Empowering People, Enabling Possibilities

Helping people find their next step, after the merger



ADVENTURES ACADEMY PRESENTS

A SHORT FILM · 3½ MIN



A PEOPLE TRANSITION STORY

THE NEXT STEP

Mahnoor and Khalid are told their jobs are going. Follow them, step by step, to a new job and a new business.

WATCH THE FILM

Click to play · opens in Google Drive

EMPLOYEE NOTIFIED · EMOTIONAL SUPPORT · ONE-ON-ONE ASSESSMENT · EMPLOYMENT PATHWAY · ENTREPRENEURSHIP PATHWAY · FOLLOW-UP

THE UPDATE

THE MERGER IS NOW FORMALLY APPROVED.

DAWN 1 JULY 2026

Click on News to view source article



DAWN

Home Latest Pakistan Opinion Business World Culture Sports Magazines

Business

Telenor Pakistan, Ufone formally merge after IHC approval

Kalbe Ali

Published July 1, 2026

12 Comments Save

ISLAMABAD: Telenor Pakistan has been formally amalgamated into Pak Telecom Mobile Limited (PTML) from Wednesday, as final statutory approval has been granted by the Islamabad High Court (IHC).

Actual Dawn article screenshot

dawn.com

THE PROBLEM

THE HIDDEN CONCERN IS ALREADY PUBLIC

Click on News to view source article

BUSINESS RECORDER
Founded by M.A. Zaheri

اردو
Print Edition
Dollar to PKR

Home Latest BR Research Markets

Telenor-Ufone merger may trigger job cuts

Published July 6, 2026 | Updated July 7, 2026

Save 2 min Summary NEW Comments



brecorder.com

CONTEXT

The new MergeCo structure is taking shape.
The next few months are about helping people move forward with clarity and confidence.



Dec 2025

The merger of Telenor and Ufone Pakistan announced



Jul 2026

The merger completes. The combined business operates as MergeCo.



Aug 2026

Structure confirmed down to CXO-2.



Sep – Dec 2026

CXO-3 and below to be decided, in waves. These are the people this programme is designed for.



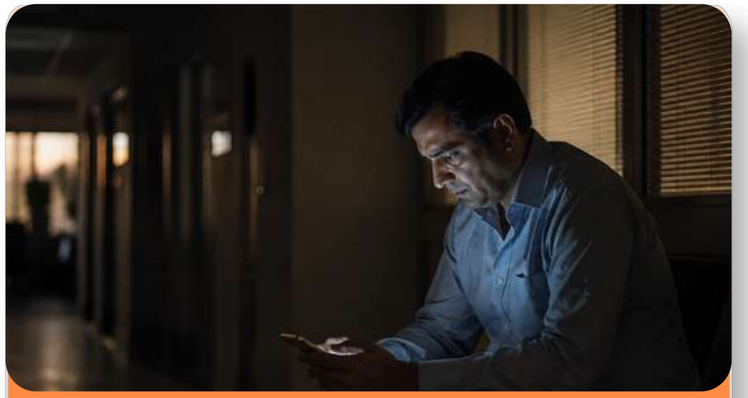
Jan 2027

The new company starts operating with its final structure.

Turning workforce transition into pathways for what comes next.

IF THIS IS HANDLED BADLY

The story gets written without you



One LinkedIn post is all it takes

A senior manager writes about re-interviewing for his own job, and it reaches every recruiter and journalist in the sector by lunchtime.



The people staying draw conclusions

They see how colleagues are treated, assume they could be next, and start taking recruiter calls. You lose the people you wanted to keep.



It sits on the internet for years

Every candidate searches before accepting. What happens in these four months will still shape your reputation in future hiring.

AdVentures

GLOBAL *CASE STUDIES*

HOW NOT TO DO IT

Global Failures #1

P&O Ferries: they paid well and still lost everything

UNITED KINGDOM, 2022

P&O Ferries

THE SITUATION

P&O Ferries had lost £100 million in two years and needed to cut costs. Around 800 crew were affected, many with decades of service, and the company had planned the announcement in detail.

WHAT THEY DID

A three-minute video

All 800 were told by pre-recorded message that the same day was their last. Some found out by text.

Security waiting outside

Handcuff-trained, balaclava-wearing guards were deployed to remove crew who refused to leave the ships.

Chose not to consult

The chief executive later told Parliament there was no doubt the law required union consultation, and they decided against it.

WHAT IT COST THEM

"Most shameful"
act in British industrial relations, per the union

Boycott
travel firms stopped selling P&O bookings

New law
government legislated in direct response

CEO gone
labelled the most hated man in Britain, later resigned

Global Failures #2

T-Mobile and Sprint: six minutes

UNITED STATES, 2020

T-Mobile

THE SITUATION

The decade's biggest U.S. telecom merger was sold on a promise of 11,000+ new jobs by 2024. One no-questions conference call put that commitment under immediate scrutiny.

WHAT THEY DID

A six-minute call

Hundreds of Sprint staff were told on a conference call that lasted under six minutes.

No questions taken

The executive delivering the news ended the call without answering anything.

"No longer needed"

The phrasing used to describe their roles, reported verbatim and repeated everywhere.

WHAT IT COST THEM

Global

TechCrunch broke it and it travelled worldwide

The promise

11,000 new jobs became the story instead

200 roles

being advertised while they were let go

Still cited

years later, as the example of how not to do it

THE PROBLEM

ANOTHER OPERATOR CUT STAFF WITH NO SAFETY NET.

Click on News to view source article

TechJuice

Home Latest Tech Business Telecom Startups

Telecom

Around 150 Zong Employees Reportedly Fired Without Compensation

By Abdul Wasay Published Sept 10, 2026



WHAT WE PROPOSE

Somewhere to go next

STREAM A: Employment

We prepare people for their next job with stronger CVs, interview practice, and warm introductions to recruiters and employers.

STREAM B: Entrepreneurship

For those exploring self-employment as a new career path, supported through mentoring, coaching, business guidance, and connections to relevant networks.

Support Staff

We support drivers, kitchen and facilities staff with trade certification, employer connections, delivered in Urdu with hands-on paperwork support.



One programme runs alongside the restructuring, combining severance planning, workspace access, peer support, and manager training so everyone leaving has a clear next step.

WHY THIS MATTERS

What a good exit protects

01



Your name as an employer

How people leave is what future candidates hear about you. Done properly, this becomes a reason good people want to join.

02



The team that stays

People watch how their colleagues are treated. Looking after them well protects the trust and energy of everyone who remains.

03



A moment that counts

Four months, several groups, one chance to set the tone. Getting the first group right makes every group after it easier.

Handled well, this period protects both departing and remaining employees, strengthening the company's reputation, stability, and ability to attract talent in the future.

IF THIS IS HANDLED WELL

The company that looked after its people



People leave saying good things

A rebuilt CV, three introductions and a desk to work from. Very different from walking out with a letter.



The people staying stay

The team sees that leaving here is survivable. That is what keeps your best in their seats.



Nobody in this sector has done it

No Pakistani telecom merger has helped people land their next role. Being the first would matter to candidates and government.

Global Case Study #1

Airtel and Telenor India: half retained, half placed

INDIA, 2018

THE CHALLENGE

Telenor India had ~1,400 employees; Airtel already had 19,000. With major overlap in finance, HR and support, redundancy was visible from day one.

