

SHRM CERTIFIED

ALUMNI DIRECTORY



The purpose of the directory is to highlight and recognize the credentials of highly skilled SHRM-Certified Alumni, helping organizations identify top HR talent and facilitating professional development opportunities.

SHRM CERTIFIED PROFESSIONALS

GLOBAL



Kamran Mustafa Siddiqui

Global Human Resource Director
 FINCA Impact Finance
 UK



Sana Javed

Director Global Performance Management,
 Center of Excellence (CoE)
 Wartsila Pakistan (Pvt) Ltd.
 Canada



Farhan Samji

Director of Business Operations
 Hospitality Advisers Group
 Canada



Rabia Mehboob

Corporate Director of HR
 Blue Sky Hospitality Solutions
 USA



Tsuyoshi Hara

Director of Human Resource Department
 Japan International Cooperation Agency
 Japan



Kamran Hussain

Employee Relations Lead-HR
 Qatar Fabrication Company
 Qatar



Rahim Kabani

Human Resources Manager
 Cosmetica Laboratories Inc
 Canada



Farhan Ur Rehman

Manager Total Rewards,
 Workforce Planning & Policy
 SEHA - Abu Dhabi Health Services Co.
 UAE



Fumie Nakao

HR Operations Manager
 Mercari
 USA



Nauman Tariq

HRBP/HR Consultant
 Confidential
 UAE



Rashed Amin

Manager – Organization & System Development
 ABANA Enterprises Group Co.
 Saudi Arabia



Rabia Mehboob

Corporate Director of HR
 Blue Sky Hospitality Solutions
 USA



Syeda Rida

Associate Human Resource Generalist
 Canonical
 Canada



Saniya Hassan

Advisor
 The TJX Companies
 USA



Sameea Pervez Ali

Talent Attraction Consultant
 Grant Thornton LLP
 Canada



Mohammad Faheem

PPE Sales & Sourcing Executive
 TECHNOAVIA
 UAE



Aqsa Rustam

People Experience Advisor
 Mondelēz International
 Canada



Anita Ansari

Key Account Manager
 SPERTON - Where Great People Meet
 USA



Furrukh Ismail

HR Professional
 Oman



Anaum Janjua

Happiness Life Coach
 Destiny Trainers
 Australia



SHRM CERTIFIED PROFESSIONALS

PAKISTAN



Dr. Sitwat Husain
 CEO
 OptimizeHR
 Pakistan



Zahid Ali Mubarik
 SHRM-SCP, SPHRi, GPHR
 CEO
 HR Metrics
 Pakistan



Umer Raza Bhutta
 CEO
 Abundance Business
 and Consulting
 Pakistan



Sadaf Hatif
 Director & CEO
 HRSG - Innovative
 Business Solutions
 Pakistan



Maheen Qaiser
 Owner
 Beri & Coral
 Pakistan



Syed Farhat Ali Bokhari
 Vice President
 Abacus Consulting
 Pakistan



Junaid Jumani
 CHRO
 AGP Limited and
 OBS AGP (Pvt.) Limited
 Pakistan



Shahma Zahid
 Chief Human
 Resources Officer
 Greenstar Social
 Marketing (G)
 Pakistan



Mehwish Owais
 Chief Human Resources
 The Hive
 Pakistan



Syeda Fizza Batool
 Global Head of People
 and Culture
 CodeNinja Inc.
 Pakistan



Mukham Wali Khan
 Global Human Resources
 Business Partner
 Aga Khan Agency
 for Habitat
 Pakistan



Fizza Saeed
 Senior Global People
 Business Partner
 DigitalOcean
 Pakistan



Munira Moiz Muhammad
 Head Senior HRBP (Global)
 Aga Khan Schools
 Aga Khan Education Service
 & Aga Khan Academics)
 Pakistan



Basma Aftab
 Regional Head of
 Equality, Diversity and
 Inclusion South Asia
 British Council
 Pakistan



Madiha Khalid
 HRBP CD-Gulf
 Unilever Pakistan Limited
 Pakistan



M. Faisal Qureshi
 Divisional Head General
 Services & Stationery
 Allied Bank Limited
 Pakistan



Muhammad Atif Tufail Khan
 Human Resource Director
 eWorx International
 Pakistan



Samia Qamar
 Director, People
 S&P Global
 Pakistan



Nadia Akbar Huda
 Director- HR
 Vital Pakistan Trust
 Pakistan



Kashif Pervaiz
 Senior Director
 Afiniti
 Pakistan



Mahad Ali
 Deputy Director HR
 DHA Head Office Karachi
 Pakistan



Aurangzeb Ahmed Khan
 Deputy Director
 Housing Directorate GHQ
 Pakistan



Hashim Ali Khan
 Deputy Director
 Askari Colonies
 Management (South)
 Pakistan



Farooq Ahmad Randhawa
 Additional Director HR
 and Admin
 Harvard Business Review
 Pakistan



SHRM CERTIFIED PROFESSIONALS

PAKISTAN



Faiza Qureshi

Group Head People & Culture
 HRSG - Innovative
 Business Solutions
 Pakistan



Bakar Ahmed

Group Head HR
 Zarai Taraqati
 Bank Limited
 Pakistan



Kaifee Siddiqui

Former Group Head HR
 Packages Group
 Pakistan



Syed Saulat Abbas

Lead OD & TnD/HRBP
 Fauji Foods Ltd.
 Pakistan



Syeda Beenish

Lead HR Bussines Partner -
 IT Division
 Bank AL Habib Limited
 Pakistan



Osama Adil

Lead Human Resource
 Business Partner
 International Packaging
 Films Limited
 Pakistan



Talha Rasool

Talent Acquisition &
 Operations Lead
 National Logistics
 Corporation
 Pakistan



Naem Lodhi

Recruitment &
 Selection Lead
 INTECH Process Automation
 Pakistan



M. Salman Dalia

Lead HR & Accounting,
 HR & Finance
 SABIC
 Pakistan



Asaad Hameed

Lead ME/MI Process
 Improvement
 Masood Textile
 Mills Limited
 Pakistan



Rafea Ahmed

People Partner - Pakistan
 & Middle East
 Adam Smith International
 Pakistan



Khalid Mehmud Nasir

Group Senior General
 Manager - HR
 Master Group of Industries
 Pakistan



Imran Nabi

Head of HR
 Kulsum International
 Hospital
 Pakistan



Adeel Rahmani

Head of Human Resources
 Pakistan Petroleum Limited
 Pakistan



Rabia Afshien

Head of HR
 Pharmagen Limited
 Pakistan



Mehreen Amir Ali

Head of Human Resources
 Aga Khan Development
 Network
 Pakistan



Mir Usama Mazhar

Senior Human
 Resources Officer
 Pakistan Petroleum Limited
 Pakistan



Ali Asif

Head of Strategy and
 Organizational Development
 KSB Pumps Company Limited
 Pakistan



Habiba Sulman

Head Leadership
 Development & DEI
 Faysal Bank Ltd.
 Pakistan



Amin Anwer Ali Rashidi

Head-Rewards, HR
 Operations & Governance
 HABIBMETRO Bank
 Pakistan



Amber Sultana

Employee Relations
 Manager-Pakistan Middle
 East & Africa
 Haleon
 Pakistan



Muhammad Asif

Head of Human Resources
 & Administration
 ABL Funds
 Pakistan



M. Adnan Amin

Head of Resourcing and
 Talent Management
 Silkbank Limited
 Pakistan



M. Adil Salim

Head of Performance
 Management & Rewards
 Byco Petroleum Pakistan
 Limited
 Pakistan



SHRM CERTIFIED PROFESSIONALS

PAKISTAN



Rizwan Shahid Siddiqui

Head HR Business & Employee Relations
 Faysal Bank Limited
 Pakistan



Saba Hassan

Head of Human Resources and Talent Management
 Mustaqim Dyeing & Printing Industries (Pvt.) Ltd.
 Pakistan



Quratulain Arsalan

Head of Central HR
 Artistic Milliners
 Pakistan



Nabeel Khalid

People & Change Manager-
 Global Programme
 Voluntary Service
 Overseas
 Pakistan



