (ISO 9000, Market/Consumer Research, etc.):

- Samin Textiles:** Design and implementation of an ISO 9002 effort
- Allen Surgical Company:** ISO 9002 effort
- Conqueror Surgical Industries:** ISO 9002 effort
- A group of 10 Textile Sector companies:** Group Training in ISO 9002
- Sampak Paper and Board Mills:** Implementation of ISO 9002
- Sublime Sports (Adidas):** Initiated ISO 9002
- Leather Master:** Initiated ISO 9002 effort
- Lajnat-Al-Dawa, Kuwait:** Design and Development of Operational Systems for 10 projects
- Service Sales:** Quality Procedures Documentation for this largest shoe manufacturer
- Mercy International:** Procedure design and documentation for over 20 projects
- Directed many initial quality audits and quality audit training sessions**
- Sampak:** A Consumer Research study in Lahore through focus groups
- Coca-Cola Export Corporation:** A Qualitative Research Study (Ad. campaign pre-test)
- Coca-Cola Export Corporation:** A Qualitative Research for SPRITE and COKE
- C&L, USA:** Market Research on Pharmaceutical Industry in Pakistan
- Pakistan Army:** Various personal development programs
- Punjab Police:** Good Governance Program for the elite group
- SAFWAN, Yemen:** A Marketing research on PBX Systems in Pakistan
- Private School System:** Marketing Research to determine the feasibility of a new school system
- In addition conducted or directed many research studies in health, education and population sectors for various agencies as a part of bigger assignments**

VI) Sample of Speaking Engagements:

In the last few years of my career as a professional speaker, Faiez has conducted more than 1000 hours of speaking engagements for various institutions and groups in both private and public sector on various personal and organizational management issues and has addressed over 300,000 people. These programs were developed by Faiez, utilizing his research on the world best practices in management, behavioral and mind sciences and spiritualism and his experience of interacting with people from virtually every socioeconomic category. To add colors in and energize, inspire and motivate people during various corporate events, like sales conferences, annual award distribution, product launch, KAIZEN Conventions, etc. his services are regularly engaged. To this end, he has a program to fit into each and every situation and budget. The programs can be delivered from 60 minutes to 8-hours duration using our pioneering technology LEAD (learning, entertainment, attitude building and divinity). The methodology is very cost-effective and can accommodate any number of people from 100 to 10,000 people. A few of his best-seller programs are:

- Leading Change.....from the inside out
- Making Change work – Practices and Principles of Change
- Crafting a Customer Responsive Organization
- Learning to Learn – Creating Learning Organizations
- Healing the Organizational Soul through Fast T.R.A.C.K.
- Leadership 63 – Leading from the Inside Out
- Making the Difference Together – Teaming from the Inside Out
- 30 Second Manager – Managing from the Inside Out
- Peak Performance – Art and Science of Achievement
- Creating a Self-motivated Team – Inspiration from the Inside Out

- Customer Intimacy – Service from the Inside Out
- Leading Sales – Selling from the Inside Out

Sample of Consulting/Training Work with Donors/Development Agencies:

In addition to working with business organizations, Faiez has a considerable amount of experience of working with various donors, development agencies, NGOs and public sector organizations in the areas of governance, accountability, institution building, participatory development, capacity building, environment, mother and child health, education policy, planning, curriculum design and teacher's training:

- Ministry of Health, MNCH Program:** As an HR Advisor, responsible for redesigning organizational and team structures, job descriptions, core competencies for federal, provincial and district staff. Also conducted Training Needs Assessment for staff in various categories.
- Ministry of Finance, Govt of Pakistan:** Worked as an HR Advisor/Restructuring Project Leader on this International Donor funded project, facilitated the organizational and manpower restructuring.
- Irrigation and Power Department (IPD), Govt of NWFP:** As a Team Leader and Lead Advisor on Change Management and HR, was responsible for the complete transformation of the IPD in an autonomous, self sustainable and efficient organization in two years, leading nine functional teams of specialists.
- Training Wing, Federal Bureau of Statistics (FBS), Govt. of Pakistan:** Conducted an in-depth review of the Training Wing of the FBS, in an attempt to enhance its service delivery quality. Proposed measures and designed and conducted two Leadership Development Programs (LDPs) for BS 20 and 19 officers.
- UNDP-National Program Office:** Annual Retreat Workshop
- UNDP-EIROP:** Coordination of Governance efforts of all stakeholders in NWFP
- IUCN-Sarhad Provincial Conservation Strategy (SPCS):** Communication, Presentation, Report writing, Negotiation and Persuasion Skills Programs
- Good Governance Group, GOP:** A Change Management Program for senior bureaucrats
- UNDP-Election Commission of Pakistan:** Leadership and Change Program
- Aga Khan Rural Support Programme:** A National Salary Survey and Organizational Restructuring
- Lajnat-Al-Dawa, Kuwait:** Design and Development of Operational Systems for 10 projects
- Mercy International:** Procedure design and documentation for over 20 projects
- St. Anthony's School System:** Personal development and training of teachers
- Mercy International, Switzerland:** A Comprehensive Management Development Program
- USAID/ENERCON:** 120 seminars to create awareness & train 6500 women in energy conservation
- USAID/ENERCON:** Trained trainers throughout Pakistan in Home Energy Conservation
- USAID/Academy for Educational Development:** A 10-day TOT on "Training Needs"
- USAID/AED:** A 10-day training of trainers on "Program Design & Instructional Techniques"
- A Private School:** A 2-week workshop on Behavioral and Psychological aspects of teaching
- Directed a program in "Excellence in Health Care" for the management of private hospitals
- Ministry of Population/Social Welfare:** Regular faculty member
- British ODA:** Worked with expatriate consultants on the Institutional Building assignment of the Family Planning Program of Pakistan (MOPW)
- Lajnat Al-Dawa, Kuwait:** Institutional Building and Change Management over 20 months
- Mercy International (Swiss NGO):** Organization Design & Change Management (24 months)
- Mercy International:** Policy and strategic planning for 40 projects in health, education and social sector
- Radda Barnen (Swedish Save the Children):** Institutional Diagnostic study
- Lajnat-Al-Dawa, Kuwait:** Strategic and Business Planning of 150 social welfare projects
- Mercy International:** Design and implementation of Personnel Policies and Procedures
- Mercy International (Swiss NGO):** Complete personnel management, salary restructuring, and HR MIS

