



SHRM CERTIFIED DIRECTORY



DR. SITWAT HUSAIN
Group Head
Human Resources
Habib Bank AG Zurich



UMER RAZA BHUTTA
CEO
Abundance Business
and Consulting



NADIA AKBAR HUDA
Director- Human Resources
Vital Pakistan Trust



KHALID MEHMUD NASIR
Group General Manager
Human Resources
Master Group of Industries



JUNAID JUMANI
CHRO
AGP Limited



BAKAR AHMED
Head of HR
EXIM Bank of Pakistan



SAMIA QAMAR
Director, People
S&P Global



TEHMINA KANCHWALA
Head of HR
Sana Safinaz
Private Limited



HASHIM ALI KHAN
Director Administration
Defence Housing
Authority



MUHAMMAD SIDDIQUE
Director Administration
& Coordination
DHA Karachi



RASHED AMIN
Organisation & System
Development Manager
ABANA Enterprises



SYED FARHAT ALI BOKHARI
Assistant Vice President
Abacus



ARZOO MAHMOOD ALAM
Head HR Relationship
Management
Habib Metropolitan Bank



TAHA ABBASI
Group HR Learning and
Talent Specialist
Habib Bank AG Zurich



FAROOQ AHMAD RANDHAWA
Additional Director
(HR & Administration)
Punjab Healthcare Commission



SHAHMA ZAHID
HR Consultant
SSGC



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



AURANGZEB ALAM
Executive-Human Resource
Fauji Fertilizer Company
Limited (FFC)



KHAWAJA ASIF MUSHTAQ
Director Operations & HR
Agility Business
Services



SAMEER AMJAD
Sr. Manager HR
Master Tiles & Ceramic
Industries Limited



ZULFIQAR ALI
Unit Manager
(Organisation Management)
Fauji Fertilizer Bin Qasim Ltd.



ALI MUSTAFA
Manager Welfare
Bulleh Shah Packaging
(Pvt.) Ltd



MUHAMMAD ATIF
HR Lead Onboarding &
KE Master Trainer
K-Electric



SYED TAHA AMJAD
Manager Talent & OD
Multinet Pakistan
Private Limited



BISMA SHAUKAT KHAN
Deputy HR Officer - T&D
MOL Pakistan Oil & Gas Co. B.V.



SHRM CERTIFIED DIRECTORY



MIR USAMA MAZHAR

Senior Human Resources Officer
Pakistan Petroleum Ltd.



NOUMAN ALI

Manager People & Culture (HR)
IR Pakistan



OSAMA ADIL

Sr. Human Resource Business Partner
Zameen.com



SAQLAIN SHER

Regional HR Head
PTCL



FIZZA SAEED

Senior Manager - HRBP Tech
Bank AL Habib Limited



ANITA ANSARI

People & Capability Growth Partner
Spertron Consulting



RANA M. IDREES

Deputy General Manager Logistics
Pakistan State Oil Company Ltd.



AHMED SAEED KHAN

HR Manager
Hydorchina International



SUBAYYAL AHMED KHAN

Deputy Manage HR
Dollar Industries (Pvt.) Ltd



MUHAMMAD ASIF

Head of HR & Administration
ABL Funds



MUNIB FARUQI

HRBP Operations
Gaditek



MOHAMMAD SALMAN DALIA

Manager HR & Finance
SABIC



M. RIZWAN SHAHID SIDDIQUI

Head of HR - Business Functions & Head Employee Relations
Faysal Bank Limited



SAMEER SALEEM DAMANI

Manager Rewards and HR Shared Services
HR Department, Beltexco Limited Group, Pakistan



USMAN AHMED KHAN

Learning Manager Lahore/
Vice President
National Bank of Pakistan



SAAD ULLAH KHAN

Associate Manager
IFFCO Pakistan Private Limited



UMAIR BIN ZAFAR

HR Business Partner
Telenor



ABDULLAH SAEED

Business Growth Partner-
Business Operations
PTCL



AMIN ANWER ALI

Head - Rewards, HR Operations & Governance
HabibMetro Bank



RAFEA AHMED

Senior Management Executive-HR
PPAF



SANNA FAKHER

Human Resources Lead
Insights Driven
Research



IKRAM UL HAQ

Deputy Manager HR
Fauji Fertilizer Company Limited



FIZZA ATHER

Assistant Executive Human Resources
Fauji Fertilizer Company Ltd.



ANAUM JANJUA

Happiness Coach
Freelance



FATIMA DOSSANI

Assistant Manager - DEI
Bank Alfalah



SHRM CERTIFIED DIRECTORY



AURANGZEB AHMED KHAN

Senior Manager HR & Admin
Pepsi



FURRUKH ISMAIL

Head Recruitment
and OD
Dubai Islamic Bank Pakistan



SADAF HATIF

CEO
HRSG



KAMRAN MUSTAFA SIDDIQUI

CHRO
FINCA Microfinance Bank



VALENCIA PINTO

General Manager's Assistant
Amazon



KAIFEE SIDDIQUI

Chief Executive officer
IGI Financial
Services Institute



SABIR MUMTAZ

Head OD and RM
Askari Bank Limited



MUHKAM WALI KHAN

Head HR
AKDN Pakistan



SALEHA MAJID

Manager IMS & Trainings
The SEARLE Company Ltd.



M. SHEHARYAR IQBAL

Senior HR Relationship
Manager
Habib Bank Limited



KASHIF HALIM RAJPOOT

Director People and Culture
Paymob



KHALID SIRAJ

Founder and Facilitator
Connect Consulting



HABIBA SULMAN

SVP- Head of Diversity
& Inclusion
Regional Head Learning
Faysal Bank Limited



SALMAN HAKKANI

HR Manager
Century Insurance
Company Limited



FATIMA CHISHTI

HR Business Partner
Samsung Pakistan &
Afghanistan



DR ROMANA AZAZ

Corporate Human Resource
Business Partner
Zuellig Pharma



MARYLOU TANYA D'MELLO

Lead HR
Dawaai Pvt. Limited



FAIZA QURESHI

Group Head of People
& Culture
HRSG



SIDRAH NAGI

Assistant Manager
Recruitment
KUZA Ventures



KAMRAN HUSSAIN

Employee Relations Officer
NAKILAT



AMINA SHEIKH

Senior Officer -
Organizational Development
Bank Al Habib Limited



SYEDA FIZZA BATOOL

Head of Corporate
(Business Operations,
Sales and Development)
Interwood Mobel Pvt. Ltd.



SANA KARIM

Country Human
Resources Manager
DSV - Global Transport
and Logistics



MADIHA KHALID

Talent & Organizational
Manager NAMETRUB,
Unilever Global



SYEDA BEENISH

Senior HRBP- Tech Teams
Bank AL Habib Limited



SHRM CERTIFIED DIRECTORY



NAEEM LODHI

Dy. Manager HR & Admin
Punjab Energy
Holding Company



**MUHAMMAD
ADNAN AMIN**

Head of Talent Management
Silk Bank Limited



ASMA SETHI

HR Business Partner
Descon



FEROZE PARVEEZ

Unit Head Talent
Habib Metropolitan Bank



**MUHAMMAD
FAHEEM**

HR Officer
Freelance



FAROOQ BILAL

Deputy Director HR
Defence Housing Authority
(DHA) Karachi



**SHAMSHER
FAROOQ**

Head of ER and Sr. HRBP
Supply Chain
Unilever Pakistan



JOVARIA CHAUDHRY

Head of Health
Environment & Quality
Pakistan Oxygen Limited



**QURAT UL AIN
ARSALAN**

HR Manager
Feroze 1888 Mills



RIMSHA KHAN

Lead- HRBP
Trella



NIMRA SALEEM

Learning Advisor
GlaxoSmithKline Pakistan
Limited



SOHAIL RIZVI

Country Director
IAPPD Global



RABIA AFSHEEN

Group Head HR
Pharmagen Limited



SARIA ZAHEER

General Manager Culture
and People Excellence
ECS Retail



**MUHAMMAD
HASEEB**

HR Consultant
ALGO



MUBASHIR AHMAD

People Operations Specialist
Arbisoft



MUDASSAR MUNIR

Unit Head E-Learning
Allied Bank Limited



**MUHAMMAD
FAISAL QURESHI**

Vice President / Unit Head HR
Operations Allied Bank
Limited



AQSA RUSTAM

HR Business Partner
Beiersdorf Pakistan



**AMMARA ROMEL
BASHIR**

Associate Manager
Allied Bank Limited



**MUHAMMAD
USMAN SARWAR**

Human Resources
Planning Manager
Allied Bank Limited



VASIF FAROOQ

Head of HR
Fashion Hub and
HR Consulting



QADEER AHMAD

Talent Acquisition Specialist
Servaid Pharmacy
(Pvt) Ltd.