Syed Taha Amjad

Head of Talent Management
 Multinet Pakistan
 Private Limited
 Pakistan



Faiza Shakeel Malik

Head of Talent & Organization Development
 Haier Pakistan
 Pakistan



Usman Ahmed

Head Human Resource & Admin
 HABIBMETRO Exchange Services Ltd.
 Pakistan



Najia Malik

Head Of Human Resources
 Universal Service Fund
 Pakistan



Dr. Saqlain Sher

Head HR Communications & Employer Branding
 NBP
 Pakistan



Salman Pasha

Group HRBP & Organizational Development
 Habib Bank AG Zurich
 Pakistan



Sameer Amjad

Group Head - HR Bussines Partnering (HRBP)
 International Packaging Films Limited
 Pakistan



Fizza Ather

HR Business Partner
 Fauji Fertilizer Company Limited
 Pakistan



Munib Faruqi

HRBP
 Gaditek
 Pakistan



Kiran Chimnani

HRBP
 Martin Dow Marker Ltd.
 Pakistan



Saleha Majid

HR Business Partner
 The SEARLE Company Ltd.
 Pakistan



Junal Maria D'cruz

HR Business Partner
 Bayer Pakistan (Pvt) Ltd
 Pakistan



Sana Karim

Head of HR
 Confidential
 Pakistan



Saria Zaheer

Head HR & OD
 Shafi Texcel Limited
 Pakistan



Sameer Damani

Head of Rewards & HR Shared Services
 Midas Safety
 Pakistan



Kashif Halim Rajpoot

Head of People and Culture
 Paymob Pakistan
 Pakistan



Joveria Chaudhry

Head of Sustainability & SHEQ
 Pakistan Oxygen Limited
 Pakistan



Saman Abbasi

Head L&D and Chief Diversity Officer
 Soneri Bank Limited
 Pakistan



Muhammad Haseeb

Head of HR-Apparel
 Sarena Industries
 Pakistan



Saman Chaudhry

Head Organizational Development and Performance Management
 FFBL
 Pakistan



SHRM CERTIFIED PROFESSIONALS

PAKISTAN



Sabir Mumtaz

Head of Compensation Benefits
 Askari Bank Limited
 Pakistan



M. Saqib Awan

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



Aurangzeb Alam

Senior Executive
 Human Resources
 Fauji Fertilizer Company Limited
 Pakistan



**Nimra Saleem
 Shaikh**

Human Resources Executive
 Clipsal Pakistan
 (Pvt) Ltd.
 Pakistan



Ruby Aftab

Unit Head
 Allied Bank Limited
 Pakistan



Feroze Parveez

Unit Head Talent
 Habib Metropolitan
 Bank Limited
 Pakistan



**Syed Zeeshan
 Hussain**

Unit Head Talent Acquisition
 National bank of Pakistan
 Pakistan



Qadeer Ahmad

HR Lead
 CodingCops
 Pakistan



Mudassar Munir

Unit Head e-Learning
 Allied Bank Limited
 Pakistan



Zulfiqar Ali

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



Vasif Farooq

Group HR Manager
 Unze London
 Pakistan



M. Naveed

Senior Manager HR
 Almoiz Industries Limited
 Pakistan



Rimsha Khan

Manager HR
 Business Partner
 Trella
 Pakistan



Umair M. Ibrahim

Manager - HRBP
 Health Services
 Aga Khan University Hospital
 Pakistan



Subayyal Ahmed

Manager HR
 Dollar Industries (Pvt) Ltd.
 Pakistan



Saad Ullah Khan

Human Resources &
 Administration Manager
 IFFCO Pakistan Pvt. Ltd.
 Pakistan



Ahmed Saeed Khan

HR Manager
 REIEC
 Pakistan



Salman Hakkani

Manager HR
 Century Insurance
 Company Limited
 Pakistan



Ikram Ul Haq

Manager HR
 Fauji Fertilizer Company
 Limited
 Pakistan



Fatima Chishti

HR Manager
 Samsung Electronics
 Pakistan & Afghanistan
 Pakistan



**Ave Josephine
 David**

Manager HR
 Sabre Travel Network
 Pakistan (Pvt.) Ltd.
 Pakistan



Amber Sher Ali

Human Resources Manager
 ChildLife Foundation
 Pakistan



Muhammad Ali

Manager HR Business
 Operations
 HRSG - Innovative
 Business Solutions
 Pakistan



Junaid Tofique

Human Resources
 Manager
 NCCPL
 Pakistan



SHRM CERTIFIED PROFESSIONALS

PAKISTAN



Nouman Ali
 HR Manager
 Qatar Charity
 Pakistan



Dr. Romana Azaz
 Manager HR
 OBS Pharma
 (Private) Limited
 Pakistan



Marylou Tanya D'Mello
 Sr. Manager,
 Talent Acquisition
 Artistic Milliners
 Pakistan



Ali Mustafa
 Manager Welfare
 Bulleh Shah Packaging
 (Pvt.) Limited
 Pakistan



Asma Sethi
 Manager Talent and Culture
 Gerry's dnata
 Pakistan



Hira Jawad
 People and Culture
 Manager
 Tekrowe
 Pakistan



Hirra Habib
 HR Business Partner
 Bank Alfalah Limited
 Pakistan



Amina Sheikh
 Sr. Officer HR & OD
 Bank AL Habib Limited
 Pakistan



Khalid Siraj
 Founder/Facilitator
 Connect Consulting
 Pakistan



Abdullah Saeed
 Business Growth Partner -
 Business Operations
 Pakistan Telecommunication
 Company Limited



M. Usman Sarwar
 Banking Services Manager
 Allied Bank Limited
 Pakistan



Asra Izhar
 Manger ER and D&I
 Sarena Industries
 Pakistan



Fatima Dossani
 Assistant Manager
 Diversity and Inclusion
 Bank Alfalah Limited
 Pakistan



Mubashir Ahmad
 Deputy Manager People
 Operations & Analytics
 (Team Lead)
 Arbisoft
 Pakistan



Umair Bin Zafar
 Advisor Organizational
 Development
 Mari Petroleum
 Company Limited
 Pakistan



Rana M. Idrees
 DGM Logistics
 PSO
 Pakistan



Uzair Ejaz
 Assistant Manager HR
 Samsung Electronics
 Pakistan



Ammara Romel Bashir
 Associate Manager HR
 Allied Bank Limited
 Pakistan



Tehmina Kanchwala
 Deputy General
 Manager HR
 Ferozsons Laboratories
 Limited
 Pakistan



Rizwan Mahmud
 General Manager HR, Admin,
 IT and Security
 AJCL (Pvt) Limited
 Pakistan



Cynthia Lili Chen
 Assistant Manager HR
 China Power Hub Generation
 Company (Pvt.) Ltd.
 Pakistan



Valencia Pinto
 Corporate HR Specialist
 Amazon
 Pakistan



Salma Khan
 Human Resources
 Specialist
 Ontex
 Pakistan



Taha Ahmed Abbasi
 Learning & Talent Specialist
 Habib Bank AG Zurich
 Pakistan



SHRM CERTIFIED PROFESSIONALS

PAKISTAN



Bakhtawar Shaikh

Talent Acquisition Specialist-HRBP
 Bank AL Habib Limited
 Pakistan



Bisma Shaukat Khan

Group Capability Development Expert
 MOL Group
 Pakistan



Talha Bin Younas

Senior HR Operations Analyst
 PackageX
 Pakistan



Izza Ali Khan

HR Professional
 Pakistan



Hina Riaz

HR Professional
 Pakistan



Nida Munir

HR Professional
 Pakistan



Khawaja Asif Mushtaq

HR Professional
 Pakistan



Faraz Aziz

GM HC & Admin
 DP World
 Pakistan



Tooba Malik

Consulting Partner
 Crossroads Consulting Associates
 Pakistan



Arzoo Mahmood Alam

People Development Consultant
 Undisclosed
 Pakistan



Muhammad Siddique

Freelance Management Consultant
 Pakistan



Talha Abbasi

Visiting Faculty- HRM
 Institute of Business Management
 Pakistan



Muhammad Atif

HR Lead Onboarding - HR Services
 K-Electric Limited
 Pakistan



Shamsher Farooq

Sr. HRBP - GTM (Sales and Marketing)
 Unilever Pakistan Limited
 Pakistan



Usman Siddiqui

Senior HR Officer (Recruitment)
 Pakistan Petroleum Limited
 Pakistan



M. Sheharyar Iqbal

HRBP
 K-Electric Limited
 Pakistan



Summaira Faisal

Department Head- Human Resources
 Pakistan Poverty Alleviation Fund
 Pakistan



Sanna Fakher

Lead HR Business Partner
 Insights Driven Research
 Pakistan



Shaista Khan

Manager Corporate Planning
 Pakistan International Airline
 Pakistan



Sohail Rizvi

Cheif Learning Officer
 Inside Out Transformation
 Pakistan



Sidrah Nagi

Benefits Assistant
 United Nations
 Pakistan





Kamran Hussain

Employee Relations Officer
Qatar Fabrication Company (QFAB)
Qatar

Academic Qualification(s)

- Masters

Global Certification(s)

- SHRM-CP

Total Years of Experience

8

Top 3 Competencies

Relationship Management



Communication



Employee & Labor Relation



“
SHRM-CP certification has been a career game-changer, validating my HR expertise and providing a competitive edge.”