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- Lajnat-Al-Dawa, Kuwait:** Personnel management, salary restructuring, and information systems
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Services for General Public:

Realizing his obligation to the society at large, Faiez has been teaching the “art of living” to four important but unfortunately, most-neglected groups of the society i.e. students, housewives, professionals, and front-line executives and junior managers.

I) Personal Development Workshops

- Securing your Dream Job
- Unleashing Your Potential
- Smarter and Younger, Everyday
- Creating Successful Families
- Selecting your Life-Partner
- Creating Harmony and Peace in Your Married Life
- Killing Anger before it Kills You (both internal and external anger)
- Handling Difficult People (Colleagues & Customers)
- Persuading and Winning People
- Un-tapping Your Creativity
- Soul Healing – The Art and Practice of Self Healing

II) Public Seminars (Av. Participation 500)

Faiez also regularly conduct “live seminars” for general public. The duration of these live programs are 2-6 hours and people from 10-80 years participate in these programs coming from all walks of life including housewives, professionals, students, youngsters, servicemen, etc. Since 1996, average participation in these programs is continuously at rise. The methodology is very absorbing as it incorporates humor, story telling, music, games, small exercises, listening from those whose lives changes as a result of these programs, etc. These seminars are regularly scheduled in various cities of Pakistan. The current titles include:

- Back to Basics (The Art of Self-healing)
 - Together Forever (Recreating the first-year love in marital life)
 - Change Your Lens, Change Your World (Our Thinking Pattern and its effects on our life)
 - Born Again (Creating inner peace, satisfaction and fulfillment)
 - The Road to Success (A proven formula for Personal Success and Happiness)
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Voluntary Work:

Faiez believe on the law of giving and to this end in the past seven years, he has delivered over 500 talks/lectures for hundreds of organizations including schools, colleges, NGOs, community organizations, etc. in diverse topics.

Sample of Courses/Programs Introduced and Taught:

- Strategic Management, Comsats Institute of Information Technology, Lahore
- Total Quality Management, Comsats Institute of Information Technology, Lahore
- Strategic Management, NUST Institute of Management Science, Rawalpindi
- Personal and Professional Development Program, Quaid-e-Azam Law College, Lahore
- Change Management, ICMS, Peshawar
- Understanding Islam, Imperial College of Business Studies, Lahore
- Human Resource Management, Imperial College of Business Studies, Lahore
- Strategic Management, Imperial College of Business Studies, Lahore
- Change Management, Imperial College of Business Studies, Lahore
- Change Management, Punjab College of Business Administration, Lahore
- Professional Speaking, Punjab College of Business Administration, Lahore

- Executive Development Workshop, Institute of Leadership and Management, Lahore
 - Leadership Development Workshop, Institute of Leadership and Management, Lahore
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Personal/Executive Coaching:

Faiez has served over 500 couples and thousands of individuals including senior management of large organizations as their personal coach.

Languages:

English Fluent in Reading, Writing and Speaking
Urdu Fluent in Reading, Writing and Speaking

International Work Experience:

- USA
 - Sri Lanka
 - Kuwait
 - England
 - Singapore
 - UAE
 - Thailand
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Special Skills/Traits:

- Unprecedented commitment to the enhancement of the quality of life of people
 - Tremendous ability to persuade and inspire people at any level
 - Excellent written communication skills
 - Top level presentation and public speaking skills
 - Proven ability to liaise effectively with top management from business, as well as senior government officials and representatives from any social, cultural and religious backgrounds
 - Equally effective as an individual as well as a member/leader of a team
 - Hard worker with an extra-ordinary ability to work in difficult and challenging work conditions
 - Top level computer skills
 - Special interest in psychology, spiritualism and religion
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Personal Life:

Faiez was born in Lahore, Pakistan, on October 18, 1963. He loves his passion of making the difference in the lives of people and to this end, has been working for about 14 hours a day in the past twenty years of his life. He enjoys an excellent health and in the past ten years, never taken any sick leave and/or off day. He is well organized, stable, honest, and a principle-centered man who loves challenges and does not believe on "Nos". He is married to a lovely lady who has been with him since the age of 16 and shares his vision and to this end is very active in the social work. Faiez and his wife, both enjoys traveling and combine their vacations with their life passion of reading, writing, traveling, meeting with, interviewing and working with people from different social and cultural backgrounds. Faiez and his wife are blessed with two children, Haris 18 and Hanna who is 16 years old. Faiez and his work is consistently highlighted and appreciated by local media and press (*hundreds of clippings are available on demand*).
