

Certified Alumni of HR Metrics



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Japan



Lee Tee Ling
Principal Consultant
JUSTHR PTE LTD
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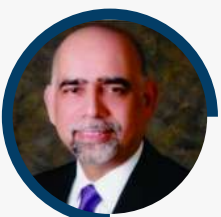
Takashi Iwamoto
Project Professor
Keio University
Japan



Masanori Koide
Service Strategy
Senior Manager Salesforce
Japan



Kei Murakami
Executive Consultant
Kotora Co., Ltd
Japan



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Group Head Human
Resources
Habib Bank AG Zurich
Pakistan



Tipu Zaheer
Head Compensation
& Benefits
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Mughal**
Head, Organisational
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SIPCHEM
Saudi Arabia



Saqlain Sher
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SM PMO (Supp Functions
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Farooq Bilal
Deputy Director HR
DHA Karachi
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Head of HR Sustainability
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Hashim Ali Khan
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Muhammad Bilal
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CEO- High Growth Company
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Head of HR Aga Khan Agency for Habitat Pakistan



Kashan Akram

Head of Workforce Development Byco Petroleum Pakistan Ltd.



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Deputy Executive-Compensation & Benefits Fauji Fertilizer Company Ltd., Pakistan



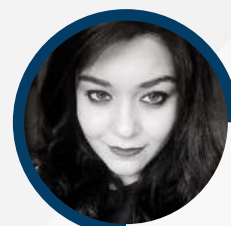
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Freelance Consultant



Sameer Damani

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



Ayesha Sikander

Manager HR & Process Improvement eshifa Pakistan



Tsuyoshi Hara

Senior Representative Japan International Cooperation Agency Japan



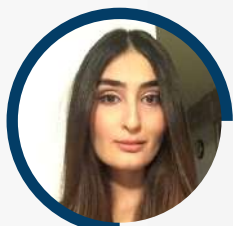
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Doctor of Business Administration, Europe Postdoc Research Fellow International Islamic University Malaysia Pakistan



Rupak Muhammad Nasrullah Zaidi

HR Consultant & Senior Faculty Cambridge Academy of Professionals & World Academy UK Bangladesh



Anam Ayub

Lead HR Shared Services Baltexo Group Pakistan



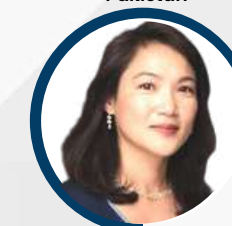
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Fumie Nakao

HR Operations Manager Mercari USA

Certified Alumni of HR Metrics



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ISO 30414: Guidelines for Internal and External Human Capital Reporting

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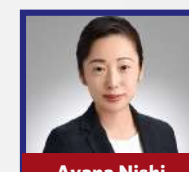
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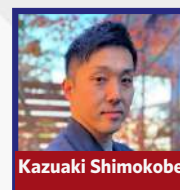
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Wataru Mizutani

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Yusei Fukumura

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Mikako Seike

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Shuhei Kambayashi

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Kiyoto Kashima

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Shigekazu Hombo

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**Miho Nagao
(Fujiwara)**

Japan

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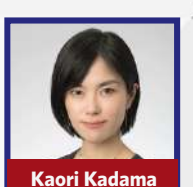
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ISO 30414: Guidelines for Internal and External Human Capital Reporting