**AVE JOSEPHINE
DAVID**

HR Manager
Sabre Travel Network
Pakistan

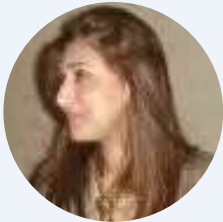


**TOOBA MALIK
HASEEB**

Consulting Partner
Crossroads Consulting
Associates



SHRM CERTIFIED DIRECTORY



MAHEEN QAISER

Owner
Beri & Coral



FAIZA SHAKEEL MALIK

Manager HR - Organizational
and Talent Development
Haier Pakistan



AMBER SULTANA

Employee Relations Lead
PepsiCo



SHAISTA KHAN

Corporate Development
Manager
PIA



ZAHID MUBARIK

CEO
HR Metrics



HIRA JAWAD

HR Manager
Folio3



SALMAN PASHA

Group HRBP &
Organizational Development
Habib Bank AG Zurich



FARHAN SAMJI

Head HR Operations
Dubai Islamic
Bank Pakistan



FARHAN UR REHMAN

Sr. Manager HR Group
Compensation PTCL & Ufone



TALHA BIN YOUNAS

People Operations Analyst
(Talent Acquisition &
HR Operations)
PackageX



IMRAN NABI

Head HR
Rehman Medical Institute



SUMMAIRA FAISAL

Senior Manager-
Human Resources
PPAF



NABEEL KHALID

People & Change Manager-
Global Programmes
Voluntary Service
Overseas



SAQIB AWAN

Head of Department
Admin/ Security &
Procurement
Secure Logistics Group (Pvt)
Limited



TALHA RASOOL

Senior HR Manager
National Logistics Cell



RAHIM KABANI

National Human Resources
Manager
TricorBraun



SAMEEA PERVEZ ALI

Corporate Recruiter
AGI - Ag Growth
International



RIFFAT ABBAS

Workforce
Development Officer
World Health Organization



ALI ASIF

Regional HR
Competence Manager
Middle East & Africa,
MAN Diesel & Turbo (UAE)



SANA JAVED

Performance Excellence Lead -
Global HR -
Communities of Expertise
Wärtsilä



UMAIR M. IBRAHIM

Manager, Talent Acquisition
Aga Khan University



MUHAMMAD ADIL SALIM

Head Performance
Management & Rewards
Nergyco Pk Limited



SALMA KHAN

Deputy Manager-Learning
Organizational Development
Adamjee Life Insurance



ADEEL RAHMANI

Head of Human Resources
Pakistan Petroleum
Limited



ASAAD HAMEED

General Manager
VEER Sports Pvt. Ltd



SHRM CERTIFIED DIRECTORY



TALHA ABBASI

Senior Manager
People & Culture
HRSG



MUNIRA MOIZ

Sr Manager Organizational
Development Aga Khan
Education Service Pakistan



JUNAID TOFIQUE

Deputy Manager HR
National Clearing Company
of Pakistan Limited



**MUHAMMAD
NAVEED**

Manager Human Resources
Almoiz Industries Limited



BASMA AFTAB

Venue Staff Pool Manager &
Equality Diversity Inclusive
Lead Pakistan
British Council Pakistan



CYNTHIA LILI CHEN

Assistant Manager HR
China Power Hub
Generation Company
(Pvt.) Limited



UZAIR EJAZ VIRK

Assistant Manager - HR
Samsung Electronics
Pakistan Pvt. Ltd



USMAN SIDDIQUI

Senior Human Resources
Officer Pakistan
Petroleum Limited



RABIA MEHBOOB

HR Business Strategist
Blue Sky Hospitality
Solutions LLC-New York



NIDA MUNIR

HR Professional



NAUMAN TARIQ

AM People & Culture
iGATE Technologies



SYEDA RIDA

Head of Stakeholders
Engagement
HR Metrics



RIZWAN MAHMUD

GM HR Admin IT & Security
AJCL (Private) Limited



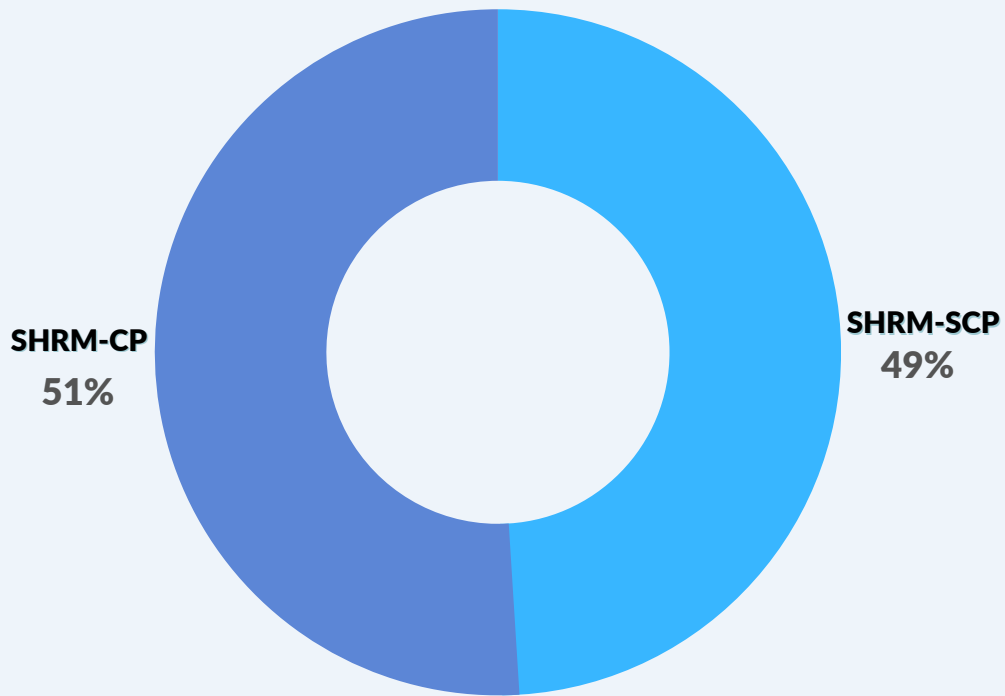
SAMAN CHAUDHRY

Lead Talent Acquisition,
Learning & Development,
Diversity, Equity & Inclusion
FFBL

