

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS

CERTIFIED PROFESSIONALS



Janet D Huber
Director of Diversity and Inclusion
BOK Financial Corporation



Pamela Strawgate
Intercultural and DEI
Trainer/ Consultant/ Coach/
Facilitator
Development & Training
Solutions



Lorena Campano
Psychologist and Coach
Self employed



M. Awal Pascal Naatinmbah
Senior HR Officer-
Employee Relations &
Welfare
Gold Fields Ghana Limited



Sadaf Hatif
CEO
HRSG



Rana Imran
CEO & Managing Partner
ROI Pakistan



Dr Sadia Rajput
CEO & Trainer Director
The British School of
Excellence Pakistan



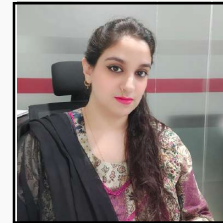
Afsheen Iftikhar
Director HR and
Business Leader
Stewart Pakistan Private
Limited



Saman Abbasi
Head of Learning and
Development & Chief
Diversity Officer
Soneri Bank Limited



Hufrih Shroff
Divisional Head -
Organization Effectiveness
National Bank of Pakistan



Sahar Al-Hosban
Unit Head Training &
Organizational
Development
FINCA Microfinance Bank



Muhkam Wali Khan
Head of HR
Aga Khan Agency for
Habitat



Beena Tauseef Shah
Head of Human Resources
Lucky Electric Power
Company Limited



Syeda Beenish
HR Business Partner
Bank AL Habib Limited



Jameela Majid
Lead Organizational
Development and DEI
Feroze1888 Mills Ltd.



Muhammad Waqas
Manager HRIS &
Compensation
Khushali Microfinance
Bank Limited



M. Talha Abbasi
Senior Manager -
People & Culture
HRSG



Syed Wasiq Ahmed
Lead HRSS
Midas Safety Pakistan



Anaum Janjua
Happiness Coach
Freelance



Noureen Zehra
Director Human Resources
Jinnah Sindh Medical
University



Aurangzeb Tanvir
CEO
Mindroomers-
Pakistan (Training
and Consultancy)



Basma Aftab
Venue Staff Pool Manager &
EDI Lead Pakistan
British Council



Sohail Durrani
Resources, Training and
Assets Director - Americas
Nielsen IQ



Sabeen Khalid
Heading Sustainable
Development
TOTAL PARCO PAKISTAN
LTD



Dr. Muhammad Saad Usmani
Divisional Head Learning
and Talent Management
United Bank Limited



Shabana Yousafzai
Dy General Manager
GHPL



Anita Ansari
People and Capability
Growth Partner
Sperton Consulting

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS

CERTIFIED PROFESSIONALS



Pamela Pita

Head HR
Newfield Consulting



Tracey Shissler

Implementation Director,
Global Programs
Jhpiego



**Doris Kruschitz-
Bestepe**

Executive Expert HR
Kapsch BusinessCom AG



Antonio Liu Yang

Co-Founder
Academy for Diversity &
Innovation



Anna Zelno

Business Partner at
intercultures
Co-Founder of the Academy for
Diversity & Innovation



Veronica Hernandez

Customer Relations
Intercultures - Academy for
Diversity & Innovation



Karl Stuart Craven

Director HR
Spiral HR Limited



Todd Brodie

Managing Consultant -
Global Talent Management
CAID Associates



Hibest Assefa

Sr Research and Compliance
Advisor, Data Science,
Learning and Impact
Jhpiego



Marcia V. Moreno

President
AmMore LLC



Pouvaarnee Muthee

Organizational Development/
HR Programs & Analytics
Canadian Museum of History



**Jimena Andino
Dorato**

Intercultural & DEI Consultant
and Coach
Edgenda



Julie Gouin

ICF Certified
Executive Coach
Impact Crescendo



Carrie Elrick

Owner/ Founder
Project Rescuers



Maura Di Mauro

Intercultural Trainer,
Consultant & Coach



Marta Cuni

Growth & Diversity Trainer
& Coach



**Verónica De la
Fuente Olguin**

Intercultural & DEI Consultant
Trainer and Coach
BE- Human / DVF Coaching &
Cultures



Tahmena Bokhari

Director, Equity,
Diversity, Inclusion
Smith School of Business



Kholah Malik

Dean of Academics &
Internationalisation
TMUC Pakistan



Saqib Shah

Unit Head Talent Management
HBL Microfinance Bank Ltd.



Saher Dharani

Manager for Diversity,
Inclusion & Culture
JS Bank Limited



Farzana Amin

Manager HR
Recruitment- AVP
HBL MicroFinance Bank



Habiba Sulman

Head Diversity & Inclusion &
Regional Head L&D
Faysal Bank Limited



**Khurram Shahzad
Khan**

Deputy Manager HR
GHPL



Adnan Saheed

Head of Training & OD
Ferozsons Laboratories Ltd.