Important Experiences & Accomplishments

His role is perceived as a key driver of organizational success. Acting as a strategic business partner, he advised Senior Management and Line Managers on people-related issues, significantly improving leadership effectiveness and elevating employee engagement. He played a pivotal role in navigating organizational changes, minimizing resistance, and ensuring the successful adoption of new initiatives. In Employee Relations, he provided leadership to the team, implementing HR strategies that reduced turnover through targeted retention efforts. His adept handling of disciplinary cases showcased strong problem-solving skills, resolving various employee relation issues and fostering a positive workplace. In Total Rewards & Organizational Development, he streamlined the HR Manpower Budget, achieving a 10% reduction from the previous year. Collaborating with line managers, he facilitated business structure reorganization to align with strategic objectives and conducted salary reviews to maintain competitive compensation practices. In Recruitment, he successfully managed end-to-end processes for diverse positions, including high-profile roles, showcasing his ability to attract top-tier talent.

Key Roles Performed

- Business Partner
- Employee Relations Lead



Nauman Tariq

HRBP/HR Consultant
Confidential
UAE

Academic Qualification(s)

- MBA

Global Certification(s)

- SHRM-CP

Total Years of Experience

7

Top 3 Competencies

Analytical Aptitude



HR Strategy



Total Reward



“
Attaining SHRM-CP represents a pivotal milestone in my professional journey, poised to elevate and fortify my expertise in Human Resources. This credential not only symbolizes a commitment to excellence but also signifies a proactive investment in continuous learning and growth.”

Important Experiences & Accomplishments

As a Rewards Analyst for multinational organizations, he ensures market-competitive rewards and effective HR budget management. In his role as an HR Business Partner, he aligns human capital strategy with organizational objectives, advising leaders on HR matters. He excels in Talent Management by launching strategic talent programs designed to attract, retain, and build a high-performance workforce.

Key Roles Performed

- HRBP
- Rewards Expert
- Talent Management
- Employee Engagement Specialist



Furrukh Ismail



Consultant
Freelance
Oman

Academic Qualification(s)

- MBA

Global Certification(s)

- Global Talent Management Leader
- Certified Professional Coach
- Certified Professional Trine

Total Years of Experience

17

Top 3 Competencies

Consultation



Workforce Management



Employee & Labor Relation

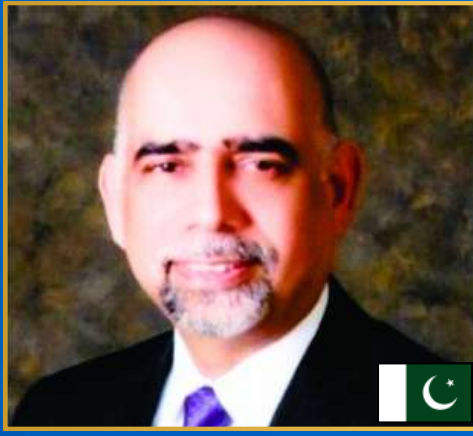


Important Experiences & Accomplishments

A certified Human Resources professional with over 17 years of strategic HR experience in the banking and finance industry, he brings a wealth of expertise across HR policies, talent acquisition, development, performance management, and employee engagement. With a solid understanding of labour and employment law in Oman and the UAE, he has successfully managed employee relations and HR services, with a focus on delivering effective rewards programs. Known for a results-driven approach and strong communication skills, he works closely with business units to help them achieve their KPIs through impactful HR strategies and initiatives.

Key Roles Performed

- Head HR
- HR Business Partnership
- Talent Management and Organizational Design



Dr. Sitwat Husain

CEO
OptivizeHR
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- GPHR (HCI)
- ISO 30414 Certified Professional

Total Years of Experience

25

Top 3 Competencies

Leadership & Navigation



Ethical Practice



Analytical Aptitude



“
He is an instructor for SHRM and
GPHR too.”

Important Experiences & Accomplishments

Dr. Sitwat is senior HR practitioner with 25+ years of experience and remit and responsibilities across more than 25 countries across 4 continents.

Key Roles Performed

- Global HR Head across 11 countries (For 9 years)
- Regional HR Head (Middle East & Pakistan) - 5 years
- Regional Head (ASEAN) - 2 years
- Director HR Pakistan-(2 years)



Munira Moiz Muhammad



Head Senior HRBP (Global)

Aga Khan Schools (Aga Khan Education Service & Aga Khan Academics)
Pakistan

Academic Qualification(s)

- Masters

Global Certification(s)

- SHRM-SCP

Total Years of Experience

19

Top 3 Competencies

Leadership & Navigation



Business Acumen



HR Strategy



“ Obtaining the SHRM SCP certification has deepened her strategic HR knowledge and boosted her professional credibility, equipping her to tackle complex HR challenges effectively. Proud to be part of the SHRM community, this certification reflects her commitment to continuous learning and excellence in Human Resource Management. ”

Important Experiences & Accomplishments

Over the course of 19+ years, her impactful tenure at AKES, Pakistan as Sr. Manager Organizational Development has been characterized by strategic foresight and transformative initiatives. Guiding the institution through dynamic phases, she led aspiration studies, introducing tailored solutions and strategies. Spearheading Compensation & Benefits studies, she crafted models aligned with institutional philosophies, addressing market gaps. Revolutionizing performance management, she collaborated with functional leads to develop a robust competency-based system, complemented by an Oracle web-based software she championed. The result? A streamlined, efficient process across three regions, underscored by self-paced training videos during the Covid-19 pandemic, and a standardized job title and grading structure overhaul. Her multi-faceted impact extends to a Business Intelligence-driven HR Dashboard, enhancing decision-making metrics and fostering a culture of data-driven excellence. In her previous role as Head of HR for the Central office, she strategically led a team of 20+ HR professionals. Her visionary approach strengthened talent acquisition, performance management, and employee engagement. She fostered key relationships with senior leaders, embedded HR analytics for informed decisions, and ensured meticulous compliance with local HR policies. Her holistic focus on employee relations initiatives led to a tangible improvement in satisfaction and retention, setting the stage for enduring organizational effectiveness.

Key Roles Performed

As Sr. Manager Organizational Development, she orchestrated pivotal studies and implemented strategic solutions, enhancing organizational dynamics. Driving compensation strategies and a competency-based performance management system, she oversaw the successful development and rollout of an Oracle web-based software. During the Covid-19 pandemic, she responded with agility, creating impactful self-paced training videos. The standardization of job titles and grading structures demonstrated her commitment to fostering a conducive work environment. Additionally, her leadership in developing an HR Dashboard on a Business Intelligence platform elevated metrics, ensuring decisions were consistently informed by robust, real-time data. In her prior role as Head of HR for the Central office, she steered a high-performing team in talent acquisition, performance management, and employee engagement. Forming strategic alliances with senior leaders, she integrated HR analytics for data-driven decisions, and meticulously ensured compliance with local HR policies. Her emphasis on employee relations initiatives significantly enhanced satisfaction and retention, solidifying the organization's commitment to a harmonious and effective work culture.



Sadaf Hatif

Director & CEO
HRSG - Innovative Business Solutions
Pakistan

Academic Qualification(s)

- Graduation

Global Certification(s)

- Certification from Cornell University on HR & Business Management
- DEI Certified Professional

Total Years of Experience

25+

Top 3 Competencies

Leadership & Navigation

Relationship Management

Business Acumen

“ This certification has been a transformative experience, elevating her strategic HR expertise. The comprehensive curriculum and real-world application have significantly enhanced her decision-making and leadership skills. This prestigious certification not only validates her HR proficiency but also opens doors to exciting career opportunities. Truly a game-changer!”

