

ISO 30414:2025 Human Resource Management –

Requirements and Recommendations for Human Capital Reporting and Disclosure

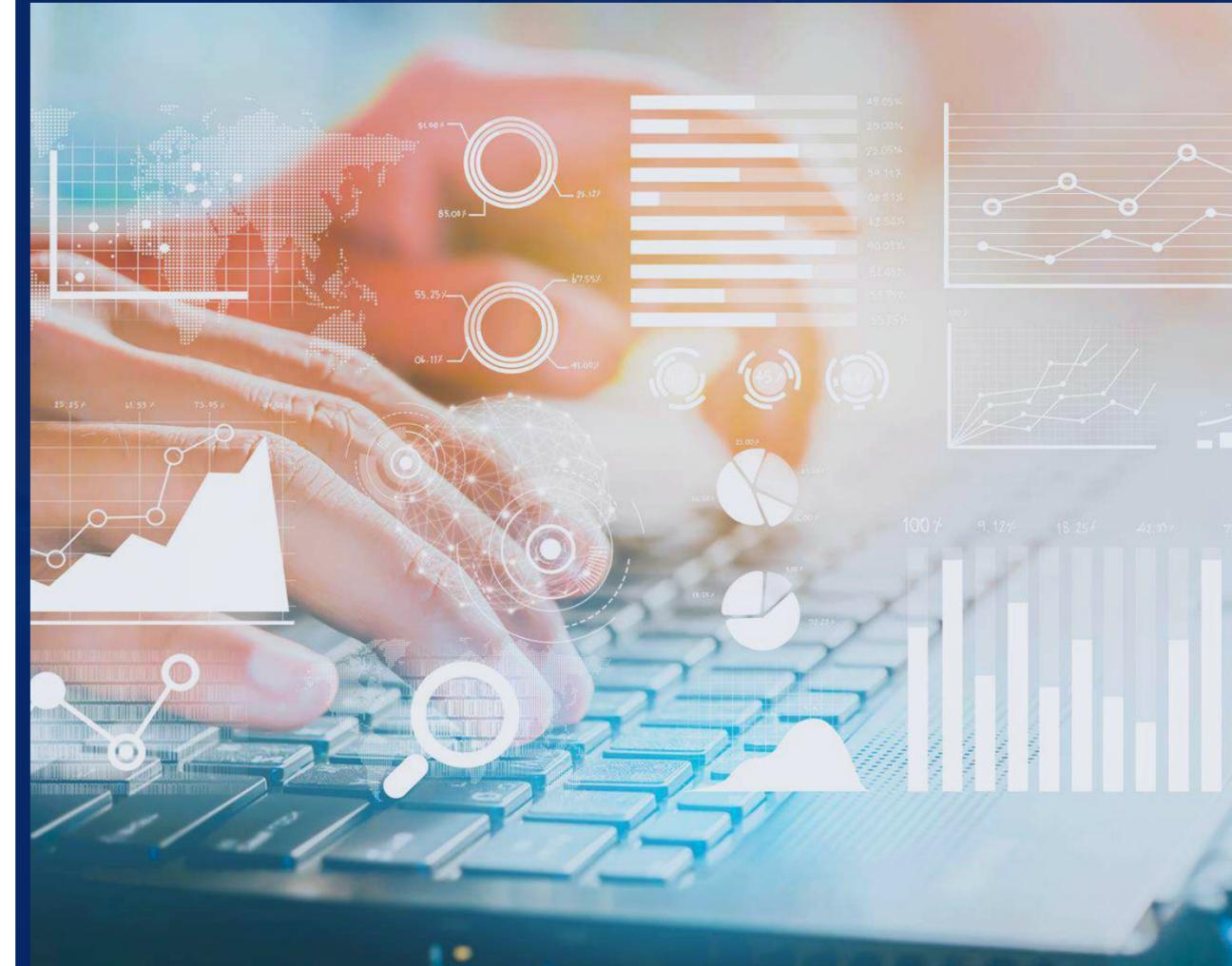
Measure What You Treasure

Why Strategic HR Metrics Are Important for the Board HR Committee?

Strategic HR Metrics are value creator and critical investment for Board HR Committees. Effective governance today requires boards to view human capital as a driver of long-term value, not just an operational cost. Strategic HR metrics provide the Board HR Committee with evidence-based insights that connect people performance to business outcomes.

They enable the committee to:

- 1.Enhance accountability:** Support informed decisions on leadership, succession, and workforce productivity.
- 2.Align HR with business strategy:** Ensure talent investments deliver measurable organizational value.
- 3.Strengthen transparency and compliance:** Meet global reporting expectations such as ISO 30414 and ESG standards.
- 4.Anticipate risks:** Identify emerging people-related risks before they impact performance.



In essence, strategic HR metrics elevate the HR Committee's role from operational oversight to **strategic stewardship of human governance and sustainable value creation.**



What is ISO 30414:2025?

ISO 30414:2025, titled "Human Resource Management – Requirements and Recommendations for Human Capital Reporting and Disclosure," is the world's first international standard that provides a comprehensive framework for measuring, managing, and reporting on human capital.

It offers 69 standardized metrics across 11 key areas of human capital, enabling organizations to assess workforce performance, productivity, and value creation in a structured, transparent, and comparable way.

