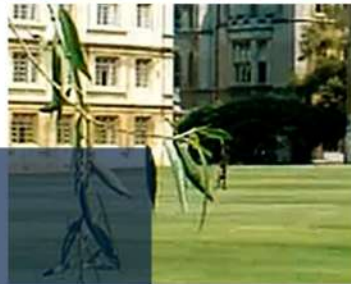
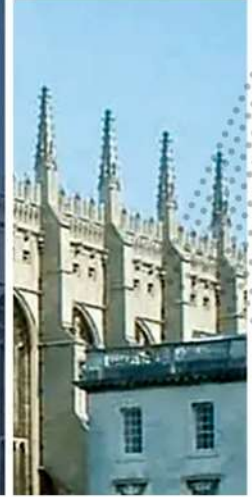




**GLOBAL
BUSINESS
SYMPOSIUM**

YOUTH
DIPLOMATIC
ACADEMY



**GLOBAL
LEADERSHIP &
BUSINESS
CERTIFICATION**

Cambridge

**EVENT REPORT
2025**

26th - 30th August, 2025

📍 Clare College, Cambridge

➤ globalbusinesssymposium.com

Event Summary

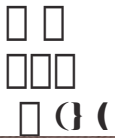
The **Global Leadership and Business Certification Cambridge 2025** convened participants from more than 60+ nationalities for three intensive learning and dialogue. Set against the historic backdrop of King's College, Cambridge, the program provided a unique platform for leaders to explore the intersection of business leadership and personal growth. Through keynote addresses, expert-led sessions, case-based discussions, and collaborative exercises, participants were guided to reflect on their own leadership styles, confront challenges with clarity, and develop strategies for effective decision-making. The certification emphasized the importance of self-awareness, resilience, and teamwork, encouraging delegates to embrace honesty, refine their skills, and cultivate the confidence needed to lead in complex environments.



Subjects of DISCUSSION

1. Exploring "hidden blockers" and immunity to change
2. IFC mapping, uncovering behaviors and fears that limit change
3. Setting personal performance goals, overcoming setbacks with a winning mindset
4. Designing SMART experiments and integration
5. Finding resilience and the courage to craft an authentic legacy
6. Strategic thinking and reverse engineering to leverage clarity
7. Tackling leadership dynamics and reframing conflict

Message from the ORGANIZING COMMITTEE



Theme of the Certification

"Transformational leadership through personal growth and a culture of continuous clarity"

Objectives of the Certification

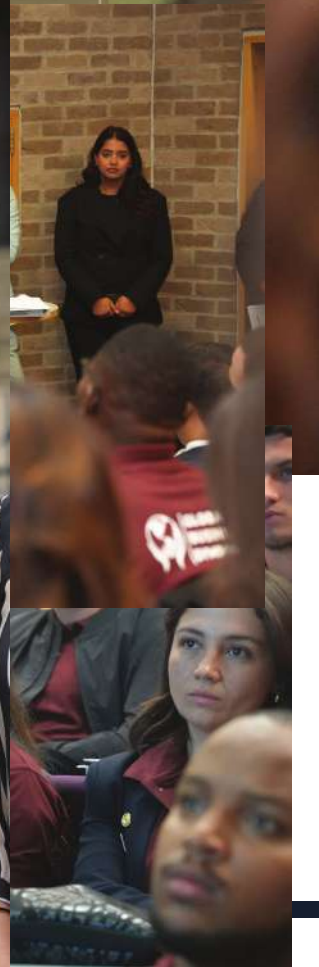
1. To equip emerging leaders with practical skills and a comprehensive toolkit for personal growth and effective leadership
2. To offer actionable strategies and solutions for navigating the complexities of the global business environment
3. To build a strong international network of future leaders, rooted in cross-cultural collaboration and modern approaches to leadership.



Day 2

The formal
Managing
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their inher
that self-
leadership.

He urged the group to embrace strategic effort and sustainable leadership practices, thereby setting the tone for the days ahead under the broader theme of personal transformation. Adding an unexpected element of motivation.



the organizers announced that each day three delegates demonstrating exceptional drive would be awarded **\$1,000** vouchers to be redeemed at future **GBS events** an initiative that was met with enthusiasm.