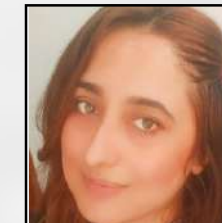
Ayesha Waseem

Senior Human Resource
Business Partner
Dawood Hercules Corporation
Limited



Noor Us Subbah

HR Manager
Vaival Technologies LLC



Zile Huma Ehsan

Chief Strategy &
Operating Officer
HR Junction Pvt. Ltd.



Junaid Jumani

Director HR
AGP Limited



Amber Sultana

Executive HR
PepsiCo Pakistan

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS

CERTIFIED PROFESSIONALS



Humera Ahmad

GM Talent
The Citizens Foundation



Asma Shah

Human Resource Specialist-
Diversity & Inclusion
CADTH



Rahim Kabani

National HR Manager
TricorBraun



Fatima Dossani

AM Talent & OD
Bank Alfalah



Saniha Jafri

Head of Learning &
Development
National Bank of Pakistan



Bisma Shaukat Khan

Deputy HR Officer T&D
MOL Pakistan Oil & Gas
Company B.V



Munib Faruqi

Assistant Manager -
Talent Team
EY Pakistan



Fizza Saeed

Deputy Manager HR
National Clearing Company
Pakistan Limited



Saman Chaudhry

Section Manager Talent
Acquisition & Training
FFBL



Wasiq Kalimi

Deputy Manager HR
Midas Safety Pakistan



Sarah Munawar

Lead Digitalization and
Organizational Excellence
Descon Engineering Limited




**Syed Safiullah
Afghan**

Manager L&D
Soneri Bank Limited



Janet D Huber

 **Director of Diversity and Inclusion
BOK Financial Corporation**

 **Tulsa, United States**



Academic Qualification

- Masters in Conflict Resolution

Professional Qualification

- GEDICP

Organizations Served

- BOK Financial Corporation
- Wells Fargo
- Wachovia
- AT&T

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Responsible Sourcing

Past Experience & Accomplishments

Janet is passionate about establishing relationships and collaborating to facilitate cross-cultural dialogue and establish inclusive environments. Her career journey has been a road well-traveled, serving in roles such as a Senior Human Resource Business Partner, Executive Coach, Arbitrator, Diversity Practitioner and Labor Negotiator. She has a passion for volunteering where I can make a difference. A few of her most passionate experiences have been serving on the Board of Directors for the YMCA, Board of Directors for Keep America Beautiful, Human Rights Commissioner for City of Winston Salem, and Commissioner for Boy Scouts of America.



Pamela Strawgate

 Intercultural and DEI Trainer/
Consultant/ Coach/ Facilitator
Development & Training Solutions

 Vincennes, France



Academic Qualification

- BA Sociology

Professional Qualifications

- DICP
- HR Metrics / SFU
- DEI in the Workplace
- Aperian
- IBI

Organizations Served

- PS Coaching
- SKEMA Business School
- ESCP Europe
- TerraFemina.com
- The William Penn School
- French Wine Explorers
- Sodexo

Key Competencies

- Vision, Strategy and Business Impact
- DEI Communications
- DEI Learning and Development

Past Experience & Accomplishments

After many years' doing volunteer work around women's empowerment, she chose to formalize her training and enlarge her efforts to work with people and organizations on greater social justice and equity.



Lorena Campano

 **Psychologist and Coach**
Self employed

 **Dublin, Ireland**



Academic Qualification

- Master Degree

Professional Qualifications

- Psychology degree
- Coach Certified
- MSc HR

Organizations Served

- Consulting companies in Chile
- Cristalerías de Chile S.A
- Codelco Chile

Key Competencies


- DEI Structure and Implementation
- Recruitment
- Job Design, Classification, and Compensation

Past Experience & Accomplishments

Psychologist and coach, member of the Psychological Society of Ireland, with more than 12 years of experience focusing my career in the areas of consultancy and HR, and as a professional and life coach. Previous experience as HR Coordinator and Analyst in the areas of organizational development, selection and recruitment, job descriptions and organizational structure. HR consulting projects in variety of companies and topics. Professional and personal coaching to variety of professions, roles, backgrounds and nationalities.