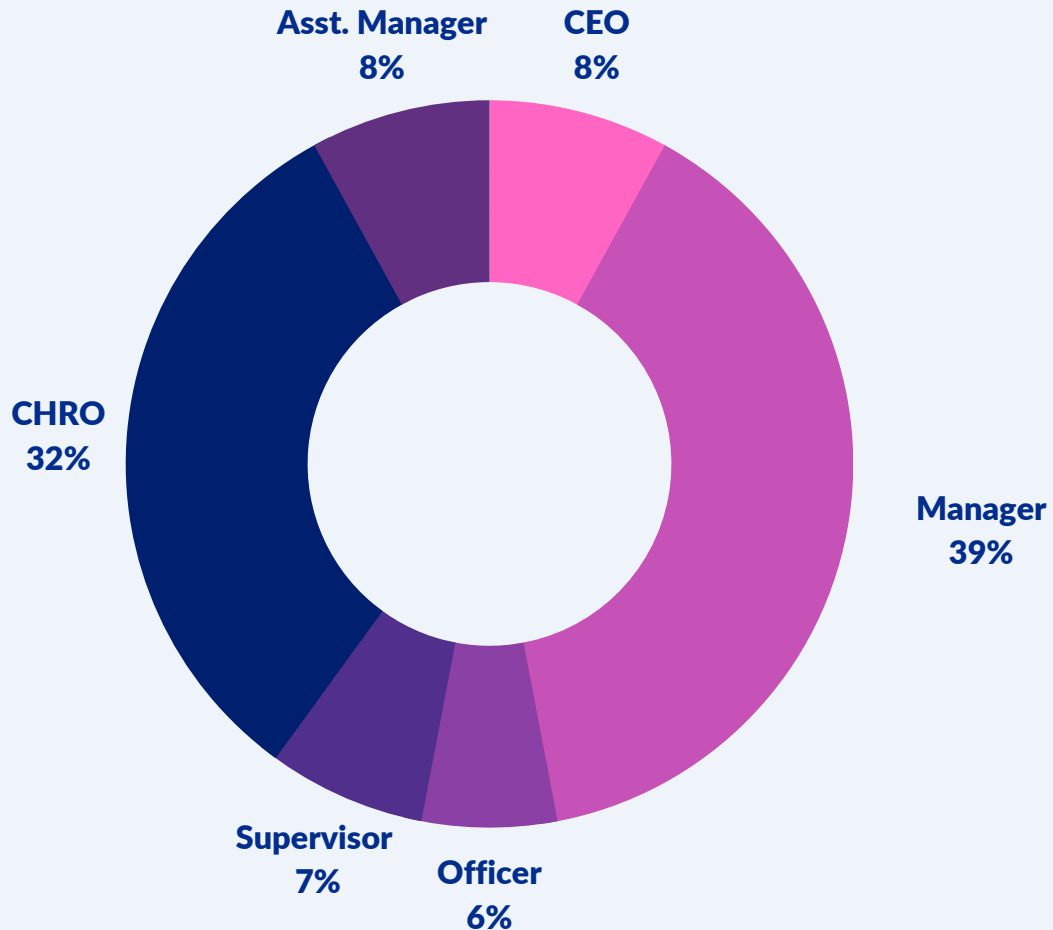
SHRM COMPETENCY STRUCTURE



SHRM ALUMNI



SHRM CERTIFIED- BY POSITION



HR Metrics is the international partner of SHRM, USA. This directory contains some of our alumni who have provided voluntary information regarding their credentials.



DR. SITWAT HUSAIN

Group Head
Human Resources
Habib Bank AG Zurich
Karachi, Pakistan

• Experience and Accomplishments

Dr. Sitwat is a diversified and senior HR practitioner, having worked for both local conglomerates as well as blue chip multinational companies, within and outside Pakistan. He is currently working with Habib Bank AG Zurich globally heading their Human Resources, with responsibilities spanning over 10 countries across four continents. The last 30 years of his professional career has taken him across six different industries, inclusive of but not limited to the Banking, Pharmaceutical, Engineering and the Insurance sectors. His span of responsibilities during these tenures, spread across more than 25 countries while working in different HR leadership roles and capacities. With a double Majors in business administration in the fields of both HR and Marketing, he is also an HR certified practitioner, trainer and instructor for both the Society of Human Resources Management (US) as well as for the Human Resources Certification Institute (US). Dr. Sitwat has also been a member of the Human Resource Committee for the Board, at LUMS (Lahore University of Management Sciences) since the last decade. In the early part of his career, he was also associated with the Armed Forces, within the Medical Corps, having served in both, the Pakistan Army as well as the Pakistan Navy.

Academic Qualification

- MBA (HR & Marketing)

Professional Qualification

- MBBS

Organizations Served

- Searle Pakistan Limited
- Allianz EFU Health Insurance
- United Bank Limited
- Bristol Myers Squibb Company
- Descon Engineering Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Ethical Practice
- Global Mindset



UMER RAZA BHUTTA

CEO

Abundance Business
and Consulting
Lahore, Pakistan

Academic Qualification

- Masters

Professional Qualifications

- CIPD
- SHRM-SCP

Organizations Served

- Abundance Business and Consulting
- Trans World Associates
- Serena Hotels
- Crescent Bahuman Ltd.
- Ace

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Ethical Practice
- Relationship Management

• Experience and Accomplishments

Umer Raza is in People Profession for last twenty-four years. He is a qualified Chartered Member of CIPD and SHRM-SCP. He is authorised trainer & consultant for National Business Development Program for SMEs and National Productivity Organization (NPO) (Min. of Industries GoP). Umer is also an instructor for SHRM-SCP and CP certifications. He is the author of books including "CHOOSE OR BE CHOSEN", "CHAHAT (The Want)" and "BECOMING AN ENTREPRENEUR" and "JOBS"



NADIA AKBAR HUDA

Director- Human Resources
Vital Pakistan Trust
Karachi, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-SCP

Organizations Served

- CBRE
- Aga Khan University
- Aga Khan Health Service
- Bonanza Pvt Limited
- Aga Khan Education Service

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Ethical Practice
- Diversity, Equity, and Inclusion

• Experience and Accomplishments

Nadia is SHRM-SCP and an MBA from IBA. She has more than 20 years of diversified experience in HRM in different sectors and has worked with the cross-cultural teams of different regions.



KHALID MEHMUD NASIR

Group General Manager
Human Resources
Master Group of Industries
Karachi, Pakistan

• Experience and Accomplishments

Khalid Mehmud Nasir started his professional journey in media, rolled on to sales & marketing and finally opted to get into HR. He has been a part of steering committees, executive leadership boards and entrusted to partake in key strategic decisions that impacted his organizations' profitability and talent strategy; has presented at many leadership and HR forums. Khalid's career is marked by managing HR transformation, talent management and engagement; and OED by deploying HR tools like Balanced Scorecard, Job Evaluation, Competency development, HR Value Chain, 360 feedback, KPI based PMS, in addition to conducting a lot of trainings; managing CSR & communication functions. He received a gold medal on academic achievements and has more than 15 (English) and 10 (Urdu) published articles in newspapers including 2 research publications.

Academic Qualifications

- MS-Management Science
- MA- Mass Communication

Professional Qualification

- SHRM-SCP

Organizations Served

- Master Group (Current)
- Lotte Kolson
- English Biscuits Manufacturers
- Getz Pharma
- Dawlance

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Consultation



Technical Competency:

- Risk Management



JUNAID JUMANI

CHRO
AGP Limited
Karachi, Pakistan

Academic Qualification

- MBA

Professional Qualifications

- SHRM-CP

Organizations Served

- AGP
- TLO consultants
- ICAP

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Diversity, Equity, and Inclusion
- Business Acumen

• Experience and Accomplishments

Junaid has been into HR for 2 decades now. He has an experience of working in all areas of HR, seen acquisitions, and focused on providing an engaging environment.



BAKAR AHMED

Head of HR
EXIM Bank of Pakistan
Islamabad, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-SCP

Organizations Served

- Habib Bank Limited
- Askari Bank Limited
- UMBL
- FMBL
- World Bank Funded Project -FBR

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Ethical Practice
- Diversity, Equity, and Inclusion
- Business Acumen

• Experience and Accomplishments

Bakar has been managing HR well-being during Covid. Selected and Implemented HRIS successfully as well as spear-headed D&I initiatives and reaped fruitful results.



SAMIA QAMAR

Director, People
S&P Global
Islamabad, Pakistan

Academic Qualification

- M.Phil (Human Resources)

Professional Qualification

- SHRM-SCP

Organizations Served

- Excel Labs (Pvt) Ltd
- ASK Development (Pvt) Ltd
- Marriott International
- S&P Global

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Diversity, Equity, and Inclusion
- Consultation

• Experience and Accomplishments

Samia has more than 15 years' experience in HR & Leadership. She has worked in multinationals with a track record of finding viable solutions to complex organisational and multicultural needs, especially in a high matrix business environment. In her most recent role, she's working as Director & Country Lead HR for S&P Global. Her purpose is to nurture talent for scalable business and sustainable planet. She has received several awards and honours throughout her professional career that reflects her fervour and commitment to creating a sustainable culture of collaboration, people experience and results. She has completed her LEAD journey from Stanford GSB. She was officially inducted into the WAW Hall of Fame at the 5th annual Women Appreciating Women award in 2021.



TEHMINA KANCHWALA

Head of HR

Sana Safinaz Private Limited
Karachi, Pakistan

Academic Qualification

- MBA (HR)

Professional Qualifications

- SHRM-SCP
- CHRA
- Diploma in Human Resource Management
- Diploma in Information Technology

Organizations Served

- Dairyland Private Limited (DayFresh)
- AK Marketing (Subsidiary of Al-Karam Group)
- Aga Khan Council for Pakistan (Entity of Aga Khan Development Network)
- Freelance HR Consultant in Kenya - Africa
- Makro-Habib Pakistan Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Relationship Management
- Business Acumen

• Experience and Accomplishments

A SHRM Senior Certified Professional with expertise in providing Strategic Services and HR Business Partnership.

