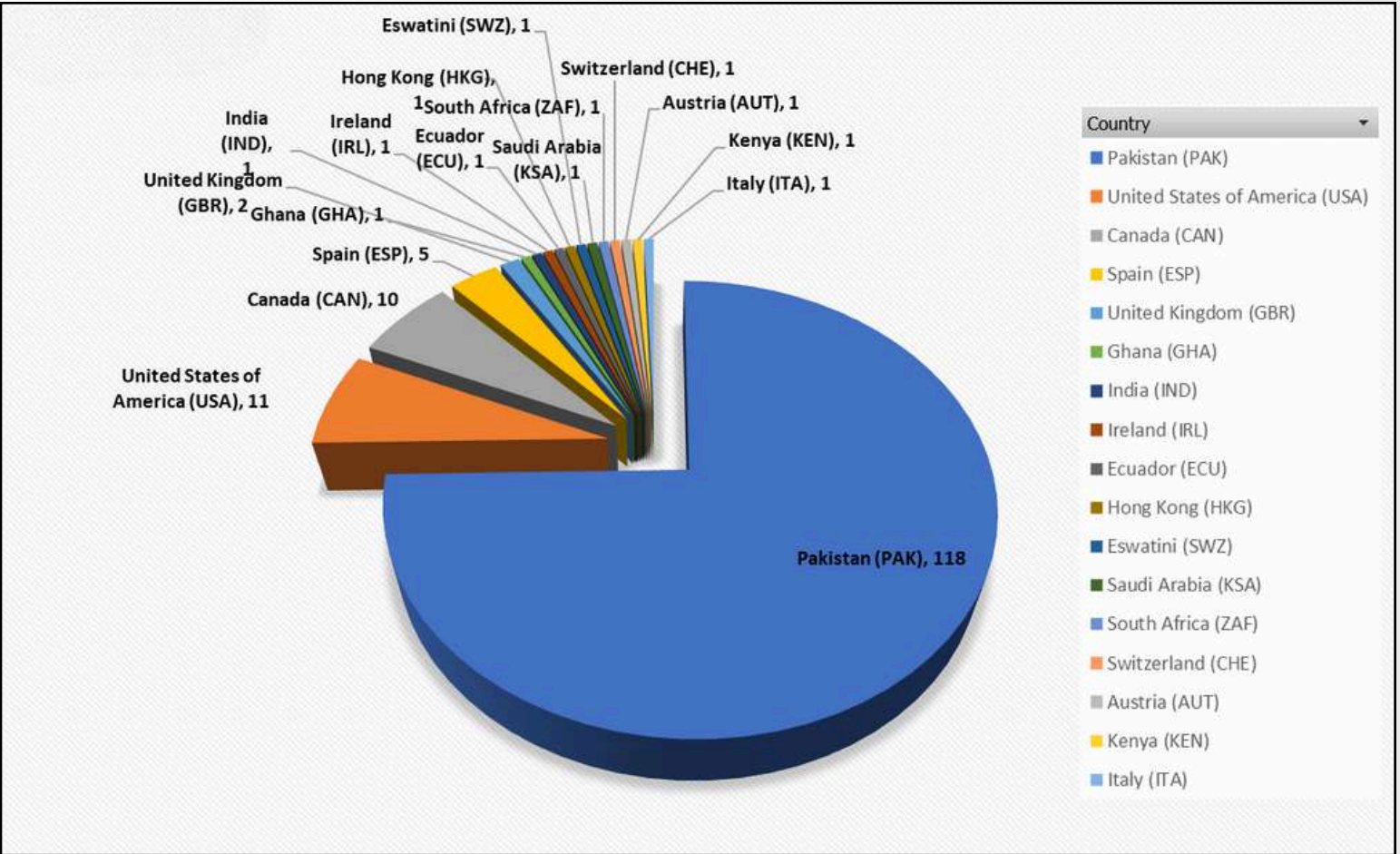




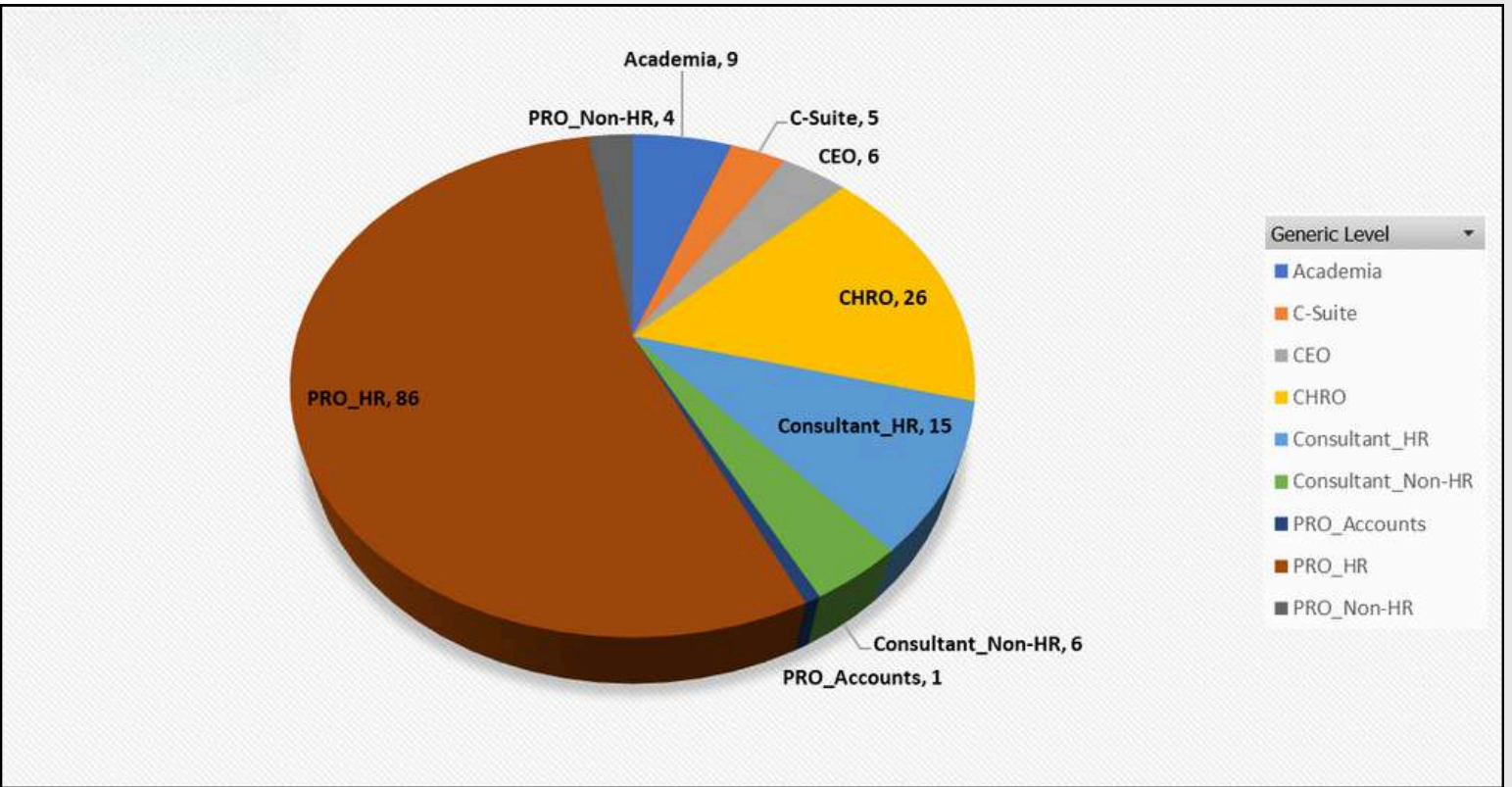
DEI CERTIFIED PROFESSIONALS



Global Distribution of DEICP Alumni by Country



DEICP Alumni by Generic Title



GLOBAL



Alex Po Man Lo
Regional Training Specialist
Securities Hong Kong Limited
Hong Kong



Anna Zelno
Business Partner at
Intercultures, Co-Founder
of the Academy
for Diversity & Innovation
Spain



Antonio Liu Yang
Co-Founder
Academy for Diversity
& Innovation
Spain



Asma Shah
People and Culture Specialist
Canada's Drug Agency
Canada



Carrie Elrick
DEI Specialist
Project Rescuers
Canada



Doris Kruschitz-Bestepe
CEO
Straight forward e.U.
Self-employed
Austria



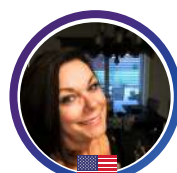
Gaile Gwynn
Principal Partner, Talent Sr
& Culture Development
Third Eye Synergy
United States of America



Hibest Assefa
Research and Compliance
Advisor, Data Science,
Learning and Impact
Jhpiego
United States of America



Indranil Sen
Head of Human Resources
Tamarind Global
India



Janet Huber
Director of Diversity
and Inclusion
BOK Financial Corporation
United States of America



Jimena Andino Dorato
Coach and Facilitator
Impact Crescendo inc.
Canada



Julie Gouin
Partner and Executive Coach
Impact Crescendo inc.
Canada



Karl Stuart Craven
Director HR
Spiral HR Limited
United Kingdom



Laura Fitzgerald
Senior Technical Advisor
Jhpiego
United States of America



Lorena Campano
Psychologist and
Professional, Personal
and Intercultural Coach
Ireland



**Manqoba
Zamkukhe Janga**
Implementation Demand
Creation Assistant
Jhpiego
Eswatini



Marcia Moreno
President
AmMore Consulting
United States of America



Marta Cuni
Consultant /
Trainer & Coach
Spain



Maura Di Mauro
Intercultural Trainer, DEI &
Sustainability Consultant
DIMPACT
Italy



**Mohammed Awal
Pascal Naatinmbah**
Senior Employee
Relations Officer
Gold Fields Ghana Limited
Ghana



Nitin Bajpai
Senior MER Officer
Jhpiego
India



Pamela Pita
Head HR
Newfield Consulting
Ecuador



Pamela Strawgate
DEI & Intercultural
Trainer/Consultant
Development &
Training Solutions