Important Experiences & Accomplishments

Sadaf Hatif, a seasoned HR and Management Professional, holds a distinguished position at the helm of one of Pakistan's leading HR outsourcing companies. Her exemplary leadership is evident in her strategic management of a vast workforce exceeding 55,000 employees, showcasing a keen understanding of organizational dynamics and strategic decision-making. Accomplishments Women Empowerment and Diversity & Inclusion Initiatives: Sadaf's impact transcends traditional corporate roles through the initiation of the Harassment Committee in her organization. This initiative reflects her commitment to fostering a secure and empowering environment for women at all levels. Additionally, as the Lead for Diversity & Inclusion, Sadaf actively champions diversity, emphasizing team-building and an inclusive corporate culture. Global Perspective and Cultural Enrichment: Driven by a belief in the enriching power of diverse cultures, Sadaf Hatif's frequent travels contribute not only to her personal growth but also bring a global perspective to her leadership. This exposure to diverse lifestyles and perspectives enhances her ability to lead in a dynamic and interconnected world. Inspirational Leadership Philosophy: Sadaf's life mantra, "your dreams define you," encapsulates her positive and goal-oriented approach. This inspirational philosophy not only guides her own journey but serves as a beacon for others, inspiring a culture of ambition and achievement within the workplace.

Key Roles Performed

Prior to her current role, Sadaf has worked for notable companies, including Lowe & Rauf, Telecard, and Transworld Private Limited. Her experience extends beyond Human Resources, showcasing her proficiency in Management.



Syed Farhat Ali Bokhari

Vice President
Abacus Consulting
Pakistan

Academic Qualification(s)

- Masters of Business Administration

Global Certification(s)

- SPHRi
- ISO 30414 Certified Professional

Total Years of Experience

15

Top 3 Competencies

HR Strategy



Employee Engagement & Retention



Total Reward



Important Experiences & Accomplishments

For over 15 years, Farhat has excelled in Human Resources (HR), demonstrating expertise in total rewards, workforce analytics, and employee engagement. His achievements include overseeing Pakistan's largest remuneration survey and managing a diverse talent analytics portfolio, showcasing adept leadership. At Abacus Consulting, he played a pivotal role, managing HR solutions for 300+ local and multinational firms, fostering deep insights into HR practices. An MBA graduate, Farhat holds certifications like SHRM-SCP, SPHRi, and ISO 30414 accreditation, signifying comprehensive industry knowledge. His career spans diverse sectors, cultivating a robust HR platform grounded in analytical proficiency. Conducting impactful training for entities like HUBCO and Samsung, he tailors approaches to individual learning styles, contributing significantly to top-tier organizations' human capital strategies for over a decade.

Key Roles Performed

Farhat, in diverse HR roles, has steered strategic HR initiatives, supervising total rewards structures, workforce analytics, 360 assessments, and employee engagement strategies. Within Abacus Consulting, he orchestrated holistic HR solutions for local and multinational enterprises, refining insights into industry best practices. His expertise extends across talent management, HR analytics, recruitment, organizational development, and crafting impactful rewards strategies. These showcase his adeptness in spearheading varied HR initiatives, demonstrating a wide-ranging HR proficiency.



Mehwish Owais

Chief Human Resources
The Hive
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- SHRM-CP

Total Years of Experience

10+

Top 3 Competencies

Talent Acquisition



Employee Engagement & Retention



Organizational Effectiveness &
Development



Important Experiences & Accomplishments

As the Chief Human Resources Officer (CHRO) at The Hive, she is dedicated to fostering a dynamic, people-centric culture that drives organizational growth. With a focus on every aspect of the employee lifecycle, Mehwish excels in strategic talent acquisition, development, and creating a positive, collaborative work environment. Leading HR operations, she ensures efficient, compliant processes in recruitment, onboarding, training, performance management, and employee relations. A champion of open communication and trust, Mehwish addresses employee concerns and drives initiatives to enhance engagement and satisfaction. By partnering with leadership, she develops and implements HR strategies that align with the company's vision, focusing on attracting and retaining top talent while supporting a thriving work culture.

Key Roles Performed

- Human Resource Manager
- Chief Human Resource Officer



Umer Raza Bhutta

CEO
Abundance Business and Consulting
Pakistan

Academic Qualification(s)

- Masters in Economics

Global Certification(s)

- Professional Certified Coach (PCC)-
International Coaching Federation
- Chartered MCIPD

Total Years of Experience

26

Top 3 Competencies

Leadership & Navigation



Ethical Practice



Consultation



Important Experiences & Accomplishments

He is involved in organizational development, restructuring and business improvement projects of United Nations (Women Empowerment program), USAID (HR Policy and Organizational Restructuring), GIZ (productivity enhancement and organizational restructuring including org. Chart, and training need Analysis) and UNICEF (institutional restructuring). Some of his other clients in Training & Organizational Development, executive search and consulting are Serena Hotels Pakistan, Crescent Bahuman Ltd., The Urban Unit, Stewart Pakistan Pvt. Ltd., Govt. Holding Pvt. Ltd., Thal Corporation and Almoiz Industries, TexPak Pvt. Ltd, Coca Cola Beverages Pakistan Ltd. Lahore & Gujranwala Plant, Honda Atlas Cars, Looptex Pvt. Ltd., Sitara Chemical Industries, Orange Line Metro Lahore etc. He is authorized Trainer, Consultant and Coach for National Business Development Program for SMEs and for National Productivity Organization Ministry of Industries Govt. of Pakistan and approved instructor for SHRM - USA certifications in Pakistan. He is author of four books, these are 1) "CHOOSE OR BE CHOSEN" (published 2007, 2)"CHAHAT" (The Want) (published 2018) 3)"JOBS" (Published 2022) and "BECOMING AN ENTREPRENEUR" (Online). Umer is Married to Dr. Atika and the couple are parents of three daughters.

Key Roles Performed

He served as head of HR for industry leaders in their respective industries, including Crescent Bahuman Ltd. (Textiles), Faisalabad Serena Hotel & Islamabad Serena Hotel (Hospitality) and Transworld Associates (Telecom).



Samia Qamar



Director, People
S&P Global
Pakistan

Academic Qualification(s)

- M.Phil (Human Resource Management)

Global Certification(s)

- SHRM-SCP

Total Years of Experience

17

Top 3 Competencies

Leadership & Navigation



Diversity, Equity & Inclusion



Relationship Management



Important Experiences & Accomplishments

Samia, a Pakistani citizen, has over 17 years of experience in Human Resources across multinational companies in various industries, including healthcare, management consultancy, hospitality, and financial services. Currently, she serves as a trusted business partner focused on nurturing talent for scalable business and a sustainable planet. She guides leaders in engaging and leading high-performance teams, creating Employee Value Propositions, driving cultural transformations, and developing talent and leadership pipelines to achieve sustainable profits. Passionate about philanthropy, Samia is involved in community outreach. Her accolades include being listed among “South Asia’s Top 100 Power Women” by the South Asian Business Excellence Awards (2022), induction into the WAW Hall of Fame (2021), and recognition by the Women Economic Forum as an “Exceptional Woman of Excellence” (2020). Additionally, she is a Global Goodwill Ambassador for Pakistan (2019) and a member of the LEAD Alumni community at Stanford GSB. She is also a Senior Certified Professional from the Society for Human Resources Management, US.

Key Roles Performed

She has a diverse background in human resources and has worked with multicultural stakeholders and led global teams across healthcare, consultancy, hospitality, financial services, and technology industries. Her passion lies in creating inclusive workplaces where people bring out their best to drive business innovation and sustainability results. She excels at aligning the “People Roadmap” with business strategy, building inspiring and talented teams, creating a culture of excellence, leading change management interventions, and offering coaching to global leaders that translates into profitability.