Tehmina is a Certified HR Analyst and brings with her 15-years of well-rounded National and International experience working with diversified and multicultural industries across multiple HR disciplines; translating business vision into HR initiatives that improve performance with employee engagement, build collaborative result-driven leadership teams, empower leaders and stakeholder management with top executives in high paced, matrixed and change environments. She has hands-on experience in talent management, organizational development, change management, grievance management, managing compensation and rewards programs as well as retaining and engaging the employee base.



HASHIM ALI KHAN

Director Administration
Defense Housing Authority
Karachi, Pakistan

Academic Qualification

- MSC

Professional Qualifications

- SHRM-CP
- ISO 30414

Organizations Served

- Pakistan Army
- Defense Housing Authority
Karachi

Top 3 competencies, relevant to your certification

Behavioral Competency:

- Leadership and Navigation

Technical Competencies:

- Learning and Development
- Workforce Management

• Experience and Accomplishments

Hashim managed Human Resources under varying environmental and terrain conditions. He organized trainings for enhanced capacity building, developed policies and procedures for optimum workforce output, well-being, logistics and welfare. He managed to achieve significant improvement in workforce behaviour and productivity, and created environments for open access of work-force to executives. He also ensured well-being of workforce through counselling and created atmosphere for improved mental health of workforce through engagement and interaction.

MUHAMMAD SIDDIQUE

Director Administration
& Coordination

Defence Housing Authority Karachi
Karachi, Pakistan



Academic Qualifications

- MHRM
- EMBA
- MSc

Professional Qualifications

- SHRM-SCP

Organizations Served

- Pakistan Army
- Defense Housing Authority Karachi

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Ethical Practice
- Analytical Aptitude



Technical Competency:

- Learning and Development

• Experience and Accomplishments

A military veteran having 30 years' experience in Administration, HR Management, Procurement & Contract Management at operational and strategic levels. Siddique's work experience ranges from managing cross functional teams in diversified local and international multi-cultural settings. As the Director HR, he managed 25000+ workforce spread over nationwide. In the capacity of Deputy Director Weapons & Equipment, he undertook strategic level projects. As Director Coordination of a large nationwide organisation, he managed cross functional team, events, conferences, and seminars. Being an avid learner, he believes in continuous professional development and acquisition of new skills to contribute to attaining organisational goals.



RASHED AMIN

Organisation & System
Development Manager
ABANA Enterprises
Riyadh, Saudi Arabia

Academic Qualification

- Bachelors

Professional Qualifications

- SHRM-CP
- KPI Certification
- Risk Management

Organizations Served

- ABANA Enterprises
- MCB
- Standard Chartered Bank
- Cres Bank
- ABN Amro Bank

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Global Mindset



Technical Competency:

- Organizational Effectiveness
and Development

• Experience and Accomplishments

Versatile, passionate talent manager and human resources professional with over 16 years of success in leading strategic and operational initiatives within well-established multinational corporations. Experienced HR business advisor and partner with extensive exposure to managing aspects of talent management, employee welfare, and performance for domestic employees and expats.

SYED FARHAT ALI BOKHARI

Assistant Vice President
Abacus
Lahore, Pakistan



Academic Qualification

- MBA

Professional Qualifications

- SHRM-SCP
- SPHRi

Organizations Served

- Abacus
- Etimaad Engineering
- The Outsource Resource
- Warid

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Relationship Management
- Business Acumen
- Analytical Aptitude



Technical Competencies:

- HR Strategy
- Employee Engagement and Retention
- Total Rewards

• Experience and Accomplishments

Adept at all facets of human resources, including compensation & benefits, recruitment, training, payroll, job evaluation, organizational development, administration, and staff relations. Demonstrated excellence in staff leadership, strategic thinking, and knowledge of HR policies. Farhat has more than 13 years of HR experience with different organizations; in which for last 10 years he has significantly contributed to the areas of compensation & benefits, employee engagement, 360 assessments and total rewards advisory. He has been providing consultancy to more than 170+ MNCs and local organizations in Pakistan, UAE and Afghanistan markets. These services are offered in collaboration with world's largest management and HR consulting firm i.e. Mercer. He has served different business sectors including, FMCG, Pharmaceutical, Chemical, Energy, Telecom, Financial Sector, Oil & Gas and Logistics. Besides his consulting experience, he has around two years of diversified experience in HR operations where he was involved in planning, developing, implementing and evaluating HR strategies including policies, programs and procedures to address the HR requirements of Engineering and Telecom firms. In the past, he had conducted training for both corporate and academic sectors including Hub Power Company, Samsung, University of Management and Technology, Punjab University, Institute of Knowledge, and Leadership, HPSL, Pakistan LNG Terminals, GHPL, Punjab Group of Colleges etc.



ARZOO MAHMOOD ALAM

Head HR Relationship
Management
Habib Metropolitan Bank
Karachi, Pakistan

Academic Qualification

- Bachelor of Commerce

Professional Qualification

- SHRM-CP

Organizations Served

- MCB Ltd
- KASB Bank Ltd
- First Women Bank Limited
- Habib Metropolitan Bank Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Diversity, Equity, and Inclusion
- Relationship Management



Technical Competency:

- HR Strategy

• Experience and Accomplishments

Arzoo is a self-motivated, confident and positive professional with 27 years of well-rounded experience in mainstream banking as well as Human Resources. Her career in banking began with a structured batch officer program at MCB, followed by 12 rigorous years of learning and growth in branch banking where she managed branch operations, credits, customer service, financial budgets, marketing, and HR. Having performed at the forefront of business, she possesses deep understanding of banking business as well as strategic aspects of HR, which gives her a competitive edge as an HR professional. An advocate of sustainable progress through inclusive leadership & values management, her strengths lie in Strategic HR, Employee Engagement, Policy Development, Gender Diversity & Inclusion & business process reengineering. Arzoo is an ICF Certified Coach, SHRM-CP and has been conducting trainings and workshops for IBP, NIBAF and the Banks she worked for, in the areas of 'Practice and Law of Banking', 'Performance Management', 'Anti Sexual Harassment Law', 'Leadership', 'Coaching' & 'Teambuilding', to name a few. Currently, she looks after the end-to-end relationship management of a diverse portfolio comprising of (15) business, support, and control functions where she enjoys supporting her stakeholders strategically as well as operationally during entire employee lifecycle as Head of HR Relationship Management.



TAHA ABBASI

Group HR Learning and
Talent Specialist for HBZ
Habib Bank AG Zurich
Karachi, Pakistan

Academic Qualification

- B. Com

Professional Qualifications

- SHRM-CP
- Results Certified Coach

Organizations Served

- Bank AL Habib
- Bank AL Falah
- KElectric
- Habibmetro Bank
- Habib Bank AG Zurich

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Ethical Practice
- Communication

• Experience and Accomplishments

Taha's career spans over 26 years starting with Credit Analyst, Credit Manager, Trainer, Head of L&D, Head Talent Acquisition and currently Learning and Talent Specialist for Habib Bank AG Zurich, looking after 8 countries. His experience of core banking especially credit management coupled with Human Resource related experience focused on Learning & Development and Talent Acquisition, covers both local and international markets. He has lead critical HR projects especially implementation of e-learning, development of e-learning courses, leadership development etc.

FAROOQ AHMAD RANDHAWA

Additional Director
(HR & Administration)
Punjab Healthcare Commission
Lahore, Pakistan



Academic Qualifications

- MBA
- MHRM
- BSCS

Professional Qualifications

- ISO-30414
- SHRM-SCP
- SPHRi
- CHRP
- CHRMP
- CSHRP
- PGD in Labour Laws

Organizations Served

- Punjab Healthcare Commission
- Lahore Waste Management Company
- Crown Agents for Overseas Governments & Administration
- Connoisseur Quality Services, Lahore
- Freelance Software Developer

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Ethical Practice
- Business Acumen
- Analytical Aptitude

• Experience and Accomplishments

Farooq has mostly worked with new start-ups to establish HR Departments and to ensure digitized organizational operations.



SHAHMA ZAHID

HR Consultant
SSGC
Karachi, Pakistan

• Experience and Accomplishments

Shahma effectively contributed to increasing women ratio by 40 % at FMFB.

Academic Qualification

- MHRM

Professional Qualification

- SHRM-SCP

Organizations Served

- CGH
- ICAP
- Retail Solutions
- Ingersoll Rand
- FMFB

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Diversity, Equity, and Inclusion
- Relationship Management



Technical Competencies:

- Employee Engagement and Retention
- Learning and Development
- Structure of the HR Function



SAMAN ABBASI

Head of Learning and Development & Chief Diversity Officer
Soneri Bank Limited
Karachi, Pakistan

• Experience and 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.

