

GDEIB CONFERENCE 2024

HOW ORGANIZATIONS ARE LEVERAGING DEI TO ACCELERATE CHANGE, DRIVE SUSTAINABILITY AND CREATING VALUE FOR MULTI STAKEHOLDERS?

5th March 2024

CONFERENCE OBJECTIVES

1 UNDERSTAND BUSINESS CASE

Understand the business and social case for aligning DEI with the organization's sustainability through measurable indicators.



2 TRANSFORM YOUR ORGANIZATION

Transform your organization from using diversity defensively as a matter of legal or ethical compliance to position it as a strategic asset to compete in the market.



3 USE GLOBAL DEI BENCHMARKS STANDARDS

Use Global DEI Benchmark Standards for gap analysis, benchmarking and strategy formulation and contribute towards sustainable development goals.

4 MEET WITH HIGHLY QUALIFIED BUSINESS COMMUNITY

Network with highly qualified business community to develop professional connections to leverage your career growth.



+92 333 1592246

info@thehrmetrics.com

DHA, Islamabad

www.thehrmetrics.com



Background

Organizations today are dedicated to serving all stakeholders, including customers, employees, suppliers, regulators, shareholders and society at large. Future-focused organizations want to ensure long-term sustainability of the world and the people in this world. As organizations are increasingly becoming agile in their business model, supply chains, shared services and operational processes; stakeholders like diversity, equity and inclusion integration with business for sustainable outcomes, To optimize organizational results, creativity, innovation, problem solving, talent management and stakeholders engagement, organizational leaders need to adopt inclusive approaches, management strategies and governance styles that incorporate different perspectives, cognitive, cultural and linguistic differences, and collaboration.

Why Diversity, Equity, and Inclusion is important for Pakistan?

- Pakistan is a signatory of UN 2030 Sustainable Development Goals endorsed by 193 member countries. 17 SDGs provide a plan of action for People, Planet, Prosperity, Peace, and Partnership. 6 out of 17 SDGs focus on diversity and inclusion through effective, accountable, and inclusive institutions.
- McKinsey's 2020 Report: "Diversity Wins - How Inclusion Matters" found that, "Companies in the top quartile for gender diversity on their executive teams were 25 percent more likely to experience above-average profitability than companies in the fourth quartile," as well as "36 percent likelihood of outperformance on EBIT margin for ethnic and cultural diversity."



WORLD ECONOMIC FORUM

- The World Economic Forum's report "Diversity, Equity, and Inclusion 4.0" suggests that companies with diverse employees have "up to 20% higher rate of innovation and 19% higher innovation revenues." This correlation shows a business case for diversity & inclusion.

- The World Economic Forum's report "Diversity, Equity, and Inclusion 4.0" suggests that companies with diverse employees have "up to 20% higher rate of innovation and 19% higher innovation revenues." This correlation shows a business case for diversity & inclusion.



- Apex regulators including Securities and Exchange Commission of Pakistan and State Bank of Pakistan have issued specific policies on diversity to harness the power of inclusion to leverage social and economic uplift of the society.

KEY STATISTICS



45 ORGANIZATIONS



10+ INDUSTRIES



400+ PARTICIPANTS

CONFERENCE SPEAKERS 2024



ATIF BAJWA
President
Bank Alfalah Limited



JAMAL NASIR
Chief Human Resources Officer
HBL



HAJRA OMER
Head of Human Resources
Nestlé Pakistan Limited