WHAT THEY DID

Took the talent first

Over 700 people were absorbed into Airtel across functions in both its Indian and international operations, with senior talent prioritised.

Kept the benefits running

Over 700 people were absorbed into Airtel across functions in both its Indian and international operations, with senior talent prioritised.

Brought in placement partners

Airtel engaged external placement specialists to help the people it could not absorb find their next role.

WHAT CAME BACK

700+
absorbed into the acquiring company

50%
retention despite heavy duplication

Medical cover
continued past the exit date

Placement
handled by partners, not left to the individual

Global Case Study #2

Nokia: 18,000 people, and no backlash

THE CHALLENGE

Nokia's 2008 Bochum closure triggered protests, boycotts and political backlash. Three years later, facing 18,000 cuts across 13 countries, the brief was simple: not another Bochum.

WHAT THEY DID

Told people early

Employees and local communities were informed months, sometimes over a year, before their jobs ended.

Five routes out

Another job inside Nokia, a job elsewhere, a new business, retraining, or a personal path. Everyone chose one.

Funded new businesses

Grants for employees starting companies, with up to four people able to team up on one venture.

WHAT CAME BACK

60%
knew their next step the day they left

1,000
new companies started by leavers

4%
of total restructuring spend

€3.4bn
new product revenue from closing sites

Global Case Study #3

Exxon and Mobil: what made the biggest merger work

UNITED STATES, 1999

ExxonMobil

THE SITUATION

An $81 billion merger brought together 120,000 people. Over 11 months, joint transition teams planned the integration, still cited as a model for combining two large organisations.

WHAT THEY DID

Chosen on capability

Selection followed track record and genuine strength, not legacy badges. Mobil led where it was stronger; Exxon did the same.

One culture, chosen openly

They did not pretend it was a merger of equals. Exxon's disciplined, engineering-led operating model became the standard by deliberate choice.

Leaders who showed up

Mobil's leadership held employee forums worldwide and took questions directly. Severance reached four weeks' pay per year of service, capped at two years.

AND THE NUMBERS FOLLOWED

Beat the S&P
every year from 1993 to 2003

$7bn+
in savings from the combination

The archetype
still taught as a successful large merger

THE PROGRAMME

Two streams, and the person chooses



“I want my next job.”

STREAM A: EMPLOYMENT

- Targeted CV & LinkedIn
- On-camera interview practice
- Warm employer introductions
- Training workshops
- First-month onboarding support

“I want to build something of my own.”

STREAM B: ENTREPRENEURSHIP

- Idea to first customer
- Mentorship from proven founders
- Real customer validation
- Company, tax & banking setup
- Investor introductions

Both streams are delivered through AdVentures' external venues.
Nobody is locked in, people move from one to the other, and that is normal.

THE PROGRAMME

How it fits together

	STREAM A: EMPLOYMENT	STREAM B: ENTREPRENEURSHIP
Senior management	One-to-one coaching, introductions to executive search firms, and help targeting senior roles at other companies.	A dedicated mentor, a faster route through the stages, and introductions to investors.
Middle and lower management	A five-day workshop in groups, then three months of support while the search runs.	The twelve-week programme in the Studio, idea, testing, prototype, first customer.
Support staff drivers, kitchen, facilities	Vocational training/certifications, introductions to local employers, and routes to work in the Gulf.	Help starting a small business where there is a real plan and a real market.

FOR EVERYONE: **Help planning the severance money · Sessions with people who have been through it · Training for the managers who deliver the news**

SEGMENTATION

Who is likely to choose which stream



Senior management

CXO-1 to CXO-4

Many already have savings, networks and long-held ideas, making entrepreneurship a realistic next step at this stage.

Middle & lower management

For most, financial responsibilities make returning to employment the safest and most practical choice after a lay-off.

Support staff

drivers, kitchen, facilities

Certification and employer introductions make employment the clearest path, with entrepreneurship for viable opportunities.

Most people will be in Stream A, middle management. But the senior group is where the Studio really earns its place, and where a new business has the best chance of lasting.

The Co-working Space

Where transitioning employees move once they are released from the company

Mentoring & Coaching

Training & Networking

3 months transition



COWORKING SEAT PRICING

Rs 35,000 / seat / month

Co-working desk, high-speed internet, and access to the programme's mentoring and recruiter network. Meeting rooms are booked by the hour at the rates on the Additional Costs slide.

Delivered Outside Your Offices

1:1 Sessions

2 people

A private room, booked for the individual coaching conversation.

Small Batch

10 – 20 people

A meeting room sized for focused group sessions and workshops.

Large Batch

20 – 30 people

A training room for full cohort sessions and group workshops.

Sourced through partner co-working spaces in Islamabad, booked by the hour to match session length.

Reaching People Beyond Islamabad

A Hybrid Model

ISLAMABAD & RAWALPINDI

Sessions run from Islamabad/Rawalpindi, with participants anywhere in Pakistan joining online

Online joining has no additional cost. In-person sessions use partner venues billed at the hourly room rates.

OTHER CITIES, WHEN NEEDED

When travel is needed, the AdVentures team goes to cities like Karachi, Lahore, Faisalabad or Peshawar to run in-person sessions. employees in nearby cities can attend in person or join online, whichever they prefer.

Billed at actual cost: travel, boarding and lodging, plus venue at the hourly room rates.

HOW WE WORK

People Before Data



BEFORE PEOPLE ARE TOLD

Nothing about the programme is visible to employees before notification. AdVentures' venues and both programme streams only activate once someone has been told, manager training runs separately as standard training.



ON THE DAY THEY ARE TOLD

Support opens up, privately

Once someone is notified, the full support package becomes available individually, without signalling anything to others.



AFTER THEY LEAVE

Groups of people already told

Each workshop includes only people already informed, so nothing is disclosed before MergeCo communicates it.

No individual information moves before the person is informed; MergeCo receives numbers and themes, never names.

SUPPORT FOR BOTH STREAMS

Four things available to every person on the programme, whichever stream they choose.

Planning the severance money

We help people understand what their payout really covers, protect essentials, and budget clearly, without giving investment advice.

A place to work from

Co-working desks in Islamabad for 3–6 months, at the seat rate on the Co-working Space slide.