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

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Diversity, Equity, and Inclusion
- Communication



Technical Competency:

- Learning and Development



AURANGZEB ALAM

Executive-Human Resource
Fauji Fertilizer Company
Limited (FFC)
Ghotki, Pakistan

• Experience and Accomplishments

Aurangzeb Alam is an accomplished HR professional with vast knowledge of labour laws, SAP-HCM, Compensation & Benefits and Training & Development. His foreign degree along with certifications from world's largest HR bodies are proof of his achievements that were made possible through his consistent passion for learning. His in-depth knowledge of various fields in HR has earned him opportunities in the leading companies of fertilizer sector of Pakistan. He has worked with Fatima Group, CCBPL and recently serving as an Executive-HR in FFC. Having more than 11 years of experience and hands-on approach has helped him establish policies like grievance handling, disciplinary action etc. at corporate level. As a computer geek, he likes toying with innovative ideas that helped him implement HR automation projects through SAP. Aurangzeb Alam has not confined himself to certain areas of HR but has expanded it to the fields of audit and HSE. He has conducted quality control audits to ensure compliance to ISO standards across various departments. Presently, he enjoys delivering training sessions on labour laws and HR practices to employees from diverse professional fields. In his leisure time, he likes reading historical books and playing tennis. He is happiest with his wife, raising three children in the township of FFC.

Academic Qualification

- Masters

Professional Qualification

- SHRM-SCP

Organizations Served

- PakArab Fertilizers Limited
- Coca-Cola Beverages Pakistan Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Ethical Practice
- Diversity, Equity, and Inclusion



Technical Competencies:

- Talent Acquisition
- Total Rewards
- Employee and Labor Relations

KHAWAJA ASIF MUSHTAQ

Director Operations and HR
Agility Business Services
Lahore, Pakistan



Academic Qualification

- MBA

Professional Qualifications

- SPHRI
- SHRM-SCP
- Leader Auditor ISO integrated management systems

Organizations Served

- Rijas Fashion pvt ltd
- AFAQ G Ltd
- Accredited Quality Solutions

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Business Acumen



Technical Competency:

- Learning and Development

• Experience and Accomplishments

HR and Management professional and a technical expert at International Organization For Standardization, ISO-Geneva, serving at different roles in Human Resource Management Standards Development Committee TC-260, Health & Safety TC-283 and Collaborative Business Relations Management TC-286. He has a tremendous contribution in Recruitment and Selection Standard, Knowledge Management-Requirement Standard, Learning and Development, Corporate Governance, and Educational Organisation Management System Requirements Standard. He is the Chairman of National Standards Committee on Occupational Health and Safety Pakistan, PSQCA. Asif has a vast experience in strategic and operational HR including general management in manufacturing and service sector. Served locally as well as internationally in different projects of Management and Organizational development. A professional member of SHRM and having a passion for volunteer work for civil society and HR profession. He has successfully completed HR consultancy projects locally and internationally as well, which covers strategic management, recruitment, training, and policies and procedures development. He is a professional NLP, hypnosis, and stress management expert with own customised techniques to manage stress and depression. Apart from this, he is a coach, mentor, and business researcher with own research publications on various topics.



SAMEER AMJAD

Sr. Manager HR
Master Tiles &
Ceramic Industries Limited
Gujranwala/ Lahore, Pakistan

Academic Qualification

- MBA-HRM

Professional Qualification

- SHRM-CP

Organizations Served

- eWorx Internationals
- INTECH Process Automation

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Leadership and Navigation



Technical Competencies:

- Talent Acquisition
- Organizational Effectiveness and Development

• Experience and Accomplishments

An HR professional with more than 12 years of experience working in different HR functions including TA, OD, Comp & Ben. Sameer has worked in international and National companies in IT, Oil & Gas and Manufacturing industries.



ZULFIQAR ALI

Unit Manager
(Organisation Management)
Fauji Fertilizer Bin Qasim Limited
Rawalpindi, Pakistan

• Experience and Accomplishments

Zulfiqar Ali is an enthusiastic HR professional with over 15 years of experience in Petrochemical Industry. His expertise includes HR Strategy, Talent Management Processes, Culture and Employee Engagement. Currently he is facilitating FFBL as Unit Manager (Organisation Management) to cater existing and future challenges associated with People, Processes and Systems through his exceptional diagnostic abilities and innovative solutions. He is SAP-HCM Certified that gives him an edge to integrate Technology with People Processes.

Academic Qualification

- MBA

Professional Qualifications

- SHRM-CP
- SAP HCM

Organizations Served

- Attock Refinery Limited
- Fauji Fertilizer Bin Qasim Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Relationship Management
- Business Acumen



Technical Competencies:

- HR Strategy
- Total Rewards
- Structure of the HR Function



ALI MUSTAFA

Manager Welfare
Bulleh Shah Packaging (Pvt.) Ltd
Kasur, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-CP

Organizations Served

- Kohinoor Weaving Mills Ltd.
- Shams Textile Mills
- Bulleh Shah Packaging (Pvt.) Ltd.

Top 3 competencies, relevant to your certification



Technical Competencies:

- Talent Acquisition
- Employee Engagement and Retention
- Employee and Labor Relations

• Experience and Accomplishments

Ali Mustafa, Manager Welfare at Bulleh Shah Packaging (Pvt.) Ltd. (A Packages Group Company) has more than 17 years of HR experience in some of the most prestigious companies of Pakistan. According to Ali, SHRM certification not only equips an HR professional with the right knowledge, but also the right practical skills for on-the-job implementation of best practices to improve organisation's performance.

MUHAMMAD ATIF

HR Lead Onboarding &
KE Master Trainer
K-Electric
Karachi, Pakistan



Academic Qualification

- MSC Economics with Major HRM

Professional Qualification

- SHRM-CP

Organizations Served

- K Electric
- Sybrid

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Communication
- Business Acumen
- Consultation

• Experience and Accomplishments

Atif has served for more than 10 years in Customer Experience and as HR specialist. Currently, he is working as a Talent Acquisition partner and looking after the distribution operations, and recruitment and selection process. Prior to this, he was a People Analytics expert in K-Electric.

SYED TAHA AMJAD

Manager Talent & OD

Multinet Pakistan Private Limited
Karachi, Pakistan



Academic Qualification

- Bachelor of Business Management (University of Abertay Dundee, Scotland)

Professional Qualifications

- SHRM-CP
- HCM Analytics
- GDEIB
- Job Evaluator

Organization Served

- Pakistan Petroleum Limited
- Pakistan Society for Training and Development
- Byco Petroleum Pakistan Limited
- Dawood Hercules Corporation Limited
- Multinet Pakistan Private Limited

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Leadership and Navigation



Technical Competencies:

- HR Strategy
- Talent Acquisition
- Organizational Effectiveness and Development

• Experience and Accomplishments

Taha, being an agile learner, has been able to acquire a wealth of knowledge and expertise in just 05 years of his experience in the areas of Learning and Development, Talent and OD, Employee Engagement and Culture, by being a catalyst of change within the organization. He brings deep understanding of the complex dynamics of Skills-based Organization, Digital Learning and Cultural Transformation, Agile Development Practices, Learning Data & Analytics, Measurement and Impact Evaluation. This supports his broader mission to build high-performance, values based, human capital focused organizations through strategic alignment and a clear sense of purpose. He has worked across a wide range of industries including Training Consulting Firms, Oil & Gas Companies and Financial Institutions. During his early career, he enabled dozens of companies all across Pakistan to identify people and team development needs in collaboration with the HR country teams and management. Throughout his career, he has adhered to the highest standards of excellence and have demonstrated tremendous hard work, dedication, analytical ability, poise, and creativity.

Taha is also a Certified HR Professional from SHRM, USA with multiple feathers in his hat including HCM Analytics Qualified by HR Metrics and Endorsed Job Evaluator by Korn Ferry Hay. A fast learner with a strong business acumen, possess in-depth knowledge of Processes Evaluation and revamping techniques, Performance Tracking, Manpower Planning, Recruitment, HR Policies & Procedures, Change Management and Contract / Agreement management. Skilled in optimizing team dynamics, uniting diverse agendas to a common goal, and harnessing strategic and operational drivers to deliver results.



