

# CUSTOMIZED TRAININGS

***SOHAIL SIDDIQUI***

***LET'S GROW TOGETHER***



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# Summary

Sohail Siddiqui is an internationally recognized training expert having exceptional training skills, expertise and achievements. He is providing a bottom line performance focused solutions provider programs Since 2014.

He offers general business, compliance, and soft skill development, as well as industry specific knowledge. Siddiqui is facilitating learning leadership programs for corporate, non - profits, academia and youth to enrich their leadership values, employee efficiency, team performance and creativity.

As a corporate trainer, Learning & Development professional and OD consultant, Siddiqui has a proven track record of designing and delivering impactful training programs, empowering organizations, individuals and teams to reach their full potential.

As a Training and Management Consultant with over 10+ years of experience in delivering unparalleled services across the diverse sectors, he is focusing on innovation and renovation in training and development to match the needs of the clients from all the sectors. With a client base exceeding 50+ organizations, spanning major institutions, companies and entities, he has earned the trust of industry leaders as their preferred Training and consulting partner.

Sohail has Visited United States of America under the International Visitor Leadership Program, which is the U.S. Department of State's premier professional exchange program. Through short-term visits to the United States, he experienced the country firsthand and cultivate lasting relationships with their American counterparts. Professional meetings reflect his professional interests and support the foreign policy goals of the United States with Pakistan.





# ■ Training Analytics

Siddiqui has worked with top organizations across the country to empower their workforce and drive results and growth within their business divisions. Big or small, He is equipped to help the organizations adapt, grow and thrive.

He offers general business, compliance, and soft skill development, as well as industry specific knowledge. We are providing efforts to improve employee knowledge and increase productivity.

Siddiqui is offering a structured learning experience tailored to the team's needs, from Junior to Executive Leadership levels. He creates and cultivate environments in which people can rapidly learn and apply new ideas, competencies, skills, behaviors and attitudes.

35K+

TRAINED  
INDIVIDUALS

50+

CLIENTS SERVED

30+

ACADEMIC  
INSTITUTIONS

70+

PROJECTS  
WORKSHOPS  
CONFERENCES

20+

PROFESSIONAL  
DEVELOPMENT  
COURSES AND  
MODULES



# ■ Training Methodology

Siddiqui provides an integrated solutions package to his clients by virtue of his ability to diagnose problems, investigate findings, and identify critical interventions based on his expertise and strategic partnerships. His definition of training quality is not limited to a professional lecturer or distinguished training material, but rather encompasses all aspects of the customer's experience.

He deliberately choose to approach his clients' needs with a focused, client specific view which enables him to design solutions and interventions that are bespoke and deal with the specific challenges that the clients have, often combining proven principles with specific requirements to deliver ideal results. Using his OD diagnostic tools, he collaborate with clients to design appropriate training programs. From individual leaders & small teams seeking professional development, up to organization-wide capability development programs, his training initiatives and learning strategies must improve bottom-line performance.





# CLIENTS & PARTNERS



# SOHAIL SHAHZAD SIDDIQUI

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## CAREER SUMMARY

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As a Training and Management consultant, corporate trainer, Learning & Development professional and OD consultant, I am having a proven track record of designing and delivering impactful training programs, empowering organizations, individuals and teams to reach their full potential. My career has been dedicated to cultivating business mentorship, employee's growth and organizational excellence. With expertise of 10+ years of experience in Training and Development, I am specialized in enhancing workplaces performance and fostering organizational growth. My expertise in OD allows me to access organizational dynamics, implement change initiatives and cultivate a culture of continuous improvement.

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## CAREER HIGHLIGHTS

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- Developed and delivered customized training and management solution for the international clients (i.e) International Organization for Migration, IOM (UN), Malala fund, United Way, Lincoln Corner, US Consulate, Michigan State University and Chamber of Pensacola (Florida).
  - Designed and delivered over 250+ training sessions and trained over 35,000+ individuals with multiple clients and disciplines
  - Trained and mentored over 300 startups/Businesses for the market growth and investment opportunities.
  - Led and managed high visibility consulting projects and programs, delivering strategic solutions to the top tier clients.
  - Conducted needs assessments and analyzed training metrics to inform training strategies and improve effectiveness.
  - Facilitated workshops and focus group discussions with parliamentarians, educationist, industrialists to gather feedback and input, using information to perform training initiatives.
  - Partnered with NGOs, Government and other departments to align training programs and project implementations
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## PROFESSIONAL EXPERIENCE

### **TALENTECH (PVT) LTD – PAKISTAN**

#### **DIRECTOR TRAINING AND DEVELOPMENT**

**January 2015 – Present**

- Developing and implement the firm's strategic vision and goals, ensuring alignment with overall business objectives.
- Identifying new business opportunities and partnerships to expand the firm's market presence and client base.
- Overseeing the creation and refinement of training programs to ensure they meet industry standards and client needs.
- Leading, mentoring, and support the senior management team and staff, fostering a positive work environment and promoting professional development.
- Building and maintaining strong relationships with key clients, understanding their needs and ensuring satisfaction with the firm's services.