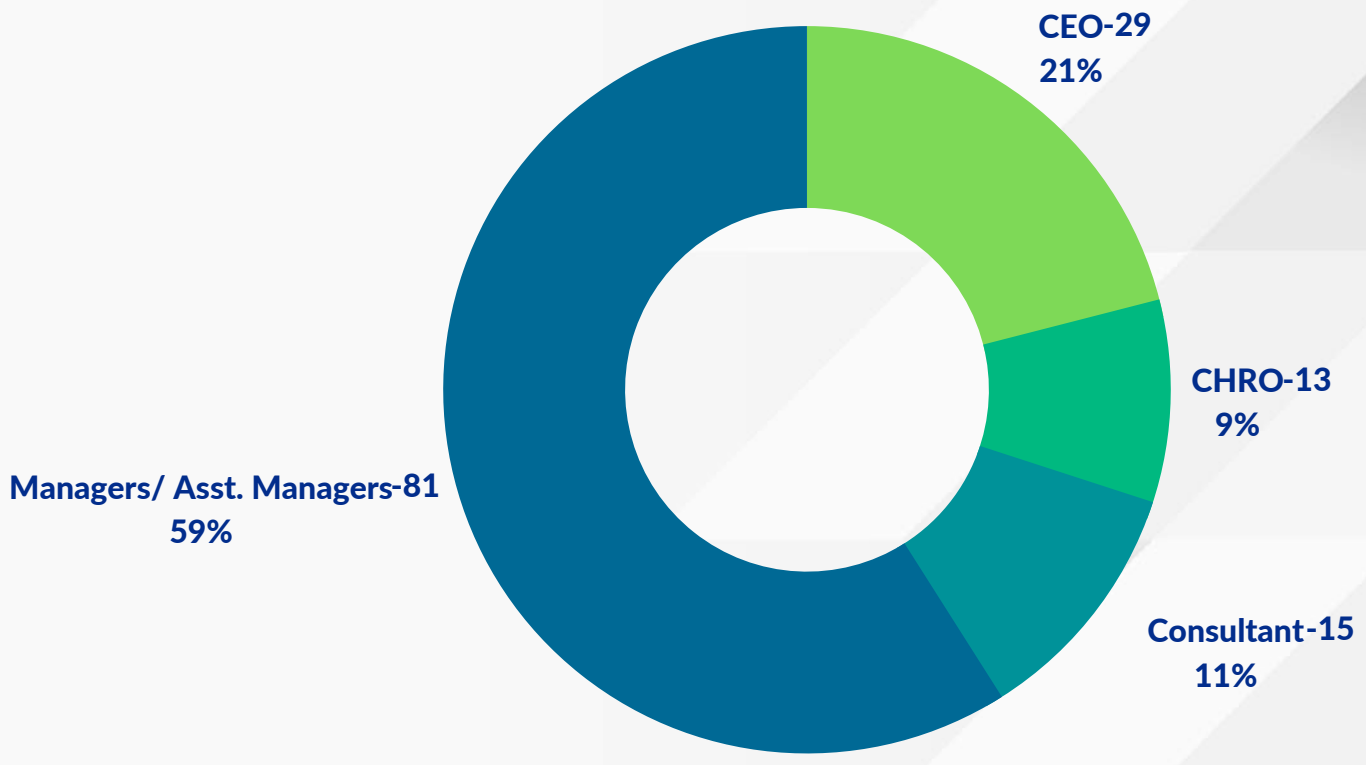
The core content of ISO 30414 comprises 58 Human Capital-related metrics, which are structured into eleven different areas

Human Capital Area	Scope and Content	Human Capital Area	Scope and Content
Compliance and ethics	_ 5 metrics, i.a. information on grievance filed and disputes referred to external parties	Productivity	_ 2 metrics, i.a. information on revenue per employee and human capital Rol
Costs	_ 7 metrics, i.a. information on workforce and hire costs	Recruitment, mobility and turnover	_ 15 metrics, i.a. information on number of candidates, turnover rate and time to fill vacant positions
Diversity	_ 5 metrics, i.a. information on age and gender of workforce	Skills and capabilities	_ 5 metrics, i.a. information on total developing and training costs and number of training hours
Leadership	_ 3 metrics, i.a. information on span of control and leadership trust	Succession planning	_ 5 metrics, i.a. information on succession readiness rate
Organizational culture	_ 2 metrics, i.a. information on retention rate and engagement	Workforce availability	_ 5 metrics, i.a. information on absenteeism, number of employees, and full-time equivalents
Organizational health, safety and well-being	_ 4 metrics, i.a. information on lost time for injury and number of occupational accidents		



- 58 human capital related key metrics
- Differentiation according to internal/external reporting and organizational size

ISO30414 Qualified by Position



HR Metrics is pioneer in introducing ISO 30414: Guidelines for Internal and External Human Capital Reporting. This is first global standard on people analytics. This directory contains some of our alumni who have provided voluntary information regarding their credentials.



SHUNSUKE HOSAKA

CEO
HC Produce Inc.
Tokyo, Japan

Academic Qualification

- MS in International Affairs

Professional Qualification

- ISO 30414 Lead Consultant/
Assessor

Organizations Served

- Japan Bank for International
Cooperation
- Dream Incubator
- HC Produce Inc.