BISMA SHAUKAT KHAN

Deputy HR Officer - T&D
MOL Pakistan Oil & Gas Co. B.V.
Islamabad, Pakistan

Academic Qualification

- MBA (HR)

Professional Qualifications

- SHRM - Certified professional
- D&I Certified Practitioner
- Lean Six sigma Yellow belt

Organizations Served

- MOL Pakistan Oil & Gas Co. B.V.
- Telenor Pakistan
- Ufone
- Fauji Cement Company Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Diversity, Equity, and Inclusion
- Communication
- Consultation



Technical Competency:

- Employee Engagement and Retention
- Learning and Development

• Experience and Accomplishments

At Bisma's current position, she is responsible for:

- Project Management and Coordination of D&I focused Talent Acquisition programs like Group level Management Trainee program, Female Scholarship Program, Local Trainee Program, Summer Internship Program etc. and support in onboarding and orientation of these candidates.
 - In-depth Involvement in Training & Development activities for 400 employees.
 - Acting as an In-house trainer for LinkedIn and its use as an employer branding tool.
 - Support function heads in organizational design and provide consultation regarding performance management cycles, succession planning, talent management and skills assessment in coordination with relevant line managers.
 - Effective Contributor and consultant for MOL Group initiated projects like McKinsey Operational Excellence Project, Employee Engagement & Diversity Survey & Action Planning.
 - Management of Diversity & Inclusion, Employee Engagement and Culture Development activities for MOL Pakistan, support in Performance Management Activities and Involvement in Code of Ethics & Business Conduct along with the Local Ethical Officer.
- During her professional and academic experience, she has achieved multiple accolades like:
- Second prize for Diversity & Inclusion project 'Women Empowerment through Field Based Day-care Facility - MOL Pakistan
 - Spot Recognition Award for demonstrating Ownership & Agility



MIR USAMA MAZHAR

Senior Human Resources Officer
Pakistan Petroleum Limited
Karachi, Pakistan

• Experience and Accomplishments

Usama is a SHRM-CP compensation and benefits professional.

Academic Qualification

- Masters

Professional Qualification

- SHRM-CP

Organization Served

- Pakistan Petroleum Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Business Acumen
- Analytical Aptitude



Technical Competency:

- Total Rewards



NOUMAN ALI

Manager People &
Culture (HR)
IR Pakistan
Islamabad, Pakistan

Academic Qualification

- MBA (HR)

Professional Qualification

- SHRM-SCP

Organizations Served

- World Vision International
- International Rescue Committee
- IGNITE (National ICT R&D Fund)
- Medecin Du Monde (MdM France)
- Islamic Relief Pakistan

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Communication



Technical Competency:

- Learning and Development

• Experience and Accomplishments

Worked on strategic level and translated organizational vision into actionable HR initiatives that improve performance, productivity, growth, and employee engagement. Worked on improving organizational performance, increasing efficiency, deriving results, and achieving organizational goals. Proven expertise managing and completing HR projects within the policy framework. Worked with cross-culture teams & has been providing guidance and support to executive management and operational management teams on all Human Resources activities.



OSAMA ADIL

Sr. Human Resource
Business Partner
Zameen.com
Lahore, Pakistan

Academic Qualification

- Master

Professional Qualifications

- SHRM-CP
- PHRI

Organizations Served

- Rozee.pk
- Punjab Healthcare Commission
- Master Beverages & Foods Limited
- Zameen.com

Top 3 competencies, relevant to your certification

Behavioral Competency:

- Relationship Management

Technical Competencies:

- Talent Acquisition
- Organizational Effectiveness and Development

• Experience and Accomplishments

Osama brings along around 11 years of experience in diverse private and public industry set up, currently working at one of the Pakistan's #1 real estate industry. Managing an entire spectrum of Human Resources including recruitment, talent acquisition and retention, performance management, stakeholder management, operations, and conflict management. He possesses sound analytical and logical reasoning skills and is a result-oriented, focused professional with a documented record of strong leadership and success at Managerial Level in the country's leading organizations. His strength lies in the following areas: Talent Acquisition - Recruitment & Staffing - Policies and Process System Design - Manpower Planning - Annual Operational & Business Plans - Business Process Improvement - Team Management & Development - Team Success and Training - Performance Setting and Evaluation.



SAQLAIN SHER

Regional HR Head
PTCL
Multan, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-SCP

Organizations Served

- PTCL
- Doosan Babcock Abu Dhabi
- Al Hassan Engineering Abu Dhabi
- Attila Dogan & Seeh Al Sarya LLC
Oman
- Olayan Descon Saudi Arabia

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Relationship Management
- Business Acumen

• Experience and Accomplishments

Saqlain has worked on senior roles across the GCC since 2001 in Oil & Gas and Power sectors during his last eighteen (18+) years of experience. He possess varied and rich exposure in all aspects of Human Resource, Performance Management, Recruitment & Selection, Training and Development. He is seasonal HR Professional and participated for Exam Development of SHRM certification in Las Vegas, USA from Pakistan, he is also a member of ISO Standards NMC Pakistan. He is certified by The International Center for Enterprise Engagement as Lead Auditor for ISO-30414.



FIZZA SAEED

HR Manager
National Clearing Company
of Pakistan Limited
Karachi, Pakistan

Academic Qualification

- MBA

Professional Qualifications

- SHRM-SCP
- DICP

Organization Served

- National Clearing Company of Pakistan Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Diversity, Equity, and Inclusion
- Consultation



Technical Competencies:

- Employee Engagement and Retention
- Organizational Effectiveness and Development

• Experience and Accomplishments

An enthusiastic HR Professional with a drive to learn and implement new practices. She is currently serving the National Clearing Company of Pakistan Limited (NCCPL) as HR Manager. She is an MBA by qualification and holds global certifications SHRM Senior Certified Professional (SCP) and Diversity, Equity & Inclusion Certified Professional (DICP). She has been developing and implementing multiple result-driven strategies during her job. Her areas of strengths include Talent & OD, Diversity Equity & Inclusion, and Total Rewards. She played a critical role in designing and implementing various HR programs such as Culture Transformation, DEI Framework, Digital Transformation, Employee Engagement and Communication Program, and Leadership & Succession Development. She is passionate to learn and leverage the organization with new developments and HR tools. Her initiatives and drive set new HR trends in Pakistan's Capital Market.



ANITA ANSARI

People & Capability
Growth Partner
Sperton Consulting
Karachi, Pakistan

• Experience and 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.

Academic Qualification

- MBA-HR

Professional Qualifications

- SHRM-CP
- DEI Certified Professional

Organizations Served

- Khaadi
- Aga Khan University
- USAID - Chemonics

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Diversity, Equity, and Inclusion
- Relationship Management



Technical Competencies:

- Employee Engagement and Retention
- Learning and Development
- Organizational Effectiveness and Development



RANA MUHAMMAD IDREES

Deputy General Manager
Logistics (Product Movement
& Inventory Management)
Pakistan State Oil Company Limited
Karachi, Pakistan

• Experience and Accomplishments

His association with PSO is for over 25 years now of which, for around 15 years, he has worked for various HR functions. From HR operations to Strategic HR, he added value in each of the function that he had been entrusted with. Rana Idrees introduced first ever competency/behaviour-based talent acquisition methodology in the company. The success of this project led to embark on a journey of Competency driven organization. This evolved in the shape of devising competency model, in alignment with company's vision, mission and values, for talent acquisition, employee development and succession planning. To engage employees and keeping them on track, the concept of KPI-based objective setting was introduced. From conceiving this idea to working with the consultant to re-working on the whole performance management system and later imparting training to all line managers across Pakistan is also one of the milestones that has helped the employees to remain focused and ultimately benefit the company in the shape of improved productivity. To improve his business horizon and as part of job rotation & development plan, he is currently part of Supply Chain team and looking after POL Movement and Inventory Management across Pakistan.

Academic Qualifications

- MBA
- MA (Economics)

Professional Qualifications

- LLB

Organization Served

- Pakistan State Oil Company Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Business Acumen



Technical Competencies:

- HR Strategy
- Total Rewards
- Structure of the HR Function



AHMED SAEED KHAN

HR Manager
Hydochina International
Karachi, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-CP

Organizations Served

- Hydochina International
- The Hub Power Company Limited

Top 3 competencies, relevant to your certification

Behavioral Competency:

- Leadership and Navigation

Technical Competencies:

- Talent Acquisition
- Organizational Effectiveness and Development

• Experience and Accomplishments

Ahmed started his career in HR back in 2015 as a trainee in a recruitment firm. Looking back, there have been many instances which have helped him shape his career for the better. One such and the most significant instance was him obtaining his SHRM certification in 2018. SHRM has helped him produce excellent results for his organization, be it managing cultural transitions and organizational takeovers, improving employee engagement scores, developing talent and performance system, policy benchmarking or promoting wellness at work.