Following introductory light-hearted ice-breakers to dissolve barriers and share humanity, the award was handed to the first

Mr. Steven Qi, who serves as a Staff Advisor at International Monetary Fund. Mr. Qi shared his leadership through his own journey, being the youngest professional in policy discussion forums.

Drawing on the success **and the diplomatic** he emphasized that the future. He reminded participants to rise to the top; rather, it often emerges when young voices insist on being heard in decision-making spaces.

The remainder of the day featured a series of comprehensive workshops with **Mr. Andrew White** former Director at the Saïd Business School, University of Oxford and the Transcend.Space. His session had the theme "Leading Change Through Personal Transformation," which was structured to take



Mr. White began with what he termed “the work before the work”, an exercise that invited delegates to consider their individual learning goals, identify the personal and professional narratives that would shape their engagement throughout the program. This introduction created a foundation, encouraging participants to see leadership not simply as an external act but as an internal discipline.

The first session, “**Understanding What to Change**”, led delegates to confront hidden blockers and competing commitments that often underlie leadership. Through discussion and guided exercises, participants began to recognize how subconscious fears and contradictory priorities can act as barriers to progress. This was followed by a short coffee break, which provided space for informal exchanges and networking. The second session, “**Surfacing Hidden Commitments**”, built on this foundation by guiding delegates through the Immunity to Change exercise, which helped them identify fears and underlying anxieties that often underlie an abstract exercise; many participants shared personal reflections that revealed how unexamined fears, of failure, of judgment, of vulnerability, can quietly dictate decisions.

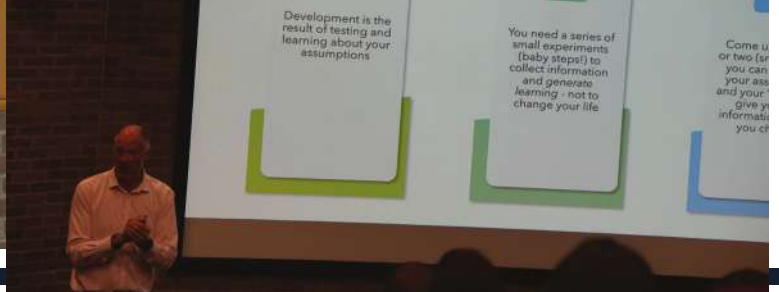


...ors and underlying anxieties that often underlie an abstract exercise; many participants shared personal reflections that revealed how unexamined fears, of failure, of judgment, of vulnerability, can quietly dictate decisions.

Following that, lunch time provided a valuable interlude in the day



introduced the concept of practical, small-scale experiments designed to challenge assumptions and challenge ingrained patterns. Delegates were encouraged to craft experiments that were specific, measurable, achievable, relevant, time-bound, practical tools that would be manageable in increments while tracking progress. The break offered a moment of relaxation before the final session of the day.



The concluding session, "Integration and Next Steps," focused on consolidating the day's insights. Delegates revisited their reflections from morning and began to outline personal development plans that will support their continued growth. The exercise was not simply theoretical; each participant left with a clearer framework for aligning their values, goals, and actions. In Mr. White's words, meaningful leadership begins when individuals acknowledge the internal narratives that hold them back and then design strategies to move beyond them. Moreover, throughout Day 2, delegates had the opportunity for personal reflection by utilizing Mr. White's five steps "Improvement Goal" worksheet. Mr. White brought day two's learnings to a close by introducing the concept of "SMART exper



Mr. White selected the delegate he felt demonstrated the highest motivation. His choice was a **seventeen-year-old from Uganda** who had, throughout the sessions, shown remarkable courage in confronting his own fears and openly engaging with the group. His example serves as a reminder that leadership is not bound by age but by willingness to engage with challenges honestly.



