



INVEST IN RESILIENT LEADERS: **FROM BURNOUT TO BALANCE**

INTERACTIVE WORKSHOP BY
DR. MOHAMMAD AL SUWAIDAN



Mirqab Ballroom A
The Four Seasons Hotel - Kuwait



Wednesday, February 5, 2025
9 AM - 12 PM





WHO WE ARE

The Kuwait Institute of Banking Studies (KIBS) is a leading educational institution in the banking and financial sector in Kuwait since 1970. It offers a range of services, including accredited certificate programs, executive leadership development programs, and various training and development activities within ten main areas, in addition to measurement and testing services, English language training, e-learning, and research publications in the banking and financial fields.



Our vision is to be the leading banking studies institute in the region, empowering individuals with comprehensive knowledge and innovative skills to shape the future of banking and finance sectors locally and in the region.

Our mission is to empower individuals within banks and financial institutions to enhance their knowledge and skills through professional learning, fostering the advancement of the Kuwaiti banking and financial sector.



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OUR AFFILIATIONS



KIBS has established affiliations with numerous prestigious institutions and universities worldwide in the field of training and development. The goal has been to deliver highquality joint training activities and programs locally, regionally and internationally, focusing on developing the technical and managerial skills of professionals in thebanking and financial sectors in line with the latest international standards and developments. These esteemed institutions and universities include:

- Harvard Business School (HBS) - USA
- The London Institute of Banking & Finance (LIBF) - UK
- INSEAD - UAE
- HEC Paris University - Qatar
- The London School of Economics and Political Science (LSE)- UK
- Cambridge Assessment English - University of Cambridge - UK
- The Society for HR Management (SHRM) - USA
- Institute of Leadership & Management (ILM)
- FranklinCovey Company - Middle East
- Six Seconds Company - USA
- Frankfurt School of & Finance - Germany
- Association Cambiste Internationale (ACI) - France
- The Institute of Certified Professional Managers (ICPM)
- The Professional Risk Managers' International Association (PRMIA) -USA
- Intuition Company
- General Council for Islamic Banks and Financial Institutions (CIBAFI)
- Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI)
- SANS Institute
- Moody's Corporation
- ATD - Association of Talent Development - USA
- CIPD - Chartered Institute for Personnel & Development



WHY BURNOUT?

Burnout is a significant concern in the banking and financial industry due to its high-stress, fast-paced nature, and constant demand for precision and productivity.

Professionals often face long hours, high workloads, stringent regulations, and intense pressure to meet targets and deliver results, all of which can lead to chronic stress and exhaustion.

The stakes are high, and mistakes can have serious consequences, further compounding stress levels. Without adequate support and strategies to manage this pressure, burnout can manifest, diminishing job satisfaction, performance, and overall health, and ultimately affecting both individuals and organizational success.



BURNOUT IS A GLOBAL PANDEMIC



- Source: **NATIONAL LIBRARY OF MEDICINE**

and that organizations, too, are affected. Most studies showed that mental health problems had increased in the banking sector, and that they were stress-related. Examples began with anxiety and depression, carried on through maladaptive behaviors, and ended in job burnout. The reviewed studies' limitations were then discussed, and possible ways forward considered.

- Source: **SHRM**

Burnout in the workplace is not new—but it is worsening. SHRM's Employee Mental Health in 2024 Research Series, released for Mental Health Awareness Month in May, found that 44 percent of 1,405 surveyed U.S. employees feel burned out at work, 45 percent feel "emotionally drained" from their work, and 51 percent feel "used up" at the end of the workday.

- Source: **FORBES**

Burnout is not just a passing issue but a pervasive problem affecting professionals at all levels in today's fast-paced environment. In 2023, a record number of CEOs stepped down, and a staggering half of U.S. employees expressed their willingness to sacrifice their salary for a better quality of life. Despite organizations' increasing awareness and efforts, recent data paints a grim picture, indicating that burnout remains a significant and pressing challenge.

WHY MID-MANAGEMENT?



- Mid-management plays a key role in balancing organizational goals with employee needs.
- Managers face high-pressure environments, heavy workloads and must motivate teams while meeting targets.
- Burnout can lead to reduced managerial effectiveness, higher turnover and lower productivity.
- Providing stress management and burnout prevention strategies strengthens leadership resilience.
- Supporting managers boosts team morale, operational success and employee retention.

THE AGENDA



▪ 9:00 - 9:15 AM

Welcome and Opening Remarks

Highlight the importance of resilience in leadership and the organization's commitment to employee well-being.

▪ 9:15 - 9:45 AM

Recognizing and Addressing Burnout in Leadership Roles

- Recognizing Signs and Symptoms: Identifying stages of burnout or Identifying personal and team burnout signals.
- Managing stress while leading effectively.

▪ 9:45 - 10:15 AM

Leadership Strategies for Building Resilient Teams

- Addressing Organizational Factors: Steps to mitigate burnout at the organizational level or How to create a culture that promotes resilience and balance.
- Practical strategies to prevent burnout in teams.

▪ 10:30 - 11:15 AM

Building Personal Resilience - Tools for Balanced Leadership

Personal Strategies: Techniques to protect against and recover from burnout.

▪ 11:15 - 11:55 AM

Leadership Commitment Session: Creating a Resilience Roadmap

- Participants work on action plans to foster resilience in their teams and themselves.
- Setting measurable goals for post-event implementation.

▪ 11:55 AM - 12:00 PM

Closing Session: From Awareness to Action

- Recap of key takeaways and the importance of resilient leadership in driving organizational success.
- Motivational closing remarks to inspire action.



WHAT'S IN IT FOR MY ORGANIZATION?

- Addressing burnout is a strategic investment with measurable returns, transforming it into a profit-driving opportunity for your organization.
- Prioritize addressing burnout among mid-management enhances retention, strengthens their leadership capabilities and drives overall organizational success.



SPEAKER BIO: **DR. MOHAMMAD AL SUWAIDAN**

Dr. Mohammad Alsuwaidan is an Assistant Professor of Psychiatry at the University of Toronto in Canada and a Consultant Psychiatrist, CEO, and Clinical Director at MindWell, a leading private mental health care center in Kuwait.

He completed his psychiatry residency, mood and anxiety disorders fellowship, and medical education fellowship at the University of Toronto. He also trained in mood disorders at Stanford University and Tufts University. He holds a Master of Public Health (MPH) from John Hopkins University and is a Fellow of the Royal College of Physicians and Surgeons of Canada, a Diplomate of the American Board of Psychiatry and Neurology and certified in public health by the National Board of Public Health Examiners in the United States.

Beyond his clinical, research, and academic activities, Dr. Alsuwaidan is a dedicated public advocate for mental health and is widely followed by global audiences on social media, podcasts, and television programs.





TICKETS

- Member Banks **KD 100**
- Non-Member Banks and Other Organizations:
 - Standard price **KD 150**
 - Early bird registration **BEFORE JAN. 9** **KD 120**

Registration deadline: **January 30, 2025**

How to register: **www.kibs.edu.kw/burnout**

For questions: **cs@kibs.edu.kw**



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