United States of America



**Pouvaarnee
Muthee**
Senior Advisor DEI &
Accessibility
BDC
Canada



Rahim Kabani
Deputy Director,
HR Partnership
Global Encounters
Canada



Samkelo Blom
CEO
Nomatu Consulting
South Africa



**Shalmali Radha
Karnad**
Director, Child Health &
Development - Africa
Children's Investment
Fund Foundation
Kenya



Shiva Roofeh
DEI Specialist
ThePower Business School
Spain



Shivesh Jadoo
Finance & Operations
Manager
Jhpiego
South Africa



Sohail Durrani
Operations Engagement
Lead - Retail
NielsenIQ
United States of America



Tahmena Bokhari
Director, Equity, Diversity,
Inclusion
Smith School of Business
Canada



**Taryn Laster-
Whitehead**
Senior Associate Director
of Equity & Justice
APCO Worldwide
UK



Todd Brodie
Interim Chief Talent Officer
Centurion Health
United States of America



Tracey Shissler
Implementation Director,
Global Programs
Jhpiego
United States of America



Valarie Williams-Foy
Senior OD Consultant
Imperial College London
United Kingdom



Valencia Pinto
Freelance
Switzerland



**Verónica De la
Fuente Olguín**
Intercultural & DEI Consultant
Trainer and Coach
BE- Human / DVF Coaching
& Cultures
Switzerland



Veronica Hernandez
Customer Relations
Intercultures - Academy for
Diversity & Innovation
Spain

PAKISTAN



Abdul Rehman
Deputy Manager HR
Fauji Cement Company
Limited
Pakistan



Adnan Saeed
Head of Function
Ferozsons Laboratories Ltd.
Pakistan



Afsheen Iftikhar
Regional Head of
Human Resources
WestPoint Home
Pakistan



Amber Sultana
Employee Relations Manager
(Middle East & Africa)
Haleon
Pakistan



Amna Junaid
Assistant Manager Learning
& Development
Soneri Bank
Pakistan



Amra Mubashir
GM Human Resources
Tapal Tea (Pvt.) Ltd.
Pakistan



Anaum Gulzar Janjua
Human Resources Consultant
Kordovan Leather
Pakistan



Anita Ansari
Key Account
Management
SPERTON
Pakistan



Areeba Ahmed
Client Engagement Lead
Ackah Buissness Immigration
Law
Pakistan



Arslan Tariq
Research Assistant
Rutgers University



Arzoo Mahmood Alam
Divisional Head-Lead HR
Business Partner
National Bank of Pakistan
Pakistan



