

EVENT REPORT

24TH - 28TH, NOV 2025

UNIVERSITY OF TECHNOLOGY, SYDNEY



YOUTH LEADERSHIP

CERTIFICATION SYDNEY

2025



GLOBAL
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EVENT *Summary*

The **Youth Leadership Certification Sydney 2025** was held from **24th to 28th Nov** at the **University of Technology Sydney (UTS), Australia**, and was organised by the **Global Leadership Symposium**. The program brought together 40+ delegates from diverse backgrounds for an intensive leadership experience designed to strengthen strategic thinking, policy analysis, global diplomacy, and advanced communication capabilities. Across five days of structured learning, participants engaged in expert-led sessions, keynote addresses, and practical exercises that examined leadership challenges within complex global contexts. Interactive group activities and guided reflections encouraged the application of key concepts, enabling participants to gain practical insights. The certification placed strong emphasis on leadership with the perspective of participants with the perspective of leadership meaningfully to global development.



TOPICS _F *Discussion*

- Energy Management for Peak Performance
- Leadership Under Pressure
- Stress Management and Burnout Prevention



MESSAGE FROM THE ORGANIZING *Committee*

“As the Organizing Committee of the Youth Leadership Certification Sydney 2025 , we view this program as a demanding yet deeply purposeful initiative. Delivering a multi-day certification program at the University of Technology Sydney, in collaboration with experienced speakers and trainers, required sustained coordination and collaboration by the delegates, through critical reflection and shared value. Their readiness to embrace challenges in leadership, ethics, innovation, and digital literacy reinforced the relevance of the program. The quality of dialogue and collaboration throughout the certification underscored the importance of structured leadership and global engagement. It was the delegates’ commitment that shaped the character of this experience. We remain dedicated to advancing initiatives that promote responsible leadership and informed global engagement”.



THEME OF THE *Certification*

ETHICAL LEADERSHIP, STRATEGIC CLARITY, AND RESPONSIBLE INNOVATION IN A RAPIDLY EVOLVING GLOBAL LANDSCAPE

OBJECTIVES OF THE *Certification*

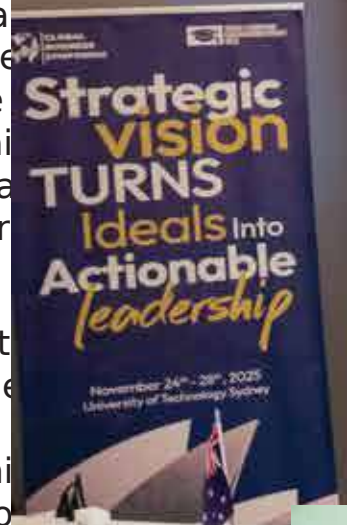
- To strengthen leadership capacity through advanced understanding of global business, digital literacy, emotional intelligence, and personal branding.
- To equip delegates with skills for navigating high-pressure environments, addressing emerging challenges shaped by artificial intelligence, and fostering innovation.
- To promote cross-cultural understanding and collaboration among delegates through cross-cultural dialogue, and integrating traditional human-centred values into modern business practices.



DAY: 1

The **FIRST DAY** of the **Youth Leadership Certification Sydney** of the program with the arrival of delegates from various parts of the world. Upon reaching Sydney, they were received and guided by the Global Business School staff, ensuring a smooth and coordinated transition into the program. The program is structured to accommodate international travel schedules while maintaining efficiency, allowing delegates to settle into the city with minimal delay. Accommodation check-in was facilitated with the support of the on-ground assistance and guidance throughout the process.

The **first day** was intentionally designed to allow delegates time to adjust to their surroundings after travel. Informal exchanges during the day provided early opportunities for connection among participants, setting the stage for engagement in the days that followed. The structured yet welcoming atmosphere that delegates began to experience led into the day's leadership-focused sessions.



DAY: 2

The **SECOND DAY** of the **Youth Leadership Certification Sydney 2025** began with the distribution of official certification merchandise. The initial hour was intentionally designed to allow participants to settle into the venue while engaging in informal interactions. Morning coffee was served as delegates exchanged their professional backgrounds and shared expectations for the program. This interaction created an environment conducive to collaboration and thoughtful networking, enabling participants to establish meaningful professional connections before the formal proceedings began.





wide.



noting that the Global Business Institute focuses on personal development and entrepreneurship.

Following the keynote, the Trainer of the Day, **Mr. Andy Griffin, Founder, Coach, Leadership Speaker, and NLP Master Trainer** was introduced. This was followed by several interactive activities that enabled delegates to connect with each other more closely. These activities allowed participants to learn about their own and professional journeys, create a sense of openness and ease that carried over into the sessions that followed.





