

EVENT REPORT

24TH - 28TH, NOV 2025

UNIVERSITY OF TECHNOLOGY, SYDNEY



YOUTH LEADERSHIP

CERTIFICATION SYDNEY

2025



**GLOBAL
BUSINESS
SYMPOSIUM**



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EVENT *Summary*

The **Youth Leadership Certification Sydney 2025** was held from **24th to 28th November 2025** at the **University of Technology Sydney (UTS), Australia**, and was organised by the **Global Business Symposium**. The program brought together 40+ delegates from diverse backgrounds for an intensive leadership experience designed to strengthen strategic thinking, policy awareness, global diplomacy, and advanced communication capabilities. Across five days of structured learning, participants engaged in expert-led sessions, keynote addresses, and applied discussions that examined leadership challenges within complex global contexts. Interactive group activities and guided reflections encouraged rigorous dialogue and real-time application of leadership concepts, enabling participants to translate strategic vision into practical leadership action. The certification placed strong emphasis on ethical innovation and responsibility, equipping participants with the perspective and discipline required to navigate uncertainty and contribute meaningfully to global development.



TOPICS OF *Discussion*

- Energy Management for Peak Performance
- Leadership Under Pressure
- Stress Management and Burnout Prevention
- Strategic Goal Achievement
- Generative AI and AI Agents
- Ethical Leadership with Algorithms
- Opportunities, Ethics, and the Next Generation of Creative Leaders
- Crafting Leadership Story: Awareness, Values, and Narrative
- Purpose in Action: Values, Confidence, and Leadership Pitch
- Interactive Dialogue & Case Reflections

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 at the University of Technology Sydney, in collaboration with experienced speakers and trainers, required sustained coordination and careful planning. The depth of engagement demonstrated by the delegates, through critical inquiry and thoughtful participation, gave the program its true value. Their readiness to examine leadership, ethics, innovation, and responsibility reinforced the relevance of this platform. The quality of dialogue and reflection throughout the certification affirmed the importance of structured leadership learning. 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 strategic decision-making, ethical responsibility, emotional intelligence, and personal energy management.
- To provide practical frameworks for navigating high-pressure environments, technological disruption, and emerging challenges shaped by artificial intelligence and global complexity.
- To cultivate globally informed leaders through cross-cultural dialogue, collaborative learning, and the integration of human-centred values into modern leadership practice.

DAY : 1

The **FIRST DAY** of the **Youth Leadership Certification Sydney 2025** marked the commencement of the program with the arrival of delegates from various parts of the world. As participants reached Sydney, they were received and guided by the Global Business Symposium team, ensuring a smooth and coordinated transition into the program. The arrival process was structured to accommodate international travel schedules while maintaining clarity and efficiency, allowing delegates to settle into the city with minimal logistical concern. Accommodation check-in was facilitated with the support of the organising team, who provided on-ground assistance and guidance throughout the process.

The **first day** was intentionally designed to allow delegates time to rest and familiarise themselves with their surroundings after travel. Informal exchanges during check-in and hotel arrival offered early opportunities for connection among participants, setting the foundation for professional engagement in the days that followed. The structured yet welcoming approach of Day 1 ensured that delegates began the certification with clarity and readiness for the intensive academic and leadership-focused sessions ahead.



DAY : 2

The **SECOND DAY** of the **Youth Leadership Certification Sydney 2025** commenced 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 introductions, discussed their professional backgrounds, and shared expectations for the day ahead. This early interaction created an environment conducive to collaboration and thoughtful engagement, allowing participants to establish meaningful professional connections before the formal proceedings began.



The day formally opened with a welcome ceremony and orientation to the **Global Business Symposium**. The keynote address was delivered by **Mr. Muhammad Ahmad**, Executive Director of **Global Business Symposium**, who provided an overview of the organisation's mission, global presence, and long-term vision. He reflected on GBS's international initiatives and academic engagements across Spain, Türkiye, Harvard University, and Sydney, highlighting its commitment to leadership development, technological awareness, and global exposure for future leaders. A video presentation followed, showcasing the breadth of GBS's activities and the impact of its programs across different regions. The presentation illustrated how these initiatives have contributed to skill development and leadership awareness among youth worldwide.