Asma Umar
CEO
Accellion Consultancy
Pakistan



Aurangzeb Alam
Head of HRIS
Fauji Fertilizer Company
Limited
Pakistan



Aurangzeb Tanvir
CEO
Mindgroomers pk
Pakistan



Ayesha Khan
CEO
Hashoo Group
Pakistan



Ayesha Waseem
Senior Consultant, Talent
Business Partner
Agoda
Pakistan



Basma Aftab
Head of EDI South Asia
British Council Pakistan



Beena Tauseef Shah
Head of Human Resources
Lucky Electric
Power Company
Pakistan



Bisma Shaukat Khan
Group Capability
Development Expert
MOL Group
Pakistan



Deena Khan
Facilities Manager
JLL
Pakistan



Dr. Erum Ishaq
Assistant Professor
Bahria University
Pakistan



Dr. Fakhara Rizwan
Non-Executive Director
Pakistan Institute of
Corporate Governance
Pakistan



Farah Z. Khan
HRBP
Telenor
Pakistan



Farhad Karamally
Management
Consultant HR
Funverks Global (Pvt.) Ltd.
Pakistan



Farzana Amin
Manager HR
Recruitment- AVP
HBL Microfinance Bank Ltd
Pakistan



Fatima Dossani
Assistant Manager Diversity
and Inclusion
Bank Alfalah
Pakistan



Fatima Tauseef
Unit Head DEI
Bank Alfalah
Pakistan



Feroze Parveez
Unit Head Talent
Habib Metropolitan Bank
Pakistan



Fizza Saeed
Senior Global People
Business Partner
DigitalOcean
Pakistan



Ghazala Shoaib
Head of People and
Organization
Siemens Digital
Industries Software
Pakistan

PAKISTAN



Habiba Sulman
Dept. Head Leadership,
Learning & DEI
Faysal Bank
Pakistan



Hajra Omer
Head HR
Nestlé
Pakistan



Hala Iqbal
Manager DEI
JS Bank
Pakistan



Hassan Farrukh
Head HR
BRB Group
Pakistan



Hira Osman
Principle People Partner
QCommerce and
Support Function
foodpanda
Pakistan



Humera Ahmad
VP HR
TATA
Pakistan



Imran Khalid
Manager HR & Administration
Government of Punjab
Pakistan



Iqra Usman
DEI Specialist
HR Metrics
Pakistan



Jamila Majid
Manager HR
Feroze1888 Mills Ltd
Pakistan



Junaid Jumani
Chief Human
Resources Officer
AGP Limited
Pakistan



Junaid Tofique
Manager - HR
National Clearing Company
of Pakistan Limited
Pakistan



Junella Ernest
Manager DEI and
Leadership Development
Faysal Bank
Pakistan



Kholah Yaruq Malik
Dean of Academics &
Internationalisation
The Millennium Universal
College Pakistan



Khurram Shahzad
Manager Human Resources
Government Holdings
(Private) Limited
Pakistan



Kiran Saleem
General Manager HR
Samsons Group of
Companies
Pakistan



Kisa Kazim Zaidi
Manager Training
(Customer Services)
K-Electric Limited
Pakistan



Maham Khan
Manager DEI & Culture
K-Electric
Pakistan



Mahnoor Iftikhar
HR Business Partner
Irinattech Digital
Pakistan



Maliha Murtaza
Director Of Diversity, Equity,
Inclusion & Belonging
Aga Khan University Hospital
Pakistan



Maria Angelica D'mello
External Relations
Media Adviser
Shell
Pakistan



Maria Shaheen
HR & OD
Pakistan Civil Aviation
Authority
Pakistan



Mariyah Arif
HR Head
Louis Dreyfus Company
Pakistan



Maryam Khan
Production Manager
Stitching and Lead DE&I
Liberty Mills Limited
Pakistan



Dr. Mohammad Saad Usmani
Chief Human
Resource Officer
Changan
Pakistan



Muhammad Fayyaz Kerawala
Head HR Shared
Services & Projects
Habib Metropolitan
Bank Limited
Pakistan



M. Saqib Shah
Talent Acquisition Advisor
Mari Petroleum
Company Limited
Pakistan



Muhammad Waqas
Head HR Services &
Compensation
Khushhali Microfinance
Bank Limited
Pakistan



Muhkam Wali Khan
Global HR Business Partner
AKAH
Pakistan



Munib Faruqi
HRBP Operations
GADITEK
Pakistan



Myra Javaid
Regional Talent
Acquisition Lead
Daraz
Pakistan

PAKISTAN



Nadia Akbar Huda
Director HR
VPT
Pakistan



Najia Rafiq
Business Lecturer
The School of Information RISK
Management Limited
Pakistan



Nida Tinauli
Group Vice President
P&O Expertise
PTCL
Pakistan



Noor Us Subbah
Sr. HR Manager
Vaival Technologies
Pakistan



Noorulain Zafer Khan
CEO
Mind Works International
Pakistan



Noureen Zehra
Director HR
Jinnah Sindh
Medical University
Pakistan



Rabia Altaf
HR Professional
Pakistan Human Capital
Forum
Pakistan



Rabia Tahir
AVP, Member Directing Staff
National Bank of Pakistan



Rana Imran
CEO
ROI
Pakistan



Roofi Jamil
GM, Head of Learning
and Development
Habib Bank Limited
Pakistan



Rooha Hamidani
Reward Specialist
Soneri Bank Limited
Pakistan



Sabeen Khalid
Sustainable Development
& CSR Lead
Total Parco Pakistan Ltd.
Pakistan



Sadaf Hatif
CEO
HRSG Innovative
Business Solutions
Pakistan



**Dr. Sadia Javed
Rajput**
CEO & Co-Founder
The British School
of Etiquette
Pakistan



Sahar Al Hosban
Head Total Rewards and
People Operations
U Microfinance Bank Limited
Pakistan



Saher Dharani
Manager for Diversity,
Inclusion & Culture
JS Bank Limited
Pakistan