**CENTER FOR AWARENESS TRAINING AND DEVELOPMENT – PAKISTAN  
TRAINING AND MANAGEMENT CONSULTANT**

**December, 2016 - Present**

- Supervising and guiding a team of trainers, ensuring they have the necessary resources and support to perform their duties effectively.
- Facilitating training sessions, workshops, and seminars for various audiences.
- Collaborating with key stakeholders to understand organizational goals and objectives to creating a strong training eco system
- Developing customized training programs and materials based on identified needs.
- Creating effective training content, including manuals, e-learning modules, and interactive exercises.

**C- SUIT/EXECUTIVE PROFESSIONAL DEVELOPMENT**

- **ADVANCE NEGOTIATION SKILLS** **Client:** Riphah International University Islamabad

Designed and delivered an Advanced Negotiation Skills workshop for an experienced group of professionals including Directors, Assistant Directors, Senior Managers, and Senior Lecturers representing all campuses across Islamabad. The workshop focused on strategic frameworks and models, building practical strategies, negotiation techniques for strategic decision making in their leadership roles.

**Completion Date:** May 27, 2025

- **FOCUS GROUP DISCUSSION** **Client:** University of Engineering and Technology Peshawar

Led and facilitated an executive level Focus Group Discussion engaging think tanks, industry experts, and senior executives to gather strategic insights on employable soft skills and digital skills for the youth of Khyber Pukhtonkhwa, informing actionable recommendations for the project.

**Completion Date:** April 14, 2025

- **STRATEGIC POLICY LEVEL WORKSHOP** **Client:** HRDC IMSCIENCES

Facilitated a workshop for key focal person from GIZ-EHS, Education Department, Health, LGERDD, KPITB, and SRSP, focusing on strengthening digital literacy and online safety frameworks for adolescent girls in Khyber Pakhtunkhwa. Presented in-depth findings from a Training Needs Assessment (TNA) conducted with adolescent girls and their parents across Peshawar, Haripur, and Nowshera, supported by qualitative research and contextual analysis.

**Completion Date:** July 10 – 11, 2025

**PROJECTS /TRAINING CONSULTANCY 2015 – 2025**

As an Instructional Designer, training and OD consultant, I am working with clients across the globe which aims to improve the performance of individuals and organizations. My expertise includes: Focus group Discussions, Training Need Assessment, Curriculum Design, Content Designing and Development, Applying learning theories and principles to create effective training programs, using instructional models like ADDIE and Kirkpatrick. Integrating diverse learning methods, including e-learning, blended learning, and traditional classroom training

**1. PROJECT TITLE: EMPLOYABLE SOFT SKILLS AND DIGITAL SKILLS EXCELLENCE PROGRAM**

**Management and Training Consultant**

**Client: IFAD & EU**

**Region:** Khyber Pukhtoonkhwa | **Target Audience:** Youth community | **Stakeholders/Partners:** UET, Govt of KPK, Public Sector Universities | **Thematic Area:** Employable entrepreneurship, Soft Skills and Digital Skills Excellence Program

**Duration: March 2025 – Present**

**Project Highlights:**

- As a management consultant my responsibility is to oversee the overall cluster comprises of 7000 youth community across the KPK.
- Conduct Focus Group Discussions (FGDs) for Soft Skills and Digital Skills Training Need Assessment
- To design curriculum for 15 courses of the project
- To manage a pool of competent trainers across the country
- To deliver tailored training programs across the KP region

**2. PROJECT TITLE: SOFT SKILLS TRAINING FOR YOUTH****Training Consultant/Specialist****Client: Professional Education Foundation**

**Region:** Pakistan (Quetta, Lahore, Faisalabad, Islamabad, Taxila, Peshawar, Gilgit, Hunza) | **Target Audience:** PEF Alumni across the country, University Students | **Stakeholders/Partners:** Public Sector Universities | **Thematic Area:** Employability Skills (CV Writing and Interview Skills) | **Duration: September 2024 – Present**

**Project Highlights:** PEF financially support brilliant but underprivileged students for their professional education. Our scope includes Bachelor Degree Programs for ENGINEERING, MEDICAL, AGRICULTURE, BUSINESS MANAGEMENT & IT discipline.