Mohammed Awal Pascal Naatinmbah

 **Senior HR Officer - Employee Relations & Welfare**
Gold Fields Ghana Limited

 **Tarkwa, Ghana**



Academic Qualification

- MBA

Professional Qualifications

- CHRM
- CDEIP
- CHRMP

Organizations Served

- Allterrain Services
- Gladys Catering Services

Key Competencies

- Leadership and Accountability
- Recruitment
- Work-Life Integration, Flexibility, and Benefits
- DEI Communications
- DEI Learning and Development

Past Experience & Accomplishments

He's an experienced, credible and reliable HR Practitioner with both technical and behavioral competencies. Excellent leadership and managerial skills, good team builder and player. He also has the ability to easily transcend cultural differences with a global mindset. He's very committed in maintaining peace, integrity, high performance culture and high level of operational excellence by always adding value in order to achieve HR & Organizational objectives.



Sadaf Hatif

 **CEO**
HRSG

 **Karachi, Pakistan**



Academic Qualification

- Graduation

Professional Qualification

- SHRM-SCP

Organizations Served

- Transworld Limited
- Telecard Private Limited
- R-Lintas Private Limited
- HRSG

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- Work-Life Integration, Flexibility, and Benefits
- DEI Communications


Past Experience & Accomplishments

With over decades of experience, As an HR & Management Professional heading one of the leading HR outsourcing companies in Pakistan. Sadaf is a graduate from Karachi University, prior to joining HRSG she worked for Lowe & Rauf, Telecard and Transworld Private Limited. She explored her talent not only in Human Resources but also in Management. During the course of her career, she continuously upgraded her knowledge & education and is the recipient of many certifications in HR and business management from Cornell. She is a SHRM – SCP and certified director from Pakistan Institute of Corporate Governance (PICG). She initiated the Harassment Committee in my organization to lead as example for the empowerment and provision of safe place for women at all levels. She is also the Lead for Diversity & Inclusion. She leads organization, with focus on enabling diversity and team building. Currently Sadaf is managing a portfolio 47000+ employees for over 350 clients across Pakistan and beyond. She has a passion for travelling as she believe her learning comes from the exposure of diverse cultures, people and lifestyles. Her mantra in life is if you can dream it; you can do it.



Rana Imran

 **CEO & Managing Partner**
ROI Pakistan

 **Lahore, Pakistan**



Academic Qualification

- MPA (HR)

Professional Qualifications

- Certified GDIB
- ROI Professional Certified Trainer (IFC World Bank)
- Hogan Certified

Organizations Served

- Motorola Inc
- Nokia Siemens Networks
- NewNet communication Technologies
- Samsons Group of companies

Key Competencies

- Leadership and Accountability
- DEI Structure and Implementation
- Advancement and Retention

Past Experience & Accomplishments

HR & OD professional with 16+ years demonstrated working experience of working in leadership roles in the FMCG & Telecom industry in the Pakistan and Middle East Region in Multinational companies. Having expertise in corporate & individual goal alignment, Organizational Culture, Employer Branding, Employee Engagement, Employee Relations, Performance Management, Succession & Talent Management, Capability Development, Organization Design and Development of Business Transformation Strategy.



Dr Sadia Rajput

 **CEO & Trainer Director**
The British School of Excellence
Pakistan

 **Karachi, Pakistan**



Academic Qualifications

- MBBS
- MRCPCH UK
- PhD student (Human Resources on inclusive mindset intervention in organisations)

Professional Qualification

- GDEIB Certified Practitioner and consultant

Organizations Served

- Trainings at Cadet College Petaro
- Mari Petroleun (Trainings)
- AKUH- Pediatric department
- Southampton Hospital UK
- Children Hospital Lahore

Key Competencies

- Vision, Strategy and Business Impact
- Work-Life Integration, Flexibility, and Benefits
- Assessment Measurement and Research
- DEI Communications
- DEI Learning and Development

Past Experience & Accomplishments

She is an etiquette entrepreneur and a mindset Disruptor, past 15 years of experience in Pediatrics and have special interest in neuroscience and neuroplasticity. Dr. Sadia is currently doing PhD in Human Resources on inclusive mindset intervention and business outcomes in organisations.



Afsheen Iftikhar

 **Director HR and Business Leader**
Stewart Pakistan Private Limited

 **Lahore Pakistan**



Academic Qualifications

- ICS Wise College
- Bachelor's in computer sciences from PAK AIMS
- MBA HR from PAK AIMS

Professional Qualifications

- Six Sigma White Belt from C.S.S.C
- GDIB from HR Metrics

Organizations Served

- Stewart Pakistan Private Limited
- AOS Limited
- Systems Limited
- International Turnkey Systems (Huawei)
- Softech Systems Pvt. Ltd.

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Advancement and Retention

Past Experience & Accomplishments

Afsheen is a seasoned HR leader offering 18+ years of HR management experience and a background of repeated victory in building successful HR departments from the ground up. She has a history of transforming disorganized organizations into cost-efficient strategic entities. Also, a certified professional in the "Diversity and Inclusion" field and an active member of the American Business Council. Her strong cross-industry upbringing supports diverse workforces of thousands of employees across multiple locations. Her talent for developing and delivering policies and training at all levels including management coaching, emerging a diverse/ adaptable culture for different communities, and building strong pillars of leadership for the future of any organization is always appreciated by the companies she served at. She knows how to engage and develop people to perform at an optimum level.