Sahibzadi Mahin Khan
Independent Director
Pakistan Industrial
Development Corporation
(Pvt.) Ltd.
Pakistan



Saman Abbasi
Head of Learning &
Development and
Chief Diversity Officer
Soneri Bank Limited
Pakistan



Saman Chaudhry
Head of Human Resources
MG Apparel
Pakistan



Saman Mazhar
Senior Consultant
Funverks Global
Private Limited
Pakistan



Samia Ali
Employee Benefits & Faculty
Manager HR
Novo Nordisk
Pakistan



Sana Gillani
Global Employee
Relations Manager
Teradata
Pakistan



Sana Sheraz
Country HR Manager
Akzo Nobel Pakistan Limited
Pakistan



Sanam Kohati Faiz
Head of Human Resources
Deutsche Bank
Pakistan



Saniha Jafri
Founder & CEO
People Junction
Pakistan



Sarah Munawar
Head of Human Resources
DVAGO Pharmacy and
Wellness Experts
Pakistan



Sarah Rimmel
Consultant & Facilitator,
Contributing Writer
The Winters Group, Inc
Pakistan



Sehr Ali
Manager
Talent Management
Abacus
Pakistan



Shabana Yousafzai
Deputy General Manager
HR & Admin
Government Holdings
Pvt Limited
Pakistan



Shama Jabir
HR Head
Corteva Agriscience
Pakistan

PAKISTAN



Shamikh Ahmed Zaidi
Engagement Consultant –
People Advisory & Strategic
Communications
Ascend Consulting
Pakistan



Sharleen Ansari
Head Service Quality–
Branch Banking
JS Bank
Pakistan



Sharmeen Peshimam
Head of Marketing
British Council
Pakistan



Shireen Naqvi
Sr. Consultant
Carnelian Pvt Ltd.
Pakistan



Sidra Saleem
HR Manager
Army Welfare Trust
Pakistan



Sohail Khan Durrani
Resources, Training & Assets
Leader EMEA Cluster
NielsenIQ
Pakistan



Suhaib Baluch
Regional People &
Culture Director
foodpanda
Pakistan



Suleman Ansar Khan
Executive Director and
Group Head HR
Pure Health
Pakistan



Sumbal Manzoor
Lecturer Business
Management
HRUC (Harrow, Richmond
& Uxbridge Colleges)
Pakistan



Syed Safiullah Afghan
AVP – Cluster Head L&D
United Bank Limited
Pakistan



Syed Taha Amjad
Independent
HR Consultant
UAE



**Syed Wasiaq
Ahmed Kalimi**
Manager HR
AKU
Pakistan



Syeda Beenish
Lead HR Business Partner
Bank Al Habib Limited
Pakistan



Tahira Amin Khattak
Director HR
Telenor
Pakistan



Talha Abbasi
Senior Manager –
People & Culture
HRSG
Pakistan



Talya Umair Jalil
Manager Continuous
Improvement
Kompass Pakistan (Pvt.) Ltd.
Pakistan



Tamkeen Sardar Faisal
Country HR Leader
FrieslandCampina
Pakistan



Tuba Khalid
Consultant
Pakistan



Umber Shakeel
Head of People Services
Karandaaz
Pakistan



**Umber Tanya
Ansari**
Principal Consultant
Candid Crow
Communications LLC
Pakistan



Unaiza Niazi
HR Business Partner
Novel Energy Solutions
Pakistan



Usman Saleem
Senior Technical Recruiter
S&P Global
Market Intelligence
Pakistan



Arslan Irshad
Lead Talent
Sustainability
Fatima Group
Pakistan



Sahrish Khawaja
Head of Talent & OD
Fatima Group
Pakistan



Zile Huma Ehsan
Chief Strategy &
Operating Officer
HR Junction Pvt. Ltd.
Pakistan



Zoya Ikram
Uplift trainee
Unilever
Pakistan



Zulfiqar Ahmed Janjua
Head
Bahria University
Pakistan



Maura Di Mauro



Intercultural Trainer, DEI & Sustainability Consultant
DIMPACT
Milano, Italy

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- ISO 30415 Assessor & Practitioner with Terry's College of Georgia University

Key Competencies

- Vision, Strategy, & Business Impact
- DEI Learning & Development
- Connecting DEI & Sustainability

"Very useful olistic and strategic model to connect DEI and company sustainability"

Most Important Experiences and Accomplishments

She is a passionate Intercultural Trainer and DEI & Sustainability Consultant. An Intercultural Management Lecturer, GDEIB, and ISO 30415 Assessor & Practitioner, she has developed several intercultural experiential training tools such as exercises, games, didactic videos, and MOOCs. She is the author of several publications and research reports on Intercultural and Global skills and on DEI, particularly focusing on migrants and gender. She is a former President of SIETAR Italia and serves as an advisor on the SIETAR Europa Board.

Key Roles Performed

Trainer & Consultant, former Sietar Italia president and representative on Sietar Europa, author, lecturer, Intercultural Trainer and DEI & Sustainability Consultant, Intercultural Management Lecturer. Author.



Sohail Durrani



Operations Engagement Lead – Retail
NielsenIQ
Chicago, United States

Highest Academic Qualifications

- MBA

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- SPHR
- Change Management Certified
- Certified EFQM Assessor
- Certified KPI Professional
- Balanced Scorecard Professional

Key Competencies

- Vision, Strategy, & Business Impact
- DEI Structure & Implementation
- Community, Government Relation & Philanthropy

"The DICP Program provided an enriching and intellectually stimulating experience, offering a comprehensive exploration of diversity, equity, and inclusion principles through informative readings and engaging online presentations by DE&I experts and corporate leaders. The well-structured daily sessions facilitated global idea exchange among participants of diverse backgrounds, fostering insightful discussions and collaborative learning. The program equipped participants with the knowledge and mindset to strategically develop and implement effective DE&I initiatives, making it highly recommended for professionals and leaders aiming to drive positive changes in their workplace towards greater diversity, equity, and inclusion."