Top 3 Competencies

- Leadership Metrics
- Skills and Capabilities Metrics
- Succession Planning Metrics

Past Experience and Accomplishments

Shunsuke Hosaka is the founder and CEO of HC Produce Inc. Japan. His client work involves helping organizations to develop succession planning, future leaders adopt management skills, and organizations to introduce ISO 30414 to realize long-term growth. Before establishing HC Produce, Shunsuke led Organization and Leadership Development Practice Group for ten years at Dream Incubator Inc., a Japanese management consulting firm, and helped its clients in Human Capital Management.



LEE TEE LING

Principal Consultant
JUSTHR PTE LTD
Singapore

Academic Qualification

- Degree in Business Administrations

Professional Qualifications

- SHRM-SCP
- IHRP-SP
- Certified Consultant/Assessor/Practitioner ISO-30414

Organizations Served

- ECON Healthcare Group
- Crimsonlogic Pte Ltd
- ComfortDelGro Corporation Ltd
- CWT Limited
- Keppel Hitachi Limited

Top 3 Competencies

- Leadership Metrics
- Organizational Culture Metrics
- Productivity Metrics

Past Experience and Accomplishments

Tee Ling (TL) has 30 years of experience in human resource management (HRM) and organization development (OD) at strategic and operational levels. He has held key HR leadership roles in both publicly listed and privately owned companies in different industries. He has successfully formulated HR strategies and translated them into HR programmes in different HR domains: leadership development, organization effectiveness, organization capability development, total rewards, employer branding and HR Analytics. Tee Ling (TL) has excellent experiences in dealing with major organisational changes: merger and acquisition (M & A), public listing, severe economic conditions (SARS/Asian Financial Crisis) and organization restructuring. Tee Ling (TL) has successfully provided HR consultancy, employment standard compliance audit & training services to both Small & Medium Enterprises and MNCs. He is a Registered Management Consultant with IMCS (Institute of Management Consultants Singapore). He is also a Society of Human Resource Management Senior Certified Professional (SHRM-SCP).



TAKASHI IWAMOTO

Project Professor
Keio University
Urayasu, Japan

Academic Qualification

- Ph.D.

Professional Qualification

- Lead Consultant/Assessor
ISO 30414

Organizations Served

- Keio University
- Dream Incubator
- Nokia
- Lucent Technologies
- Motorola

Top 3 Competencies

- Leadership Metrics
- Organizational Culture Metrics
- Organizational Health,

Past Experience and Accomplishments

Regarding the HRM area, He conducted HR technology research with various firms and published several books in Japan. He also act as the chairman of the judging committee of HR Technology Award in Japan.



MASANORI KOIDE

Service Strategy Senior Manager
Salesforce Japan
Tokyo , Japan

Academic Qualification

- MBA

Professional Qualification

- Salesforce Certified Sales/Service Cloud Consultant
- Certified Consultant/Assessor/Practitioner ISO-30414

Organization Served

- JPPaC

Top 3 Competencies

- Organizational Culture Metrics
- Recruitment
- Mobility and Turnover Metrics

Past Experience and Accomplishments

Masanori worked for a global HR consulting firm and strategy consulting firms to enhance employee engagement, strengthen organizations and support in building new business organizations for large companies in Japan. Koide has led multiple People Analytics and HR Technology teams. He has supported his clients in developing HR strategies, designing & analyzing HR data and HC KPIs. Koide also plays a vital role in planning and implementing HR initiatives such as talent management.

According to Masanori Koide, Japan has multiple clients which are struggling with synchronization between corporate/business strategies and HCM strategies. Without strategic contents, just disclosing HCM KPI figures has been proved to be insufficient for internal and external stakeholders. Thus, based on Layers Consulting's company strategy, they have supported Koide in developing HCM strategies, initiatives, selecting and prioritization ISO 30414 Standard to aide them in setting new targets and achieving on-going targets more effectively.



KEI MURAKAMI

Executive Consultant
Kotora Co., Ltd.
Minato-ku, Tokyo, Japan

Academic Qualification

- Bachelor of Laws

Professional Qualifications

- CFA
- Certified Consultant/Assessor/
Practitioner ISO-30414

Organizations Served

- MUFG Bank, Ltd.
- Toyota Financial Services
Co., Ltd.