Saman Abbasi

 **Head of Learning and Development & Chief Diversity Officer
Soneri Bank Limited**

 **Karachi, Pakistan**



Academic Qualification

- MBA (Finance & MIS)

Professional Qualifications

- SHRM-SCP
- DICP

Organizations Served

- Philips Electrical Industries of Pakistan
- MCB Bank
- Faysal Bank Limited
- Standard Chartered Bank
- Soneri Bank Limited

Key Competencies

- Vision, Strategy and Business Impact
- DEI Structure and Implementation
- DEI Learning and Development

Past Experience & Accomplishments

Saman's first job was in HR with Philips. But since her qualification was in Business, she joined MCB as trainee officer and was posted in Corporate Banking where she worked for 2 years and realized that banking can be learnt best by working in frontline. She then joined Faysal Bank as RM and gained a lot of experience in frontline retail banking. She also worked in corporate communications there and started conducting trainings for the bank staff and also for IBP as well. Later, Saman was offered a role with the Learning team at Standard Chartered where she worked for 9 years. During her stay there, she was certified as an Advanced Level facilitator and as Master Trainer for various Leadership programs by SCB UAE and Malaysia. When Saman joined Soneri Bank, there was a lot of opportunity to take up new initiatives and develop a Learning culture. She developed a team, introduced BM certification, line trainer ToT programs with an honorarium structure for trainers, launched LMS and e-learning modules. Currently, she is also looking after the DEI portfolio of the bank alongside Learning and Development. Parvaaz, an amazing Women Development and Sponsorship program was recently launched by Saman and she is also working in collaboration with ConnectHear for inclusion on PwDs.



Hufrish Shroff

 **Divisional Head - Organization Effectiveness**
National Bank of Pakistan

 **Karachi, Pakistan**



Academic Qualification

- Bachelors

Professional Qualification

Organizations Served

- MCB Bank Limited
- Citibank Pakistan
- Standard Chartered Bank Pakistan
- Soneri Bank Limited
- National Bank of Pakistan

Key Competencies

- Leadership and Accountability
- Recruitment
- Work-Life Integration, Flexibility, and Benefits
- DEI Communications
- Responsible Sourcing

Past Experience & Accomplishments

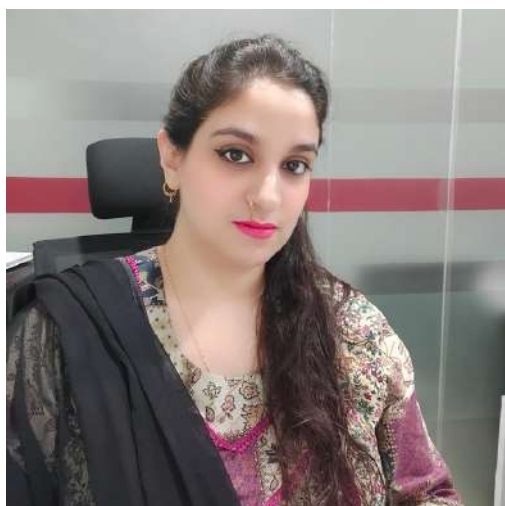
Hufrish Shroff is an experienced human resource professional with more than 23 years' experience in the banking industry, leading various functions of the Human Resource Management. Hufrish specializes in the field of Performance Management, Recruitment, Organization Development, Employee Engagement as well as Compensation and Rewards. Currently working as Divisional Head, Organizational Effectiveness at National Bank of Pakistan, her work is adept at implementing programs that enhance the bank's overall strategy. Prior to this, she has managed essential HR functions at Soneri Bank, Standard Chartered Bank, Citibank and MCB.



Sahar Al-Hosban

 **Unit Head Training & Organizational Development**
FINCA Microfinance Bank

 **Lahore, Pakistan**



Academic Qualification

- MSC in Economics

Professional Qualifications

- D&I Certified Practitioner
- Certified Job Evaluator on Mercer's IPE Job evaluation Methodology
- Certified Anti Gender Harassment Trainer

Organizations Served

- PHDEB
- ALM HR & Outsourcing Pvt. Ltd
- Al Noor Group KSA
- FINCA Microfinance Bank

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Advancement and Retention
- Job Design, Classification, and Compensation