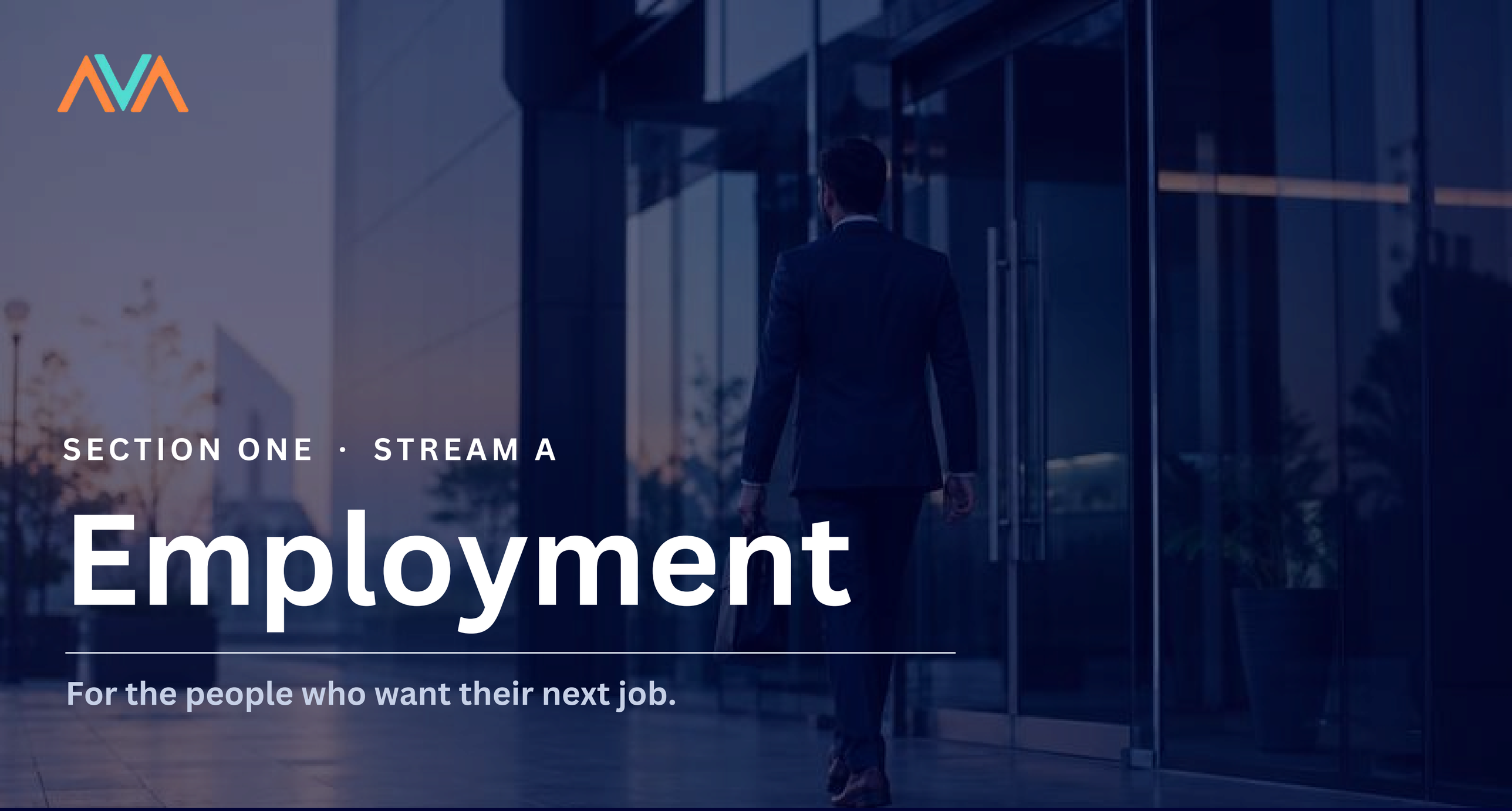
People who have been through it

Monthly peer sessions with people who have successfully navigated similar transitions, sharing practical lessons from the first weeks and job search.

Training the managers

Support for managers on delivering the news, handling reactions, and leading the remaining team afterward.

Managers are equipped ahead of notification to lead difficult conversations with clarity, consistency and empathy.



SECTION ONE · STREAM A

Employment

For the people who want their next job.

HOW WE SUPPORT THEM

Empathy

One-to-one time to be heard before anything else — space to process what has happened, before any plan is made.

Financial Planning & Investment

Severance and gratuity reviewed together, so every rupee leaving has a plan before it is spent.

Networking

Introductions to people already inside their target companies, not a stack of business cards.

Resume

A rebuilt CV and profile that reads like the job they are going for, not the job they had.

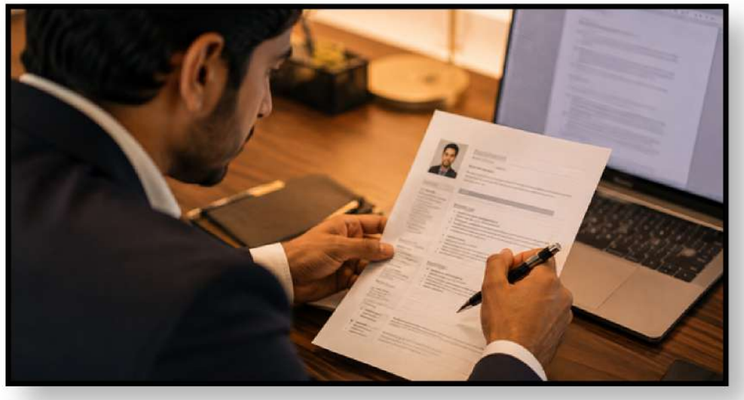
Mock Interviews

Practice interviews with real feedback, run until the nerves are gone.

LinkedIn

A profile recruiters actually find — built and optimised with them, not for them.

WHAT THEY GET



Outcome based Resume



Interview practice



LinkedIn Personal Brand
That Gets You Hired



Introductions, not advice



Financial Planning &
Investment Support



We approach employers

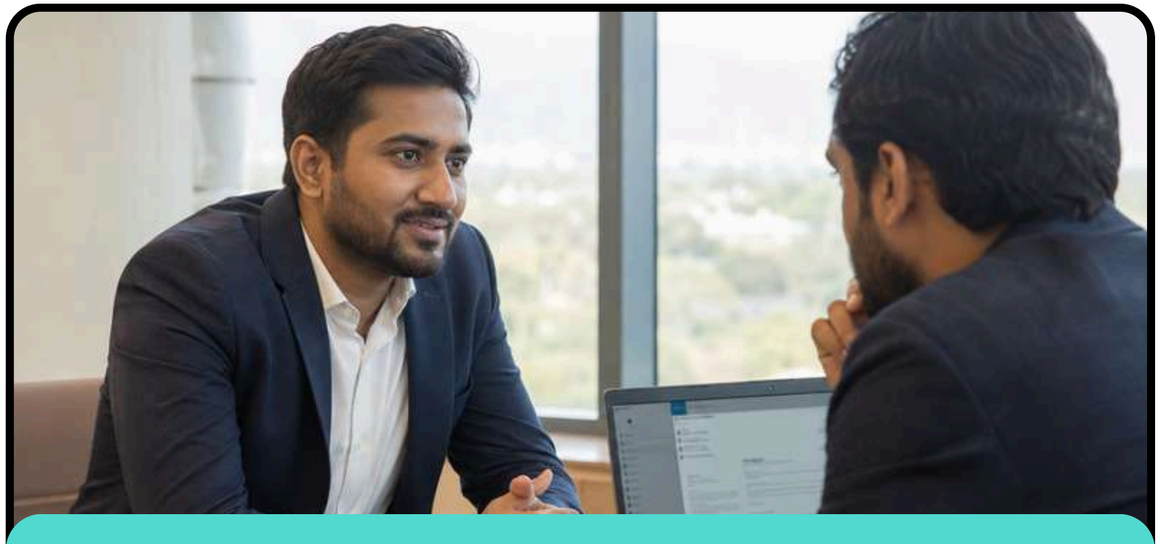
We start from the job, not the classroom

Training prepares people for the next step. We help make that step possible.