The standard guides organizations in both internal management reporting and external disclosure of workforce data — promoting greater transparency, accountability, and return on investment (ROI) in people management.

Why ISO 30414:2025?



Sustainability / Environmental Social Governance (ESG)

By being compliant to the ISO 30414 standard, organizations can further position themselves in the context of sustainable corporate governance.



Performance increase

Implementing the guideline can lead to relevant economic benefits for organizations.



Capital market and investors view

For shareholders and investors it is more and more important, that the assets they are investing in, are best in class from a Human Capital Management perspective.



No selection effort between different HR reporting standards

Due to the global uniqueness of the ISO 30414 Human Capital Reporting standard, organizations have exactly one standard to choose.



Further positioning of HR as an influencer

By implementing the guideline, organizations further develop and position the HR function and display this internally and externally.



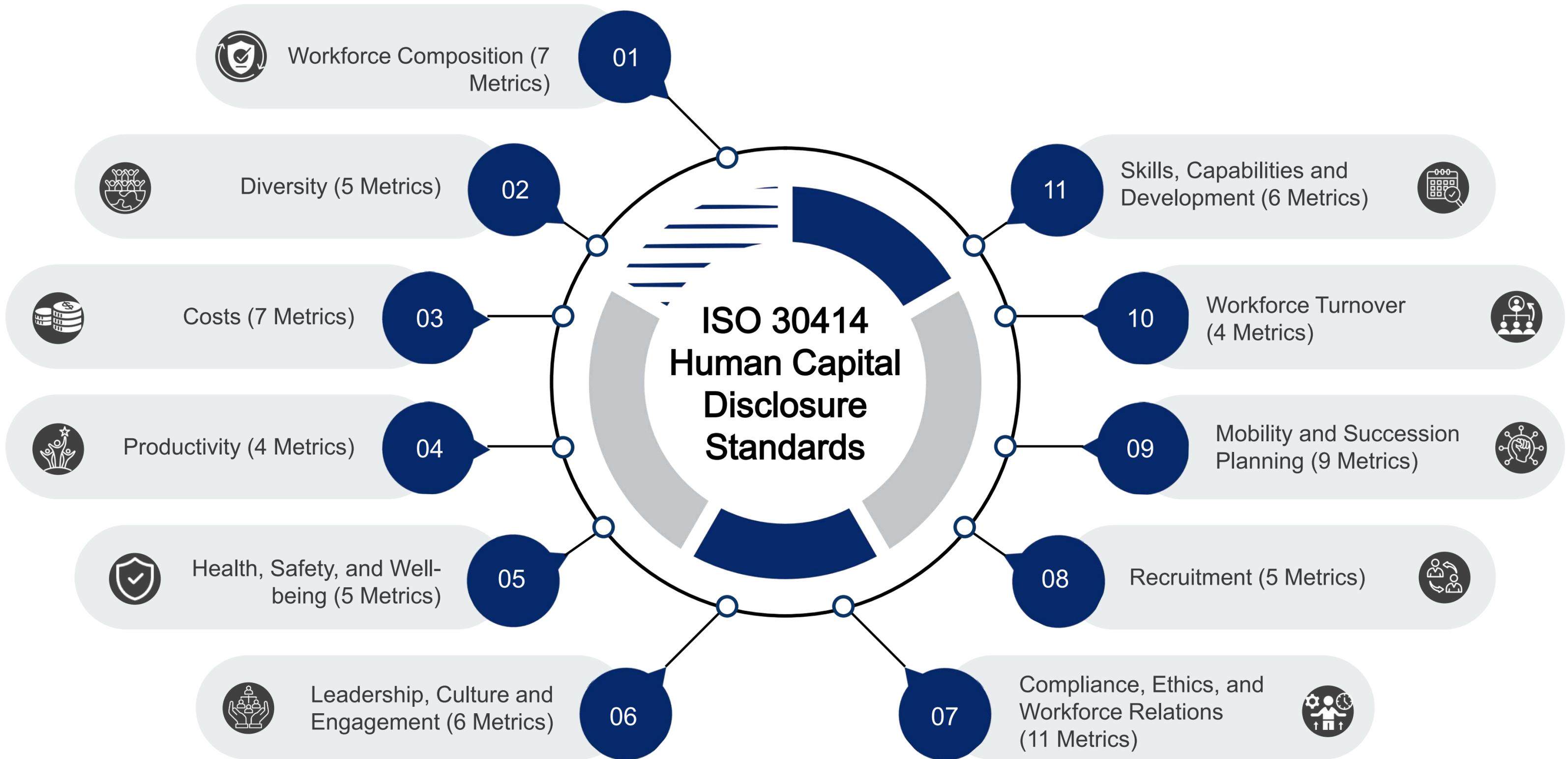
Less complexity in selecting the key metrics published in the HR report

By implementing this global standard, there is less need to discuss, which HR metrics should be reported.

What are Core Contents of ISO 30414:2025?