The day concluded with Group Discussions, networking, and conversations that carried forward the energy of the sessions. Day two, therefore, was not merely an introduction to the program but a beginning, marked by a balance of intellectual rigor, practical skill-build, personal reflection. **Delegates departed** with a sense of clarity and challenge, prepared to build upon the foundation laid during this learning



Day 3

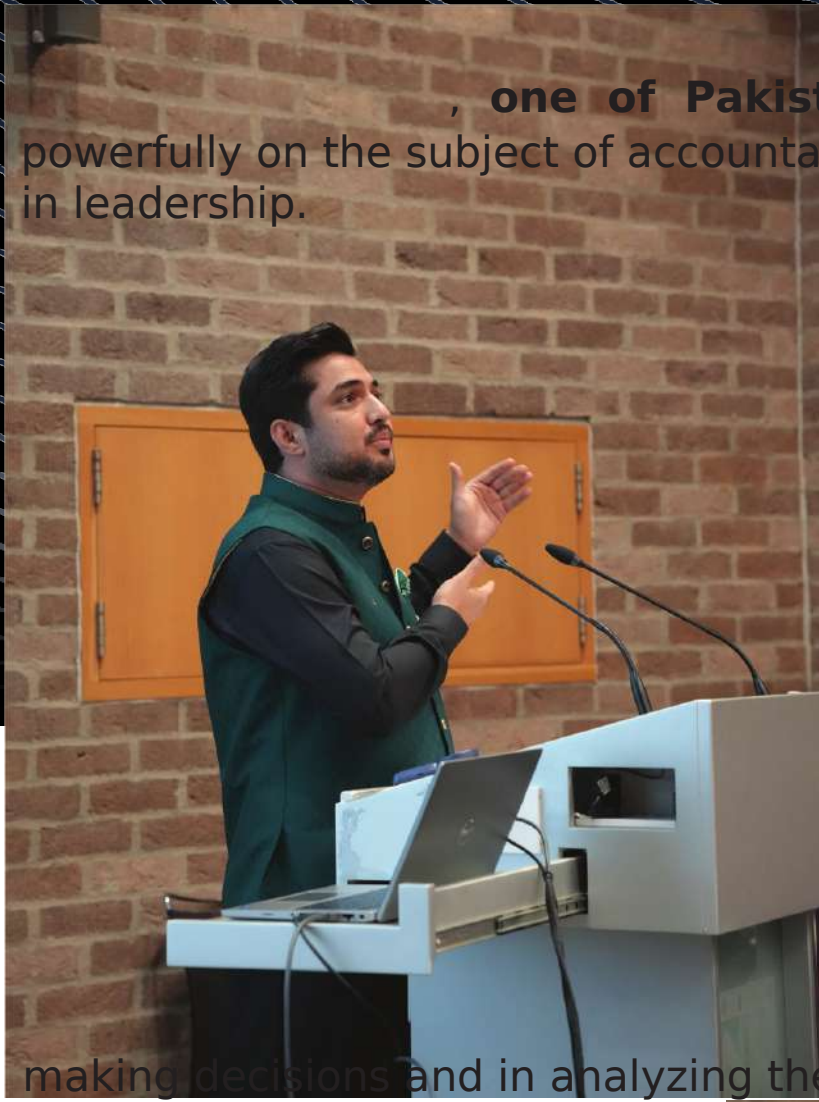
The **Third day** began with high energy and enthusiasm as delegates gathered with anticipation for another day of learning. The morning opened with lightheartedness when one of the delegates delivered a stand-up improv comedy performance, setting a warm tone for the day.