Energy Management for Peak Performance

focused on **Energy Management for Peak** conventional assumptions that leadership effectiveness relies on technical expertise. Instead, leadership performance is largely determined by how individuals manage their physical, mental, and emotional energy. Griffin emphasised that leaders often operate in high-pressure environments where long-term leadership consistency is crucial.

long-term leadership consistency



Delegates engaged in breathing exercises, reflective practices, and reframing techniques, viewing setbacks as learning opportunities, thereby strengthening emotional resilience. Spiritual energy was examined through the development of personal purpose statements, encouraging alignment between values, actions, and long-term goals. Delegates reflected on how routine responsibilities can be connected to their purpose, particularly during demanding periods. Physical energy was discussed in terms of nutrition, exercise, prioritisation, and delegation, highlighting the role of these factors in sustaining leadership effectiveness. The session concluded with the development of a 30-day energy management plan, designed to translate reflection into practical action.

exercises designed to translate reflection into practical action.



The Lunch Break

Following the lunch break, during which delegates continued informal discussions and feedback on their experiences.



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The afternoon sessions focused on **leadership under pressure**, examining how stress affects leadership behaviour, decision-making and communication. It highlighted how pressure can lead to reactive leadership in such circumstances, and the importance of structured thinking and emotional intelligence. Emphasis was placed on the importance of leadership presence in ensuring team safety and enabling team performance during challenging situations.

The discussion was complemented by a session on emotional intelligence, which explored the role of self-awareness, empathy and social skills. Delegates were encouraged to recognise how emotional awareness influences trust and collaboration, particularly in high-pressure environments, and how leaders who understand their emotional responses are better equipped to navigate complex interpersonal dynamics.



Stress Manage

The subsequent session addressed the gap between different forms of stress and recovery, including boundaries, decompression routines, community, and self-advocacy. The session emphasized the importance of aligning daily tasks with long-term goals through structured, manageable task breakdown. Participants developed personal stress management and resilience strategies, incorporating physical well-being practices, and sustainable performance.



Development



Strategic goal achievement, bridging vision and execution. Delegates were guided to define professional purpose, define mission, translate vision into actionable plans, and implement accountability systems. Emphasis was placed on structured planning across multiple time horizons, including long-term missions, quarterly objectives, and daily tasks. This process reinforced clarity, consistency, and sustained progress in both personal and professional development.

Using remarks summarizing the key lessons of the day, followed by the final networking interactions and the themes of disciplined leadership, regulation, and intentional growth that defined the program.



DAY: 3

DAY 3 of the **Youth Leadership Certification Sydney 2025** began with the arrival of participants followed by registration and informal networking. Welcome refreshments were served as participants settled into the venue and reconnected with peers. The early interactions provided space for reflection on previous sessions while setting an engaged and attentive tone for the day's focus on innovation, ethics, and leadership in the age of advanced technology.



aligned with an opening ceremony featuring a keynote address by **Mr. Kamran Zafar**, **CEO of the Global Business Symposium**. In his address, he emphasized that technology should become the foundation of relevance and sustained competitive advantage, rather than a discretionary advantage. He emphasized the necessity of continuous learning, deliberate engagement with technology within one's capacity, and the discipline of digital tools. Encouraging a startup-oriented mindset, he highlighted curiosity as a critical leadership trait, cautioning against complacency and overreliance on automation at the expense of creativity. He advised delegates to actively question assumptions, engage with individuals from different fields of expertise, and ensure that technological efficiency does not dilute originality or ethical judgment. Mr. Kamran noted that authenticity, when paired with technological fluency, defines contemporary leadership expectations. He explained that the Youth Leadership Certification Sydney was designed to provide rigorous conceptual grounding, analytical depth, and exposure to real-world challenges, enabling participants to test ideas, expand their outlook, and align their strategies with the future, all supported by encouraging delegates to

purpose.



Following the keynote, **Professor Ganna Pogrebna** was introduced as the **Trainer of the Day**. A **keynote speaker** in **behavioural data science**, **TECHWOMEN 100 recipient**, and **specialist in entrepreneurship, generative artificial intelligence and AI applications**, Professor Pogrebna brought a multidisciplinary perspective on the intersection of technology and leadership in data science, decision theory, and ethical leadership.



Entrepreneurship with Generative AI and AI Agents

The first major learning session explored **entrepreneurship with generative AI and AI agents**, jointly contextualised by Professor Pogrebna and Mr. Jamie van Leeuwen, Founder of Absolut AI, APAC AI Entrepreneur of the Year, and public speaker at global platforms including TED and SXSW. The session examined how generative artificial intelligence and autonomous agents are reshaping startup ecosystems, business models, and creative industries. Professor Pogrebna introduced the behavioural dimensions of interacting with intelligent systems, adding that speed, automation, and perceived efficiency can create cognitive traps in digital entrepreneurship. Delegates were guided through the structural anatomy of AI agents, including goal-driven execution, multi-step planning, tool utilisation, autonomy, and reasoning, highlighting how these systems influence organisational decision-making processes.