Top 3 Competencies

- Costs Metrics
- Organizational Culture Metrics
- Productivity Metrics

Past Experience and Accomplishments

After graduating from Tohoku University Faculty of Law, Mr. Murakami has worked as a fund manager at Tokai Bank (currently MUFG Bank) and its subsidiaries. After that he was engaged in market risk management at regional banks and Toyota Financial Services. The ISO30414 coaching program consists of four parts: lectures, knowledge tests, case studies, and judgment skill tests. The lectures and knowledge tests are very important for understanding not only the ISO30414 metrics but also the human capital reporting process.

In the case study, Mr. Murakami created an audit report and according to him, it was extremely useful to have practical consulting experience through creating proposals, creating audit tools, and creating audit reports. In particular, learning how to improve the reliability and added value of proposals and reports will surely be useful in future practice.

In addition, the final judgment skill test provided an opportunity to reaffirm troubleshooting and solutions to various issues that may be faced in consulting, which will also be useful in practice.

Murakami believes the ISO 30414 Certification Program has helped him gain more confidence as a consultant in his professional lifestyle and practice.



HAMMAD AKRAM MUGHAL

Head, Organisational Effectiveness
SIPCHEM

Jubail Industrial City , Saudi Arabia

Academic Qualifications

- Masters in HRM
- PG Diploma in HRM

Professional Qualifications

- SHRM, SCP Certification
- Lead Auditor ISO 30414 Certification
- HAY Job Evaluation Certification
- CHRP Certification
- CBM (Competency Based Management) Certification
- DISC (GIA/TST) Certification

Organizations Served

- SIPCHEM – Sahara International Petrochemical Company
- SADARA – Saudi Aramco
- MA'ADEN – Saudi Arabian Mining Company
- Ma'aden Aluminum Company
- PPL – Pakistan Petroleum Limited

Top 3 Competencies

- Costs Metrics
- Leadership Metrics
- Productivity Metrics

Past Experience and Accomplishments

Seasoned HR practitioner providing HR Transformation, Strategy & Operational advisory in high risk multi billion dollar global oil & gas, petrochemical, mining, metal & manufacturing industries. 15 years global working exposure across Europe, Far East Asia, Latin America, Africa and Middle East. Currently responsible for Organizational Effectiveness portfolio across Switzerland, Singapore & Saudi Arabia regions for Sipchem (Forbes Global 2000 company). Successfully designed & delivered HR Transformation, Operating Model, Shared Service Design, Strategic Workforce Planning, Total Rewards, Succession Planning, Talent Management & Development, Competency Development, HR Metrics & Analytics projects.



TIPU ZAHEER

Head Compensation & Benefits
ENGIE
Dubai, UAE

Academic Qualification

- MBA Executive

Professional Qualifications

- SHRM-SCP
- ISO 30414 Certified

Organizations Served

- ENGIE
- ICI
- NUST
- Pakistan Army

Top 3 Competencies

- Costs Metrics
- Leadership Metrics
- Productivity Metrics

Past Experience and Accomplishments

A seasoned HR leader with a progressive experience of diverse geographic markets, human capital management trends, having exposure of industries varying academia, chemicals & manufacturing, Energy (Thermal, Renewable, Water), in fortune 500 companies, including Imperial Chemical Industries (ICI Pakistan), AkzoNobel and ENGIE. Tipu is a keen professional who keeps tap with market trends and believes in giving back to the society and community. Tipu is extremely passionate about working with people who believe in functioning together, thinking together, and growing together to achieve Strategic Business Goals. An experienced Human Resource professional with a progressive experience of over 16 years with Human Capital management within Fortune 500 global companies over the last decade, including Imperial Chemical Industries (ICI), AkzoNobel, and ENGIE. Besides professional qualification, his experience brings a wealth of subject matter expertise in people management strategies, strategic workforce planning, facilitation of change management program, steering organization rewards strategies, and HR leadership.



DR. SITWAT HUSAIN

Group Head Human Resources
Habib Bank AG Zurich
Karachi, Pakistan

Academic Qualifications

- MBA (HR)
- MBA (Marketing)

Professional Qualifications

- SHRM-SCP
- GPHR
- Certified Consultant/Assessor/
Practitioner ISO-30414

Organizations Served

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

Top 3 Competencies

- Diversity Metrics
- Leadership Metrics
- Succession Planning Metrics

Past Experience and Accomplishments

Dr. Sitwat Husain is a diversified and senior HR practitioner, who has worked for both local conglomerates as well as blue-chip multinational companies, within and outside Pakistan. Currently the Group Head of Human Resources, for Habib Bank AG Zurich, his remit spans across 10 countries in four continents. His 30 years plus experience has been in six different industries, inclusive of but not limited to the Banking, Pharmaceutical, Engineering, and Insurance sectors. During these tenures, Dr. Sitwat's different HR Leadership roles have given him oversight across more than 25 countries. With a double Majors in business administration (HR and Marketing), he is also an HR certified practitioner, trainer, and instructor for both the SHRM (USA) and HCI (USA) certifications.