As a training consultant my task is to design the content and deliver the training in 5 Provinces of Pakistan.

The tailored training program offers numerous benefits for both individuals and organizations. Specifically, for individuals, it enhances job readiness, increases employability, boosts confidence, and supports career advancement, leading to greater job satisfaction and a more fulfilling career.

**3. PROJECT TITLE: CAPACITY BUILDING AND EMPLOYABILITY SKILLS PROGRAM****Training Consultant****Client: Liaison Corporation**

**Region:** Peshawar, Swat, Abbottabad | **Target Audience:** Minority youth across the KPK regions  
**Stakeholders/Partners:** Minority Affairs Department KPK | **Thematic Area:** Capacity Building and Employability Skills Training Program  
**Duration: September 2024 – November 2024**

**Project Highlights:** The program brought together youth 400+ from minority communities and equipped them with essential skills, mentorship and support. My role as a Training consultant and specialist was to design a delivered a comprehensive training module on Soft Skills and Capacity Building more focused on practical tips and strategies to enhance their opportunities search and increase their chances of landing their dream roles.

**4. PROJECT TITLE: DIGITAL PARENTING FOR ADOLESCENT GIRLS: A STEP TO BRIDGE THE DIGITAL GENDER DIVIDE IN KHYBER PAKHTUNKHWA****Training Consultant/Specialist****Client: Human Resource Development Center**

**Region:** Haripur, Nowshera, Peshawar | **Target Audience:** Afghan Refugees (Parents of adolescent girls)  
**Stakeholders/Partners:** GIZ | **Thematic Area:** Digital Parenting | **Duration: June 2024 – September 2024**

**Project Highlights:** Worked as a Research Consultant in the project of IMSciences HRDC, under GIZ EHS funded program titled "Improved services through analogue and digital participation in local government, health and education. As a research consultant I designed FGDs survey Questionnaire for the afghan community to conduct proper detailed survey in 3 districts, Collection of data and analysis through proper qualitative research frame work along with final manual development for trainings.



## 5. PROJECT TITLE: BUILD ENTREPRENEURSHIP THROUGH SKILL TRAINING (B.E.S.T) - DISTRICT-WISE TRAINING BOOT CAMPS

**TRAINING CONSULTANT, CORPORATE TRAINER**

**Client: R.E.D International**

**Region:** Khyber Pakhtunkhwa (Bannu, Kohat, Abbottabad) | **Target Audience:** Entrepreneurial enthusiasts in Bannu, Kohat, and Abbottabad Districts | **Stakeholders/Partners:** US Consulate, KPITB | **Thematic Area:** Entrepreneurship, Design Thinking, Business & Financial Plan, Agile & Market Strategies |

**Duration: November 2023 - March 2024**

**Project Highlights:** As a Training Consultant for R.E.D International's project, "Build Entrepreneurship through Skill Training," I led the execution of three training boot camps across the districts in Khyber Pakhtunkhwa. The goal was to enhance the entrepreneurial knowledge of participants in Design Thinking, Business & Financial Planning, and Agile & Market Strategies, enabling them to develop and submit comprehensive business plans.

## 6. PROJECT TITLE: INNOVATION IN ENTREPRENEURSHIP THROUGH LEADERSHIP AND TECHNOLOGY

**TRAINING CONSULTANT**

**Client: YLC (Pvt) Ltd**

**Region:** Khyber Pakhtunkhwa | **Target Audience:** Corporate, academia and community across the country  
**Stakeholders/Partners:** Government of KPK | **Thematic Area:** Entrepreneurship, Education, Technology and 21<sup>st</sup> century skills.

**Duration: September 2022 - December 2023**

**Project Highlights:** YLC is an advanced Training & Leadership initiative in Pakistan delivers the self and social responsibility control to the youth community, corporate and academia for making the global village a place of dignity, peace and vital leadership. The mission of YLC is to keep the youth, community, academia & Corporate committed to promote and integrate the core values of positive development and enable them to thrive as well as to strengthen their skills and ideas to develop SMART life goals in the direction of sustainable development.

