



FUTURE LEADERS PROGRAM



**READY TO IGNITE THE LEADER
WITHIN YOU?**

Acknowledgement
Exposure
Learning

Kavtech Future Leaders Program

Kavtech Solutions is immensely rising in the information technology industry. We know that our employees are a valuable source of sustainable competitive advantage and to continue our journey on the growth path we need to constantly innovate and empower our employees. That is why we want to invest in Kavtians and ignite the leader in them.

During the future leaders' program, Kavtians will develop into their best selves as they constantly learn, evolve, and improve. At the end of the program, the company will decide on its future leaders who will be a strength to bring a positive impact to the organization.

Who is suitable for the Program?

The future leadership program is for Kavtians who are classified as Associate Engineer or Officer, Engineer or Executive, Senior Engineer or Senior Executive, and Principal Engineer or Principal Executive.

Unfortunately, not everyone has leadership attributes, so only those Kavtians who will show leadership traits will be selected for this program.

Program Overview

Future Leadership Program for Kavtians will be a competitive program that will have a duration of about 1 year. During the program, Kavtians will be evaluated on numerous factors which will help the company to determine if that employee has what it takes to be the leader.

Program Subsidies

Kavtians who show enthusiasm and leadership qualities will be allowed to comprehend and enhance their leadership skills at the Lahore University of Management Sciences (LUMS) or some similar institute.

After completing a course from university, Kavtians will be open to many opportunities like next in line for a promotion, bonuses, etc.

Program Starting Date:

Future Leadership Program will start with an orientation on 21st February 2023 and interviews will start shortly after the orientation date.

Kavtians can see the tentative schedule to have a gist of the Future Leaders Program.

Structure:

The Future Leaders Program is designed to aid Kavtians in acquiring multiple skills. That is why the program combines interviews, Training, and job rotations.

• Interviews:

Interviews will be held to gain insights into employee capabilities and vulnerabilities.

Kavtians who want to be a part of the Future Leaders Program should take these interviews very seriously as only the top 10- 15% of the applicants will be selected and move forward with the program.

- **Training Programs:**

Technical and non-technical training programs will be organized by the Learning and Development Department and employees will be judged on their communication skills, Knowledge, skills, and eagerness to participate.

Kavtians should be ready to perform and participate in the training programs as the bottom 20 percent will be eliminated based on their performance in the 2nd quarter and another 20 percent during the 3rd quarter.

- **Job Rotation:**

Job rotations will allow us to determine the employee's adaptability aspect. Kavtians will learn new skills and enhance their potential. They will also see how the organization works and will have a broader understanding of the company.

Kavtians who fail to perform during the rotation will demonstrate that they can't work out of their comfort zone and will be excluded from the program.

- **Course from External Institute:**

After going through training programs, Interviews, and rotations the top candidates will get a chance to get enrolled in a short course from a highly regarded university.

Requirements to succeed:

- Communication Skills.
- Confidence.
- Emotional Intelligence.
- Good values, beliefs, and attitudes.
- **Intense desire to learn.**
- Punctuality.

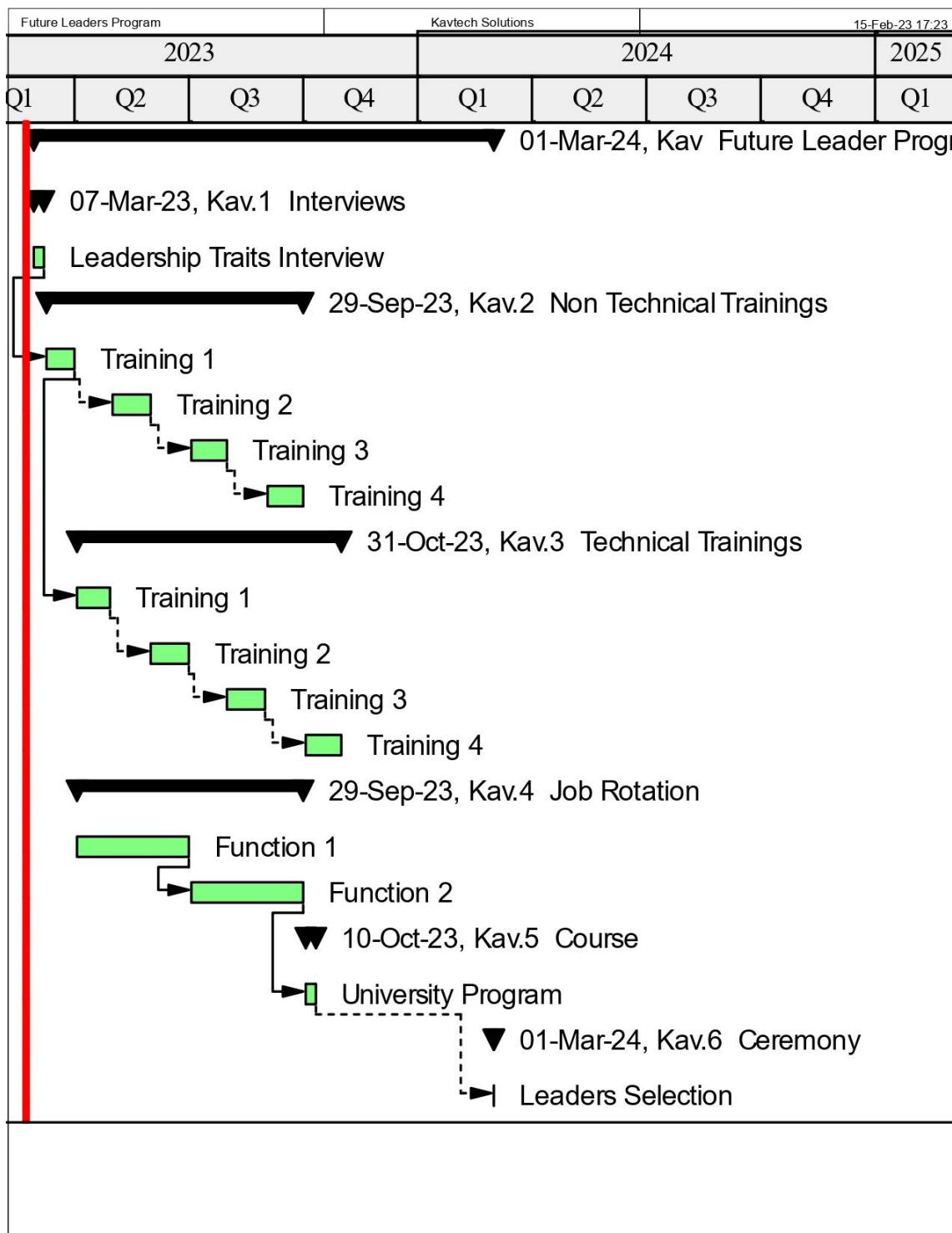
Matrices.

- Attendance.
- Consistency.
- Efficiency.
- Quality of work.
- Technical ability.
- Team Performance.
- Productivity.
- People skills.

What will Kavtians gain from the Future Leader's Program?

- Ability to influence others.
- Better Emotional Intelligence.
- Communication skills.
- Confidence.
- First in line to get promoted.
- Leadership Skills.
- Recognition.
- Technical Skills and Knowledge.

Tentative Schedule:



This is a tentative schedule. Kavtians should be ready to face more challenges during the leadership program.