Nadia Akbar Huda



Director- HR
Vital Pakistan Trust
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- ISO 30414 Certified Professional

Total Years of Experience

20+

Top 3 Competencies

Leadership & Navigation



Ethical Practice



Analytical Aptitude



“ SHRM-SCP certification has provided her with significant confidence and exposure to effectively implement HR best practices. She thoroughly enjoyed the learning journey that commenced after completing the SHRM certification. ”

Important Experiences & Accomplishments

Nadia is a Director-Human Resources at Vital Pakistan Trust. She is providing leadership and consultation to senior management on all Strategic HR related matters including workforce planning, succession planning, talent acquisition & management, change management, organizational structure, performance management, diversity, equality and inclusion, learning and development, total rewards i.e. compensation, benefits, and HR information system. Nadia is a Senior Certified Professional from the Society of Human Resource Management (SHRM) USA and has received an MBA degree from the Institute of Business Administration (IBA). Nadia has more than 20 years of diversified experience in leading and managing the Human Resource function in different national and multinational companies in different sectors like Healthcare, Education, Information Technology, Fashion & Textile, Logistics, Facilities Management etc. and has collaborated with multicultural teams across various regions. Additionally, Nadia has also received three international awards for implementing HR best practices and for achieving excellence in building the Employer's Brand. She is involved in different voluntary and community work and also serving as a Board Member-HR in voluntary capacity. She is a strong believer of diversity & pluralism, continuous quality improvement and lifelong education.

Key Roles Performed

Nadia Akbar Huda has excelled in key HR roles, including as Director of Human Resources at Vital Pakistan Trust, People Director at CBRE Corporate Outsourcing, and Head of Human Resources at various organizations. Her responsibilities span strategic HR management, talent acquisition, policy implementation, organizational development, and leadership development. With over 20 years of experience across healthcare, real estate, retail, and IT sectors, she has demonstrated expertise in fostering employee engagement, implementing HR best practices, and driving business growth through effective HR strategies. Her commitment to diversity, inclusion, and continuous learning underscores her role as a strategic HR leader.



Mahad Ali

Deputy Director HR
DHA Head Office Karachi
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- SHRM-CP

Total Years of Experience

22

Top 3 Competencies

Leadership & Navigation

Ethical Practice

Relationship Management

Important Experiences & Accomplishments

He is a military veteran with diverse experience in human resource management, security, and administration. Currently, he is working as the Deputy Director of HR in DHA Karachi.

Key Roles Performed

- Human Resource Manager
- Liaison Officer
- Security Officer
- Adm Officer



Hashim Ali Khan

Deputy Director
Askari Colonies Management (South)
Pakistan

Academic Qualification(s)

- MSc

Global Certification(s)

- ISO 30414 Certified Professional

Total Years of Experience

30

Top 3 Competencies

Leadership & Navigation



Communication



Workforce Management



“
HR certifications provide a great opportunity for Professionals to remain updated on latest trends in the field of HR and allow the experience sharing among the professionals.”

Important Experiences & Accomplishments

Achieved significant cost reductions of Rs 5.5 million through manpower optimization and financial management innovations, secured reduced hospital rates for employees, rehabilitated over 7000 internally displaced individuals in Afghan border areas, and improved employee mental health through guidance and counseling.

Key Roles Performed

- Recruitment
- Conflict resolution
- Administration
- Budgeting
- Negotiation
- Counselling
- Mentoring



Asaad Hameed

Sr. Manager Manufacturing Excellence
Masood Textile Mills Limited
Pakistan

Academic Qualification(s)

- BE Mechanical

Global Certification(s)

- ISO 50001:2021
- ISO 9001:2020
- Lean Six Sigma Black Belt

Total Years of Experience

10

Top 3 Competencies

Ethical Practice



Analytical Aptitude



Learning & Development



Important Experiences & Accomplishments

He has significant experience in Maintenance Management, TPM, Operations Management, Business Excellence, Lean Manufacturing, and Continuous Improvement Culture Development. His major accomplishments include projects and achieving benchmark status in process efficiencies, automation, digitalization, and embedding a continuous improvement mindset and approach in day-to-day business operations.

Key Roles Performed

- Head of Manufacturing Excellence and Innovation
- Head of Operations



Habiba Sulman



Head Leadership Development & DEI
Faysal Bank Ltd.
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- 15FQ Certified
- DEI Certified Professional

Total Years of Experience

19

Top 3 Competencies

Leadership & Navigation



Diversity, Equity & Inclusion



Relationship Management



Important Experiences & Accomplishments

Habiba Sulman, Senior Vice President at Faysal Bank, is a catalyst for change transformation. Leading in Leadership Development & DEI, she drives strategic HR initiatives, notably steering the bank's shift to Islamic Banking with a focus on mindset transformation. Certified in Diversity Practices, she pioneered Faysal Bank's D&I strategy, garnering global recognition and 12 awards. Habiba champions diversity through programs like Faysal Islami Qabil and Women Connect, fostering an inclusive culture essential for organizational transformation. With an MBA-HR from NUST Business School and SHRM-SCP certification, she brings extensive change management expertise from roles at Citi Bank and Royal Bank of Scotland. Recently completing Director Certification from Lahore University, Habiba's commitment to learning and leadership underscores her adaptability and excellence in driving transformative change. Her ability to inspire growth and navigate complex transitions makes her an indispensable leader at Faysal Bank.

Key Roles Performed

Leadership Development:

Leading initiatives to identify and develop talent within the organization, ensuring a pipeline of capable leaders to drive future success.

Diversity, Equity, and Inclusion (DEI):

Spearheading the development and implementation of Faysal Bank's DEI



Amin Anwar Ali

Head-Rewards, HR Operations & Governance
HABIBMETRO Bank
Pakistan

Academic Qualification(s)

- MS-Management Sciences

Global Certification(s)

- SHRM-CP

Total Years of Experience

25

Top 3 Competencies

Leadership & Navigation



Business Acumen



HR Strategy



“
SHRM-CP / SCP is a complete certification which opens-up the mind to deal future HR challenges. Strongly recommend to the colleagues who have more than 10 years of experience which will enable them to excel in the field of HR.”

Important Experiences & Accomplishments

Rewards specialist having more than 21 years of experience in HR field.

Key Roles Performed

Main expertise includes:

- Rewards
- HR Strategy
- HR operations
- Employee Relations



Muhammad Adil Salim

Senior Manager
Cnergyico Pk Limited
Pakistan

Academic Qualification(s)

- MBA Finance
- LLB

Global Certification(s)

- SHRM-CP

Total Years of Experience

20+

Top 3 Competencies

Leadership & Navigation

Ethical Practice

Relationship Management

Important Experiences & Accomplishments

Muhammad Adil Salim is a seasoned HR professional and presently working with Cnergyico Pk Limited, formerly 'Byco' as Senior Manager HR. He has done EMBA Finance and LLB, and is well versed with employee Compensation, Benefits, Performance & Rewards Management, HR Operations along with all spectrums of HR and Administration. He holds a diversified experience of over 20+ years in Finance and Human Resources. A true pioneer in human capital strategy at Cnergyico, Adil drives forward-leaning initiatives aimed at strengthening HR Processes and value delivery. He is always ready to take up new challenges & assignments and deliver end results beyond expectations. His tremendous performance due to his strengths such as key analytical skills and problem-solving capabilities have been a value addition towards his achievements. During his career, he led a complete revamping of employee value proposition and talent management processes, as well as the reshaping of Performance Management, retention, development programs, Budget & Planning and Fund Management. Notably he has also focused on accelerating diversity and inclusion, and propelling enterprise wellness. Besides his profession, Adil also like traveling and exploring new cultures to diversify his network and expand vision. He serves community through his humanitarian prosperity.

Key Roles Performed

Being a Senior Manager HR and Secretary & Trustee of Provident & Gratuity Funds, responsible for Compensation & Benefits, Performance & Reward Management, HR Operations, Payroll & Fund Management, Grievance Handling, Budget & Planning & Succession planning. In addition to this, he is also assisting the management in the affairs of Human Resource & Remuneration Committee (HR&R).



Rizwan Siddiqui

Head HR Business & Employee Relations
Faysal Bank Limited
Pakistan

Academic Qualification(s)

- Masters in Computer Sciences

Global Certification(s)

- SHRM-CP

Total Years of Experience

25

Top 3 Competencies

Leadership & Navigation



Relationship Management



Consultation



Important Experiences & Accomplishments

As a seasoned Human Resources management professional with over 20 years of experience, he has a strong track record of developing and implementing successful change management and strategy plans. As a subject matter expert, he has been highly effective at recruiting and developing key players and leaders to drive business success. He is a strategic business partner and influencer who excels at translating visions and strategies into actionable, value-added goals. What sets him apart is his ability to thrive on tough challenges and deliver results that exceed expectations. He is an articulate, organized, and highly motivated professional who is committed to making a positive impact on the organizations he works with.

