

# 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.

### DISCLAIMER

The designations listed in this directory are accurate as of the publication date. Any subsequent changes are not reflected in this edition.

# 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



**Syed Taha Amjad**  
 HR Consultant  
 UAE



**Anam 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



**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**

Then: Vice President / Head  
 HR Communications  
 & Employer Branding  
 National Bank of 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 Faruqui**

HRBP  
 Gaditek  
 Pakistan



**Kiran Chimnani**

Manager Talent Acquisition  
 Engro Corporation  
 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  
 Paymo 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



**Sabir Mumtaz**

Head of Compensation Benefits  
 Askari Bank Limited  
 Pakistan



# SHRM CERTIFIED PROFESSIONALS

## 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**

Senior Manager - People & Culture Amadeus 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



**Nouman Ali**

HR Manager Qatar Charity Pakistan



# SHRM CERTIFIED PROFESSIONALS

## 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



**Bakhtawar Shaikh**

HRBP  
Bank ALFalsh  
Pakistan



# SHRM CERTIFIED PROFESSIONALS

## 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**  
 Director Government of Pakistan



**Talha Abbasi**  
 Senior Manager - People & Culture HRSG 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. Shehryar 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**  
 Chief Learning Officer Inside Out Transformation Pakistan



**Sidrah Nagi**  
 Benefits Assistant United Nations Pakistan





# Dr. Sitwat Husain



CEO  
OptimizeHR  
Pakistan

## Academic Qualification(s)

- MBA

## Global Certification(s)

- SHRM SCP
- GPHR
- 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

With a double major in Business Administration specializing in HR and Marketing, Dr. Sitwat brings a strategic approach to HR. As a certified trainer for SHRM-USA and HCI-USA, he has trained over 100 HR professionals, many of whom have advanced to leadership positions in prestigious organizations. Dr. Sitwat's 12-year tenure on the HR Committee of the Board at LUMS, Pakistan's leading university, underscores his dedication to bridging the gap between academia and industry.

## Key Roles Performed

Dr. Sitwat Husain is the CEO of OptimizeHR, where he leads the charge in delivering innovative, tailored HR solutions designed to align workforces with organizational goals. Under his leadership, OptimizeHR focuses on trust, collaboration and excellence, fostering leadership development and delivering measurable results. Dr. Sitwat Husain is a globally recognized leader in human capital management with over 30 years of experience spanning 25+ countries. He has worked with top organizations across banking, pharmaceuticals, insurance and engineering, including serving as the Global Head of HR at Habib Bank AG Zurich, where he spearheaded transformative initiatives to drive talent strategies, foster high-performance cultures, and optimize workforce engagement.

Beyond his professional achievements, he is passionate about mentoring young professionals, championing diversity and inclusion, and driving positive societal impact through HR practices. A sought-after speaker at national HR forums, Dr. Sitwat shares invaluable insights on the future of work, leadership, and cultural transformation.



# 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).



# 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.



# 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.



# 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.



# 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.



# Dr. Saqlain Sher

Then: Vice President / Head  
HR Communications &  
Employer Branding  
National Bank of 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..



# 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

She has served as a Human Resource Manager and Chief Human Resource Officer, overseeing HR strategies and leading organizational development initiatives.





# Syed Farhat Ali Bokhari

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Vice President  
Abacus Consulting  
Pakistan

## Academic Qualification(s)

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- Masters of Business Administration

## Global Certification(s)

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- SPHRi
- ISO 30414 Certified Professional

## Total Years of Experience

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15

## Top 3 Competencies

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HR Strategy



Employee Engagement & Retention



Total Reward



## Important Experiences & Accomplishments

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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

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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.



# 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

She led initiatives to identify and develop talent within the organization, ensuring a strong pipeline of future leaders equipped to drive success. Additionally, she spearheaded the development and implementation of Faysal Bank's Diversity, Equity, and Inclusion (DEI) strategy, fostering a more inclusive workplace that promoted equal opportunities and a culture of belonging.



# 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.



# 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.



# Usman Ahmed Khan

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Head Human Resources & Admin  
HABIBMETRO Exchange Services Ltd.  
Pakistan

## Academic Qualification(s)

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

## Global Certification(s)

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- SHRM-CP

## Total Years of Experience

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18

## Top 3 Competencies

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Ethical Practice



Relationship Management



Business Acumen



## Important Experiences & Accomplishments

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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

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



# 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

He has held prominent roles such as Head of HR Business & Employee Relations, Senior HR Business Partner and Senior Manager of Human Resources, where he played a pivotal role in aligning HR strategies with business objectives.