Past Experience & Accomplishments

Sahar Al-Hosban is a strategic and Operational Human resource specialist with over 14 years of functional, diverse and challenging business experience in various industries; in Pakistan and abroad. A Certified Job Evaluator on Mercer's IPE Job evaluation Methodology, she has played key roles in management teams and as change agent with strong record of success in designing organizational structures, enhancing organizational capability and development. She has a proven record of successfully developing, redesigning and implementing HR policies and procedures, Re-engineering of processes through automation and meeting challenges through innovations, efficient Manpower planning, talent & performance management. Sahar has MSc in Economics, she is a corporate trainer specializing in Creating dignified work place environment, Anti-gender harassment trainings, Sensitization programs on Interacting and accommodating PWD's and has served as faculty member for MBA-HR and MHRM executive Programs, while serving the corporate sector and undertaking business process reengineering projects of renowned companies. She is currently working as Unit Head Training & Organizational Development in FINCA Microfinance Bank, where she is also leading the internal communications, cultural issues of FINCA Pakistan and the FINCA Impact Finance Global Agenda of Diversity, Inclusion and Belonging for all the subsidiaries.



Muhkam Wali Khan

 **Head of HR**
Aga Khan Agency for Habitat

 **Islamabad, Pakistan**



Academic Qualification

- MBA

Professional Qualification

- MBA

Organizations Served

- Aga Khan Agency for Habitat
- Aga Khan Planning and Building Service, Pakistan

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Recruitment
- Job Design, Classification, and Compensation

Past Experience & Accomplishments

Muhkam is a SHRM-certified HR professional with over 15 years of experience in HR management for large companies and high-growth start-ups, including multi-state operations. He has a successful track record of developing HR strategies, setting organizational policies, revamping performance management systems, leading the process of conducting compensation surveys, job analysis, job evaluation and developing compensation structure, and conducting engagement and HR stakeholders' surveys. The implementation of the above interventions in his current organization showed a significant improvement (10% to 50%) in the last few years. This improvement was revealed by a survey conducted through a third party-McLean and Company-a well-known HR research firm based in Canada



Beena Tauseef Shah

 **Head of Human Resources**
Lucky Electric Power Company
Limited

 **Karachi, Pakistan**



Academic Qualification

- MBA (HR & MKT)

Professional Qualifications

- Certified Diversity, Equity, Inclusion Practitioner
- Human Capital Management Analytics Qualified

Organizations Served

- Pakistan Cables Limited
- International Industries Limited
- Dawood Hercules Corporation Limited
- Atlas Asset Management Limited
- UBL Funds Managers Limited

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Recruitment
- Advancement and Retention

Past Experience & Accomplishments

Human Resources Leader with 18+ years of experience within the HR function across diversified industries; Manufacturing, Energy, Holding Company structure, Financial Institutions and Academia. An MPA in HR, Certified Diversity, Equity & Inclusion Practitioner and Human Capital Management Analytics Qualified, my expertise include leadership development, diversity and inclusion, employee engagement, performance management and cultural transformation. My background, experience and skills give me the grounding to drive change in various organizations, strengthening the people first culture across the board. Partnering with Senior leaders to champion Diversity, inclusion and employee engagement is my passion. Specialized in developing robust strategic D&I framework as per business needs for targeted interventions on Diversity hiring, talent acquisition diversity metrics, women development, empowerment and engagement resulting in increased female representation and high engagement levels. Highly driven with an ambition and sense of purpose to embed an inclusive workplace that enables diversity of thought to create new solutions and fosters innovation.



Syeda Beenish

 **HR Business Partner**
Bank AL Habib Limited

 **Karachi, Pakistan**

HR Business Partner

Past Experience & Accomplishments

Beenish is a Learning & Development enthusiast with over 15 years of experience in the Training fraternity. Beenish has worked in various training & consulting companies, business schools including Karachi School of Business & Leadership- Executive Education, and is currently working as Senior Manager-Learning & Development in Bank AL Habib Limited. Intrinsically energized, Beenish loves to take challenges where skills and behavioral development is a prime mandate. She possesses strong analytical skills of assessing people's and organizational development needs; and designs interventions to address development gaps in the workforce. She proactively collaborates with stakeholders, creatively develops and implements programs to improve the productivity of the organization. She believes that the training function must work closely with the entire organization in order to achieve the desired outcome. Capitalizing on her business acumen, critical evaluation, and consulting skills, she has developed numerous customized and open enrolment leadership programs for mid to senior-level executives. Beenish also conducts people skills courses such as Business Communication, Interpersonal Skills, Customer Service, Conflict Handling, and Emotional Intelligence.



Academic Qualification

- MBA (HR)

Professional Qualification

- SHRM-CP
- GDEIB

Organizations Served


- Transworld Limited
- Telecard Private Limited
- R-Lintas Private Limited
- HRSG

Key Competencies

- Recruitment
- Advancement and Retention
- Job Design, Classification, and Compensation
- DEI Learning and Development



Jamila Majid

 **Lead Organizational Development and DEI**
Feroze1888 Mills Ltd.

 **Karachi, Pakistan**



Academic Qualification

Professional Qualification

- MBA-HR

Organization Served

- Feroze1888 Mills Ltd.