Most Important Experiences and Accomplishments

Commitment to Diversity, Equity, and Inclusion has been a cornerstone throughout his career. He led the restructuring of North American NielsenIQ Operations, ensuring inclusive representation on all teams and fostering a more diverse and equitable workplace. Previously, while overseeing the Resources, Training & Assets function for the Americas and EMEA cluster, he implemented programs that empowered a diverse workforce with equitable access to learning and development opportunities, ensuring fairness for all associates. He actively sought out a wider range of vendors during supplier selection, enabling diverse businesses to compete fairly for contracts and fostering inclusivity within the broader industry. Additionally, he serves on the DE&I Board for his local township in the Midwest suburbs, contributing to promoting DE&I initiatives within his community through his volunteer role.

Key Roles Performed

His career spans diverse leadership roles across HR, OD, and Operations. Currently based in Chicago, USA, he manages large retail clients as Director of Operations for US Retail. Previously, he led Resources, Training & Assets for Americas and EMEA regions. He also held significant HR & Organizational Development leadership positions in the Arabian Peninsula for over a decade.



Valarie Williams-Foy



Senior Orgnaiztaion Development Consultant
Imperial College
London, United Kingdom

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Chartered Fellow CIPD
- Insights Practitioners
- Motivational Maps
- DISC Accreditation
- Executive Coaching

Key Competencies

- Vision, Strategy, & Business Impact
- Leadership & Accountability
- DEI Learning & Development

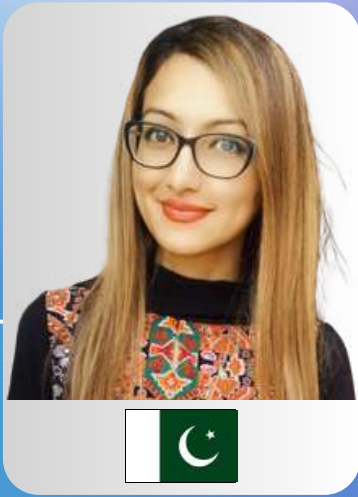
"DEI certification gave the participants an opportunity to connect with individuals across the globe which enabled us to learn, practice and implement diversity in true spirit. It was a comprehensive program which opened new horizons of knowledge, skills."

Most Important Experiences and Accomplishments

Leader for organisational development and learning including elevation and support for all strategic initiatives in the people and culture space. Provides strategic and operational direction. Experience in planning, developing, and implementing of initiatives that builds the organisation's culture and improve connectivity and employee experience. Work collaboratively with leadership and staff across organisations to foster a learning environment that ensures high-quality, evidence-based practice for individuals, teams and organisations. DEI, Psychometrics, 360s and Coaching certified.

Key Roles Performed

Organizational Development, People & Culture, Learning & Development, DEI, Coaching, 360s, Psychometrics



Afsheen Iftikhar



Regional Head of Human Resources (PAK & IND)
WestPoint Home
Lahore, Pakistan

Highest Academic Qualifications

- MBA (HR) Gold Medal

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- Leadership & Accountability
- DEI Learning & Development

"Securing her DEI certification through HR Metrics was transformative for her. It deepened her understanding of diversity, equity, and inclusion principles and provided her with practical strategies to cultivate a more inclusive workplace. This certification has empowered her to spearhead meaningful change, advocate for diversity across all levels, and foster a culture where every voice is respected and valued. She highly recommends this certification to fellow HR professionals dedicated to building diverse and inclusive organizations."

Most Important Experiences and Accomplishments

Afsheen is a highly accomplished HR and management leader with over 19 years of experience. Throughout her career, she has excelled in building successful HR departments and implementing best practices. At Stewart Pakistan Pvt. Ltd., she has played a pivotal role in developing the Diversity, Equity, and Belonging Committee, and has led the modernization of office facilities. A certified professional in Diversity and Inclusion, Afsheen has represented the company globally, significantly increasing headcount and receiving multiple awards for her leadership excellence. She has a proven track record of transforming disorganized HR departments into efficient entities, implementing performance management systems, and revamping recruitment strategies. Afsheen's initiatives have resulted in substantial cost savings and improved employee morale. She is also actively involved in educational initiatives, mentoring students at reputable universities and participating as a panelist in conferences. Afsheen's strengths lie in her excellent leadership, communication skills, and strategic HR management expertise, making her a valuable asset to any organization.

Key Roles Performed

Afsheen has been a transformational leader for the organizations she has served. From cost-efficient, developing processes, maturing structure, helping people see and grow for their vision. She has served multiple multinationals where she and her professional capabilities reflected great on country as whole.



Ayesha Khan

Chief Executive Officer
SASCA
Islamabad, Pakistan



Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Business Edge Trainer, AMA
Management Trainer

Key Competencies

- Vision, Strategy, & Business Impact
- DEI Learning & Development
- Community, Government Relation & Philanthropy

"She has been appreciated for her diligence, innovation, and inclusivity in her work."

Most Important Experiences and Accomplishments

Her most important experiences have been training people and empowering them to become self-reliant and resilient. Equally important, if not more, is her ability to establish small businesses, startups, and social enterprises.

Key Roles Performed

She has worked as a Development/Rural Economist, Technical Expert and Team Lead, Chief Sustainability Officer, Senior Technical Advisor, and CEO.



Dr. Erum Ishaq

Assistant Professor
Bahria University
Islamabad, Pakistan



Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Member ACCA (UK), CPT (IAPPD Global)

Key Competencies

- DEI Learning & Development
- Work-life Integration, Flexibility, & Benefits
- DEI Learning & Development

Most Important Experiences and Accomplishments

Dr. Erum Ishaq serves as an Assistant Professor of HRM and Organizational Behavior at Bahria Business School, Bahria University. With a PhD in Management Sciences and membership in the Association of Chartered Certified Accountants (UK), she possesses a diverse background encompassing over 18 years of combined academic and industrial experience. Her research work has garnered recognition and has been published in esteemed international journals, focusing on leadership and the transformation of human behavior. As a certified trainer and a certified DEI (Diversity, Equity, and Inclusion) professional, Dr. Ishaq's expertise and interests not only drive the advancement of existing knowledge concerning human behavior dynamics in the workplace but also contribute significantly to enhancing organizational effectiveness through effective people management practices.

Key Roles Performed

Currently working as an Assistant Professor at Bahria Business School, Erum Ishaq has previously held the position of Director of Consultancies at an ICT company. In addition to that role, she has also worked as an Assistant Manager in Audit and Consultancies at a firm. Furthermore, she possesses experience working in a bank as an Executive in Consumer Finance.