In his address, Mr. Ahmad emphasised that leadership is rooted in responsibility and shared purpose rather than position or title. He underscored the importance of clarity of vision, perseverance in the face of uncertainty, and the ability to unite individuals around common goals that serve broader community interests. Delegates were encouraged to believe



in their potential, confront challenges with confidence, and approach learning as a continuous process strengthened through collaboration and mutual support. He further highlighted the role of collective effort in strengthening both individual capacity and organisational effectiveness, noting that the Global Business Symposium aims to shape future leadership through deliberate personal development and ethical responsibility.

Following the keynote, the Trainer of the Day, **Mr. Andy Griffin**, Founder of **GRIFFIT**, Executive Coach, Leadership Speaker, Senior Research Fellow, and NLP Master Trainer, was formally introduced. This was followed by structured ice-breaking activities that enabled delegates to engage with one another more closely. These interactions allowed participants to learn about each other's academic and professional journeys, creating a sense of openness and ease that carried into the learning sessions that followed.



Energy Management for Peak Performance

The first core learning session of the day focused on **Energy Management for Peak Performance**. The session challenged conventional assumptions that leadership effectiveness is driven primarily by time management or technical expertise. Instead, leadership performance was presented as a function of how effectively individuals manage their physical, mental, emotional, and purpose-driven energy. Mr. Griffin emphasised that leaders often operate under sustained demand and that unmanaged energy depletion can negatively affect judgment, emotional regulation, and communication. Through guided discussion and reflective exercises, delegates examined how intentional habits and clearly defined boundaries contribute to long-term leadership consistency.



Participants undertook a personal energy assessment that encouraged reflection on their current patterns of energy use. Mental energy was explored through the lens of planning, decision-making, problem-solving, and critical thinking, with emphasis placed on quality sleep, technology boundaries, and effective time mapping. Emotional energy was addressed through practices designed to strengthen emotional awareness, empathetic listening, and emotional regulation. Delegates engaged in breathing exercises, reflective practices, and reframing techniques that encouraged viewing setbacks as learning opportunities, thereby strengthening emotional steadiness and resilience. Spiritual energy was examined through the development of personal leadership purpose statements, encouraging alignment between values, actions, and long-term meaning. Delegates reflected on how routine responsibilities can be connected to a broader sense of purpose, particularly during demanding periods. Physical energy was discussed in relation to nutrition, exercise, prioritisation, and delegation, highlighting the role of physical wellbeing in sustaining leadership effectiveness. The session concluded with the development of individual 30-day energy action plans, accountability partnerships, and leadership mindset exercises designed to translate reflection into practical action.



The Lunch Break

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



Leadership Under Pressure

The afternoon sessions commenced with a focus on **leadership under pressure**. This session examined how stress and uncertainty influence leadership behaviour, particularly in decision-making and communication. The discussion highlighted how pressure can impair judgment and lead to reactive responses, while effective leadership in such circumstances requires structured thinking and clarity in communication. Emphasis was placed on the importance of calm leadership presence in maintaining psychological safety and enabling teams to remain focused during challenging situations.

The discussion was complemented by insights into emotional intelligence and leadership presence, which explored the relationship between self-awareness, empathy, and credibility. 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 Management & Burnout Prevention

The subsequent session addressed **stress management and burnout prevention**, distinguishing between different forms of stress and examining the science of the stress cycle. Delegates identified personal stress triggers and explored evidence-based strategies for regulation and recovery, including boundary setting, decompression routines, communication skills, and self-advocacy. The session emphasised the importance of aligning daily actions with long-term goals through structured planning, manageable task breakdown, and prioritisation. Participants developed personal stress management and resilience plans that incorporated physical wellbeing, reflective practices, and sustainable performance strategies.