The Usual Way — Train Everyone, Then Hope

Everyone gets the same training, a CV and job-site list, then approaches employers alone. Success is measured by participation, not actual job movement.



How We Do It — Find the Job First

We identify real openings, prepare each person for specific roles, and connect them directly with recruiters and employers. Progress is measured through introductions and interviews.

The best opportunities often move through networks, not job boards. We activate those networks from Week One.
How we do it: Real roles, targeted preparation, direct connections, measurable progress.

STREAM A

Groups run more frequently, so everyone completes the programme sooner.

What this means:

- Workshops run from October through to around the end of the year, December.
- Delivered from AdVentures' partner co-working venues in Islamabad.
- Everyone has been through a group before the new company starts operating.



Group sizes, frequency and total numbers to be confirmed with the MergeCo HR team.

WHO WE CONNECT THEM WITH

We do the coaching and the workshops ourselves. Reaching enough employers takes a network we have already built.

Executive search

Local search firms for senior roles, using direct briefs and established relationships rather than cold CV drops.

Employers directly

Targeted outreach to telecom, banking, technology and the wider corporate market, with conversations opened directly.

The AdVentures network

Career Launchpad employers, programme alumni and mentors who can make warm introductions.





SECTION TWO · STREAM B

Entrepreneurship

For the people who want to build something of their own. Twelve weeks at AdVentures' co-working venue, from an idea to a first paying customer.

HOW THE TWELVE WEEKS WORK

Five steps at AdVentures' venue: validate demand before investing.

The idea



Weeks 1–2

What problem, whose problem, and why this person is the right one to solve it. Ideas get sharpened here, and some get dropped.

Testing it



Weeks 3–5

Talking to real customers before spending anything. Most ideas change shape at this point, and that is the whole purpose.

Building it



Weeks 6–8

A first working version that people can actually see, use and criticise. Product and technical mentors on hand.

Selling it



Weeks 9–11

Pricing, the first sale, and the practical side of actually delivering what has been sold.

Making it real



Week 12+

Company registration, tax, banking, and an introduction to investors for the ones that have earned it.

Not every idea becomes a business, but every journey builds market insight and a stronger pathway to employment.

WHAT THEY CAN DRAW ON

The twelve weeks are the structure. This is what makes them work.



Mentors who have done it

People who have started, run and sometimes closed businesses in Pakistan. Matched to the idea rather than assigned at random, and available between sessions, not only in them.

The Studio itself

AdVentures' venue A desk and meeting rooms, booked through the partner co-working spaces, and other people building at the same time, away from the old workplace.

Legal and registration help

Company registration, tax number, bank account and the basic paperwork. Straightforward once you have done it before, and a genuine barrier if you have not.

Introductions to investors

For the businesses that get to a working product with real customers, introductions to angel and early-stage investors in our network. Only where there is something worth showing.

Senior leaders receive dedicated mentoring and a faster, more personalised pathway through each stage.



SECTION THREE · STREAM C

Support staff

Drivers, kitchen and facilities teams. The group with the least room to absorb a lost salary, and the one most often left out.

WHAT WE DO WITH THEM

Everything in bilingual, in person, with family welcome at the briefings.

Work out what they can do

A short, guided skills assessment matched to trades that are actively hiring.



Find them work here

Warm introductions to employers across Islamabad and Rawalpindi, including hospitality, facilities, transport and household roles.



Validate first. Build second. Protect the severance.

DELIVERY

How this runs against your calendar

Getting set up

Training the managers

Venue partnerships confirmed

People being told

Senior one-to-one coaching

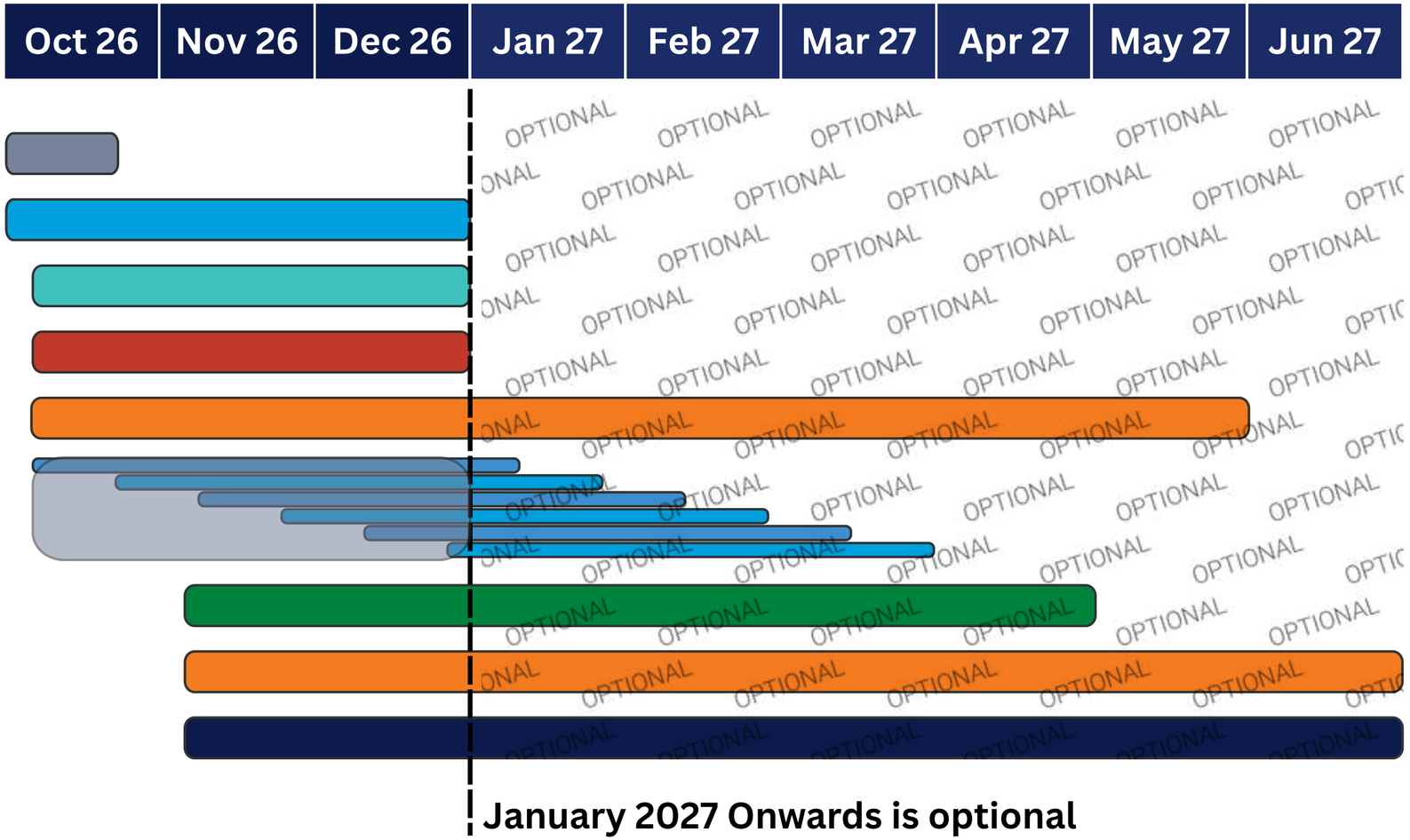
Employment groups

- Option 1 - 3 Months
- Option 2 - 6/7 Months

Support staff certification

Entrepreneurship groups

Desks in use



ACCOUNTABILITY

What we report to you

Every month, measurable progress, protected identities, and a transition that safeguards both people and reputation

Stream	What we measure	How often
Employment	People trained · CVs finalised · mock interviews conducted · employers and recruiters approached · interviews attended · job placements	Monthly
Entrepreneurship	Ideas entering the programme · businesses actually started	Monthly
Support staff	Trainings completed · introductions to employers registration with third party vendors	Monthly

The preparation, the access and the effort. All of it reported, every month.