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Recruitment
- Advancement and Retention

Past Experience & Accomplishments

Jamila Majid is a learner, achiever with an innate ability to add value in whatever she does. Having a profound HR experience of 8 years, MBA Qualification and multiple certifications, she possesses a proven career record of devising Talent and HR Strategies, Talent Acquisition, Performance Management, Learning & Development and Data Analytics. She has successfully partnered with multiple business units to cater their HR needs and aligning them with Organization's growth and vision. She has been affiliated with Feroze1888 Mills Ltd as a Business Partner and is currently serving there as Lead Organizational Development and Diversity. She recently launched a D&I program to induct batches of differently abled persons and learned sign language for this purpose. She profoundly believes in target-based goal settings and thus have determined company's 2025 D&I vision and is currently working on achieving the bigger picture through actionable plans. She is experienced in conducting Employee Engagement Surveys and implementing successful interventions, devising corporate communication strategies, and working on EVP. As a professional, she practices honesty, determination, thoroughness, and empathy for the people while being considerate for the Organization and its development. When not at work, she enjoys reading non-fiction, loves being creative with a brush & canvas and learn about economy and financial markets.



Muhammad Waqas

 **Manager HRIS & Compensation**
Khushhali Microfinance Bank
Limited

 **Islamabad, Pakistan**

Academic Qualification

- MBA

Professional Qualification

- ACMA

Organization Served

- Khushhali Microfinance Bank Limited

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Work-Life Integration, Flexibility, and Benefits
- DEI Learning and Development

Past Experience & Accomplishments

Muhammad Waqas, an HR Professional with 15 years of multiple role experience in HR Department. Bringing the diversity changes in the organization after obtaining the 'Certified Professional' badge in diversity & inclusion. Having experience in managing HR Services and strategy in the microfinance banking industry. In his existing role, he added value to the country-wide Core Banking Software Project and also successfully implemented the Oracle HCM System as Project Lead. Waqas shares strategic input in Manpower planning and Budgeting by aligning it with business strategy and organizational affordability. He designed and implemented different reward programs and aligned organization pay practices with market leaders. He also manages the HR Audits and regulatory compliances alongside other responsibilities. He believes in continuous learning & self-development as one of the major factors for growth & progress.



Muhammad Talha Abbasi

 **Senior Manager - People & Culture**
HRSG

 **Karachi, Pakistan**

Academic Qualification

- MBA

Professional Qualification

Organizations Served

- Foodpanda
- Unilever
- Ideas by Gul Ahmed

Key Competencies

- Recruitment
- Advancement and Retention
- Job Design, Classification, and Compensation
- DEI Communications
- DEI Learning and Development

Past Experience & Accomplishments

A Gold Medalist from IBA and an experienced HR professional having more than 8 years of well-rounded experience in talent management, learning & organization development, performance management, business partnering & HR operations. Someone who understands the needs of the organization and its people and always try and create a balance between the two through a collaborative and consultative approach. A good listener, a friendly face, a person you can confide in and a peace lover with a funny bone. You will always find Talha smiling even when life throws a curveball, that's his superpower.



Syed Wasim Ahmed Kalimi

 **Lead HRSS**
Midas Safety Pakistan

 **Karachi, Pakistan**

Academic Qualification

- MBA HR

Professional Qualification

- DICP & HRBP Certification from AIHR

Organizations Served

- Midas Safety Pakistan
- Taj Corporation
- HRSG Outsourcing
- Burque Corporation
- Dunkin Donuts

Key Competencies

- DEI Structure and Implementation
- Recruitment
- Job Design, Classification, and Compensation
- Work-Life Integration, Flexibility, and Benefits
- DEI Learning and Development

Past Experience & Accomplishments

HR Professional having 10 years of experience in a number of diversified national & multinational companies with well rounded experience in Compensation & Benefits, Policy Making, HR Analytics, HR Operations, Performance Management, HR Business Partnering. An enthusiastic learner who loves exploring & implementing the best market practices and prefers to work in a challenging & professional environment.