- 1.Workforce Composition Metrics:** Number and employment types of workers contributing to an organisation's outcomes
- 2.Diversity Metrics:** Demographics and other personal characteristics of individual's contributing to an organisation's outcomes
- 3.Costs Metrics:** Efficiencies associated with the financial allocations to an organisation's workforce
- 4.Productivity Metrics:** Effectiveness associated with the financial allocations to an organisation's workforce
- 5.Health, Safety, and Well-being Metrics:** Wellness or well-being associated with an organisation's workforce
- 6.Leadership, Culture and Engagement Metrics:** Internal stakeholder synergies associated with an organisation's outcomes
- 7.Compliance, Ethics, and Workforce Relations Metrics:** Governance and social commitments associated with maintaining a sustainable organisation
- 8.Recruitment Metrics:** Efficiency and effectiveness of an organisation's talent management system
- 9.Mobility and Succession Planning Metrics:** Resilience associated with an organisation's workforce
- 10.Workforce Turnover Metrics:** Fragility associated with an organisation's workforce
- 11.Skills, Capabilities and Development Metrics:** Robustness associated with an organisation's workforce





Our services around ISO 30414:2025



Organizational Services

- HR Audit for Organizational Development
- HR Audit for Organizational Certification



Individual Services

- Professional Certification



Note:

Charges for Organizational Development services vary on a case-to-case basis, depending on the organization's size, current HR maturity level, scope of work and specific development needs. A customized proposal is prepared after an initial assessment.

Organizational Services

HR Audit for Organizational Development

Purpose

The HR Audit for Organizational Development evaluates an organization's HR functions against globally recognized benchmarks to assess readiness, identify strengths and weaknesses, and ensure HR practices effectively support business performance. It focuses on readiness and conformity assessment — determining whether practices are compliant, partially compliant, or non-compliant — without pursuing formal certification.

Benefits for Organizations from HR Audit for Organizational Development

1. Provides a detailed, objective evaluation of HR performance maturity.
2. Identifies performance bottlenecks and areas for improvement.
3. Strengthens alignment between HR initiatives and business strategy.
4. Enhances accountability, consistency, and data-driven decision-making.



Expected Outcomes for Organizations from HR Audit for Organizational Development

1. A comprehensive audit report highlighting areas of compliance and improvement.
2. Strategic recommendations to optimize HR processes and workforce productivity.
3. A clear roadmap to prepare the organization for future certification or transformation.
4. Increased organizational efficiency and readiness for global standards adoption.



PATHWAY FOR ORGANIZATIONAL DEVELOPMENT

Training on the main standard for Finance, Legal, HR, IT, Investors Relation, Auditors and other end users and ongoing updates on future released Technical Specifications

Professional Certification

We are experts in the area of HR Management and can assist in the development of HR solutions to support ISO 30414 certification, such as:

- Succession Planning
- Employee Surveys
- Competency Management
- HRIS Solutions
- Training & Development

Preparation for Certification (if applicable)

Whether you need simple metrics summary inclusion in annual reports or more detailed human capital report, we have the experience and resources to help report your people information externally.

External Report (if required)



Organizational Services

HR Audit for Organizational Certification

Purpose

This audit goes beyond assessment — it verifies that the organization's HR systems and practices fully comply with international standards such as ISO 30414:2025, resulting in the awarding of an official Organizational HR Certification. The certification remains valid for three years, after which the organization undergoes a recertification process to ensure continuous compliance and improvement.

Benefits for Organizations from HR Audit for Organizational Certification

1. Achieves globally recognized certification, enhancing corporate credibility.
2. Demonstrates commitment to transparency, governance, and people excellence.
3. Builds stakeholder trust through verified HR data and standardized reporting.
4. Strengthens the organization's competitive advantage in talent and market positioning.





Expected Outcomes for Organizations from HR Audit for Organizational Certification

1. Official ISO 30414 Organizational HR Certification valid for three years.
2. Verified compliance with global HR management and reporting standards.
3. A culture of continuous improvement and evidence-based HR governance.
4. Enhanced brand image as a globally benchmarked, responsible employer.

PATHWAY FOR ORGANIZATIONAL CERTIFICATION

Onsite or remote surveillance audits at planned intervals to maintain the confidence that the certified management system continues to fulfil the certification requirements. The first surveillance audit is conducted within 12 months from the date of the certification decision. Surveillance audits are not necessarily full system audits; thus surveillance audits are generally one-third of the time as the initial audit. There are a total of two Surveillance Audits prior to the Recertification Audit.

Surveillance Audit
(annually)

Re-certification Audit
(3 years only)

The recertification audit is conducted to evaluate the fulfilment of the requirements of the certification. Re-certification must take place within 6 months following the expiration of certification. The effective date on the new certification is on or after the recertification decision by Technical Reviewer and the expiry date is based on prior certification cycle.

External Report
(if required)

Whether you need simple metrics summary inclusion in annual reports or more detailed human capital report, we have the experience and resources to help report your people information externally.

We are experts in the area of HR Management and can assist in the development of HR solutions to support ISO 30414 certification, such as:

- Succession Planning
- Employee Surveys
- Competency Management
- HRIS Solutions
- Training & Development

Training on the main standard for Finance, Legal, HR, IT, Investors Relation, Auditors and other end users and ongoing updates on future released Technical Specifications

Professional Certification

Preparation for Certification
(if applicable)

Professional Certification

Preparation for Certification (if applicable)

Human Capital Disclosure Allies (HCDA) Initiative

The **Human Capital Disclosure Allies (HCDA)** Initiative by HR Metrics is a global network of **ISO 30414-certified professionals** spanning the USA, Europe, Asia, Africa, and the Middle East. This initiative brings together leading experts to provide **education, consulting, auditing, and integrated human capital solutions** for multinational organizations.