Key Roles Performed

- Head HR Business & Employee Relations
- Senior HR Business Partner
- Senior Manager Human Recourses



Usman Ahmed Khan

Head Human Resources & Admin
HABIBMETRO Exchange Services Ltd.
Pakistan

Academic Qualification(s)

- Masters in Public Administration - HR (MPA-HR)LLB

Global Certification(s)

- SHRM-CP

Total Years of Experience

18

Top 3 Competencies

Ethical Practice

Relationship Management

Business Acumen

Important Experiences & Accomplishments

Usman is an accomplished professional with 18 years of extensive experience spanning across Retail Banking, Learning and HR Relationship domains. Proven track record of driving organizational success through strategic initiatives, fostering strong relationships, and implementing innovative solutions to enhance operational efficiency and employee development.

Key Roles Performed

He is currently leading HR & Admin with proven track record as Technical Trainer, Learning Strategist, & Regional Head HR Relationship & Learning.



Dr. Saqlain Sher

Head HR Communications & Employer Branding
NBP
Pakistan

Academic Qualification(s)

- Ph.D. (Human Resource Management)

Global Certification(s)

- SPHRI
- PMP
- ISO 30414 Certified Professional

Total Years of Experience

21

Top 3 Competencies

Diversity, Equity & Inclusion

Global Mindset

Talent Acquisition

“ HR Metrics provides an exceptional HR certification that combines theoretical knowledge with real-world applications, equipping professionals with skills in workforce analytics, HR metrics, and data-driven decision-making. The highly regarded program fosters strategic HR measurement and enhanced organizational performance, empowering practitioners to navigate today's dynamic workplace confidently. ”

Important Experiences & Accomplishments

Dr. Saqlain Sher, a distinguished Strategic Human Resource Management Professional, holds a Ph.D. in Human Resources Management and an impressive range of certifications including SHRM-SCP, PMP, Lead Auditor ISO 30414, MCIPD, and SPHRI. With extensive experience spanning Oil and Gas, Energy, Power, Telecom, and Banking sectors across KSA, Oman, UAE, UK, and Pakistan, he has made significant impacts in various organizations. Notably collaborating with prestigious clients such as Saudi Aramco, SABIC, and Shell, Dr. Sher has consistently played pivotal roles in driving transformation and fostering business growth. Currently serving as the Head of HR Communications & Employer Branding at a renowned public sector financial institute, he specializes in HR Leadership development, Green HRM Practices, Talent Management, Workforce Planning, HR communications, Diversity, Equity, and Inclusion. Dr. Sher's strategic insights and commitment to organizational change have positioned him as an authority in HR, contributing to the ISO HR Standards Committee in Pakistan. His dedication to advancing HR practices and fostering inclusivity showcases him as a thought leader in the industry. Dr. Saqlain Sher epitomizes a global HR professional, combining extensive experience, multiple certifications, and a profound dedication to pushing HRM boundaries, leaving a lasting impact on the industry's landscape.

Key Roles Performed

Dr. Saqlain Sher boasts a rich career as a Strategic HR Management professional across diverse sectors like Oil & Gas, Energy, Telecom, and Banking. His roles include pivotal transformations and strategic leadership, overseeing HR departments, and shaping policies for sustainable growth. Notable achievements encompass leading HR operations, project administration, and international mobilization. Dr. Sher's expertise in talent management, compliance, risk management, and training aligns with his impactful contributions to revamping processes and HRIS implementations. His leadership demonstrates adeptness in HR policy development, talent acquisition, diversity initiatives, and employer branding, cementing his status as a change leader and HR strategist..



Saman Abbasi

Head L&D and Chief Diversity Officer
Soneri Bank Limited
Pakistan

Academic Qualification(s)

- Masters in Business Administration

Global Certification(s)

- DEI Certified Professional

Total Years of Experience

23

Top 3 Competencies

Diversity, Equity & Inclusion



Relationship Management



Learning & Development



“ Her Master’s has been in finance and MIS however most of her work experience is in HR. However, she never had a formal degree or certification in HR. Doing SHRM-SCP was one of the best decisions she took as it helped her understand the competencies and apply them back at workplace. It gave a structure to the kind of work she wanted to do and made it more meaningful.”

Important Experiences & Accomplishments

Her most important experience was her role as RM for Retail Clients at Faysal Bank. That experience was a key player in building her business acumen, which helped her immensely in her future roles. Eventually, she found her real forte in HR as part of their Learning team. She has been a Master Trainer for Leadership and Professional Development programs and has received her Master Trainer Certifications from UAE and Malaysia. She joined Soneri Bank as Head of Learning and Development in 2016 and took up the additional responsibility of Chief Diversity Officer in 2022. In the first year of her taking up the D&I role, the bank received 5 GDEIB Awards in its maiden submission.

Key Roles Performed

She worked in Corporate Banking at MCB Bank for 2 years, in Retail Banking at Faysal Bank, and then moved to Corporate Communications as Assistant Manager. She was part of Standard Chartered Bank's Learning team for 9 years, where her last role was Senior Learning Manager for Retail Banking. Currently, she is working at Soneri Bank as Head of Learning & Development and Chief Diversity Officer.



Saman Chaudhry

Head Organizational Development and Performance Management
FFBL
Pakistan

Academic Qualification(s)

- MBA HR

Global Certification(s)

- Certified Recruitment Analyst
- DEI Certified Professional

Total Years of Experience

15

Top 3 Competencies

Diversity, Equity & Inclusion



Talent Acquisition



Employee Engagement & Retention



Important Experiences & Accomplishments

In her current role, she is proud of achievements that significantly impacted organizational growth. She introduced pre-employment assessments and gamification, enhancing recruitment quality and engagement. Implementing competency-based interviewing techniques reduced hiring time significantly. Introducing the 70-20-10 model in learning enriched training programs for a well-rounded development experience. Aligning talent review processes with Learning and Development, she connected high-potential individuals with personalized Individual Development Plans, nurturing top talent. Her focus on inclusivity includes successfully introducing the DEI concept, resulting in increased diversity and a notable rise in the female talent base. These achievements reflect her commitment to positive change and fostering a workplace culture prioritizing innovation, development, and diversity.

Key Roles Performed

In her professional journey, she has held key roles that have shaped her expertise and commitment to organizational development. Currently the Lead in Talent Acquisition, Learning and Development, and Diversity, Equity, and Inclusion (DEI) at FFBL, she leads initiatives to attract top talent, foster continuous learning, and champion diversity and inclusion. Before FFBL, as an HR Business Partner at Jazz, she aligned HR strategies with business objectives, further enhancing her skills.



Qadeer Ahmad



Manager HR Operations & Payroll
CodingCops
Pakistan

Academic Qualification(s)

- Masters

Global Certification(s)

- SHRM-CP

Total Years of Experience

9

Top 3 Competencies

Relationship Management



Business Acumen



Talent Acquisition



Important Experiences & Accomplishments

In his capacity as Manager of HR Operations, one of his most notable accomplishments was successfully overseeing the implementation of a cutting-edge HR software system for the organization. Recognizing the need for efficiency and enhanced employee experience, he led the selection, customization, and deployment of the software, streamlining various HR processes such as payroll management, leave tracking, and performance evaluations. This implementation not only significantly reduced administrative workload but also improved data accuracy and accessibility, fostering a more transparent and efficient HR ecosystem. The successful integration of the new software resulted in time and cost savings, allowing HR teams to focus on strategic initiatives and employee engagement.

Key Roles Performed

He played a pivotal role in restructuring HR operations to align with best practices, ensuring compliance with industry regulations and organizational policies. Through effective change management, he facilitated seamless transitions during the software adoption, conducting comprehensive training programs to empower employees at all levels. His role extended beyond software implementation to enhancing overall HR functionality. He spearheaded process improvements in areas such as onboarding, benefits administration, and employee relations, contributing to a more agile and responsive HR department. This experience reflects his commitment to leveraging technology and strategic management to optimize HR operations, ultimately enhancing the employee experience and contributing to organizational success.



Zulfiqar Ali

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

Academic Qualification(s)

- MBA (Finance)

Global Certification(s)

- SAP-HCM

Total Years of Experience

18

Top 3 Competencies

Business Acumen

HR Strategy

Employee Engagement & Retention

“

Obtaining the SHRM-CP certification was a transformative experience for him. It not only expanded his professional knowledge but also played a pivotal role in advancing his career. The insights gained through this certification have proven invaluable, empowering him to navigate the complexities of the HR landscape with confidence and competence. He highly recommends the SHRM CP certification to any HR professional seeking growth and excellence in their career journey.