## 7. PROJECT TITLE: EMPLOYABLE DIGITAL SKILLS FOR THE YOUTH OF MERGED AREAS" (EDSY NMA)

**TRAINING CONSULTANT, PROGRAM COORDINATOR**

**Client: KPITB, GOVT OF KPK**

**Region:** Khyber Pakhtunkhwa (FATA) | **Target Audience:** 840 Youth from NMDs | **Stakeholders/Partners:** Tech Valley, Demo, and Data Point | **Thematic Area:** Mobile App development, Graphics Designing, Social Media Marketing, WordPress Design and Development, Blogging and Content Writing | **Duration: September 2021 to July 2022**

**Project Highlights:** A project by Khyber Pakhtunkhwa Technology Board "Employable Digital Skills for the Youth of Merged Areas" (EDSY NMA) which aims to build a digitally skilled young labor force in the Newly Merged Districts of the province for supporting youth employment in the digital economy. The project equipped the 840 youth of the Newly Merged Districts of KP (formerly known as FATA) with in-demand digital skills to improve their employment prospects.

## 8. PROJECT TITLE: CAPACITY BUILDING PROGRAM ON COMMUNITY RESILIENCE ACTIVITY – CRA NORTH

**PROGRAM MANAGER | TRAINING CONSULTANT**

**Client: (IOM) United Nation**

**Region:** Khyber Pakhtunkhwa | **Target Audience:** Youth from NMDs, Social Workers, Journalist, Teachers and Active Members of Society | **Stakeholders/Partners:** Local Government, CRA North, **Thematic Area:** E-Commerce, 21<sup>st</sup> Century Skills, Peace and Conflict Resolution, Social Cohesion and Resilience |

**Duration: January 2022 to July 2022**

**Project Highlights:** As a program Manager and training consultant I lead the six months' project in Peshawar for the selected youth of District kurrum. The goal was to enable them to earn online and support their families independently. The program success ratio (Employability) was 85% as they were making online money through amazon, daraz, fiverr and Social media marketing.

## 9. PROJECT TITLE: BUSINESS INCUBATION TRAININGS FOR THE YOUTH OF NMDs

**TRAINING CONSULTANT | MASTER TRAINER**

**Client: UNDP, CONCEPT**

**Region:** Khyber Pakhtunkhwa | **Target Audience:** Youth from Waziristan and FATA | **Stakeholders/Partners:** UNDP, USAID | **Thematic Area:** Youth Entrepreneurship |

**Duration: August 2020 – October 2020**

**Project Highlights:** The project equipped young entrepreneurs from NMDs) especially from waziristan and FATA with the necessary skills, knowledge, and resources to successfully launch and grow their own businesses through a structured incubation program.

## 10. PROJECT TITLE: WOMEN EMPLOYABILITY SUMMIT (PHASE 1,2,3)

**TRAINING & MANAGEMENT CONSULTANT**

**Client: Center for Awareness Training and Development**

**Region:** Khyber Pakhtunkhwa | **Target Audience:** University female students across the region |

**Stakeholders/Partners:** Public Sector Universities | **Thematic Area:** Employability and Digital skills |

**Duration: February 2018 – December 2019**

**Project Highlights:** The Women Employability Summit (WES) aims to prepare young women for the job and business sectors. The summit provides a platform for young women to gain the necessary tools and skills to succeed in their chosen careers. It's an opportunity for women to network, learn and grow. it has been held in various locations, including Peshawar Mardan and Nowshera. The summit has been successful in attracting a large number of participants, with over 3200 girls.

## 11. PROJECT TITLE: EMPOWERMENT OF THE GIRLS THROUGH SUSTAINED EDUCATION IN KPK

**MANAGEMENT CONSULTANT**

**Client: PYCA, Malala Fund**

**Region:** Khyber Pakhtunkhwa & Islamabad | **Target Audience:** Parliamentarians, Local government, Religious community influencers, Community leaders | **Stakeholders/Partners:** Press Clubs, Universities, Madrasas and community influencers | **Thematic Area:** Press conferences, Advocacy campaigns, Meetings and awareness |

**Duration: January 2017 – February 2020**

**Project Highlights:** PYCA spearhead multiple advocacy campaigns to ensure greater public investment in education, implementation of article 25-A across the country and enhancing girls' access to 12 years of sustained education. In partnership with the federal directorate of education, PYCA operate accelerated learning centers for out of school children helping them to catch up on lost years of learning and give them a chance to a better future. The efforts led by both PYCA and its partners have resulted in KPK becoming the first province ever in the history of Pakistan to announce a gender responsive education budget in 2018 -2019. Ever since, the province has dedicated 70% of its education development budget to speedily increase girls' access to formal education, especially at the secondary level.