SAQLAIN SHER

Regional HR Business Partner
PTCL
Multan, Pakistan

Academic Qualification

- MBA Human Resource Management

Professional Qualifications

- SHRM-SCP
- Certified Consultant/Assessor/Practitioner ISO-30414

Organizations Served

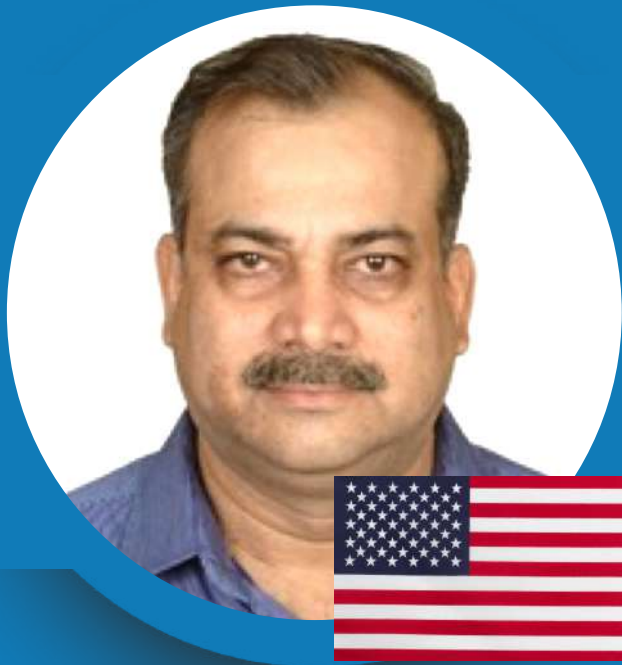
- Doosan Babcock Abu Dhabi
- Al Hassan Engineering LLC Abu Dhabi
- Attila Dogan & Seeh Al Sarya LLC
- Olayan Descon Industrial Company
- Descon Engineering Ltd

Top 3 Competencies

- Leadership Metrics
- Organizational Health
- Safety and Well-Being Metrics

Past Experience and Accomplishments

Saqlain has worked on senior roles across the GCC since 2001 in the Oil & Gas and Power sectors during his (18+) years of experience. Saqlain holds a Master's degree in Business Administration in Human Resources from SZABIST Dubai, MCIPD from CIPD-UK, PMP from PMI-USA, Senior Certified Human Resource Professional. Certification from SHRM-USA, SPHRI from HRCI-USA. He is pursuing a Ph.D. from Islamia University Bahawalpur in the field of HR and working on Novel topics for his research. He is a seasoned HR Professional and recently participated for Exam Development of SHRM certification in Las Vegas, the USA from Pakistan; he is a member of ISO Standards NMC Pakistan. The International Center for Enterprise Engagement recently certified him as Lead Auditor for ISO-30414



SYED SAJID ABIDI

Consultant/ Specialist HR
Coastal Gulf International
Pasadena, United States

Academic Qualification

- MBA

Professional Qualification

- Certified Consultant/Assessor/
Practitioner ISO-30414

Organizations Served

- HVJ Associates
- Hotel Ramada Plaza
- Iffco Pakistan
- Total Parco Pakistan
- Habib Oil Mills

Top 3 Competencies

- Workforce Availability Metrics
- Costs Metrics
- Organizational Health

Past Experience and Accomplishments

Syed Sajid Raza is the Senior Human Resource Consultant at Milan Solutions. Having an overall 23 years of experience, out of which 15 years in leading & controlling the HR & Admin department in various multinational organizations in Pakistan, including OPI International, SGS Pakistan, Asia Petroleum Limited, Habib Oil Mills, Total Parco Pakistan Limited-Lahore, Total Oil Pakistan Limited-Karachi. His last assignment was in a manufacturing FMCG concern, Iffco Pakistan, where he led & managed overall HR & General Administration for almost six years. He possesses rich exposure & experience in the core HR areas such as Recruitment & Selection, In-House Training, Employee Relations, Dealing with Labour Union & pursuing matters in Labor Courts of Pakistan. His areas of expertise are Effective Communication at all levels, Organizational Planning & Development, Managing Compensation and Benefits Scheme, Policy Administration, Employee Engagement, Employee Relations, Rewards & Recognition Programs, Succession Planning, Reports Development, etc.