Anaum Janjua

 **Happiness Coach
Freelance**

 **Karachi, Pakistan**



Academic Qualifications

- BBA Hons Marketing
- MBA HR

Professional Qualifications

- SHRM-SCP
- DICP
- Certified Happiness Coach
- HR Analytics Qualified

Organizations Served

- Team Reactivate Pvt Ltd
- GreenO Corporation Pvt Ltd
- PACRA
- Microchip Enterprise Pvt Ltd
- Coca-Cola

Key Competencies

- Recruitment
- Work-Life Integration, Flexibility, and Benefits
- DEI Communications
- Marketing and Customer Service

Past Experience & Accomplishments

An HR Generalist, Happiness Advocate and DEI Champion who joined HR to focus on maximizing potential of internal customers to drive business results. She has worked with FMCG, Construction Industry, Financial Sector, Restaurant Industry and Digital Marketing with her most notable work in measuring employee Happiness Levels and now striving towards working on the Invisible Disabilities that hamper Organizational growth. Inspired by the concept of sustainable business she has started her venture named Merch for Cause that aims to create awareness about invisible disabilities and is currently teaching DEI at IoBM.



Noureen Zehra

 **Director Human Resources**
Jinnah Sindh Medical University

 **Karachi, Pakistan**



Academic Qualification

- MHRM

Professional Qualification

- DCP

Organizations Served

- Jinnah Sindh Medical University
- TAFF
- Chapal Group
- Well Tech Group L.L.C. (UAE)
- Sea trade Group

Key Competencies

- Leadership and Accountability
- DEI Structure and Implementation
- Recruitment
- Work-Life Integration, Flexibility, and Benefits
- DEI Learning and Development

Past Experience & Accomplishments

Noureen is an articulate Strategic Human Resource Professional with an apt experience in educational sector, NGO's, Construction Sector and General Maintenance and logistics. She successfully lead and drive a range of people and transformed them in true asset for organisations.



Aurangzeb Tanvir Soharwardi



CEO

Mindgroomers– Pakistan (Training and Consultantancy)



Lahore, Pakistan



Academic Qualifications

- MS Business Administration
- MS Entrepreneurship
- SME Management

Professional Qualifications

- D&I
- Leadership Development
- Public Management

Organizations Served

- Public and private sector companies
- Mindgroomers

Key Competencies

- Leadership and Navigation
- Ethical practices
- Training and Development

Past Experience & Accomplishments

Aurangzeb Tanvir Soharwardi, a USAID/ GOP/ LUMS certification qualified senior HRM and performance management consultant. USAID Certified Training Professional, having performed multidimensional tasks related to Projects, Human Capital development, Training management and Research in Government organisations and SMEs. Has been associated with Leading universities. Participated in national and international seminars/ discussion groups on developing HR. Public policy and new public management specialization as public sector expert. He possesses over 25 years of Public/ Pvt sector/ Industry experience in HR management, Project monitoring and evaluation, Communication strategy, performance Management and organizational development thereby designing and implementing training programs in Prestigious organizations of Pakistan. Remained USAID Power projects training coordinator. Has been lead trainer/ Training consultant government of Punjab for (TEVTA) and a consultant with SMEDA. Has 14 years of experience in Teaching Human Resource Development, performance management and leadership dev programs, Communication strategy, in leading universities, conducting seminars, research projects, training workshops. Also has the opportunity to be Lead Business article writer- The nation & The News, DAWN, Business recorder, Pakistan today. Research articles on technology and employee performance in SMEs and Large companies. He has another feather in his cap of achievements to provide consultancy and trainings to numerous national and international level organisations.



Basma Aftab

 **Venue Staff Pool Manager & EDI Lead Pakistan**
British Council

 **Islamabad, Pakistan**



Academic Qualification

- MBA HR

Professional Qualification

- DEI certified Trainer

Organization Served

- British Council Pakistan

Key Competencies


- Leadership and Accountability
- DEI Structure and Implementation
- DEI Learning and Development

Past Experience & Accomplishments

Basma is Diversity and Inclusion Certified Practitioner. She has been working in British Council Pakistan from last 7 years as Resourcing Pool Manager and managing 13 cities with 1200 resources in Pakistan exams team. She Equality Diversity Lead for Pakistan from last 5 years in British Council and Co-Chair Global Anti-Racism Challenge group in same organization. She is Accredited Diversity Facilitator in British Council.



Sohail Durrani

 **Resources, Training and Assets**
Director - Americas
Nielsen IQ

 **Chicago, United States of America**



Academic Qualification

- MBA

Professional Qualifications

- SPHR
- SHRM-SCP
- EFQM
- CKPIP
- CMC

Organization Served

- Nielsen IQ

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Job Design, Classification, and Compensation
- DEI Learning and Development

Past Experience & Accomplishments

Sohail is a seasoned People Leader focused on creating competitive advantage for businesses. His passion is to make people and companies successful through strategizing digital transformations, enabling major culture change initiatives and creating innovative people practices. Sohail has a wide breadth of corporate leadership experience that he has accumulated over a period of 20 years with leading national & multinational companies in the MESA (Middle East & South Asia) region primarily into businesses like market research, retail technology, dot-com and internet. Sohail feels that in today's VUCA times, HR should drive a culture that creates and sustains micro-competitive advantages for the business and provide tools that support more inclusive and objective decision making.