## 12. STUDENTS PROFESSIONAL TRAINING (SPT)

**TRAINING CONSULTANT | PROGRAM MANAGER**

**Client: ISOPT (International)**

**Region:** Swat, District Malakand | **Target Audience:** Graduates, Young Entrepreneurs | **Thematic Area:** Career Mapping and Uplifting | **Duration: January 2019 – October 2019**

**Project Highlights:** Students Professional Training (SPT) under the “Youth Excellence Training Program (YETP)”, to promote and integrate the core values of positive development into the youth and students to develop SMART life goals in the direction of future opportunities.

### 13. INDIVIDUAL SKILLS DEVELOPMENT PROGRAM (ISDP)

#### LEAD MASTER TRAINER

**Client:** Insciences Peshawar

**Region:** Peshawar | **Target Audience:** Students (New enrolled students) | **Thematic Area:** Career counselling and personality development | **Duration:** September 2016 – December 2017

**Project Highlights:** ISDP (Individual Skills Development Program) was designed to empower students and graduates of the Institute of Management Sciences Peshawar with the essential skills and knowledge needed to excel in their careers. Over the course of this program, participants are engaged in the intensive training sessions, gained practical insights, and received personalized mentorship from industry experts.

### 14. PRIME MINISTER YOUTH TRAINING SCHEME (PMYTS)

#### PROGRAM MANAGER | MASTER TRAINER

**Client:** Ministry of Inter Provincial Coordination

**Region:** Swat, District Malakand | **Target Audience:** Unemployed youth, Graduates | **Thematic Area:** Job Placement | **Duration:** June 2016 – May 2017

**Project Highlights:** Prime Minister’s Youth Training Scheme (PMYTS) is a Public Private Partnership (3P) with Ministry of Inter Provincial Coordination (IPC) under the National Internship Program (NIP) to the unemployed educated youth to acquire additional knowledge and real work experience so that they can enhance their skills for a better career.

### 15. PROJECT TITLE: PEACE BUILDING THROUGH PERFORMING ARTS

#### Program Associate

**Client:** Coffey International

**Region:** Khyber Pakhtunkhwa & Islamabad | **Target Audience:** Community, Police Lines, Universities and Minorities communities | **Stakeholders/Partners:** Forces, Local Government, Parliamentarians | **Thematic Area:** Performing Arts, Drama Theatre, Peace Building, Interfaith harmony | **Duration:** January 2015 – September 2016

**Project Highlights:** The Peace Building Through Performing Arts Project aims to harness the transformative power of artistic expression to foster peace, understanding, and reconciliation within communities. The project seeks to engage youth and communities in creative processes that promote dialogue, empathy, and conflict resolution.

### 16. ENGLISH ACCESS PROGRAM

#### PROGRAM MANAGER

**Client:** Lincoln Corners, US Consulate

**Region:** Peshawar | **Target Audience:** Students and Graduates from NMDs, PATA and FR | **Thematic Area:** English Language and strong communication skills | **Duration:** April 2016 – May 2016

**Project Highlights:** The project aim was to enhance the English language proficiency of university students (Specifically from FATA, PATA and FR) equipping them with the communication skills necessary for academic success and global opportunities.

#### PUBLICATIONS

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- International Review of Management & Business Research (IRMBR) Vol:9, Issue:1  
[https://www.irmbrjournal.com/searched\\_papers.php](https://www.irmbrjournal.com/searched_papers.php)



## ACHIEVEMENTS

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### FELLOWSHIP

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- **U.S Department of States**

International Visitors Leadership Program (IVLP) | **September, 2022 – October, 2022**

The International Visitor Leadership Program (IVLP) is the U.S. Department of State's premier professional exchange program.

Through the visits to the United States, current and emerging foreign leaders in a variety of fields experience this country firsthand and cultivate lasting relationships with their American counterparts. Professional meetings reflect the participants' professional interests and support the foreign policy goals of the United States.

- **Honorary Citizenship of Pensacola (Florida)**

United States of America | October 2022

As a Pakistani delegate, a hours long meeting with Mayor of the state to discuss the economic development and lasting relationship with the United States. The Mayor honored the delegations with the honorary citizenship of Pensacola.

- **Silver Medal of Distinction**

Institute of Management Sciences Peshawar | January 2018

Honored to receive the distinction (Silver Medal) from the Pakistan's top ranked business school, Institute of Management Sciences in the MBA program.

- **Student of the Year Award**

Institute of Management Sciences Peshawar | May 2017

This award was from the management of IMSciences on merit basis (Included academics with extracurricular activities throughout the study.

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### EDUCATION

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MBA (1.5) Marketing	Institute of Management Sciences Peshawar	2018
BBA (Hons) Marketing	Institute of Management Sciences Peshawar	2016
FSc	BISE Malakand	2012
SSC	BISE Malakand	2009

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### References:

**Will be provided on demand**