Through shared best practices and collaboration, HCDA enhances **transparency, accountability, and data-driven workforce reporting**, helping organizations align HR practices with **global governance and sustainability standards**. The initiative is committed to driving measurable impact and fostering a culture of responsible, evidence-based human capital management worldwide.

Human Capital Disclosure Allies



JEFF HIGGINS

Founder and CEO
LYTIQS
United States



SHUNSUKE HOSAKA

Founder and CEO
HC Produce Inc.
Japan



DR. HEIKO MAUTERER

Board Member &
Senior Partner
4C GROUP AG
Germany



DR. SABRINA PIT

Founder
Work Wiser International
Australia



CHIEN PING THAM

Principal Associate
Consultant
JustHR Pte Ltd
Singapore



DR. KYUNGSOO SHIN

Founder
Sustainable Growth
Institute
South Korea



JUAN PAOLO ARAO

International Registered
Human Capital Expert
Philippines



SALOME ARGVLIANI

Founder & CEO
EVA LLC
Georgia



AISHA GARBA

CEO
Aifa Consulting Limited
Nigeria



We have resources to provide coverage in any part of the world.

Individual Services

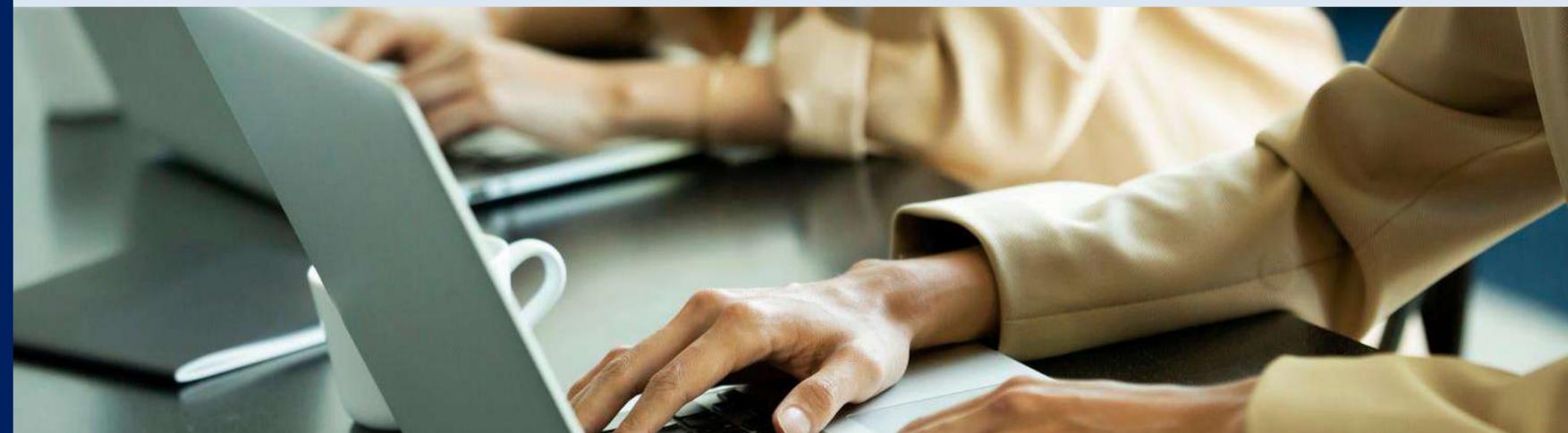
Professional Certification

Purpose

The ISO 30414 Professional Certification Program equips individuals with the knowledge and skills to implement and audit global human capital reporting standards. It enables professionals to assess organizational compliance, identify gaps, and enhance HR transparency and accountability. Participants learn to prepare organizations for ISO 30414 audits and act as qualified internal auditors. This program strengthens analytical, reporting, and governance capabilities. Ultimately, it empowers professionals to drive data-based HR transformation aligned with global best practices.

Benefits of Certification for Professionals

- 1.Global Recognition:** Gain international credibility as a certified expert in human capital reporting and governance.
- 2.Enhanced Professional Credibility:** Demonstrates mastery of ISO 30414 standards and commitment to evidence-based HR practices.
- 3.Strategic Career Advancement:** Strengthens eligibility for senior HR, governance, and sustainability roles.
- 4.Expanded Professional Influence:** Enables certified professionals to advise boards, CEOs, and auditors on people metrics and human governance risks.
- 5.Continuous Learning and Relevance:** Keeps professionals aligned with the latest updates in ISO 30414:2025 and global HR standards.
- 6.Consulting and Advisory Opportunities:** Opens pathways to serve as internal or external auditors and advisors on human capital reporting.
- 7.Contribution to ESG and Sustainability Goals:** Positions professionals to integrate people metrics into organizational sustainability and governance frameworks.