Our experience

Four things we have already done that this programme is built on.

Army Officers Training Program

Trained and Coached 5000+ Armed Forces Veterans across Pakistan

Facilitated successful transitions of 3,500+ officers into the corporate sector

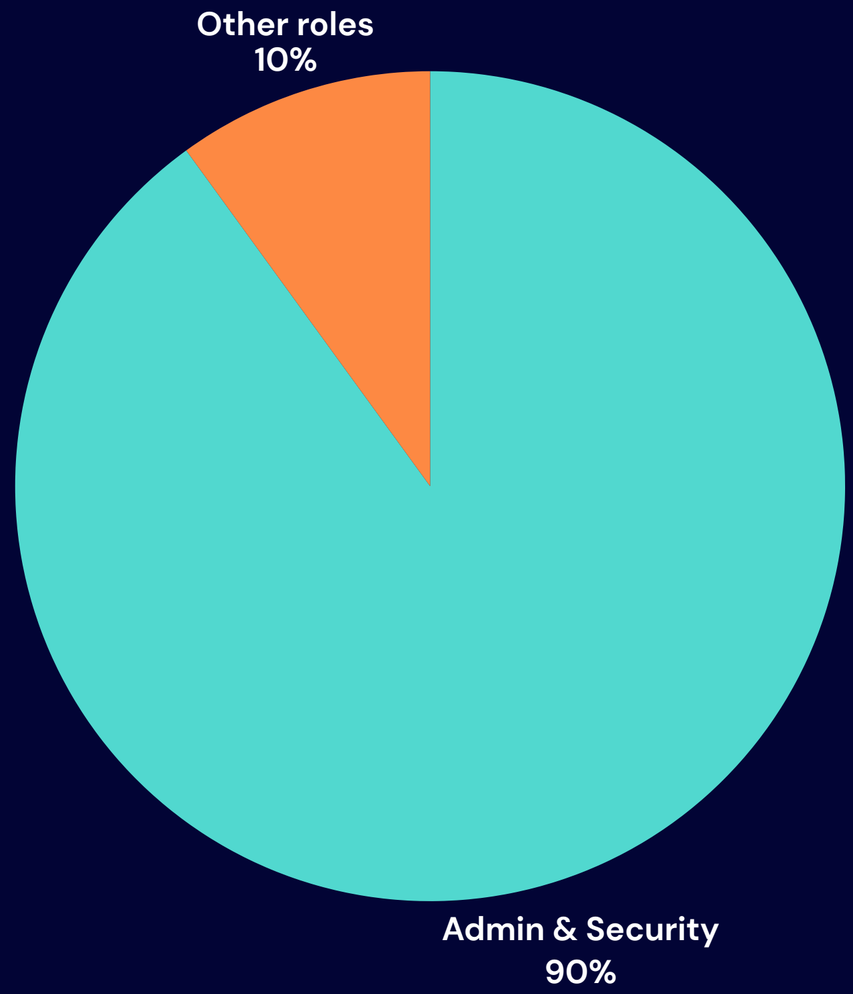
Conducted hybrid workshops, accommodating both online and in-person participation

Achieved an average positive feedback score exceeding 90%



Overview of Army Training Program

Total Number Of Officers Trained	5000+
Mock Interviews Conducted	4,000+
Officers Placed In Corporate Sector	2,000+
Officers Placed in Army Sponsored Organization	1,500+
Total Number of Officers Placed	3,500+



Success Stories



Maj Tanveer Farooq Ahmed
Factory Manager Admin & Security
Packages Global



Lt Col Warasat Hussain
Security Advisor
Weatherford



Lt Col Atif Iqbal
Head of Admin & Security
Pepsi



Lt Col Waheed Ashraf
Senior Manager
MedAsk



Lt Col Mohabbatullah Beyg
Assistant Manager
Mari Petroleum Company Limited



Lt Col Iftikhar Hussain
Head of Security
Bestway Cement



Lt Col Muhammad Ali
Senior Involvement Advisor
Imarat Group



Lt Col Muhammad Kamran
Senior Manager Compliance
Global Pharmaceuticals



Lt Col Hamood Zafrullah
Deputy Manager Admin & Security
Mari Petroleum Company Limited



Maj Imran Javeid Nazeer
Director of Operations
Green Corporate Livestock Initiative

Testimonials



[LinkedIn]



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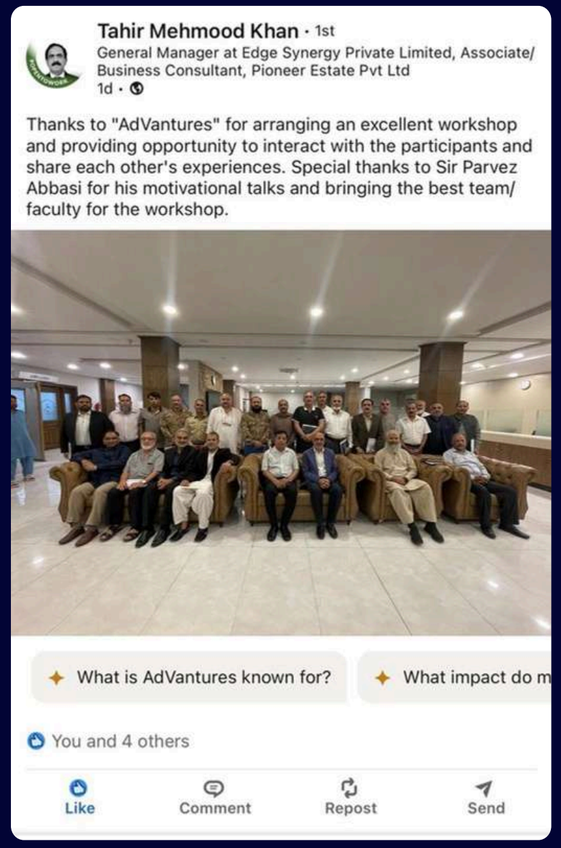