Sabeen Khalid

 **Heading Sustainable Development**
TOTAL PARCO PAKISTAN LTD

 **Lahore, Pakistan**



Academic Qualification

- MBA (Marketing+Management)

Professional Qualifications

- HR diploma
- GDIB certified
- Crisis Communication from Edelman
- Project Management from PMI

Organizations Served

- TOTAL PARCO PAKISTAN
- Telus Advertising
- Aptech Computer Education
- Matrix Solutions

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- Advancement and Retention
- Connecting DEI and Sustainability
- Community, Government Relations and Philanthropy

Past Experience & Accomplishments

22 years of experience in Corporate Human Resources , Communications, Sustainable Development , Stakeholder Management ,Change Management through Global and Local Projects that has revolved a confident strategist in times of challenges & Change within who can not only manage internal stakeholders concerns but external stakeholders i.e. Authorities , Business & Communities as an enforcer of Corporate values. Has a pronounced proficiency for Mergers and Acquisitions , people management while linking Strategies to SDG's through right professional associations with authorities, organizations, consultancies, consulates, embassies, ministries , NGO's and employee federations. Believes in Operational excellence by Leadership development , Women empowerment - Diversity and Inclusion.



Dr. Mohammad Saad Usmani

 **Divisional Head Learning and Talent Management
United Bank Limited**

 **Karachi, Pakistan**



Academic Qualification

- Ph.D.

Professional Qualifications

- SHRM - SCP
- MCIPD

Organizations Served

- Sui Southern Gas
- Temasek Holdings - NIB Bank
- Hutchison Port Holdings - KICTL
- Hilton Pharma
- Philips Electronics

Key Competencies

- Vision, Strategy and Business Impact
- Leadership and Accountability
- DEI Structure and Implementation
- Recruitment
- Advancement and Retention

Past Experience & Accomplishments

An accredited Senior HR leader having more than 27 years of HR experience in various leadership roles while working with both manufacturing and service industries. Muhammad Saad experience is a unique blend of Strategic HR practice, consultancy, talent management and development, succession planning, and C&B. His working experience with the regional and global HR teams enabled me to deploy regional and global initiatives with excellence at respective national organizations operating in Pakistan while reporting to the CEO. He has led various projects of strategic nature starting from the development and deployment of organizational vision, mission and values framework, corporate objective setting, carving out the leadership competencies, talent review discussions, development and deployment of HR policy manual etc. Functional areas that he has a knack upon are OD, talent identification, talent management and development, diagnostics for gap identification, quality audits, rewards benchmarking and alignment, T&D, succession planning, performance management, benefits administration and IR. In addition to his experience and personal qualities, he has a solid educational foundation and passion for organizational improvement. He always feels enthusiastic when challenged with time bounded measurable targets to improve upon organizational performance through employees and continuous improvement initiatives. Muhammad Saad served the society and my country by sharing experiences as a trainer and visiting faculty at various universities. He feels proud to share that I have left a legacy with my previous employers.



Shabana Yousafzai

 Dy General Manager
GHPL

 Islamabad, Pakistan



Academic Qualification

- MBA

Professional Qualification

- MBA

Organizations Served

- DHA
- ISGS
- GHPL

Key Competencies

- Leadership and Accountability
- Recruitment
- DEI Learning and Development


Past Experience & Accomplishments

She has multidisciplinary experience in the field of HR and procurement and CSR.



Anita Ansari

 **People and Capability Growth Partner**
Sperton Consulting

 **Karachi, Pakistan**



Academic Qualification

- Masters in Business Administration (HRM)

Professional Qualification

- SHRM-CP

Organizations Served

- USAID - Chemonics
- Aga Khan University Hospital
- Khaadi SMC Pvt. Ltd
- Sperton Consulting

Key Competencies

- Vision, Strategy and Business Impact
- DEI Structure and Implementation
- DEI Learning and Development

Past Experience & Accomplishments

Anita Ansari is a seasoned Human Resource professional with an in-depth experience in the customer service sector of Pakistan. She has successfully delivered highly engaging, customer-focused, and result-oriented learning programs for over 7 years. Additionally, she has worked on long-term developmental interventions such as learning journeys for target audiences that focus on change and skill development. Over the years, Anita has also worked on organizational change projects and is presently engaged in enhancing her experience as a change agent by working closely with multi-cultural teams and understanding the complexities of topics such as Diversity, Equity, and Inclusion in a global context. Deeply passionate about HR, she is currently working as a People & Capability Growth Partner with Sperton Consulting, where she is involved in all aspects of HR Business Partnering with clients across Europe and Asia.