USMAN SHABBIR

SM PMO (Supp Functions
Proj & Portfolio)
PTCL
Rawalpindi, Pakistan

Academic Qualification

- MBA

Professional Qualifications

- SHRM-CP
- ISO-30414 Certified
- ISO-45001 Certified Lead Auditor

Organizations Served

- Pakistan Telecommunication Company Limited
- Askari Guards (Pvt) Ltd

Top 3 Competencies

- Costs Metrics
- Organizational Health
- Safety and Well-Being Metrics

Past Experience and Accomplishments

Usman Shabbir is an aspiring and self-motivated Certified HR Professional (SHRM-CP & HCM Analytics Qualified), having six years of diverse experience of working with Top Management in HR Operations, Strategic HR, and Corporate Administration in PTCL and AWT. Prospects of achieving challenging and time-sensitive targets & objectives; and delivering results beyond expectations excites him. He actively pursues these opportunities in all his professional assignments. He is a team player and is always willing to go the extra mile for the team. Usman has a keen eye for details and proven capabilities of reporting, design, and improvement of processes, measurement of the impact of HR initiatives, formulation, and implementation of impact-oriented policies and objectives for a diverse set of Human Resource. In pursuit of all-around professional development, he ventured into the field of Corporate Administration developing capabilities of Budgeting, Capex, and Opex planning, and monitoring execution of larger-scale projects and reporting. He strongly believes in continuous professional development and cherishes all opportunities for formal and informal learning and development.



ADNAN SAEED

Head of Training & OD
Ferozsons Labs. Ltd.
Lahore, Pakistan

Academic Qualifications

- MBA-IBA Karachi
- MS HRM IAS

Professional Qualifications

- ISO30414 Auditor
- GDEIB Certified Professional

Organizations Served

- Merck Serono
- Bayer

Top 3 Competencies

- Leadership Metrics
- Organizational Culture Metrics
- Skills and Capabilities Metrics

Past Experience and Accomplishments

Adnan Saeed is a Senior Human Resource Professional with over 20 years of diverse careers in the Pharmaceutical Industry of Pakistan. He has worked leading international & local companies and worked with some of the leading industry veterans from Pakistan and abroad. He started his career in the marketing and sales function at Merck Serono Pharmaceuticals. Being a strong proponent of continuous development Adnan Saeed completed his post-graduation from Aga Khan Medical College University in Bio-Sciences, MBA in Corporate Management from IBA Karachi. To pursue his passion for research he recently completed MSHRM from the Institute of Administrative Sciences, Punjab University where his thesis discussed "Determinants of employees' turnover intentions in Pharmaceutical Industry of Pakistan". It was the first of its kind to find the solution for a mega-industry challenge.

After a decade of a career in Marketing & Sales, Training & Development, Communications and Corporate HR Projects from Merck Serono Pharma Adnan Saeed joined the Bayer Schering Pharma as a Manager in the Business & Organizational Excellence Department. Having worked in the fields of Customer Facing Excellence, Training & Development, Quality Assurance, Coaching & Mentoring, Organizational Development & Culture, Rewards & Recognition, Talent Acquisition and Management, Code Compliance & Ethics, Industry Benchmarking, Change Management, Operations Management and Communication Adnan is one of the most seasoned professionals in Pharmaceutical HR domain. Currently, he is working as a Head of the department in Ferozsons Labs. Ltd from the last 7 years and leading the team actively responsible for approximately 700 people and organization development. He has worked as a change agent and being an active member of the leadership team has established the engaged workforce for the organization by driving performance culture and building cultural capital through employer higher value proposition.



SHAHINA HUSSAINI

Senior Manager HR
Rewards & Governance
HBL
Karachi, Pakistan

Academic Qualification

- MBA

Professional Qualifications

- SHRM-CP
- Certified Practitioner ISO-30414

Organization Served

- HBL

Top 3 Competencies

- Diversity Metrics
- Leadership Metrics
- Organizational Health

Past Experience and Accomplishments

She is an SHRM Certified Professional with a strong community and social services experience. Her exposure to working for Board committees has given her an opportunity to engage with and gain insights from the management. Handling regulatory inspections has helped cultivate strong analytical skills and analyze and develop domestic and international HR Policies has helped her inculcate a global mindset.