Mr. Kamran Zafar, Director of the Business Symposium, delivered a address that set an aspirational tone. Speaking on the philosophy of leadership, he drew parallels between **Nelson Mandela** and **Steve Jobs**, two figures who led in very different worlds yet shared a profound commitment to transformation. Mandela's leadership, he noted, was rooted in reconciliation, proving that moral courage can rebuild fractured nations. Jobs, on the other hand, demonstrated that relentless innovation and a refusal to conform can reshape how humanity interacts with ideas and technology. Through these contrasts, **Mr. Kamran** highlighted that leadership in today's world demands both the moral depth to uphold humanity and the creative audacity to redefine it. **Mr. Kamran** then turned to the present, invoking the humanitarian crisis in Gaza as a sobering reminder that progress without empathy is hollow. He emphasized that the principles of leadership extend beyond boardrooms and conferences; they must speak to justice and the defense of dignity in every corner of the world. **In closing**, he urged young professionals to embody the dual spirit of conviction and science, to think independently and lead with integrity and compassion. His address left the audience with a call to stand for something



equally compelling perspectives
, one of Pakistan's most respected journal

powerfully on the subject of accountability
in leadership.



making decisions and in analyzing their own steps.

This was followed by remarks from
Ms. Farah Yousaf, a prominent
personality known for her work on
justice.

She emphasized that policy built
diversity often misses the realities
those it intends to serve. Her
urged young leaders to step in



voices remain absent.



The main training sessions of Day 3 were conducted by **Aaron Phipps**, Paralympic gold medalist wheelchair rugby for Great Britain and his coach, **Mr. Jon Cooper**, performance consultant at Path to Gold. Their combined presence brought authenticity and inspiration as they narrate their journey to success under extraordinary circumstances.



“The Ph to Gd,”

Mr. Phipps shared his personal story of resilience and triumph against in < > < > recounting the immense challenges of training Olympic-level competition during the **COVID-19** pandemic without access to proper high-perfor



Mr. Cooper provided adapt strategies, the athlete prepared extraordinary achievements through collaboration rather than resources alone.

“Shaping Your Ph to Gd,”

Building upon this narrative, the second session, guided delegates through setting personal performance goals and developing the resilience to overcome setbacks with a winning mindset. Delegates invited to reflect on the challenges in their own journeys and to shape a narrative that balanced aspiration with perseverance.



The **lunch break** that continued conversation to strengthen personal and cross-cultural familiarity was further enhanced when a delegate from the United States performed a soulful ballad, drawing in the audience who joined in despite not knowing the language, an experience that revealed the power of culture to connect beyond words.

“Budding Performance Teams”

The afternoon resumed with the session where Mr. Phipps and Mr. Cooper explored the value of collaboration in high-pressure environments. Using their own journeys as an example, they demonstrated how trust, communication and shared accountability are indispensable in building teams that multiply strength. Delegates were encouraged to consider how these principles applied not only to sports but to professional and business contexts, where the quality of partnerships determines success.



“High-Performance Actio Pla

...ced a performance leadership model built around three steps: Assess, Innovat



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Day three concluded with an interactive Q&A session, where delegates engaged deeply with the trainers, probing the nuances of account performance under pressure. The day closed **Group photographs** informal conversations, leaving participants inspired to dream bold, carry forward the lessons of resilience and teamwork.





Bangladesh.

Ne:



both intellectual engagement and heartfelt celebration.

The **first part** of the program features



“Business Management Concepts in Practice”

In his opening session, Mr. Johnson unpacked classic tools such as SWOT analysis, the Business Model Canvas (BMC), and customer metrics like CAC versus LTV, while questions and answers played out in the real world. He discussed founder dilemmas, the pros and cons of go-to-market strategies, and why frameworks such as OKRs often fail when applied without context.

Delegates worked in small groups to debate these concepts, analyze real-world examples, and drawing from their own perspectives. Mr. Johnson's grounded in lived experience rather than textbook theory highlighted the importance of trusting the right people, negotiating with grace, and building credibility in order to build ventures that endure.



“Strategy and Reverse Engineering”

The **second session** took participants deeper into the mindset of top builders. Mr. Johnson emphasized the importance of layered credibility, the value of goodwill, and the art of solving under pressure. He urged delegates to choose advisors wisely and to understand the trade-offs of how multiple pathways can be preserved while advancing a clear vision. The session was highly interactive, with delegates testing scenarios and re-evaluating their instinctive approaches to risk and strategy. The morning exploration of business and management left the group with a sharper sense of how to combine structured planning with adaptability.



