

Hussain Dawood

Chairman

Dawood Hercules Corporation

Karachi School for Business & Leadership

Pakistan Poverty Alleviation Fund

Engro Corporation Ltd

Profile:

Hussain Dawood is Chairman of Dawood Hercules Corporation Ltd, Engro Corporation Ltd, Karachi. His initiatives are Karachi School for Business and Leadership and Pakistan Poverty Alleviation Fund, which is, globally, the largest World Bank financed social fund.

He is also International Advisory Council of the Cradle to Cradle Institute in San Francisco. He serves as a Director on the Boards of Pakistan Business Council, Beaconhouse National University. He is on the Boards of Trustees of the Karachi Education Initiative UK, London and Asia House, London. He is a member of the World Economic Forum's Global Agenda Council on Anti-Corruption and is active in its Partnering against Corruption Initiative (PACI). He is the Honorary Consul of Italy in Lahore. The Italian Government in recognition of his contribution conferred on him the award "*Ufficiale Ordine al Merito Della Repubblica Italiana*".

Previously he was an Advisor to the Ministry of Commerce, Government of Pakistan, Director of the State Bank of Pakistan, Commonwealth Business Council, London, Member of the Karachi Stock Exchange, Member Board of Governors of the Shaukat Khanum Memorial Cancer Hospital & Research Centre; Member Board of Governors of the GIK Institute of Engineering Sciences & Technology; Director of the Society for the Promotion of Engineering Sciences & Technology; Trustee and Honorary Treasurer of the Al-Shifa Trust Eye Hospital; Senator of the University of the Punjab, and Director on the Boards of the University's Centre for Advanced Molecular Biology; and Centre for High Energy Physics and Hailey College of Commerce. He served as a Board Member of the Pakistan Red Crescent Society, Pakistan Council for Scientific and Industrial Research (PCSIR), and the Technical Education & Vocational Training Authority, Punjab Government.

He is an MBA from the Kellogg School of Management, North-western University, USA, and is a graduate in Metallurgy from Sheffield University, UK.

CEO Club: As a nation, we are passing through very turbulent times, with political instability, energy crisis and bad law and order situation going on. What steps do you think can be taken to turn around economy and administration of Pakistan?

Hussain Dawood: The only way to turn around Pakistan economically as well administratively is to have a proper government structure. Right government structure coupled with right people working in it would not only furnish good results but it will also help in overcoming myriads of problems faced by us presently. At the same time, we should have accountability to ensure that power is exercised responsibly. Nevertheless, the absence of accountability, where people work outside their mandate, would only lead to distortions.

What is your take on HR and its development in Pakistan?

Progress is not possible without developing human resource. Investing in improving Allah's creation should take precedence over other gains. If that is not the case then the priorities of such individual are, unfortunately, confused. We should invest more in what He has created rather than what we produced. Human resource development must be our fundamental target. It is heartening to see a change where the soul of an individual is transformed.

Are you satisfied with the quality of business graduates being produced today?

No matter what the institute is, the major emphasis should be on the development of inner soul and mind. Education is the ability to analyze and understand. However, one can learn to understand but the way he concludes depends on his values. Values are the fundamental touchstone on which a professional is made.

Unemployment is at its worst nowadays. In a situation like this, how can we create job providers rather than job seekers?

The government should take effective and concrete steps to create an environment that is conducive for the economic growth. Everyone has a right to earn livelihood and the conditions that facilitate it. It is a proven fact that development of SMEs can create innumerable job opportunities, however, they have never been properly facilitated in Pakistan. Therefore, we direly need a supportive environment to burgeon economically. Moreover, I must say that we also need private initiative in this regard. By private initiative, I mean lead by the citizens of Pakistan, only this would pave the way towards unprecedented growth and development.

Do we need more managers or leaders?

I think both managers and leaders are crucial to the development of Pakistan. Our economy can stagnate and lose its way if there is a dearth of managers or even leaders. However, leaders are generally fewer in number than managers because it tends to be a higher calling than management.

Are leaders born or made?

In my opinion, leaders are developed over the time.

Being an amazingly successful businessperson, would you like to elaborate the core values that drove you to achieve your aim?

I have always believed in and practiced truthfulness, honesty, justice, integrity and ethics. One should always speak the truth; there is nothing nobler and heroic than that. Nevertheless, one should also have the courage to listen to the truth instead of turning a deaf ear to it because criticism is vital for the improvement of an individual. Whereas, negative criticism does something more than just breaking one's spirit.

What core competencies would you like to see in our next generation of managers?

Instead of focusing on the core competencies of our managers, I think it is more important to create an environment for them to perform well. Setting a situation that is conducive for entrepreneurship and superior performance to flourish is imperative indeed.

How do you maintain your work-life balance?

I no longer manage my business directly. We have a thoroughly professional structure at our company, where I rarely check on them. I have no authority to override the method or style of my workers. When I give someone the responsibility, I step back and let him do it his way. In that situation, I resist interfering but the employee has to put his best foot forward by performing.

Who is your inspiration?

Our Holy Prophet Muhammad (PBUH) has always been my inspiration. HIS behavior and teachings have always had a great influence on my life.

Define happiness?

Happiness begets happiness. If one is able to spread happiness around, then he is blissful. An unhappy person is incapable of spreading joy.

What would be your definition of success?

All success comes by the will of Allah.

Any favorite book on personal development that you would like to recommend to others?

The Holy Qura'an is my most favorite book. All other books are a means to an end, whereas Qura'an tells us what our end is.

Are you satisfied with the quality of teachers and their endeavors to inculcate ethics and values in our students?

To me, teaching is the most important profession in the world, its importance in the development of the country cannot be understated. Teaching is not just about educating students from textbook but to impart Tarbiyat (Training). Tarbiyat incorporated with learning can have lasting influence on our society.

The importance of this profession can be realized by the fact that our Prophet Muhammad (P.B.U.H) was also a teacher to the mankind and Allah could not have let His last messenger squander all time in doing something unessential.

HAPPINESS BEGETS HAPPINESS. IF ONE IS ABLE TO SPREAD HAPPINESS AROUND, THEN HE IS BLISSFUL. AN UNHAPPY PERSON IS INCAPABLE OF SPREADING JOY.