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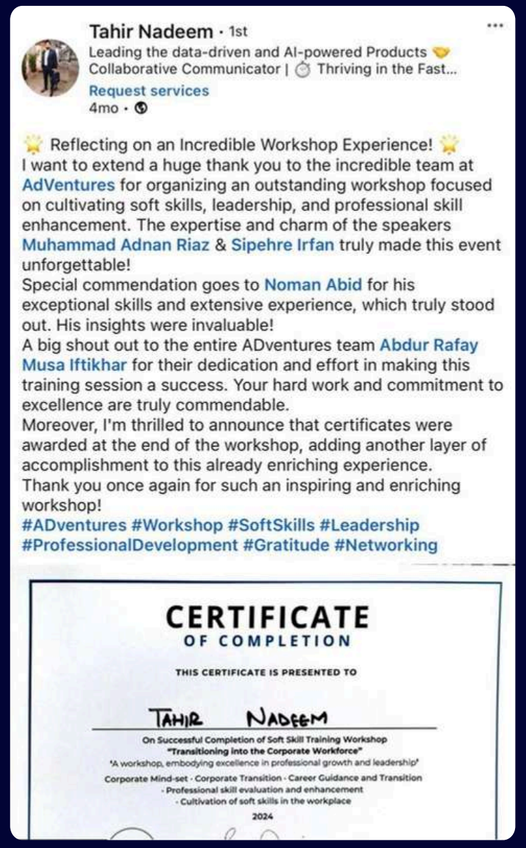
Testimonials



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National Incubation Center

The National Incubation Center (NIC) is Pakistan's largest incubation center, promoting innovation and entrepreneurship by supporting startups to succeed while also offering state-of-the-art facilities, including training, coaching, and acts as a bridge between entrepreneurs, innovators, coaches, trainers and investors.

295
Startups incubated over 12 cohorts

707
Startup founders (24%) women founders

136
Women founders

PKR 6.21B <
Investment committed ~ $29.9 m

PKR 6.4 + B <
Revenue earned ~ $24.9 m

18,476
Jobs created 76% Men, 24% Women



Pakistan's #1 Career Accelerator

Career Launchpad bridges the **skills-gap** in the job market by engaging **industry leaders** to create **dedicated training programs** for graduates and young professionals.

We help **you** get your **dream jobs** through a series of:



Skill-building Workshops

Employability Workshops

Mock Interviews



Experiential Learning and Industry Projects

Mentoring Sessions



Networking Events

INCUBATION & ENTREPRENEURSHIP

Four partner programs taking students and local founders from first idea to investor-ready venture, ideation and validation, business modelling, growth, and pitch.



BIC Foundry

Beaconhouse · 12 weeks

A twelve-week programme with Beaconhouse, helping students turn early ideas into workable startups.



TMUC Accelerate

TMUC Islamabad · flagship programme

TMUC's flagship incubation programme, taking students from idea to venture with mentorship and industry exposure.



CAS Incubation Center

CAS Centre of Excellence

A structured programme that builds founder mindset and moves early-stage ventures through hands-on learning.



Murree Incubation Centre

Murree Development Forum

A community-led programme giving founders outside the main cities the mentorship and resources to grow.

Click any image to view the programme's social pages.

CAREERS REBUILT, BUSINESSES STARTED



350+
industry tailored programs delivered

100+
partner organizations driving real results

OUR MERGERS EXPERIENCE

Askari & Fauji Cement

Conceived and led the merger of Fauji Cement and Askari Cement, navigating regulatory and government hurdles to create Pakistan's second-largest cement manufacturer through scale efficiencies and global management practices.

Read more: *Pakistan Today*

Jazz and Warid

Coached Warid and Jazz senior management through their merger, helping align leadership around the strategic benefits of combining two major telecom competitors serving 59M+ customers.

The Employee Journey

From organizational exit to career transition, the operating framework end to end

ORGANIZATION

- Prepare Managers
- Inform Employees
- Complete Off-Boarding
- Warm Handover to AdVentures

ADVENTURES

- Register & Consent
- Orientation
- Assess
- Career Conversation
- Choose Pathway
- Prepare & Connect
- Transition
- Follow-Up

TWO PRIMARY DESTINATIONS

- **New Employment**
- **Self- Employment / Entrepreneurship**

One thread runs through all: Mentoring + Coaching, available at every stage of every pathway.

Two Pathways, One Thread

Every participant is assessed, then moves into the pathway that fits them and can change as they learn more

New Employment



Role targeting, CV, LinkedIn, interview preparation and employer connections.

Entrepreneurship



Mentoring, idea validation, business planning and first-customer development.

Participants are not locked in. As they gain information and test their options, they can move between pathways without losing the progress already made.

Session Calendar

WEEK	TUESDAY – MORNING	TUESDAY – AFTERNOON	THURSDAY – MORNING	THURSDAY – AFTERNOON
WEEK 1 **Batch 1**	**Financial Management** *Morning · 90 min*	**Investor-Grade Business Planning** *Afternoon · 90 min*	**Outcome-Based CV Building** *Morning · 90 min*	**Mentorship From Proven Founders** *Afternoon · 90 min*
WEEK 2 **Batch 1**	**Advanced Job-Search Strategy** *Morning · 90 min*	**Direct Investor Introductions** *Afternoon · 90 min*	**Career Acceleration Workshop** *Morning · 90 min*	**Idea-to-MVP Sprint** *Afternoon · 90 min*
WEEK 3 **Batch 1**	**LinkedIn Branding Mastery** *Morning · 90 min*	**Pitch Practice & Investor Prep** *Afternoon · 90 min*	**Strategic Employer Introductions** *Morning · 90 min*	**Open Mentorship Hour** *Afternoon · 90 min*

Training (Employment stream) Entrepreneurship Open / wrap-up session

Minimum 15 people per batch to run. Same Schedule follows for batch 2 and onwards.

We stay flexible on scheduling, depending on batch size, a day can run two Training sessions (morning and afternoon) instead of one Training and one Entrepreneurship session.

Strategic Employer Introductions



Talent Reconnect

IN THE MIDDLE OF THE PROGRAMME

A small, closed-door session. HR heads and recruiters meet participants and talk about who they hire.

We make the introductions. Openings depend on who is hiring at the time.

Talent Reconnect

A closed-door session in the middle of the programme



Who comes

HR heads and CHROs from companies that have openings, plus HR and recruiting consultants. Job platforms like Rozee.pk and BrightSpyre are invited too.

What they share

Their experience, the roles they hire for, the skills they look for, and any openings or job boards they have.

What participants do

Meet them in a live room, ask questions and leave with new contacts to follow up.

How the Session Works

From the first hello to the follow-up



1

Employers join

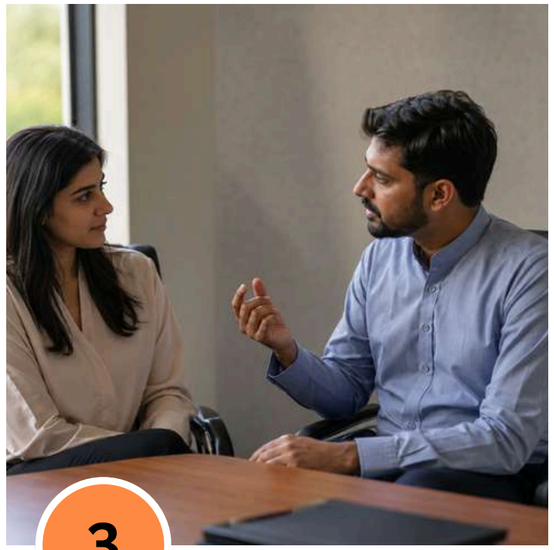
HR heads, CHROs and recruiters come to the session.