As the **midday break** arrived, the atmosphere shifted from intense discussion to a more relaxed and **cultural vibrancy**. Delegates arrived at lunch adorned in their national attire, representing their communities and countries with pride. The meal provided an occasion to share cultural stories, traditions, and aspirations. Conversations over the meal facilitated an exchange of experiences deepening a sense of belonging to a truly global network.



The celebratory spirit was enhanced when the program transitioned to a graduation ceremony, beginning with a soulful rendition of **Billie Joe Armstrong's classic Lean on Me**. Sung collectively, the song filled the room with a sense of unity, embodying the spirit of solidarity that had grown over the course of the certification.

Leadership, Teams and How D

The afternoon sessions were led by **Ms. Tara Johnson**, Chief People at HG, who brought the focus from business strategy to the complex human leadership.

Her first session,

explored the need for empathetic leadership, the importance of recognizing early signs of burnout, and the skill



reframing conflict into progress. Through role-playing exercises and reflection, delegates confronted common challenges in management, such as the difficulty of



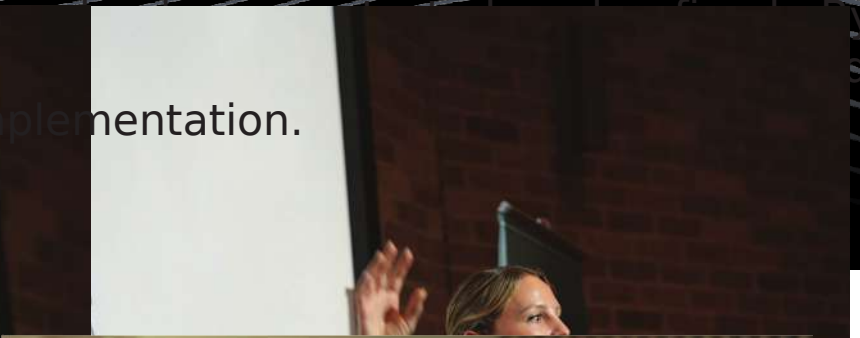
to help participants balance diplomacy with direct trust, and strengthen team through open dialogue. When uncomfortable, the exercises highlighted the critical role of honesty in any environment.



“Strategic Planning Workshop,”

In her second session, Ms. Johnson guided delegates through the process of converting insight into impact. Each participant was tasked with clarifying a three-to-five-year vision, identifying assets and constraints, and reverse-engineering goals into practical actions. Peer feedback within small groups created a collaborative learning environment.

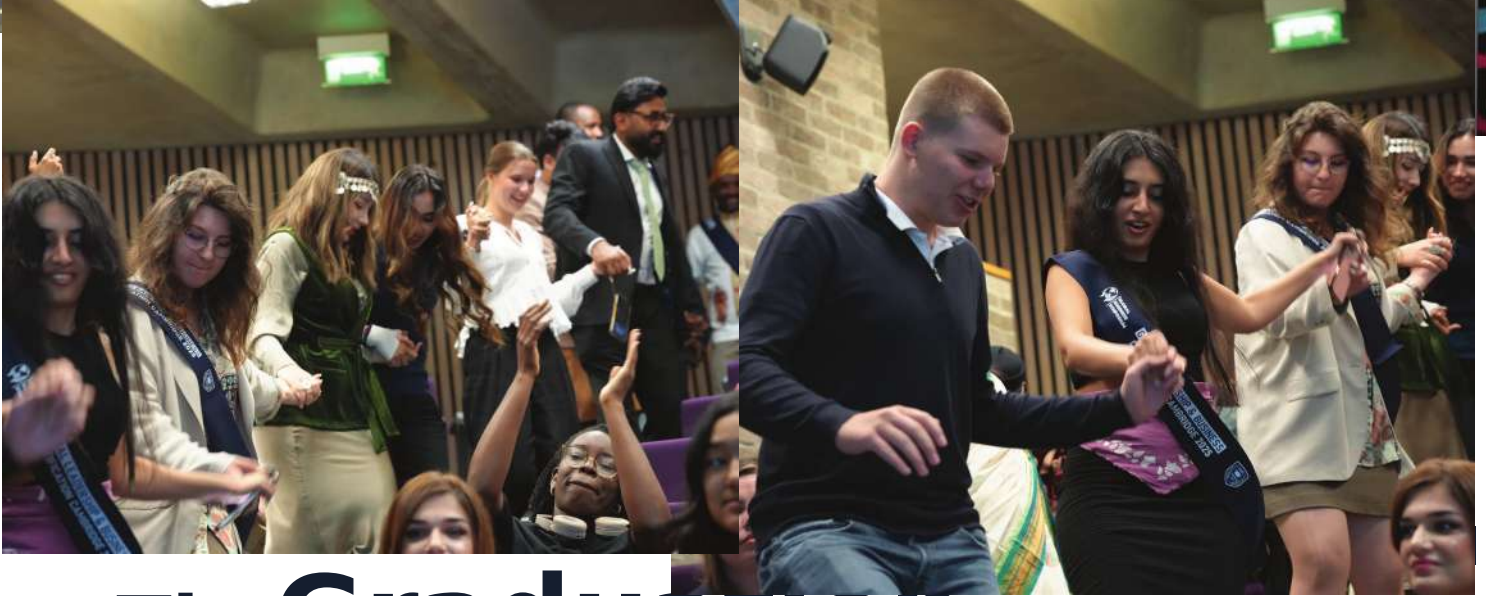
clear actions to begin their implementation.