Dr. Fakhara Rizwan



Non-Executive Director
Pakistan Institute of Corporate Governance
Karachi, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Certified Financial Crime Specialist

Key Competencies

- Vision, Strategy, & Business Impact
- Leadership & Accountability
- Connecting DEI & Sustainability

Most Important Experiences and Accomplishments

Dr. Fakhara Rizwan is a distinguished professional with expertise in law, corporate governance, and financial crime compliance. She is an acclaimed author of the foundational book 'Corporate Takeovers and Mergers' and holds certifications as a Certified Financial Crime Specialist and Certified Diversity, Equity & Inclusion Professional. Recognized by the Higher Education Commission of Pakistan as an approved PhD supervisor, she serves as a director at the Pakistan Institute of Corporate Governance, advocating for good governance practices. Dr. Fakhara also contributes to climate action as a trainer for carbon markets in Pakistan and is a skilled martial artist, reflecting her discipline. Her literary prowess is evident in her book 'Adhuri Takmeel', which has seen multiple successful editions.

Key Roles Performed

Dr. Fakhara Rizwan began her legal career in Malaysia, becoming the first Pakistani member of the Malaysian Corporate Counsels Association. She provided consultancy to the Pakistan High Commission and various corporate entities before returning to Pakistan in 2014. She served as Company Secretary & Head of Legal at AlBaraka Bank and later at ORIX Leasing Pakistan Limited. Since January 2020, she has held the position of Company Secretary and Chief Legal & Corporate Affairs Officer at the Pakistan Stock Exchange, where she continues to contribute significantly to legal and corporate governance matters.



Farah Zaheer



HR Business Partner-Commercial
Telenor
Lahore, Pakistan

Highest Academic Qualifications

- MBA

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

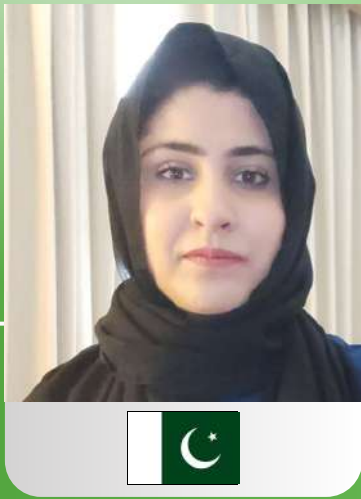
- DEI Structure & Implementation
- DEI Communication
- DEI Learning & Development

Most Important Experiences and Accomplishments

With over 10 years in HR, she is passionate about team building and adept at navigating change. She excels in translating business strategies into effective HR initiatives, strategically planning workforces, and facilitating smooth organizational transformations. Her expertise spans from developing data-driven dashboards to fostering collaboration across teams. She is committed to leveraging her skills to drive organizational success through strategic HR leadership, ensuring alignment between business objectives and HR practices.

Key Roles Performed

HR Business Leader, HR Business Partner



Habiba Sulman



Dept. Head Leadership, Learning & DEI
Faysal Bank
Lahore, Pakistan

Highest Academic Qualifications

- MBA

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- 15FQ Certified

Key Competencies

- Vision, Strategy, & Business Impact
- Leadership & Accountability
- DEI Structure & Implementation

Most Important Experiences and Accomplishments

Habiba Sulman, Senior Vice President at Faysal Bank, is a dynamic leader driving transformation through strategic HR initiatives and leadership in Diversity, Equity, and Inclusion (DEI). Certified in Diversity Practices and with an MBA-HR from NUST Business School and SHRM-SCP certification, she has led Faysal Bank's shift to Islamic Banking and pioneered their D&I strategy, earning global recognition and 12 awards. Habiba champions diversity through initiatives like Faysal Islami Qabil and Women Connect, fostering an inclusive culture crucial for organizational change. Her recent Director Certification from Lahore University highlights her commitment to continuous learning and leadership, underscoring her capability in navigating complex transitions and inspiring growth at Faysal Bank.

Key Roles Performed

Leading in Leadership Development, DEI, Change Management, Strategic Partnerships, Learning and Reskilling, and Community Engagement at Faysal Bank, ensuring organizational success through talent development, inclusive culture, strategic transitions, aligned initiatives, skill enhancement, and community involvement.



Khurram Shahzad Khan



Manager Human Resources
Government Holdings (Private) Limited
Islamabad, Pakistan

Highest Academic Qualifications

- Executive MBA in Human Resources

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- Vision, Strategy, & Business Impact
- Leadership & Accountability
- Recruitment

"The course met all of his expectations. It was extremely informative and helpful, and the presenters were very thorough and knowledgeable. He has since tried to use some of the handling techniques."

Most Important Experiences and Accomplishments

Demonstrated success in developing and imparting Soft Skills Training Programs, Recruitment Strategies, Employer Branding Strategies and Activities and Corporate Policy formulation. Building high-performing, results-driven HR function in a highly competitive, rapid-growth environment. Devising, a comprehensive succession planning and leadership development program.

Key Roles Performed

Lead HR, Head of HR, Manager HR



Muhammad Fayyaz Kerawala



Head of HR Shared Services & Projects
Habib Metropolitan Bank
Karachi, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Certified Professional in Talent Development (CPTD)

Key Competencies

- Vision, Strategy, & Business Impact
- Leadership & Accountability
- DEI Learning & Development

"All CPTD candidates must have at least five years of related work experience and should have deep knowledge and experience applying the principles for enhancing employee talent development. A CPTD understands and can affect the value and impact talent development strategies and solutions bring to the success of an organization."

Most Important Experiences and Accomplishments

Muhammad Fayyaz Kerawala is an internationally certified HR, DEI, Learning and OD professional with over 15 years of local experience mixed with varied international exposure. He is a dual certified trainer, instructional designer, assessor, and HR strategist. He is currently the Head of Learning, OD, DEI, HR Systems & Projects for HabibMetro Bank, which is part of the Habib Bank AG Zurich network. Previously, he has been associated with HBL as Head of Instructional Design looking after certification programs, digital learning, and training reinforcement initiatives. He has also worked with the Institute of Bankers Pakistan where he contributed towards training, examination, publications, and overall IBP change management. In addition, he has provided consulting services to the IFC (WorldBank Group). Since 2016, Fayyaz has been certified as Certified Professional in Talent Development (CPTD) by Association for Talent Development (previously ASTD) USA. He holds an MBA from IBA and a bachelor's degree in Computer Science from University of Karachi.