”

Important Experiences & Accomplishments

He is a dynamic HR professional with 15 years of experience in the Petrochemical Industry. His expertise spans various HR domains, including HR strategy, talent management, performance evaluation, organizational culture, employee engagement, employee development, and compensation design. Currently, as the Unit Manager (Organization Management) at FFBL, he addresses challenges in people, processes, and systems with diagnostic insights and innovative solutions. His proficiency as an Information System Professional allows him to integrate technology with human-centric processes seamlessly.

Key achievements include:

- Developing and executing a compensation strategy aligned with the talent management strategy to retain top talent competitively.
- Creating and implementing a rightsizing framework that maintains business operations.
- Pioneering an employment model framework to address internal equity challenges and align with organizational culture.
- Designing and implementing a variable pay methodology linked to business results.
- Successfully implementing SuccessFactors and other HR applications to enhance organizational performance.
- Developing a talent management framework to ensure a robust supply of organic talent.
- Playing a crucial role in crafting and executing an HR transformation plan in line with industry standards.

Key Roles Performed

- Manpower Planning
- Policy Development
- Employee Engagement
- Talent Management
- Total Rewards
- Training & Development
- Performance Management



Muhammad Naveed

Senior Manager HR
Almoiz Industries Limited
Pakistan

Academic Qualification(s)

- MBA (HR)

Global Certification(s)

- SHRM-CP

Total Years of Experience

17

Top 3 Competencies

Analytical Aptitude



Total Reward



Structure of the HR Functions



Important Experiences & Accomplishments

He works as a Manager Compensation and Benefits Analyst, handling multiple roles. He prepares monthly salaries, oversees HR operations, and developed an Attendance & Expense Management System (HRIS) allowing employee self-management with HOD approval. He prepares monthly and annual HR dashboards to analyze financial and non-financial impacts, manages health and life insurance renewals and claims, and serves as an HR Business Partner for five sites. He implements new policies and procedures, manages daily operations with site and admin heads, completes new hire documentation, updates HRIS, coordinates with the ERP team for policy implementation, and manages performance appraisals and increments.

Key Roles Performed

- Compensation and Benefits
- HR Operations
- HR Analytics,
- HR Digitalization



Salman Sadruddin Hakkani

Head of HR
Century Insurance Company Limited
Pakistan

Academic Qualification(s)

- Masters in HR

Global Certification(s)

- Certification from Cornell University
on HR & Business Management

Total Years of Experience

15

Top 3 Competencies

Business Acumen



HR Strategy



Total Reward



Important Experiences & Accomplishments

His expertise lies in Organizational Development (OD), HRIS (Human Resources Information Systems), Talent Acquisition, Training & Development, and Rewards Management.

Key Roles Performed

15 years of experience in various industries, including healthcare, manufacturing, and service.



Ikram ul Haq

Manager HR
Fauji Fertilizer Company Limited
Pakistan

Academic Qualification(s)

- MBA
- Masters in Computer Science

Global Certification(s)

- SHRM-CP

Total Years of Experience

20

Top 3 Competencies

Total Reward



Organizational Effectiveness & Development



Technology Management



Important Experiences & Accomplishments

Implemented an Objective & Behavioral Competencies-based Appraisal System and reviewed the Talent Management System with a future action plan. Conducted job evaluations for business-critical positions and served as the business lead for the implementation of SAP HCM. Additionally, focused on manpower rationalization to optimize workforce efficiency and effectiveness.

Key Roles Performed

- Head of Compensation & Benefits
- Head of Organizational Development
- Head of HRIS
- Functional Consultant & Power User HCM
- HR Systems Analyst



Nouman Ali

HR Manager
Qatar Charity
Pakistan

Academic Qualification(s)

- MBA(HR)

Global Certification(s)

- Mental Health First Aider (MHFAider®) from MHFA, England

Total Years of Experience

17

Top 3 Competencies

Leadership & Navigation



Communication



Learning & Development



Important Experiences & Accomplishments

Nouman developed and implemented a comprehensive employee training program, increasing productivity by 20% in the first year. He streamlined recruitment with an applicant tracking system, reducing time-to-hire by 40% and improving candidate quality by 15%. He introduced a performance management system, enhancing employee satisfaction and retention by 10%. During Pakistan's 2022 flood emergency response, he completed over 400 recruitments in three months for a £34 million budget portfolio. Nouman also initiated a staff wellbeing and mental health program, and designed leadership and young professional development programs to ensure a competent staff pipeline, retention, and succession planning.

Key Roles Performed

- Training & Development
- Strategic Recruitment Plans
- Compensation & Benefits
- Organizational Restructuring
- Employee Relations
- Organizational Development
- Performance Improvement
- Leadership Development
- HR Policy & Systems Design
- Job Evaluations
- HR Information System
- Mental Health & Wellbeing
- Staff Coaching & Mentoring
- Change Management
- Workforce Planning



Ali Mustafa

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

Academic Qualification(s)

- MBA

Global Certification(s)

- SHRM-CP

Total Years of Experience

18

Top 3 Competencies

Analytical Aptitude



Employee Engagement & Retention



Employee & Labor Relation



Important Experiences & Accomplishments

He is a self-motivated Human Resources professional with extensive experience in employee relations, learning and development, talent management, employee engagement, performance management, and total rewards management. Known for an innate ability to resolve HR-related concerns, he is a dynamic, detail-oriented leader who is both results-driven and innovative. With strong analytical skills and a big-picture mindset, he excels as a creative and confident problem solver. An exceptional communicator, he also brings expertise in cross-cultural communications and business relations, fostering productive and collaborative environments.

Key Roles Performed

- HR Officer
- Assistant Manager HR,
- Manager Welfare
- HR/Admin Executive



Khalid Siraj



Founder/Facilitator
Connect Consulting
Pakistan

Academic Qualification(s)

- Masters

Global Certification(s)

- ICF-PCC
- TCI-CTPC

Total Years of Experience

30

Top 3 Competencies

Leadership & Navigation



Global Mindset



Learning & Development



Important Experiences & Accomplishments

He has a passion for facilitating individuals, teams, and organizations to optimize their full potential. As a seasoned HR professional with extensive business experience, he has traveled to numerous countries, gaining diverse insights and expertise. His global perspective and dedication to continuous improvement enable him to drive meaningful change and foster development across various environments. He is committed to leveraging his skills and experiences to help others achieve their highest capabilities.

Key Roles Performed

- Business partnering
- Executive and Team Coaching



Asra Izhar



Manger ER and D&I
Sarena Industries
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- Professional Certified Coach (PCC)-
International Coaching Federation
- Chartered MCIPD

Total Years of Experience

8

Top 3 Competencies

Relationship Management



Communication



Global Mindset



Important Experiences & Accomplishments

A seasoned HR professional with 8 years of progressive experience in Human Resources, specializing in Organizational Development, Learning & Development, Talent Management, Diversity, Equity, and Inclusion (DEI), as well as Employee Well-being and Engagement.

Key Roles Performed

She is currently engaged with Sarena Industries as Manger ER and D&I.



Uzair Ejaz

Assistant Manager HR
Samsung Electronics Pakistan
Pakistan

Academic Qualification(s)

- Masters

Global Certification(s)

- SHRM-CP

Total Years of Experience

12

Top 3 Competencies

Leadership & Navigation

Ethical Practice

Diversity, Equity & Inclusion

“

Obtaining the SHRM certification was pivotal in his career, transforming his approach to HR and introducing advanced concepts that enhanced his performance. The certification facilitated self-discovery, boosted his confidence, and had a significant impact on his professional development. ”

Important Experiences & Accomplishments

Since starting his career in finance in 2011, he has consistently focused on improving processes for efficiency and effectiveness. At Maersk Pakistan and Descon, he implemented strategies to enhance operational workflows. In 2017, at HRSG Outsourcing, he made a notable impact by improving payroll processing times and streamlining internal processes using Excel automation, showcasing his technical skills and attention to detail. Joining Samsung Pakistan in 2022, he continued to drive process optimization and advocated for a paperless environment, which streamlined operations and supported sustainability. His efforts contributed to maintaining the Social Cultural index of the organization above 85% in both 2022 and 2023. He also streamlined the recruitment process, further improving organizational efficiency. His dedication and impact have been recognized through several awards: 'Team Player of the Quarter' at Maersk, 'Rising Star' at HRSG, and 'Employee of the HR Division' at Samsung. These accolades reflect his commitment to excellence and ability to positively influence workplace culture and operational efficiency in every role he has held.