Expected Outcomes for Professional Certification

- 1. Comprehensive understanding of ISO 30414:2025** framework, structure, and disclosure metrics.
- 2. Ability to design and implement** standardized human capital measurement and reporting systems.
- 3. Capacity to evaluate** workforce-related risks and performance using globally recognized benchmarks.
- 4. Readiness to support organizational certification** as an internal or external assessor.
- 5. Enhanced visibility** within the HR and governance community as a certified expert.
- 6. Improved decision-making impact** through the application of data-driven insights to people and business strategies.





Certificate of Accomplishment



This is to certify that

ABC

has certified Lead Auditor/Consultant/Practitioner

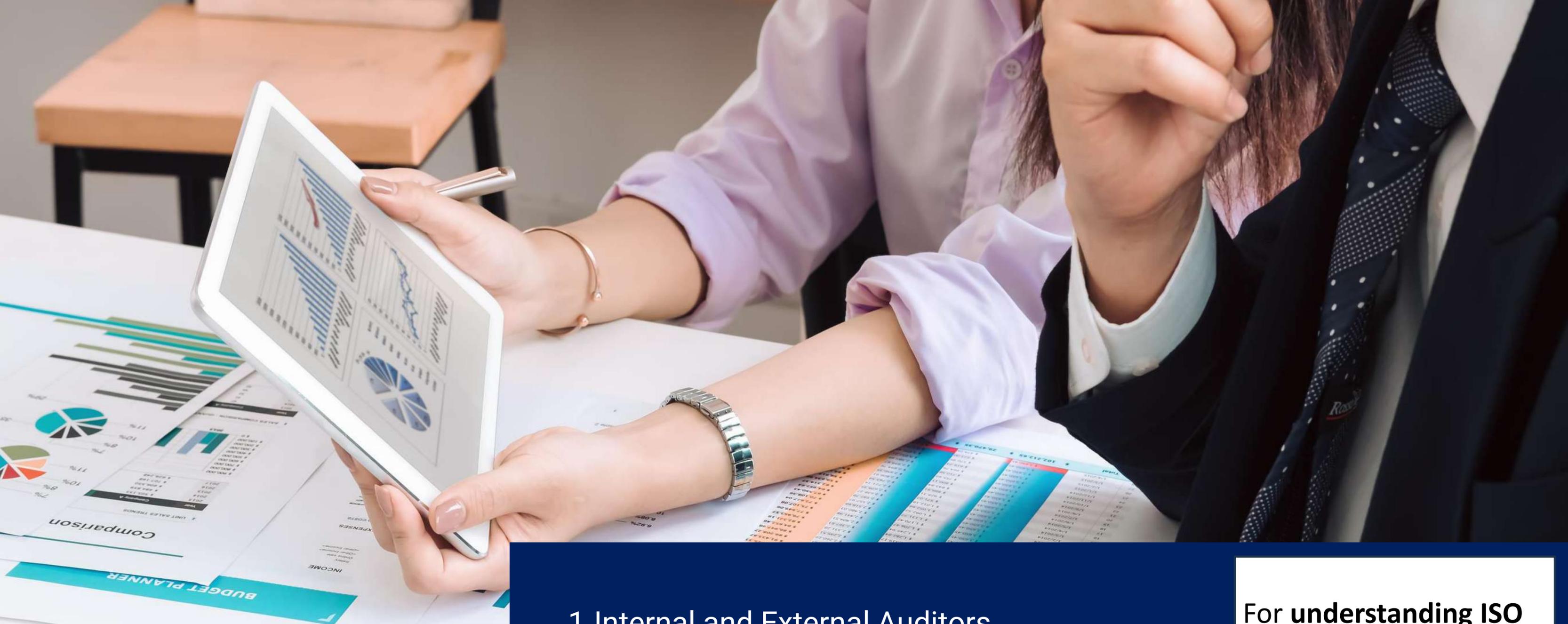
**ISO 30414:2025 Human Resource Management -
Requirements and Recommendation for Human Capital Reporting and Disclosure**

ZAHID MUBARIK
SHRM-SCP, SPHRI, GPHR
CEO HR Metrics



Certificate Number: 1003
Issue Date: 11 December 2025
Valid until: 10 December 2028

HR Metrics is recognized by SHRM USA to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 12 PDCs. For more information about certification or recertification, please visit www.shrmcertification.org