Key Roles Performed

Head of Learning, OD & DEI, Head of Training, Head of Institutional Relationship, Head of Instructional Design, Head of Learning, Head of Diversity, equity and inclusion



Rana Imran

Founder & CEO
ROI Institute Pakistan
Lahore, Pakistan



Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Certified ROI Professional
- USA Measuring ROI of Learning
- USA Maximizing Corporate Learning Impacts on Bottom-Line
- Equity & Inclusion Champion Certified
- USA Hogan Certified in Leader Focus, High Potential, Team Report
- USA Certificated Trainer and Certified TNA Expert
- USA SAP Litmos Certified Green Belt
- USA Certified Practitioner of Global Leadership Assessment 360 Working Group Leader for ISO HR Standard Committee-TC260
- Certified Presentation Professional (CPP)

Key Competencies

- Vision, Strategy, & Business Impact
- DEI Structure & Implementation
- DEI Learning & Development

Most Important Experiences and Accomplishments

Having expertise in Organization Design, Organizational Culture, Talent & Succession Management, Performance Management, Capability Development, Employer Branding, Employee Engagement, Employee Relations, corporate & individual goal alignment and Development of Business Transformation Strategy. Having Organization Transformation experience while working with A&M one of the leading global transformation consulting firms. Having experience in Organization design and delivered organization design and employee experience project for multiple organization like Al-Futtaim automotive (UAE).

He is part of Global ISO HR Standard development committee TC260 since 2021 and representing Pakistan by providing valuable contribution

Key Roles Performed

HR, OD, Change Management and Transformation professional with more than 18 years of demonstrated working experience in leadership roles in the FMCG, Telecom, Textile, Technology, Automotive, Healthcare, NGO, Hospitality & Tourism, Real Estate/construction and Education industries in the Middle East and South Asia Region with Multinational companies.



Rooha Hamidani



Rewards Specialist
Soneri Bank Limited
Karachi, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- Vision, Strategy, & Business Impact
- Leadership & Accountability
- Assessment, Measurement, & Research

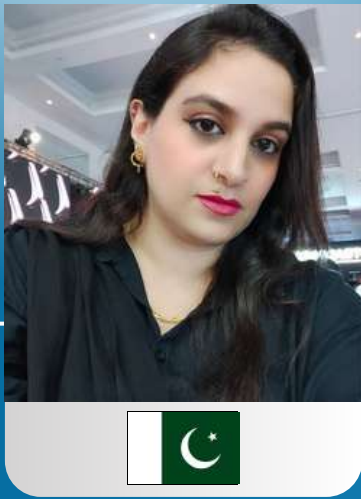
"DEI certification gave the participants an opportunity to connect with individuals across the globe which enabled us to learn, practice and implement diversity in true spirit. It was a comprehensive program which opened new horizons of knowledge, skills."

Most Important Experiences and Accomplishments

She has had a diverse exposure in a short span of time, which has enabled her to play a vital role in facilitating peers around her. Furthermore, she has been given an opportunity to learn, explore, and transfer knowledge pertaining to DEI, and conducting trainings on DEI and Gender Sensitization has been one of the greatest experiences, as the topic has always been extremely close to her heart. Hence, now that she has the opportunity, she enjoys the experience of raising awareness on the topic.

Key Roles Performed

Rewards Specialist, HR Services, Trainer / Facilitator



Sahar Al Hosban



Director Human Resources
OPay Pakistan
Lahore, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- Leadership & Accountability
- DEI Structure & Implementation
- Advancement & Retention
- Job Design, Classification, & Compensation
- Work-life Integration, Flexibility & Benefits
- Assessment, Measurement, & Research
- Service & Product Development

Most Important Experiences and Accomplishments

Sahar Al-Hosban, a Diversity & Inclusion Certified Professional is a seasoned strategic and Operational Human resource specialist with over 15 years of functional, diverse and challenging business experience in various industries; in Pakistan and abroad. Sahar is a corporate trainer, mentor and public speaker specializing in women issues, Safe space for women, minority inclusion in workplace, people empowerment and organizational excellence, Creating dignified work place environment, Anti-gender harassment trainings and Sensitization programs on Interacting and accommodating People With Disabilities. She has served as faculty member for MBA-HR and MHRM executive Programs, while serving the corporate sector and undertaking business process reengineering projects and Job Evaluations (Mercers's IPE) of renowned companies

Key Roles Performed

Head Total Rewards & Organizational Development, Head of Learning & Development, Head of COE & HR Financials



Saman Abbasi



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

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- DEI Structure & Implementation
- DEI Communication
- DEI Learning & Development

"Her Master's has been in finance and MIS; however, most of her work experience is in HR. Despite not having a formal degree or certification in HR, pursuing the SHRM-SCP was one of the best decisions she made. It helped her understand the competencies and apply them in the workplace, giving structure to the kind of work she wanted to do and making it more meaningful."

Most Important Experiences and Accomplishments

Her most important experience was her RM role 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 was able to find 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

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 a 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 L&D and Chief Diversity Officer.



Saman Chaudhry



Head of Human Resources
MG Apparel
Islamabad, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Certified Recruitment Analyst

Key Competencies

- Recruitment
- DEI Learning & Development
- Community, Government Relation & Philanthropy

Most Important Experiences and Accomplishments

In her current role, she is proud of achievements that have 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 that prioritizes 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, enhancing her skills.



Sana Ali Gillani



Global Employee Relations Manager
Teradata
Islamabad, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- SHRM-CP

Key Competencies

- Vision, Strategy, & Business Impact
- DEI Structure & Implementation
- DEI Learning & Development

"DEI certification gave the participants an opportunity to connect with individuals across the globe which enabled us to learn, practice and implement diversity in true spirit. It was a comprehensive program which opened new horizons of knowledge, skills."

Most Important Experiences and Accomplishments

In her current role, Sana Ali Gilani has made significant contributions to Employee Relations, DEI, and Talent Development, driving organizational growth and inclusivity. She enhanced Employee Relations (ER) processes across the APJ region.