SUBAYYAL AHMED KHAN

Deputy Manage HR
Dollar Industries (Pvt.) Limited
Karachi, Pakistan

Academic Qualification

- MBA (HR)

Professional Qualification

- SHRM-CP

Organizations Served

- Hinopak Motors Limited
- IFFCO Pakistan Pvt. Limited
- Gerry's dnata Pakistan
- Dollar Industries Pvt. Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Relationship Management
- Communication



Technical Competencies:

- HR Strategy
- Talent Acquisition
- Total Rewards

• Experience and Accomplishments

A SHRM Certified Professional (SHRM-CP) having over 14 years of experience in different functions of Human Resources department, comprising of total rewards, HR operations, employee relations, performance management, salary survey, taxation, employment law, payroll, and talent acquisition. Subayyal completed his MBA with a major in Human Resources Management from Iqra University. Later, he pursued his SHRM-CP certification which gave him an edge in his profession and helped him build deeper expertise in the HR domain. Professionally, Subayyal started his career from Hinopak Motors Limited, a Japanese truck and buses manufacturing company as a trainee HR and was later promoted to HR Executive Payroll and Operations. He then moved to IFFCO Pakistan; a UAE based Edible Oil Company which enriched his expertise in Total Rewards. He got an opportunity to work on employee performance management, policies, formal and informal salary surveys, HR analytics, HR operations and payroll. Currently, he is working with a leading writing instrument company, Dollar Industries Pvt. Limited as a Business Partner and leading a team of 3 professionals. Subayyal enjoys mentoring his subordinates, helping business to progress by adding value and gaining the experience which he needs to achieve his career goals.



MUHAMMAD ASIF

Head of HR &
Administration
ABL Funds
Lahore, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-SCP

Organizations Served

- ABL Funds
- FINCA Microfinance Bank
- Allied Bank Limited
- Eden Housing Pvt Ltd

Top 3 competencies, relevant to your certification

Behavioral Competencies:

- Leadership and Navigation
- Business Acumen

Technical Competency:

- Talent Acquisition

• Experience and Accomplishments

A dynamic HR professional having over 14 years of experience mainly in Commercial and Microfinance banking sectors. Asif has also been engaged in HR consultancy projects for different organizations. During his professional career he worked in strategic HR roles, defining HR Policies and Procedures, HR Planning, HR Systems development, carrying out structural reforms, redefining roles and responsibilities, talent acquisition, developing performance management systems, and driving training initiatives. Past employers include Allied Bank Limited and FINCA Microfinance Bank. He is SHRM Senior Certified Professional (SHRM-SCP, USA), Certified Recruitment Analyst (CRA) and holds Master's degree in Business Administration from Institute of Management Sciences (PAK-AIMS), Lahore.



MUNIB FARUQUI

HRBP Operations
Gaditek
Karachi, Pakistan

Academic Qualifications

- Bachelors in Business Administration - University of Windsor ,Ontario Canada
- Masters in Accounting - Auckland University of Technology , New Zealand

Professional Qualifications

- SHRM-CP
- DICP
- Certified HR Analytics

Organizations Served

- A.F.Ferguson & Co. (PwC Pakistan)
- EY Ford Rhodes (EY Pakistan)

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Communication
- Global Mindset



Technical Competency:

- Technology Management

• Experience and Accomplishments

Human Resource Professional with more than 7 years of experience and a strong educational background. Munib's exposure has been in all functions of HR. He has worked in internal HR and successfully carried out HR Consultancy projects as well. He has led SAP implementation for EY Pakistan, currently working on process flows, automation and introducing stock options as a benefit for employees.



MOHAMMAD SALMAN DALIA

Manager HR & Finance

Saudi Basic Industries Corporation
Karachi, Pakistan

Academic Qualification

- MBA

Professional Qualifications

- SHRM-CP
- CHRP - PIQC / Certified VB & Access - APIIT

Organizations Served

- ABN AMRO Bank N.V.
- Royal Bank of Scotland
- Faysal Bank Limited
- NIB Bank

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Ethical Practice
- Relationship Management



Technical Competency:

- Total Rewards

• Experience and Accomplishments

Currently working as Manager HR & Finance for SABIC in Pakistan the world's second most valuable brand in the Chemicals Industry. Have more than 25 years of diversified experience in Human Resource Management and Financial Services with leading Banks such as ABN AMRO, RBS, Faysal and NIB Bank. Major contributions are successfully implementing the CAREER CHOICES program, Project Lead of SAP HCM & FICO Rollout for Pakistan office and Change Impact Agent (CIA) for Regional Assignments i.e. Talent Review Process (TRP) & Reward and Recognition (R&R) during the Transformation journey. Possesses in-depth experience in the Employee Engagement, HR Policies, Total Rewards, HR Shared Services, Financials, Fund Management, Process Re-engineering and Change Management.



M. RIZWAN SHAHID SIDDIQUI

Head of HR - Business
Functions & Head Employee Relations
Faysal Bank Limited
Lahore, Pakistan

• Experience and Accomplishments

Human resources management professional having 20+ years of experience with the development & implementation of change management and strategy plans.

Subject matter expert, highly effective at recruiting and developing key players & leaders. Business Partner & influencer who thrives on tough challenges and translates visions and strategies into actionable value-added goals.

Academic Qualification

- Bachelor of Commerce (B.Com)

Professional Qualification

- Master of Computer Science (MCS)

Organizations Served

- Computer Research Pvt Limited
- Technologies Integrated Pvt Limited
- Prime Commercial Bank Limited
- Bank Alfalah Limited
- Faysal Bank Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Leadership and Navigation
- Relationship Management
- Business Acumen



Technical Competencies:

- HR Strategy
- Employee Engagement and Retention
- Organizational Effectiveness and Development

SAMEER SALEEM DAMANI

Manager Total Rewards
& HR Shared Services
Midas Safety
Karachi, Pakistan



Academic Qualification

- MBA - HR

Professional Qualification

- SHRM-SCP

Organizations Served

- Midas Safety
- Metro Cash & Carry Pakistan
- Pearl Food Industries

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Leadership and Navigation
- Ethical Practice
- Business Acumen

• Experience and Accomplishments

Sameer Damani is a Senior Certified HR Professional with 13 years of experience and Master's degree in HR discipline. He has wide-ranging experience of managing HR operational and tactical matters in retail and manufacturing industry. As HR Business Partner and Rewards Manager, he is responsible for aligning organization's growth ambition with employee performance, evaluating and anticipating HR related needs and bringing integrated solutions to stakeholders and leadership teams. He enjoys studying HR theories and models to transfer them into workplace. His value-added country level assignments include SAP and Success factor implementation in merger and acquisition environment, implementing Shared services, introducing employee recognition schemes, performing job evaluation based on HAY system, conducting organizational restructuring exercises, designing & mapping expert level jobs and conducting leadership team cohesiveness sessions using Ken Blanchard model. Besides this, he strongly believes in developing capability through continuous learning and building intellectual capacity. Sameer takes personal interest in volunteering educational based community projects and an active member of Pakistan Boys Scout Association.



USMAN AHMED KHAN

Learning Manager Lahore/
Vice President
National Bank of Pakistan
Lahore, Pakistan

• Experience and Accomplishments

Usman is a certified HR professional with well-rounded experience in Retail Banking as well as Learning & Development, HR Relationship Management, and a diversified exposure in different OD activities. SHRM, especially has helped him unlock his potential to contribute in adding strategic value to his functions.