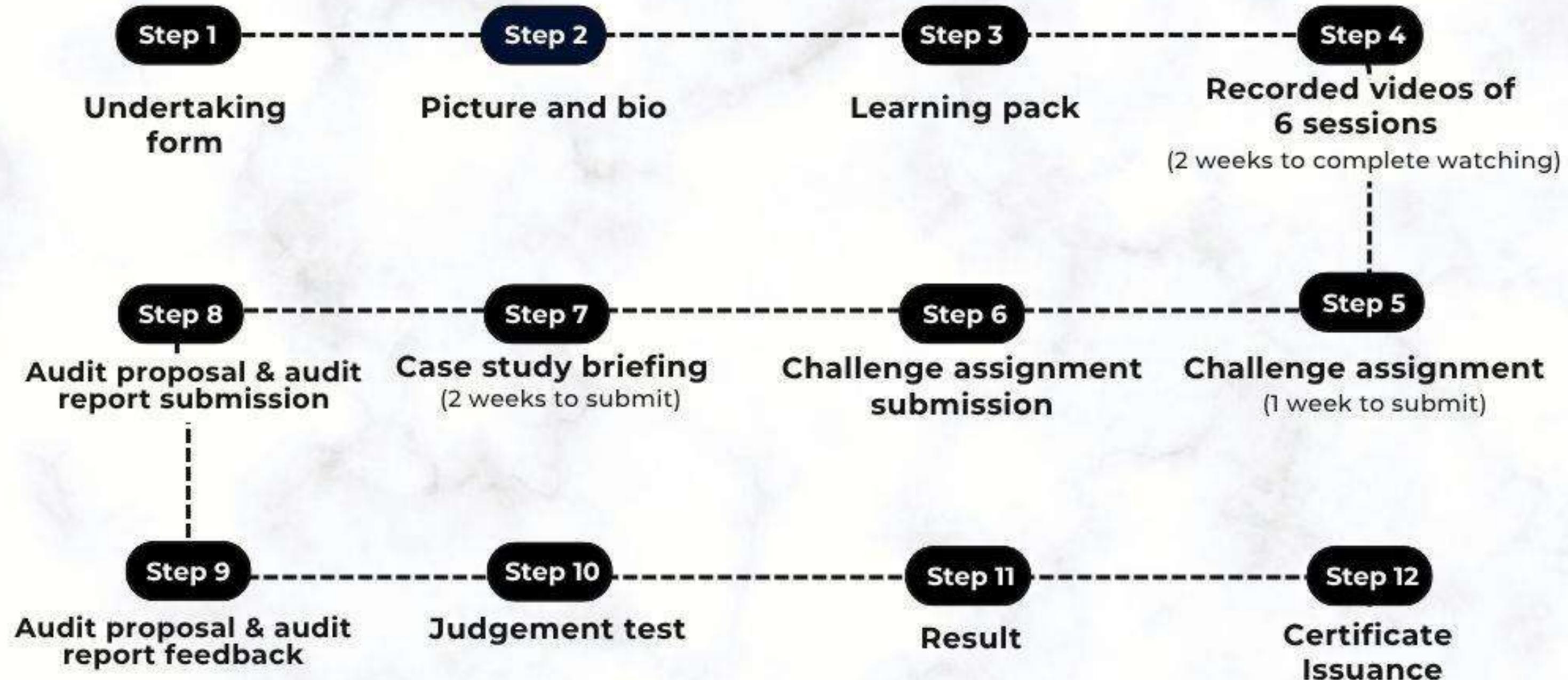


Recommended For

1. Internal and External Auditors
2. Sustainability and ESG Officers
3. HR Professionals
4. Business Leaders and Consultants
5. Compliance Officers

For understanding ISO 30414:2025 Exam Rules & Qualification Criteria [click here.](#)