A significant portion of the discussion focused on ethical considerations in AI-powered environments. Professor Pogrebna emphasised that innovation must be balanced with accountability, transparency, and human values. Concepts such as algorithmic bias, automation bias, value alignment, accountability gaps, and transparency paradoxes were examined to demonstrate how ethical risks emerge when responsibility becomes diffused across systems. Delegates were encouraged to develop cognitive awareness, integrate AI intentionality rather than reflexively, and establish ethical foundations that ensure technology enhances human judgment rather than replacing it. The session reinforced that responsibility cannot be outsourced to algorithms and that leadership demands active oversight, ethical reasoning, and clearly defined accountability structures.



The Coffee Break

Following the coffee break, delegates continued informal discussions, sharing reflections and feedback on their learning experiences while building meaningful connections with one another.

Ethical Leadership

After a brief coffee break discussion on **ethical leadership**, Pogrebna, the session addressed how AI can obscure responsibility and accountability. While acknowledging the analytical advantages of AI, the discussion emphasised that humans must be directly engaged in questioning and validating algorithm-influenced decisions. Key areas such as governance, transparency, and human-centred frameworks were highlighted as essential for reinforcing ethical leadership and ensuring deliberate intervention rather than blind reliance on technology.



Opportunities, Ethics, And The Evolving Role Of Creative

Leadership In AI-influenced Industries

The third session of the day was delivered by **Jan Leeuwen**. This session examined **opportunities, ethics, and the evolving role of leadership in AI-influenced industries**. Leeuwen explored how artificial intelligence is reshaping storytelling, content production, while emphasising the importance of preserving human intention, creativity, and authenticity. Delegates were encouraged to view technology as a tool for amplifying diverse voices rather than stifling expression. The session highlighted the responsibility of leaders to ensure transparency, ethical clarity, and thoughtful decision-making when integrating AI into creative and cultural domains.



Cultural Intelligence And Global Collaboration

Later in the day, delegates reconvened for a keynote address by **Dr. Patricia Jenkins of the United Nations Association of Australia and Director at the UNAA National session** focused on **cultural intelligence and global collaboration**, examining how context shapes leadership styles, communication norms, and decision-making processes. Dr. Jenkins shared international perspectives, delegates shared insights from their respective regions, highlighting variations in organisational expectations and leadership approaches. Dr. Jenkins emphasized adaptability, attentive listening, and cultural humility as essential competencies for leadership in multinational and multicultural environments. She underscored that effective global collaboration requires awareness of difference, respect for context, and a willingness to adjust approaches accordingly.



Culture Walk

Delegates proudly represented the culture of their countries, sharing traditions, values, and unique perspectives from their homelands. The exchange showcased global diversity and strengthened mutual understanding.



Conclusion

Day 3 concluded with closing remarks summarising the central themes of innovation, ethical responsibility, cultural intelligence, and the formal conclusion of the program. The depth and scope of learning, technological advancement with discernible complexity, through informed

and accountable leadership practice



DAY: 4

The **LASTDAY** of the **Youth Leadership Certification Sydney 2025** began with arriving and settling into the venue, marking the final day of the program with a purposeful atmosphere. The proceedings opened with an address by **Ms. Fibha**, a **community development professional, human rights specialist, and multicultural** leader. In her opening remarks, she framed leadership as a responsibility grounded in respect for long-term societal impact. She described effective leadership as a conscious action guided by empathy and learning from her experience in community work. She emphasized the importance of remaining committed to learning, and willing to lead with

challenges with compassion, collaboration, and moral clarity.

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Leadership and Innovation in the Era of Artificial Intelligence

Following the keynote addresses, **Mr. Arif Anis**, a **British professional coach, motivator, and leadership development expert**, was introduced as the trainer for the next session. The session was an interactive dialogue centred on **leadership and innovation in the era of artificial intelligence**. Through energisers, real-time examples, and a clear distinction between human leadership and algorithmic dependence on technological tools and the risk of surrendering judgment to automated processes, Mr. Anis shared insights from his professional practice and authored book, *Impossible*, grounded in the philosophy of "I'm not a quitter." He encouraged delegates to retain critical thinking, self-awareness, and ethical responsibility while navigating emerging technologies. The session concluded with a collaborative discussion and questions that challenged the relationship between human decision-making and artificial intelligence.



The day progressed with the introduction of **Ms. Lau Soderberg**, an **Olympic coach, CEO, consultant, and gender advocate**, who led a session focused on leadership awareness, values, and narrative development. Her session explored how personal experiences shape leadership identity and how self-awareness forms the foundation of responsible leadership. Through structured activities and reflective dialogue, she encouraged participants to share stories, practice attentive listening, and understand the importance of psychological safety in leadership environments. Emphasis was placed on vulnerability, trust, and respect as conditions that enable individuals and teams to operate with confidence and integrity.