Strategic Goal Achievement

The final learning segment of the day focused on **strategic goal achievement**, bridging the gap between intention and execution. Delegates were guided to articulate professional purpose, define mission statements, and translate vision into actionable plans supported by accountability systems. Emphasis was placed on structured planning across multiple time horizons, including long-term missions, quarterly priorities, weekly objectives, and daily tasks. This approach reinforced clarity, consistency, and sustained progress in both personal and professional development.



Conclusion

Day 2 concluded with closing remarks summarising the key insights and learning outcomes of the day, followed by the formal distribution of certificates. A group photograph and final networking interactions marked the conclusion of the day's activities, reinforcing the themes of disciplined leadership, self-regulation, and intentional growth that defined the program.



DAY : 3

DAY 3 of the **Youth Leadership Certification Sydney 2025** began with the arrival of delegates, 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.

The proceedings formally commenced with an opening ceremony featuring a keynote address by **Mr. Kamran Zafar, Director of the Global Business Symposium**. In his address, Mr. Kamran underscored that innovation has become the foundation of relevance and sustained progress



rather than a discretionary advantage. He emphasised the necessity of continuous learning, deliberate engagement with technology within one's capacity, and the disciplined use 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

diverse perspectives, enabling participants to test ideas, expand their outlook, and align leadership discipline with innovative thinking. He concluded by encouraging delegates to use the platform to question established norms and reimagine future possibilities with clarity and purpose.



Following the keynote, **Professor Ganna Pogrebna** was introduced as the Trainer of the Day. A **keynote speaker in behavioural data science, TECHWOMEN 100 UK award recipient, and specialist in entrepreneurship with generative artificial intelligence and AI agents**, Professor Pogrebna brought a multidisciplinary perspective grounded 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 Absolutely 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, addressing how 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 loops, highlighting how these systems influence organisational decision-making processes.



A significant portion of the discussion focused on ethical leadership within AI-accelerated 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 intentionally 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 In Algorithm-Driven Environments

After a brief coffee break, the second session continued this exploration through a focused discussion on **ethical leadership in algorithm-driven environments**. Delivered by Professor Pogrebna, the session addressed the leadership challenges that arise when automated systems can obscure responsibility and decision ownership. While acknowledging the efficiency and analytical advantages of AI-enabled systems, the discussion emphasised that leaders must remain directly engaged in questioning, interpreting, and validating algorithm-influenced outcomes. Issues such as governance, transparency, oversight, and human-centred frameworks were examined, reinforcing that ethical leadership requires deliberate intervention rather than passive 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 **Mr. Jamie van Leeuwen**. This session examined **opportunities, ethics, and the evolving role of creative leadership in AI-influenced industries**. Mr. van Leeuwen explored how artificial intelligence is reshaping storytelling, media, and creative production, while emphasising the importance of preserving human intent, cultural sensitivity, and authenticity. Delegates were encouraged to view technology as a tool for amplifying diverse voices rather than homogenising expression. The session highlighted the responsibility of leaders to ensure transparency, ethical clarity, and values-driven 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, President of the United Nations Association of Australia and Director at the UNAA National Board**. Her session focused on **cultural intelligence and global collaboration**, examining how cultural context shapes leadership styles, communication norms, and decision-making processes. Drawing on international perspectives, delegates shared insights from their respective regions, highlighting variations in organisational expectations and leadership approaches. Dr. Jenkins emphasised 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 leadership 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 human-centred leadership. Group photographs marked the formal conclusion of the day, capturing a moment of collective reflection on the depth and scope of learning. The sessions reinforced the imperative for leaders to navigate technological advancement with discernment, uphold ethical responsibility, and engage with global complexity through informed, reflective, and accountable leadership practice.



DAY : 4

The **LAST DAY** of the **Youth Leadership Certification Sydney 2025** began with delegates arriving and settling into the venue, marking the final day of the program with a reflective yet purposeful atmosphere. The proceedings opened with an address by **Ms. Fibha Frameen, a community development professional, human rights specialist, and multicultural ambassador.** In her opening remarks, she framed leadership as a responsibility grounded in representation, unity, and long-term societal impact. She described leadership not as authority, but as voice, courage, and conscious action guided by empathy and resilience. Drawing from her experience in community advocacy, she emphasised the importance of remaining curious, committed to learning, and willing to lead with conviction even in the face of uncertainty. Her address highlighted leadership as a sustained commitment to shaping policies, advancing human rights, and responding to everyday challenges with compassion, collaboration, and moral clarity.