Pathway for Professional Certification





Training Dates & Fee

Public Training Program

Exclusive Training Program

 **Mode**

Virtual live training via Zoom

Personalized one-on-one virtual coaching

 **Duration**

14 hours

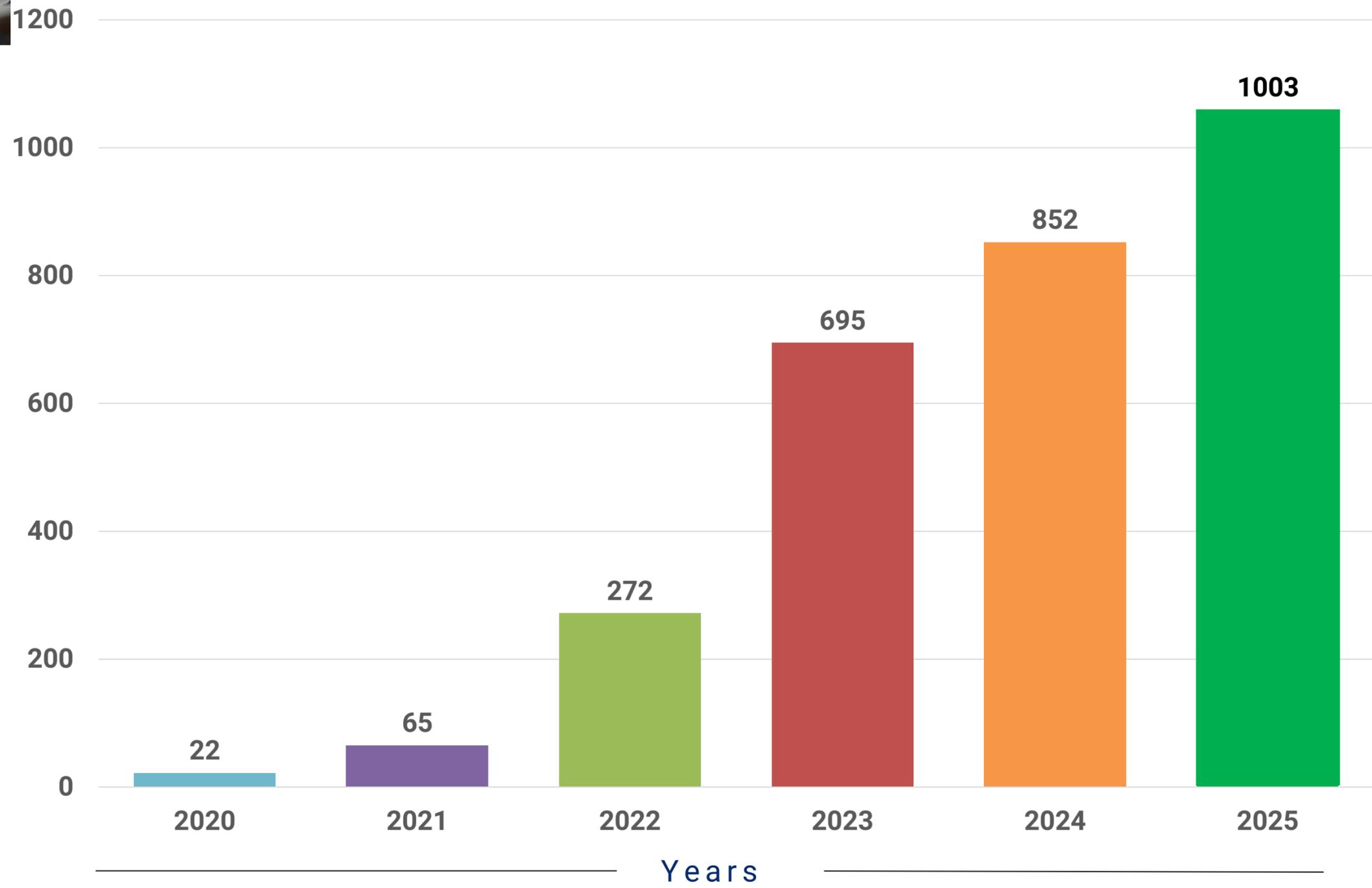
8 hours

Program dates will be announced soon



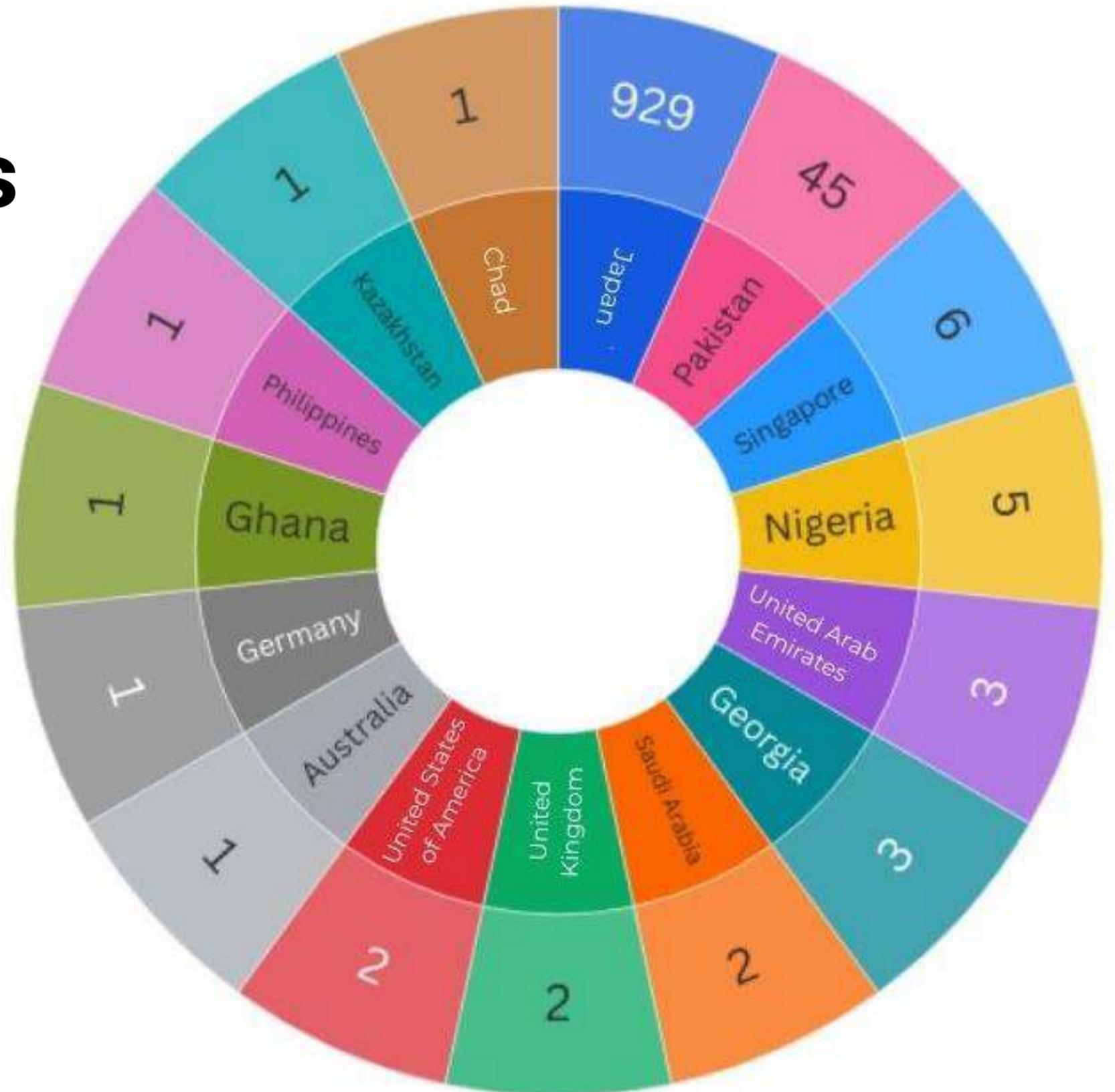
Highlighting the growth rate of ISO 30414 certified alumni, this graph reflects the expanding reach of human capital standards, demonstrating increasing global adoption and expertise in the field.