FATIMA CHISHTI

HR Manager
Samsung Electronics
Lahore, Pakistan

Academic Qualification

- MBA HR

Professional Qualifications

- MBA HE
- Certified Practitioner ISO-30414

Organizations Served

- Jazz
- Fatima Group
- Ministry of Health
- Samsung Electronics

Top 3 Competencies

- Organizational Culture Metrics
- Recruitment
- Mobility and Turnover Metrics

Past Experience and Accomplishments

Fatima Chishti is an HR Manager of Samsung Pakistan Electronics. She started working with PMCL (Mobilink) as Associate Corporate Affairs in 2006 & has also worked as Officer in Fatima Group in the HR Department. She has a Masters Degree in Human Resource Management & Bachelors in Computer Sciences from The Islamia University of Bahawalpur. She is also a certified Group Fitness Instructor.



FAROOQ AHMAD RANDHAWA

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

Academic Qualifications

- MBA (HR)
- MSHRM
- Diploma Labour Laws of Pakistan

Professional Qualifications

- SHRM-SCP
- SPHRi
- CHRP
- Certified Consultant/Assessor/
Practitioner ISO-30414

Organizations Served

- Punjab Healthcare Commission
- Lahore Waste Management
Company
- Crown Agents for Overseas
Governments
- CQS Pakistan
- Freelance Consultancy for
Engineering and IT Sectors of
Pakistan

Top 3 Competencies

- Workforce Availability Metrics
- Costs Metrics
- Productivity Metrics

Past Experience and Accomplishments

Farooq is a globally and locally certified HR Professional with more than 13 years of proven experience in OD, HRM, PMS, change management, T&D, HR Analytics, administration and software development. Farooq has also attended multiple pieces of training from locally recognized institutes i.e. PMP® from Project Management Institute, Lahore Chapter; Developing Future Leaders from LUMS. He has also attended training programs on Strategic HR Metrics; HR Data Analytics and HR Analytics Leader from AIHR, Netherland.



FAROOQ BILAL

Deputy Director HR
DHA
Karachi Pakistan

Academic Qualification

- MBA HR

Professional Qualifications

- SHRM-CP
- Certified Practitioner ISO-30414
- NLP

Organizations Served

- Forntier Works Organization (FWO)
- Defence housing authority (DHA karachi)

Top 3 Competencies

- Compliance and Ethics Metrics
- Leadership Metrics
- Productivity Metrics

Past Experience and Accomplishments

Farooq Bilal, MBA (HR), SHRM-CP, is a highly experienced Senior Manager Human Resource with a demonstrated working history in Technical Recruitments, headhunting, Spearheading HR Operations with a manning level of over 15000 employees nationwide and also at an international level. Having a strong admin & coord experience at the back being a veteran after serving in Army for 23 years. He has been successfully managing the HR functions in the leading construction organization since 2016; the roles and tasks include identifying the HR gap, recruitment, onboarding, implementing HR policy across the board, making, managing, and implementing retention policies including promotions, etc. Hardworking, agility, and creative ability are his forte. He is also a visiting faculty member in various institutes, where he teaches different HR disciplines.



MOHSIN NISHAT

Head of HR Sustainability & Communications
Sapphire Textiles
Lahore, Pakistan

Academic Qualification

- MBA

Professional Qualifications

- MCIPD
- CIPD UK
- SHRM-SCP
- PCC
- Certified Consultant/Assessor/Practitioner ISO-30414