Optimism, Accountability, Resilience, And Disciplined Effort

Ms. Soderberg highlighted experiential learning as a critical pathway for leadership development, addressing how challenges can be approached with adaptability, shared understanding, and outcome-oriented thinking. She spoke extensively on mentorship, guidance, and the importance of consistent reflection in personal development. Her discussion reinforced the value of **optimism, accountability, resilience, and disciplined effort**, particularly when confronting fear and uncertainty. Participants were encouraged to cultivate environments where calculated risks are accepted, learning is continuous, and growth is intentional. Group activities formed a key component of the session, enabling delegates to examine barriers, identify solutions, and align on values such as integrity, empathy, humility, responsibility, and courage. She concluded with a message that leadership is an evolving process rather than a finished state, requiring persistence and conscious effort over time.



The Lunch Break

During the lunch break, delegates engaged in casual conversations, exchanging insights from the sessions and reflecting on their experiences while connecting with fellow participants.

Purpose - Driven leadership.

Following the lunch break, delegates reconvened for a session focused on purpose-driven leadership. This segment guided participants in identifying core values, articulating purpose statements, and strengthening confidence in professional presence. Delegates worked on refining leadership narratives and developing concise, purpose-led introductions that reflected clarity of intent and self-awareness. The session also emphasised the role of meaningful connection-building grounded in authenticity and shared exchange.

Later in the afternoon, **Major General Tim Ford (Retired), Lead for the Peace and Security Pillar of the United Nations Association of Australia and Chief Military Adviser in the United Nations Department of Peacekeeping Operations**, delivered a session on strategic leadership. Drawing from his extensive experience in international peacekeeping and military leadership, he reflected on leadership as a practice grounded in coordination, cooperation, communication, and consensus. He emphasised leading by example, maintaining clarity under pressure, and integrating diverse perspectives to achieve collective objectives. His reflections highlighted the importance of inner discipline, personal integrity, and alignment between responsibility and action.



Delegate Project Presentations

The final academic segment of the day featured delegate project presentations, where participants showcased their work through structured presentations. Projects addressed topics such as automation-driven wastewater recovery systems, youth leadership frameworks, and the impact of artificial intelligence on human-centred leadership and learning patterns among Generation Z. These presentations were held throughout the certification program.



Day 4 concluded with a formal closing ceremony, including closing remarks that summarised the central learning outcomes of the certification. Awards and certificates were distributed in recognition of participant achievement, followed by group photographs marking the conclusion of the Youth Certification Sydney 2025. The final day encapsulated the program's emphasis on ethical leadership, purposeful action, and reflective practice, leaving delegates with a reinforced





DAY: 5

DAY 5 marked the conclusion of the **Youth Leadership Certification Sydney 2025**, a closing breakfast that provided delegates with a final opportunity for informal interaction and reflection. The breakfast setting allowed participants to exchange final impressions, consolidate professional connections, and reflect on the collective learning experience of the preceding days. Delegates who had been accommodated through the program completed their check-out procedures in an organised manner, bringing the certification to a close with a sense of professional courtesy and shared accomplishment as participants departed with renewed perspectives on leadership, responsibility, and purpose.

KEY Takeaways

- Understanding and managing physical, mental, emotional, and purpose-driven energy enables leaders to maintain clarity, resilience, and effectiveness under pressure.

- Recognising cognitive traps, algorithmic biases, and automation risks ensures leadership accountability, integrity, and human-centred judgment in AI-driven environments.
- Articulating personal values and a clear sense of purpose strengthens confidence, improves decision-making, and fosters authentic influence within teams and communities.
- Engaging with challenges, reframing setbacks, and practising calculated risk-taking empowers leaders to overcome fear, refine strategies, and sustain continuous growth.
- Embracing diverse perspectives, practising cultural humility, and integrating inclusivity cultivates effective leadership capable of addressing complex international and cross-cultural challenges.

KEY Achievements

- Engaged over 40+ emerging leaders from diverse countries in immersive sessions on strategic leadership, ethical innovation, AI-informed decision-making, and global collaboration.
 - Delivered interactive workshops and reflective exercises that enhanced critical thinking, emotional intelligence, resilience, and problem-solving capabilities for contemporary global challenges.
 - Provided direct mentorship and dialogue opportunities with distinguished trainers, industry specialists, and thought leaders, offering actionable insights into leadership, innovation, and community impact.
 - Ensured cross-cultural engagement and collaborative activities that strengthened mutual understanding, and the ability to lead effectively in international and multicultural contexts.
 - Built a cohesive global network of young leaders dedicated to ethical decision-making, purposeful action, and applying leadership principles to drive sustainable societal and organizational outcomes.
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