The opening segment continued with a keynote address by **Ms. Farah Yousaf, a certified life coach and founder of Circle of Care.** Her address centred on lived experience, reflecting on hardship, emotional struggle, and the lessons derived from pain and perseverance. She spoke about the centrality of human connection, compassion, and understanding in both personal growth and leadership development. Emphasising communication, dialogue, and awareness, she highlighted how shared experiences, advocacy, and community engagement can reduce isolation and empower individuals to move forward with confidence. Her message reinforced the idea that leadership is a continuous journey of rising beyond adversity, supporting others with care, and strengthening oneself through reflection, purpose, and resilience.



Leadership and Innovation in the Era of Artificial Intelligence

Following the keynote addresses, **Mr. Arif Anis**, a **British professional coach, motivational speaker, and leadership development expert**, was introduced as the trainer for the next session. He led an interactive dialogue centred on **leadership and innovation in the era of artificial intelligence**. Through energisers, real-time examples, and participant reflections, Mr. Anis examined the distinction between human leadership and algorithmic systems, addressing the growing dependence on technological tools and the risks of surrendering judgment to automated processes. Drawing from his professional practice and authorship of *Impossible*, grounded in the philosophy of “I’m Possible,” he encouraged delegates to retain critical thinking, emotional awareness, and ethical responsibility while engaging with emerging technologies. The session concluded with collaborative discussions and questions that challenged participants to examine their own relationship with technology and leadership decision-making.



The day progressed with the introduction of **Ms. Lauren Soderberg**, **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 growth, addressing how challenges can be approached with adaptability, shared understanding, and outcome-oriented thinking. She spoke extensively on mentorship, guidance, and the role of consistent reflection in personal development. Her discussion reinforced the value of **optimism, accountability, resilience, and disciplined effort**, particularly when confronting fear of failure or uncertainty. Participants were encouraged to cultivate environments where calculated risk-taking is accepted, learning is continuous, and growth is intentional. Group activities formed a central component of the session, enabling delegates to examine barriers, identify solutions, and reflect 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 learning 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 personal 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 values rather than transactional exchange.

Later in the afternoon, **Major General Tim Ford (Retired)**, Lead for the Peace and Security Pillar Team at the United Nations Association of Australia and former 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.



Delegate Project Presentations

The final academic segment of the day featured delegate project presentations, where selected participants showcased their work through structured presentations. Projects addressed themes such as automation-driven wastewater recovery systems, youth leadership frameworks, regional perspectives on leadership in the age of artificial intelligence, human-centred leadership development, and evolving learning patterns among Generation Z. These presentations reflected the analytical depth, creativity, and applied learning cultivated throughout the certification program.



Conclusion

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 participation and achievement, followed by group photographs marking the conclusion of the Youth Leadership Certification Sydney 2025. The final day encapsulated the program's emphasis on ethical leadership, purposeful action, and reflective practice, leaving delegates with a reinforced sense of responsibility and readiness to lead with clarity, conviction, and awareness.





DAY : 5

DAY 5 marked the conclusion of the **Youth Leadership Certification Sydney 2025**, beginning with 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 reinforced perspectives on leadership, responsibility, and purpose.

KEY *Takeaways*

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

- Recognising cognitive traps, algorithmic biases, and automation risks ensures leaders maintain accountability, integrity, and human-centred judgment in AI-driven environments.
- Articulating personal values and a clear sense of purpose strengthens confidence, informs decision-making, and fosters authentic influence within teams and communities.
- Engaging with challenges, reframing setbacks, and practising calculated risk-taking enables leaders to overcome fear, refine strategies, and sustain continuous growth.
- Embracing diverse perspectives, practising cultural humility, and integrating inclusive approaches 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 focused 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 leadership 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 empathy, 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.
-