Academic Qualification

- MPA (HRM)

Professional Qualification

- SHRM-CP

Organizations Served

- United Bank Ltd. (UBL)
- Dawood Islamic Bank Ltd.
- MCB Bank Ltd.
- HabibMetro Bank Ltd.
- National Bank of Pakistan (NBP)

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Ethical Practice
- Relationship Management
- Business Acumen



Technical Competencies:

- Employee Engagement and Retention
- Learning and Development
- Structure of the HR Function



SAAD ULLAH KHAN

Associate Manager
IFFCO Pakistan Private Limited
Karachi, Pakistan

Academic Qualification

- Bachelor of Commerce

Professional Qualifications

- SHRM-CP

Organization Served

- IFFCO Pakistan Private Limited
- Total Oil Pakistan Private Limited
- GlaxoSmithKline

Top 3 competencies, relevant to your certification



Technical Competencies:

- Talent Acquisition
- Total Rewards
- Structure of the HR Function

• Experience and Accomplishments

Saad has had the chance to work in close coordination with the company leadership as well as the internal customer, in connection with rewards management, recruitment, employer branding, benefits budgeting, advisory on compensation strategies, performance management, training and development, employee satisfaction gap analysis, internal communications, database administration, HR projects management, outsourcing, events management, policy and SOP development, compensation and benefits process management, payroll/tax management, HR Operations/Services etc.



UMAIR BIN ZAFAR

HR Business Partner
Telenor
Islamabad, Pakistan

Academic Qualification

- MBA

Professional Qualification

- SHRM-CP

Organizations Served

- Telenor
- PTCL
- Askari Bank
- Allied Bank

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Relationship Management
- Business Acumen

• Experience and Accomplishments

Umair Bin Zafar achieved Business Excellence Award (2020) in PTCL. And successfully designed and implemented Oracle fusion. He executed Job Evaluation project for 1100 benchmarked positions as well as designed structures of multiple domains while merger of PTCL-Ufone. He managed to successfully achieve 100% response rate of 4500 employees in Global Employee Engagement Survey by Etisalat and designed and implemented Grading Structure at Askari Bank.



ABDULLAH SAEED

Business Growth Partner-
Business Operations
PTCL
Abbottabad, Pakistan

Academic Qualification

- MBA HRM

Professional Qualification

- SHRM-SCP

Organizations Served

- PTCL
- Islamic Relief Pakistan

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Business Acumen



Technical Competencies:

- Learning and Development
- Workforce Management

• Experience and Accomplishments

Abdullah has been working as HR Business Partner in PTCL since 2016 and has designed and executed various HR related projects successfully. He has been awarded performance excellence awards for effective execution of HR Initiatives, implementation of HR Strategy and effective Business Partnering.



AMIN ANWER ALI

Head - Rewards, HR
Operations & Governance
HabibMetro Bank
Karachi, Pakistan

• Experience and Accomplishments

Amin worked at AKUH and was mainly involved in Costing. He joined HabibMetro in 2003 and introduced various policies and system interventions where he got accelerated promotions.

Academic Qualification

- B.Sc

Professional Qualifications

- CMA, MS-MS
- SHRM-CP

Organization Served

- Aga Khan University Hospital
Karachi

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Business Acumen



Technical Competencies:

- Total Rewards
- Risk Management

RAFEA AHMED

Senior Management
Executive - Human Resources
Pakistan Poverty Alleviation Fund (PPAF)
Islamabad, Pakistan



Academic Qualification

- MBA HR

Professional Qualification

- SHRM-CP

Organization Served

- PPAF

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Diversity, Equity, and Inclusion



Technical Competencies:

- Talent Acquisition
- Organizational Effectiveness and Development

• Experience and Accomplishments

SHRM-Certified Professional having around seven years of experience with reputed not-for-profit/social sector organizations in the field of Human Resources. Since 2016, Rafea has been looking after Talent Acquisition & Organizational Development domain for Pakistan's apex development institution - Pakistan Poverty Alleviation Fund. Her role entails undertaking meaningful initiatives, development and implementation of strategies and communication activities. Over the period, her comprehensive experience has been built upon development of lean processes, incorporating best practices, ensuring compliances and effective stakeholder management. She has hands on experience in terms of providing HR services for projects funded by international donors and Government of Pakistan. Rafea holds a Master's degree in Business Administration (with Majors in Human Resource Management) from Bahria University, Islamabad. Besides, she has gained various HR related certifications like SHRM-CP, Human Capital Management Analytics and Thomas International PPA/HJA.



SANNA FAKHER

Human Resources Lead
Insights Driven Research
Islamabad, Pakistan

Academic Qualification

- MS (HR)

Professional Qualification

- SHRM-CP

Organizations Served

- Askari Bank Limited
- Pakistan Telecommunications Authority

Top 3 competencies, relevant to your certification

Behavioral Competency:

- Communication

Technical Competency:

- Talent Acquisition

• Experience and Accomplishments

Sanna's experience has been on the operational side of Talent Acquisition. SHRM Certification helped her streamline the existing practices. With her seniors' support, she could identify the bottlenecks, which helped reduce overall turnaround time. Sanna also introduced new ways of talent attraction to meet the pressing recruitment needs on time. She also bagged the appreciation for introducing the first ever online internship program during the pandemic in the entire Banking industry. This idea enhanced the employer brand tenfold. Apart from this, she had the privilege to be part of the course redesigning exercise conducted by the Institute of Bankers, Pakistan. The existing curriculum required changes in terms of new topics and new trends and practices that international organizations are following. Through her knowledge acquired through this certification, she could also suggest areas that needed inclusion in the local syllabus. This is one of the valuable achievements she can proudly mention as the acquired knowledge could be shared with one of the prestigious bodies in Pakistan. Now, Sanna is at a place where her certification will enable her to develop the HR department from scratch and design the necessary policies in the best way possible.

IKRAM UL HAQ

Deputy Manager HR
Fauji Fertilizer Company Limited
Rawalpindi, Pakistan



Academic Qualifications

- M.Sc Computer Science
- MBA

Professional Qualification

- SHRM-CP

Organization Served

- Fauji Fertilizer Company Limited

Top 3 competencies, relevant to your certification



Technical Competencies:

- Total Rewards
- Structure of the HR Function
- Technology Management

• Experience and Accomplishments

Currently working as Head of Organizational Development as Deputy Manager Human Resources, with the responsibilities of 3 other subsidiary companies in Pakistan. 18 years' experience across different job functions, including IT, SAP and HR. Ikram has worked in different HR roles and led/directed the routine functions including Compensation & Benefits, HRIS, organizational development, performance management, maintains knowledge of trends/best practices, new technologies in human resources, regulatory changes, CBA negotiations, labour affairs and enforcing company policies & practices. With dual qualifications, Master's in Business Administration and Computer Science, in the early part of his career, he worked as Systems Analyst to design and implement the oracle-based HR Information Systems. Also worked 3-years in SAP as key member of SAP-HCM implementation team, responsible for all kind of implementation/configuration of HR processes, user training and awareness programs. He also provided end user support in different modules like Personnel Administration, Organizational Management, Travel Management, Time Management, Personnel Cost Planning and Personnel Development.



FIZZA ATHER

Assistant Executive
Human Resources
Fauji Fertilizer Company Limited
Lahore, Pakistan

• Experience and Accomplishments

Fizza has obtained her Master's and Bachelor's degree from Kinnaird College for Women. She is an HR professional with two and a half years of experience in the field. Currently, she is working in Fauji Fertilizer Company Limited where she previously worked as an intern.

Academic Qualification

- BBA (HONS)

Professional Qualification

- MPhil Business

Organization Served

- Fauji Fertilizer Company Limited

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Relationship Management
- Communication
- Global Mindset



ANAUM ANJUA

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

Top 3 competencies, relevant to your certification



Behavioral Competencies:

- Diversity, Equity, and Inclusion
- Communication



Technical Competencies:

- Talent Acquisition
- Structure of the HR Function

• Experience and 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.



FATIMA DOSSANI

Assistant Manager - DEI
Bank Alfalah
Karachi, Pakistan

Academic Qualification

- BSC (Hons) Applied Psychology

Professional Qualifications

- GDEIB Certification
- SHRM-CP

Organization Served

- Bank Alfalah

Top 3 competencies, relevant to your certification



Behavioral Competency:

- Communication



Technical Competencies:

- Employee Engagement and Retention
- Organizational Effectiveness and Development
- Corporate Social Responsibility

• Experience and Accomplishments

Fatima was the captain of Summer Rowing Regatta in 2010, representing her school internationally. She was a member of the BODs for an NGO in 2013 and an Assistant Teacher at Emmanuel Care Centre in Kuala Lumpur for students with learning disabilities in 2018. As a Certified Practitioner for Global Standards of Diversity, Equity and Inclusion, Fatima developed a board approved policy and strategy for Persons with Disabilities and the same for Banking on Equality. She formed a Diversity and Inclusion Council with top management and launched a Welcome Back Program to give women a chance to work again after they have taken a career break. Recently, she launched a sponsorship program for women to help with their career progression in the bank.