Organizations Served

- Telenor
- Unilever
- KPMg

Top 3 Competencies

- Compliance and Ethics Metrics
- Leadership Metrics
- Recruitment

Past Experience and Accomplishments

Mohsin Nishat is an engineer, MBA and MCIPD from Chartered Institute of Personal Development in the United Kingdom. Having gathered 24 years of experience in multiple corporate fields, he is presently leading the Ethics and Compliance portfolio of Telenor Pakistan. In Telenor Pakistan, Mohsin overlooks governance and compliance, while also being at the forefront of ensuring the values, ethics and cultural development in the company. Having worked in the fields of Human Resources, Operations Management, Supply Chain Management, Quality Assurance, Organization Development & Health Checks and Compliance & Ethics Management, Mohsin Nishat is a particularly seasoned individual. He is also actively involved in working on the ISO HR standards. This work stems from his belief that HR standards have the capability to create a lasting impact in the corporate world. HR standards equip organizations and professionals with the knowledge and tools to apply the most significant element- "People" along with the most consistent and best of practices. Before working at Telenor Pakistan, Mohsin was a part of HR at Unilever Pakistan specifically having roles in Employee Relations, Employer Branding, HR Business Partnering, Organization Development and Talent & Culture. His projects also included two international assignments based in Sri Lanka and one executed virtually with Unilever Asia Office in Singapore. Mohsin is also part of the board on curriculum advisory at NUST Business School in Islamabad and a member of a committee by Education Commission Pakistan on eligibility screening to accredit business schools in Pakistan. Agility, collaboration, and humility are his key traits along with an active commitment to polishing his functional and leadership skills. Coupled with this, his passion for teaching, sharing knowledge and exploring different cultures, make him a highly accomplished individual.



WAQAS WASEEM

Lead Manager HR
Pak-Qatar Takaful Group
Karachi, Pakistan

Academic Qualifications

- MS
- MBA
- LL.B.

Professional Qualifications

- ISO30414 / 30405 Certified
- PHRI
- ALMI

Organizations Served

- Pak-Qatar Takaful Group (5 companies)
- National Foods Limited
- Naseem Associates

Top 3 Competencies

- Costs Metrics
- Leadership Metrics
- Recruitment

Past Experience and Accomplishments

Waqas is a well-rounded HR professional with 16+ years of experience in Pakistan's top companies in the large scale manufacturing and financial sector, and managed both retail and corporate sides. During his rigorous career in various domains, he has managed and delivered multiple key HR projects in the domains of Organizational design & re/structuring, Talent management, Organizational development, Diversity & inclusion, HR Compliance and Reporting. In addition to this, he is also a trainer on ISO30414, Employment laws, and non-verbal communication.



HASHIM ALI KHAN

Director Administration
Defense Housing Authority
Karachi, Pakistan

Academic Qualifications

- MSc (Arts and Science of Warfare)
- MSc (Military Sciences and Management with Specialization in HRM)

Professional Qualifications

- SHRM-CP
- Certified Consultant/Assessor/Practitioner ISO-30414

Organizations Served

- Pakistan Army
- Defence Housing Authority Karachi

Top 3 Competencies

- Compliance and Ethics Metrics
- Organizational Health
- Safety and Well-Being Metrics

Past Experience and Accomplishments

Hashim is a seasoned professional with over 29 years of experience in Human resource, Administration, Change Management, and employee welfare/well-being. As a veteran, Hashim has managed the Human Resource under diverse ethnic and challenging geographical environments. Has developed and conducted training on change management for assimilating the workforce to new environments. Conducted training for making employees prepared to endure working in high-stress environments. Organized counseling sessions for the employees to resolve work / off-work issues to promote a productive and mentally healthy workplace. Managed Human Resource in an efficient manner by reducing the problems resulting in legal complications. As Director Administration Defense Housing Authority, Hashim has managed the administration and well-being of employees and the organization in a seamless manner. Organized recruitment of medical staff and conducted their training on stress management related to work. Enforced open door policy for employees in addressing their concerns related to work or personal issues without any fear/retribution. He is keenly interested in improving the work environments, and promoting the mentally healthy and productive workforce through improved management and enforcement of relevant Human Resource policies and procedures.



MUHAMMAD BILAL

Head of HR Operations
Bayer Pakistan
Karachi, Pakistan

Academic Qualification

- MBA HR

Professional Qualifications

- CHRP from PIQC
- Certified Practitioner ISO-30414

Organization Served

- GlaxoSmithKline

Top 3 Competencies

- Costs Metrics
- Leadership Metrics
- Organizational Health

Past Experience and Accomplishments

Waqas is a well-rounded HR professional with 16+ years of experience in Pakistan's top companies in the large scale manufacturing and financial sector, and managed both retail and corporate sides. During his rigorous career in various domains, he has managed and delivered multiple key HR projects in the domains of Organizational design & re/structuring, Talent management, Organizational development, Diversity & inclusion, HR Compliance and Reporting. In addition to this, he is also a trainer on ISO30414, Employment laws, and non-verbal communication.