2

Get briefed

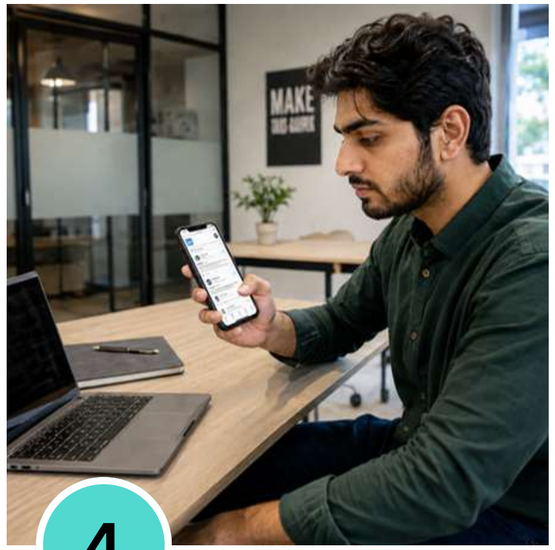
Everyone is told in advance who is coming and what they do.



3

Meet and talk

A live room where participants talk to them and ask questions. They share their experience and openings.



4

Follow up

Participants leave with contacts and leads to follow up on.



OUTCOMES

What Changes Because of This

For every career transitioning person

What Six Months Can Look Like

Indicative placement outcomes for participants.

MONTHS 0 – 3

Up to

35%

secure a new role

+

MONTHS 3 – 6

A further

35%

secure a new role

=

WITHIN SIX MONTHS

Up to

70%

placed in total

Support continues beyond month six through the programme community.

Indicative outcomes based on programme design and market conditions. Individual results vary by role, seniority and hiring activity.

EMPLOYER INTRODUCTIONS

How AdVentures connects participants to live opportunities, and prepares them for each one.

PHASE 1 · ACCESS

1 Live Vacancies Sourced

AdVentures draws on its network of employers, recruiters and search firms to bring in real, current job openings.

2 Talent Reconnect

A closed-door session where HR heads, CHROs and recruiters meet participants and share their openings.

MIDWAY EVENT

3 Direct Access to Live Vacancies

- Open roles sourced from partner employers and recruiters
- Matched and shared with relevant participants
- Direct introductions to HR and hiring managers

PHASE 2 · READINESS

4 Role-Specific Interview Readiness

- Job description reviewed with a coach
- CV aligned to the role's requirements
- Mock interview on likely questions
- Pre-interview briefing before the real one

5 Interview-Ready Candidate

↺ *Every new opportunity, the same preparation*

Prepared first. Connected next. Supported throughout.

The Global Standard for Career Transition

LHH
Adecco Group

BUILT AROUND

- Brand
- Coach
- Connect
- Place

RiseSmart
Randstad Group

BUILT AROUND

- Career coaching
- Professional branding
- Curated job leads
- Interview tools

Intoo
Gi Group

BUILT AROUND

- On-demand coaching
- Job-search skills
- Live webinars
- Career assessments

Careerminds
Global outplacement

BUILT AROUND

- 1:1 career coaching
- Résumé writing
- Job matching
- Offer negotiation

WHAT THE MARKET LEADERS HAVE IN COMMON

The commitment is the support: coaching, branding, preparation and access.

Results are shared as averages and ranges from past programmes.

Success is a partnership between the programme, the person and the market.

AdVentures Academy follows the same model, built for Pakistan's market and delivered locally.

Think Clearly

OUTCOME 01

WHAT WE DO



Qualified psychologists are available throughout the transition for anyone who wants to talk, in confidence and at their own pace.

THEY LEAVE WITH



- Peace of Mind. Someone to talk to from the very first day
- Practical ways to manage stress and uncertainty
- A clearer head going into the search

FOR MERGECO | Calmer, more respectful exits, and fewer people leaving distressed.

Financial Planning

OUTCOME 02

WHAT WE DO



Guided sessions on making sense of severance and gratuity, protecting essentials and budgeting through the transition.

THEY LEAVE WITH



- A clear picture of what their payout covers
- A personal budget for the months ahead
- Awareness of the common mistakes to avoid

FOR PARTICIPANTS | Decisions made with a plan rather than under pressure, so the money lasts while they find what's next.

Stand out on paper

OUTCOME 03

WHAT WE DO



Hands-on workshops to build outcome-based CVs and LinkedIn profiles that show real achievements, not job descriptions.

THEY LEAVE WITH



- A market-ready, outcome-based CV
- An optimised LinkedIn profile and personal brand
- A clear story of the value they bring

FOR PARTICIPANTS | Profiles that catch a recruiter's eye and hold up to a hiring manager's first read.

Prepared for every real interview

OUTCOME 04

WHAT WE DO



When a participant is called for a real interview, our coaches go through that job description with them, tailor the CV to the role and run focused preparation before they walk in.

THEY LEAVE WITH



- A CV tailored to that specific role
- A clear plan for that specific interview
- Insight into what this employer looks for

FOR PARTICIPANTS | Support that carries into the actual job search throughout the programme.

In front of the people who hire

OUTCOME 05

WHAT WE DO



Warm introductions through our employer, recruiter and executive search **network**, together with **Talent Reconnect.**

THEY LEAVE WITH



- Direct conversations with HR heads and recruiters
- New contacts and leads to follow up
- Access to roles that rarely reach job boards

FOR PARTICIPANTS | A search that begins with conversations already open, not applications sent into silence.

Turn an idea into a business

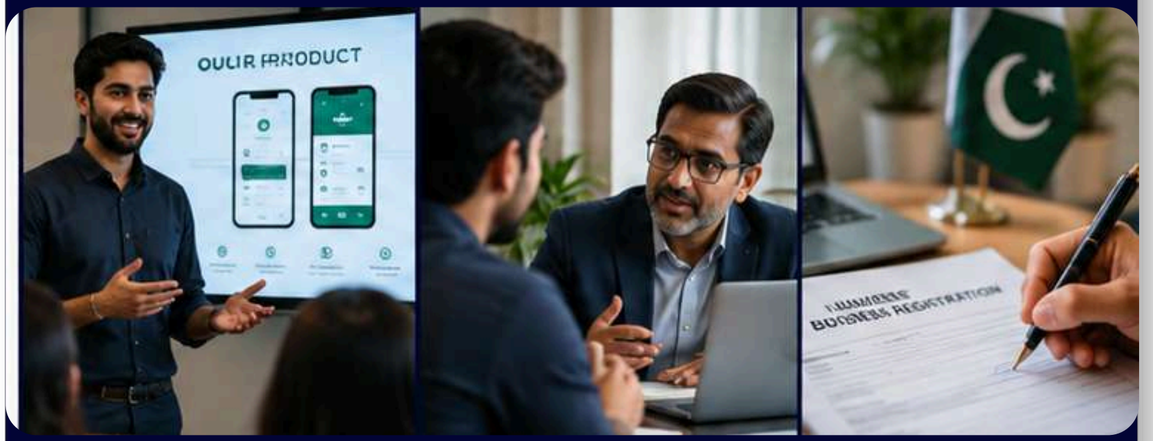
OUTCOME 06

WHAT WE DO



A twelve-week journey from idea to working product, with mentors who have built businesses in Pakistan and guidance on registration, tax and banking.

THEY LEAVE WITH



- A business idea tested with real customers
- A working MVP and a business plan
- The groundwork ready to register and operate

A STORY WORTH TELLING | People who left and went on to build something of their own.