Key Roles Performed

Starting his journey as a Finance Executive at Maersk and Descon, he found his niche in refining financial processes and bringing efficiency to the forefront. Transitioning to HRSG Outsourcing, he embraced the role of Payroll Specialist, where his knack for Excel automation played a key role in streamlining payroll processes. Since 2022, as an Assistant Manager HR, he has ventured beyond the numbers, focusing on human resources, advocating for sustainable practices, and contributing to a vibrant workplace culture. His journey has been a blend of technical expertise and a growing passion for people-focused initiatives.



Tehmina Kanchwala

Deputy General Manager HR
Ferozsons Laboratories Limited
Pakistan

Academic Qualification(s)

- MBA (HR)
- LLB

Global Certification(s)

- SHRM-SCP

Total Years of Experience

17

Top 3 Competencies

Leadership & Navigation

Ethical Practice

Communication

Important Experiences & Accomplishments

Tehmina is a Certified HR Analyst with 17 years of well-rounded national and international experience working with diversified and multicultural industries across multiple HR disciplines. She excels in translating business vision into HR initiatives that enhance performance, boost employee engagement, build collaborative and result-driven leadership teams, and empower leaders and stakeholders in high-paced, matrixed, and change environments. Her hands-on experience includes talent management, organizational development, change management, grievance management, managing compensation and rewards programs, as well as retaining and engaging the employee base.

Key Roles Performed

Prior to joining Ferozsons Laboratories Limited, she led as Head of the HR Department at DKT Pakistan, Sana Safinaz, Dairyland Private Limited (DayFresh), AK Marketing (a subsidiary of AlKaram Group), Aga Khan Council for Pakistan (an entity of the Aga Khan Development Network), Makro-Habib Pakistan Limited, and Atlas Bank Limited in Pakistan. Additionally, she worked as a Freelance HR Consultant in Nairobi, Kenya.



Rizwan Mahmud

General Manager HR, Admin, IT and Security
AJCL (Pvt) Limited
Pakistan

Academic Qualification(s)

- MSc Strategic Studies
- MSMS (HRM), MSc Science and Art of warfare

Global Certification(s)

- ISO 30414 Certified Professional

Total Years of Experience

32

Top 3 Competencies

Leadership & Navigation



Ethical Practice



Communication



“
SHRM-SCP certification has enabled him to quantify HR for decision makers in his company, thus, giving it a rightful place in the decision-making circle.”

Important Experiences & Accomplishments

He has been fortunate to have a wonderful team with him. His efforts included policy making and renewal, improving performance management, and most importantly, reevaluating their processes to identify areas for improvement.

Key Roles Performed

He was instrumental in reshaping the Biannual performance review by laying emphasis on deliverables through measurement of KPIs and ensuring the review remains fair and unbiased through oversight.



Taha Ahmed Abbasi

Learning & Talent Specialist
Habib Bank AG Zurich
Pakistan

Academic Qualification(s)

- B.Com

Global Certification(s)

- Results Coaching Certification
- Accredited by International Coach Federation
- Certified Personal Training Certification (CPT) from ISSA (International Sports Sciences Association)

Total Years of Experience

27

Top 3 Competencies

Leadership & Navigation

Ethical Practice

Learning & Development

“ SHRM provided him with immense knowledge in insights into the international best practices of Human Resources. It broadened his vision and added to his HR credentials. ”

Important Experiences & Accomplishments

Taha Ahmed established a Training Academy for Habib Metro Bank and successfully implemented a state-of-the-art Learning Management System across eight countries for Habib Bank AG Zurich. He has trained and coached hundreds of people for various organizations, achieving visible results in behavior change.

Key Roles Performed

- Head of Learning & Talent for Habib Metropolitan Bank
- Learning & Talent Specialist for Habib Bank AG Zurich
- DGM Learning & OD for KE



Muhammad Siddique

Senior Manager Operations & Development
The Millenium Education Group
Pakistan

Academic Qualification(s)

- MHRM

Global Certification(s)

- Real Estate Economics & Finance - London School of Economics

Total Years of Experience

30

Top 3 Competencies

Leadership & Navigation



Ethical Practice



Consultation



“

Cognitive ability refers to how an individual processes information, solves problems, learns new skills, and thinks critically, encompassing skills like attention, memory, logic and reasoning, and auditory and visual processing. SHRM Certification helps businesses identify and build these abilities in mid to senior-level management by providing comprehensive tools and techniques, such as case studies and role-playing, to enhance cognitive skills and improve workplace productivity.”

”

Important Experiences & Accomplishments

He is a seasoned and versatile executive with 30 years of experience in human resource management, operations, and general management. He has proven expertise in strategic planning, administration, procurement, real estate, and security. Known for leading complex projects and driving operational efficiency, he aligns HR strategies with business objectives to foster growth. He excels in building and leading high-performing teams, managing cross-functional departments, and navigating dynamic environments with a pragmatic approach. A skilled negotiator and communicator, he has a track record of forging strong relationships with stakeholders, vendors, and clients.

Key Roles Performed

He oversaw all operational aspects of BRB Group of Companies, ensuring optimal performance across departments. He spearheads special projects, aligning them with corporate strategy, and implements process improvements to enhance workflows, reduce costs, and increase profitability. Leading cross-functional teams, he fosters collaboration and excellence through targeted training and development. He develops and manages budgets for operations and projects, contributing to business strategy and decision-making as a key executive team member. He maintains strong relationships with stakeholders, analyzes market trends for growth opportunities, champions new technologies, and ensures compliance with legal, regulatory, and company standards.



Summaira Faisal

Department Head- Human Resources
Pakistan Poverty Alleviation Fund
Pakistan

Academic Qualification(s)

- MBA

Global Certification(s)

- SHRM-CP

Total Years of Experience

18+

Top 3 Competencies

Ethical Practice

Relationship Management

Business Acumen

“ The enriching learning experience she has undergone has been instrumental in propelling her success within the organization. It has served as a catalyst for her professional growth and has equipped her with the necessary tools to excel in her role. ”

Important Experiences & Accomplishments

With over 15 years in HR, she specializes in the development sector, excelling in talent acquisition and management, and fostering high-impact teams aligned with organizational goals. Spearheading performance management initiatives, she ensures staff excel through tailored training programs. She crafts fair compensation packages mindful of budgets, optimizing resource allocation through meticulous planning. As a Gender Committee member, she champions diversity and inclusion, integrating these principles into HR policies. She drives HR communications, collaborates on reports for key stakeholders, leverages SAPHCM for payroll efficiency, and conducts market surveys. Adapting to sector dynamics, she leads HR policy revisions, developing employee handbooks and SOPs to empower staff. Her skills and dedication position her as a strategic partner in organizational success and fostering positive change.

Key Roles Performed

She oversees Talent Acquisition, Performance Management, Training & Development, Compensation & Benefits, Budgeting, and Workforce Planning. Additionally, she manages Contract and HR Policy Development, drives Organizational Development initiatives, and serves as a Gender Committee member, fostering diversity and inclusion. She leads HR communications, contributing to Board Compensation reports and Donor's and Board of Directors reports. Utilizing SAPHCM, she handles Payroll Management and conducts C&B surveys. Continuous policy revisions ensure compliance and alignment with organizational goals. Her multifaceted roles optimize HR operations, supporting the organization's success and nurturing a respectful workplace culture.



Sanna Fakher



Lead HR Business Partner
Insights Driven Research
Pakistan

Academic Qualification(s)

- MS (HR)

Global Certification(s)

- SHRM-CP
- ISO 30414 Certified Professional

Total Years of Experience

7

Top 3 Competencies

Consultation



Analytical Aptitude



Talent Acquisition



Important Experiences & Accomplishments

Sanna's most important accomplishment is establishing the HR department from the ground up at IDR. Her previous experience with established organizations enabled her to develop HR processes and policies in line with local laws as well as industry best practices. She also takes pride in branding her current organization and introducing this new industry of expert networks to the Pakistani market.

Key Roles Performed

She started her career as a recruitment officer. Afterwards she was offered the role of HR Lead at IDR. After 1 year she got promoted to Lead HR Business Partner.