A passionate advocate for Diversity, Equity, and Inclusion (DEI), she successfully led the EmpowerHER program, ensuring impactful learning and career growth for participants. Her leadership in organizing the Allyship Summit and receiving the DEI All-Star Award further highlight her dedication to fostering an inclusive workplace.

With strong cross-functional leadership, she spearheaded the Skills Approach Philosophies workstream and led the "Diversity to Watch" projects for her organization in the APJ region.

Her expertise in talent development is reflected in her role as a LEAD training facilitator for new managers, supporting leadership growth across the region.

Recognized for project management, collaboration, and strategic leadership, she is valued as a trusted advisor who drives positive change and innovation in her organization.

Key Roles Performed

Global Employee Relations, People Business Partner,
HR Generalist, DEI regional Lead



Sharleen Ansari



Head Internal Control & Special Projects
JS Bank Ltd
Karachi, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- DEI Structure & Implementation
- DEI Communication
- DEI Learning & Development
- Marketing & Customer Service

"Global Diversity, Equity & Inclusion Certification program was one of the most enriching learning experiences. It was the most amazing combination of learning at national & international level, inspiring journeys and success stories shared by all speakers left me inspired and gave us all a direction in terms of implementing DEI in our respective organizations in true spirit. Kudos to all the authors of Global DEI Benchmarks along with all expert panelists for creating such a detailed document, which is a testament of inculcation of DEI to the core across the globe. I am extremely grateful to HR Metrics team and CEO HR Metrics – Zahid Mubarak for organizing and facilitating a fabulous program of learning with fun. Looking forward to many more certification programs."

Most Important Experiences and Accomplishments

Ms. Ansari is a seasoned banking professional with over 17 years of extensive experience in Service Quality, Compliance, Ethics & Conduct, Retail Banking, and Operations. Currently serving as Head of Trade Business Optimization, she ensures effective governance over trade business operations. Starting her career in Compliance at ABN AMRO Bank Ltd, she progressed through roles including Senior Manager Fraud & Forgery at MCB Bank Ltd and Branch Manager at Summit Bank Ltd. Ms. Ansari has made significant contributions as Head of Service Quality at JS Bank, FBL, and Summit Bank Ltd, where she revamped Service Quality units, implemented management programs, and notably improved service levels, pivotal to business growth and customer retention. At FBL, she pioneered the establishment of the Quality Assurance Unit and Ethics & Conduct framework, fostering a cohesive ethical culture across the organization. Her leadership has been recognized with awards like the Star Performer Gold Medal and Certificates of Appreciation. She is also celebrated as a motivational speaker, exceptional trainer, and advocate for diversity and inclusion. Her achievements led to her selection as one of Pakistan's 'Women Leaders for Board' by HR Metrics. Ms. Ansari holds certifications in Global Diversity, Equity & Inclusion, and is a Certified DEI Professional, demonstrating her commitment to advancing societal progress through her expertise and dynamic leadership.

Key Roles Performed

Ms. Ansari, Head of Network Optimization at JS Bank, oversees both financial and non-financial performance of branches, focusing on Service Quality, Compliance & Audit improvements through effective governance. With a core expertise in Customer Experience & Service Quality, she has significantly enhanced service levels and fostered a customer-centric culture at JS Bank and previous employers. As Head of Service Quality, she implemented robust employee recognition and reward programs and launched innovative digital learning initiatives. At FBL, Ms. Ansari pioneered the Ethics & Conduct role, developing policies and monitoring frameworks that instilled an ethical culture throughout the organization. She also established the Quality Assurance Unit, implementing infrastructure to assess service levels, manage scorecards, and design incentive programs. Her contributions extended to formulating policies and procedures and overseeing branch expenditures. Ms. Ansari's leadership was further recognized through her role in conducting industry webinars on ethics, showcasing her commitment to professional standards and organizational integrity.



Shireen Naqvi

Senior Associate
Carnelian Pvt Ltd
Karachi, Pakistan



Professional Qualification

- DEI Certified Professional

Global Certification(s)

- Project Management

Key Competencies

- Vision, Strategy, & Business Impact
- Assessment, Measurement, & Research
- DEI Communication

"It is always a pleasure working with HR Metrics. Their offerings are very useful, and their services personalized and valuable."

Most Important Experiences and Accomplishments

She is affiliated with GDEIB and has made significant contributions to the philosophy and practice of DEI in Pakistan. She serves on the Board of the Hashoo School of Hospitality, RLCC, and the Advisory Board of Taskeen. She is the Founder and Advisor of the School of Leadership, a Trustee of the School of Leadership Foundation, and the Founder of Amwaj. Her achievements include receiving the Global HR Award in Mumbai, India, and being recognized as one of the 100 most influential individuals in Pakistan.

Key Roles Performed

As an Organizational Development Professional, she has been a management consultant and trainer since 1996. She served as the General Secretary of TRG (Trainers Resource Group), uniting HR practitioners and training professionals. Her efforts in developing youth leadership nationwide have led to the formation of over 120 youth-led organizations, with thousands of alumni actively contributing to the advancement of Pakistan.



Sidra Saleem



Senior Manager Organizational Development
Army Welfare Trust
Rawalpindi, Pakistan

Professional Qualification

- DEI Certified Professional

Global Certification(s)

- None

Key Competencies

- Recruitment
- Work-life Integration, Flexibility, & Benefits
- DEI Learning & Development

"Completing the Global DEI Certification from HR Metrics has been a pivotal milestone in her professional career and personal growth, empowering her to develop and implement effective DEI initiatives within her organization. The certification not only enhanced her skills but also ignited a personal commitment to champion diversity, equity, and inclusion in all aspects of her life."

Most Important Experiences and Accomplishments

A self-motivated, experienced professional with exemplary background of over 15 years in Corporate Sector with diverse experience encompassing Learning & Development, Organizational Development and HR Operations. Expert in planning, coordinating, executing, meeting project deadlines, result oriented, with proven success in market identification opportunities. Visionary and out of the box thinker and a team player who empowers her team to succeed and deliver.

Key Roles Performed

Heading the OD Function of AWT Group, overseeing and managing Corporate level Organizational Development and Training & Development in line with AWT's overall strategic plan, vision and mission. Core team member of Group HR Dept.