How the Commercials Work

Coaching & Training both branch from Employment. Entrepreneurship is a separate, single-batch track

EMPLOYMENT STREAM

TRAINING

WHO IT'S FOR

Middle / lower management & support staff

WHY THIS FORMAT

Outcome-based CV building, advanced job-search strategy, and LinkedIn branding mastery, delivered as a group, with peer support built in.

COACHING 1:1

WHO IT'S FOR

Senior leadership (CXO-1 to CXO-4).

WHY THIS FORMAT

Senior-level 1:1 coaching and strategic career positioning, delivered weekly across a full quarter all built for depth.

ENTREPRENEURSHIP STREAM

WHO IT'S FOR

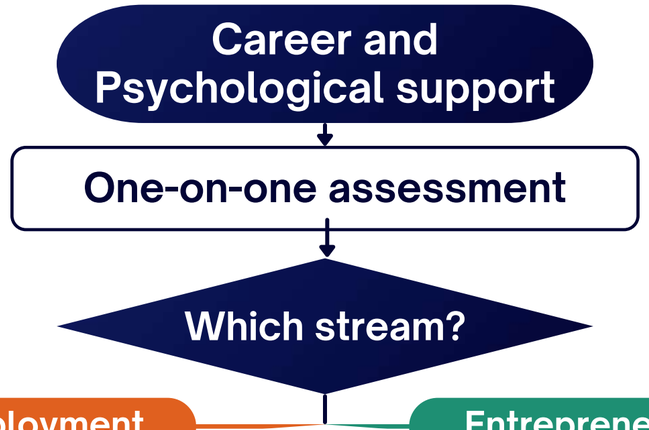
Entrepreneurship stream. One single batch

WHY THIS FORMAT

Investor-grade business planning and mentorship from proven founders, delivered to one dedicated group across the full engagement window.

Career & Business Support Milestones

Employment: 25% on Milestone 1, 75% on Milestone 2. Entrepreneurship: half on each.



Employment

1 MILESTONE 1

4 employer introductions

Unlocks the first 25% of the fee, irrespective of hiring result

2 MILESTONE 2

Placement confirmed

Unlocks the remaining 75% of the fee

Entrepreneurship

1 MILESTONE 1

Business up and running

Unlocks the 1st half of the fee

2 MILESTONE 2

Company registered with the SECP

Unlocks the 2nd half of the fee

Outcome-Based Fees For Directors

The fee is charged in two parts, 25% and 75%, each only after its milestone is reached.

EMPLOYMENT STREAM

1 MILESTONE 1

4 employer introductions

Interviews arranged. Paid irrespective of hiring result.

1ST HALF

PKR 100,000

+

2 MILESTONE 2

Placement confirmed

The placement is successful.

2ND HALF

PKR 300,000

=

TOTAL

PKR

400,000

per individual

100,000	300,000
1st half	2nd half

Outcome-Based Fees For Middle Managers

The fee is charged in two parts, 25% and 75%, each only after its milestone is reached.

EMPLOYMENT STREAM

1 MILESTONE 1

4 employer introductions

Interviews arranged. Paid irrespective of hiring result.

1ST HALF

PKR 75,000

+

2 MILESTONE 2

Placement confirmed

The placement is successful.

2ND HALF

PKR 225,000

=

TOTAL

PKR

300,000

per individual

75,000	225,000
1st half	2nd half

Outcome-Based Fees For Support Staff

The fee is charged in two parts, 25% and 75%, each only after its milestone is reached.

EMPLOYMENT STREAM

1 MILESTONE 1

4 employer introductions

Interviews arranged. Paid irrespective of hiring result.

1ST HALF

PKR 12,500

+

2 MILESTONE 2

Placement confirmed

The placement is successful.

2ND HALF

PKR 37,500

=

TOTAL

PKR

50,000

per individual

12,500	37,500
1st half	2nd half

Outcome-Based Fees

The fee is charged in two parts of PKR 125,000, each only after its milestone is reached

ENTREPRENEURSHIP STREAM

1 MILESTONE 1

Business up and running

Product built, social media live, company not yet registered.

1ST HALF

PKR 125,000

+

2 MILESTONE 2

Company registered with the SECP

The company is running.

2ND HALF

PKR 125,000

=

TOTAL

PKR

250,000

per startup



Programme Delivery Fee

THE COMPLETE PROGRAMME

TRAINING

- Outcome-Based CV Building
- Advanced Job-Search Strategy
- 5-Day Career Acceleration Workshop
- LinkedIn Branding Mastery
- Strategic Employer Introductions

ENTREPRENEURSHIP

- Investor-Grade Business Planning
- Mentorship From Proven Founders
- Direct Investor Introductions
- Idea-to-MVP Sprint

COACHING

- Senior-Level 1:1 Coaching
- Strategic Career Positioning
- 12-Week Coaching Programme

ALSO INCLUDED

Psychological support · Severance and financial planning · Manager training · Programme management and monthly reporting

CAPACITY

Up to 100 participants · 20 coaching seats

PKR 1.2 Million / month

How Additional Costs Work

All engagements take place outside TP offices at external partner venues.

Venue & Room Rental

ROOM / CAPACITY	PKR / HOUR
Small (up to 5 persons)	**5,000**
Medium (up to 12 persons)	**10,000**
Large (up to 25 persons)	**15,000**
More than 25 persons	**25,000**
Co-working Space (Full Day)	**35,000**

Karachi & Lahore Delivery

Daily delivery charge

PKR 100,000 / day

Plus travel, boarding, lodging and venue (meeting room) charges, billed at actual cost.

Hybrid Sessions

Participants from across Pakistan can join live via Zoom, while participants from **Rawalpindi/Islamabad** can attend physically.

Separate add-ons to programme fees: room charges by hours booked, daily delivery and actual expenses.

All prices are subject to applicable government taxes.

THE TEAM

Parvez Abbasi	Abdur Rafay	Erum Rizvi	Sipehre Irfan



Founder & CEO

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+92 300 827 1133

30 years in telecom, including CCO at Mobilink, and founding member of Pakistan's largest National incubation centre.



Head of Growth

rafay@adventures.studio
+92 336 926 7189

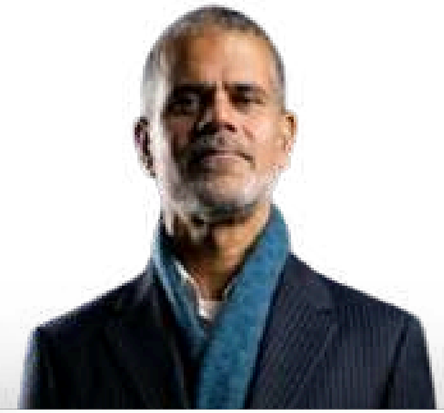
Runs AdVentures' consulting and programme delivery, including transition programmes and Career Launchpad, and serves as the single point of contact throughout the engagement.



Communications

erum@adventures.studio
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Transition communications specialist with experience at Microsoft, IBM, Cisco and Schneider Electric; trained 450+ government officials and leads the manager training module.



Training & Development

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+92 300 8528586

Coached 6,000+ people, including 3,500+ veterans transitioning to civilian careers, backed by 25 years in banking.