The day closed with a keynote from **Mr. Saad Hasan**, Vice President of the Pakistan Chamber of Commerce. He shared his own journey of resilience that sustained him, leaving participants with a sense of gratitude and perseverance.



Following this, Mr. Usman Amir



The Graduation Ceremony

followed, where certificates were awarded amid joyous applause, photographs, and an overwhelming sense of accomplishment. **True to GBS tradition**, the night ended with a spirited party, with videos and photographs capturing memories that delegates expressed would last a lifetime.



Day four was not only the conclusion of the collective spirit built over the three days, an integration of rigor, cultural pride, and genuine connection. **Delegates left with strengthened skills** and the inspiration to continue shaping paths of leadership in their own communities.



Day 5

connections that extended beyond borders.

The farewells signified the continuation of a journey enriched by the memories made in Cambridge. For many, this was the beginning of a new chapter.



Takeaways

1. Overcoming immunity to change by reflecting on fears and developing improvement goals ensures a transformational leadership ethos.
 2. Acting with purpose to develop a winning philosophy allows individuals to craft an authentic personal legacy.
 3. Exploring strategy through reverse engineering, leveraging credibility, and building optimality with precision leads to sustained growth and success in professional journeys.
4. Creating a healthy culture of continuous feedback highlights the importance of emotional intelligence, the subtle art of intentional communication, and the ability to communicate with tact.

Key Achievements

- Equipped over 80 emerging leaders from more than 60+ countries with practical knowledge in business management, team building, leadership development, and global networking.
- Designed interactive modules and case-based exercises that sharpened problem-solving, negotiation, and critical thinking skills essential for modern business environments.
- Created meaningful opportunities for direct engagement with experienced executives, academics, and industry experts, offering invaluable insights into leadership practices and enterprise growth.
- Facilitated cultural exchange activities that broke barriers, strengthened mutual respect, and enriched participants' ability to collaborate across diverse backgrounds.

Established a vibrant international community of young professionals committed to pursuing excellence in leadership, ethical business practices and long-term global cooperation.



Day 1

The Opening day of the **Global Leadership and Business Certification Cambridge 2025** was dedicated to the arrival of delegates from globe. After long journeys, participants were warmly received by the Business Symposium team and guided with care to their accommodation. The welcoming arrangements ensured that delegates felt comfortable and ease from the very beginning of their experience. With ample time in, they engaged in initial conversations, built early connections with participants, and enjoyed moments of rest. Many also took the opportunity to explore the serene surroundings of Cambridge, immersing themselves in the city's rich history and culture before the formal sessions began. This thoughtful start set a welcoming tone for the days of learning and exchange.