# Syed Taha Amjad

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HR Consultant  
UAE

## Academic Qualification(s)

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

## Global Certification(s)

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- SHRM-CP
- HCM Analytics
- GDEIB Certified

## Total Years' of Experience

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7

## Top 3 Competencies

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Leadership & Navigation

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Global Mindset

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Talent Acquisition

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## Important Experiences & Accomplishments

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With over seven years of HR leadership across Consulting Firms, Oil & Gas, Financial Institutions, and Telecom/IT, Taha has developed a versatile skill set in strategic workforce management. He has spearheaded HR initiatives in collaboration with senior management and country HR teams, identifying workforce needs and implementing tailored development solutions. Holding a Bachelor of Business Management from the University of Abertay Dundee, Scotland, UK, his global academic background enriches his cross-industry expertise. His professional certifications, including SHRM-CP, GDEIB, and HCM Analytics, have strengthened his data-driven approach to HR. Additionally, he has received specialized training from Korn Ferry Hay Group in Job Evaluations and HR Systems Group, Canada in Competency Gap Analysis. As a Talent Optimization Consultant certified by Predictive Index (Pi), he applies analytics to workforce transformation. Taha's last role was Head of Human Capital at Multinet Pakistan Private Limited, and he is currently based in Dubai, UAE, working as an independent consultant.

## Key Roles Performed

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His key roles include manager learning & culture, manager talent & OD, head of talent management, head of human capital, secretary & member - human resources & remuneration committee.



# 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

He has extensive experience as an HRBP, focusing on aligning HR strategies with business goals. Additionally, he is a Rewards Expert, Talent Management, and Employee Engagement Specialist, driving employee satisfaction and performance.





# 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

He has held the role of Head HR, specializing in HR Business Partnership, Talent Management and Organizational Design to drive strategic growth and development.



# 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

He has successfully performed key roles in Human Resource Management, Liaison, Security and Administration. His diverse experience reflects a strong ability to manage HR functions, coordinate with stakeholders, ensure security protocols and oversee administrative operations efficiently.



# 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

He possesses extensive expertise in recruitment, conflict resolution, administration, budgeting, negotiation, counseling and mentoring.



# 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

He has served as a Business Partner and Employee Relations Lead, fostering strong organizational partnerships and managing employee relations strategies.



# 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

He has held key leadership roles as Head of Manufacturing Excellence and Innovation and Head of Operations, driving strategic improvements, operational efficiency and innovative solutions.



# 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

His expertise includes rewards, HR strategy, HR operations, and employee relations, enabling him to develop and implement effective HR policies, enhance organizational performance and foster a positive work environment.



# 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).



# 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

His expertise spans manpower planning, policy development, employee engagement, talent management, total rewards, training & development and performance management. He has successfully implemented strategies that optimize workforce planning, foster employee engagement, and drive continuous development, while ensuring competitive compensation and performance excellence within the organization.



# 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

His key roles include compensation and benefits, HR operations, HR analytics and 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

He has held key leadership roles, including Head of Compensation & Benefits, Head of Organizational Development, and Head of HRIS, where he led the design and implementation of compensation strategies, drove organizational growth initiatives, and managed HR information systems to optimize HR functions. Additionally, as a Functional Consultant & Power User in HCM and HR Systems Analyst, he provided expert insights and solutions in the management of HR systems, ensuring seamless integration and data-driven decision-making for enhanced HR operations.



# 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

He has led initiatives in training & development, strategic recruitment, and compensation & benefits, aligning talent with organizational goals. His expertise also includes organizational restructuring, employee relations, and leadership development, driving performance and growth. Additionally, he has managed HR systems, mental health & wellbeing, and change management to enhance overall organizational effectiveness.



# 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

He has held key HR roles, including HR Officer, Assistant Manager HR and Manager Welfare, where he managed operations and employee welfare. His experience as an HR/Admin Executive also helped streamline processes, ensuring operational efficiency.



# 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

He has expertise in business partnering, aligning HR strategies with organizational goals to drive performance. Additionally, he excels in executive and team coaching, fostering leadership development and enhancing team dynamics.



# Asra Izhar



Manger ER and D&I  
Sarena Industries  
Pakistan

## Academic Qualification(s)

- MBA

## Global Certification(s)

- SHRM SCP

## 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

He has led Learning & Talent functions as the Head of Learning & Talent at Habib Metropolitan Bank and Learning & Talent Specialist at Habib Bank AG Zurich. He also served as DGM Learning & OD at K-Electric, driving organizational development and learning initiatives.



# Muhammad Siddique

Director  
Government of Pakistan  
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.