ISO 30414 Certified Alumni Growth Rate



ISO 30414 Certified Alumni of HR Metrics

Illustrating HR Metrics' expertise in fostering global collaboration, this graph highlights the growth of a skilled, ISO 30414-certified workforce across multiple markets.



ISO 30414:2025 Certified Alumni of HR Metrics



GLOBAL



Adewalekan Arowojobe
CEO
Leadworth Consulting Limited
Nigeria



Aisha Garba
CEO
Aifa Consulting Limited
Nigeria



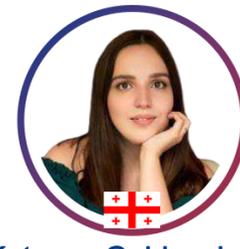
Ana Gagua
Organisational Development,
Human Capital Management,
Learning and
Development Consultant
Georgia



Dinara Dadabayeva
Director/Co-founder
HRB|HR for business
Kazakhstan



Hongchuan Randolph Lin
Co-Chairman, HR Risk Chapter
RIMAS
Singapore



Ketevan Gabinashvili
Career Consultant and Trainer
Georgia



Lee Tee Ling
Principal Consultant
Just HR Pte Ltd
Singapore



Levan Kublashvili
HR Recruiter and
Organizational Development
Consultant
Georgia



Koichiro Sugie
Director
Kotora Co., Ltd.
Japan



Madjingar Bemadjita
HR Professional
Chad



Masanori Koide
Senior Strategy- Manager Customer
Success Group
Salesforce
Tokyo, Japan



Olawale Agunbiade
Human Resources
Manager
PIC Group
Nigeria



Oliver Kothrade
HR Director
Panasonic Consumer
Electronics Europe
Germany



Ryan Seah
Director, Kairos HR Solutions
Pte. Ltd
Singapore



Dr. Sabrina Pit
Director
Work Wiser International
Australia



Serene Wong
Head Group Human Resources,
Hong Leong Asia Ltd
Singapore

PAKISTAN



Nadia Akbar Huda
Director- HR
Vital Pakistan Trust
Pakistan



Aurangzeb Alam
Section Manager HR
FFC
Pakistan



Ayesha Sikander
Manager HR &
Process Improvement
eshifa
Pakistan



Fatima Chishti
Head of HR,
Samsung Electronics
Pakistan & Afghanistan
Pakistan



Mohsin Nishat
Head of Human Resources
Sustainability & Communications
Sapphire Textile
Mills Limited
Pakistan



M. Waqas
Head of HR
Governance & Services
Khushhali Microfinance
Bank Limited
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Sanna Fakher
Lead HR Business Partner
Insights Driven Research
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Shahina Hussaini
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HBL
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Talha Abbasi
Senior Manager –
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Umer Raza Bhutta
CEO & Founder
Abundance Business
and Consulting
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Uzair Ejaz Virk
Assistant Manager – HR
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Zehra Iqbal
Senior Specialist
Samsung Electronics
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ISO 30414:2018 Certified Alumni of HR Metrics



GLOBAL



Ahmed Ali Zaharani
Talent Development
Director National Center
for Non-Profit
Saudi Arabia



Bob Obirieze
Head, Zenith Learning Centre
Zenith Bank
Nigeria



Fumie Nakao
P&C Operations Manager
Mercari
USA



Hammad Akram
Head, Organizational
Effectiveness & Rewards
SIPCHEM
Saudi Arabia



Juan Paolo Arao
International Registered
Human Capital Expert
Philippines



Kei Murakami
Executive Consultant
Kotora Co., Ltd.
Japan



Kohei Sugawara
Co-founder & Officer
HCProduce Inc.
Japan



Lovina Xie
HR Manager
iNova Pharmaceuticals
Singapore



Margaret Balogun
HR & Training Advisor
KC Gaming Networks Ltd
(Bet9ja)
Nigeria



Muhammad A. Laghari
Managing Partner
Antal International
UAE



**M. Awal Pascal
Naatinmbah**
Senior Advisor,
Employee Relations.
Gold Fields Limited –
Ghana Assets



Noriaki Kagawa
Representative Director -
HR Technology
Consortium, CEO- High
Growth Company Co.,
Ltd.,
Japan



Rebeca Fernández
CEO & Co-Founder
AwAre
UK



Rupak M. Zaidi
HR Consultant &
Senior Faculty
Cambridge Academy of
Professionals
& World Academy UK
Bangladesh



Ryoichi Suwa
Associate Client Partner
Korn Ferry
Japan



Shunsuke Hosaka
Founder & CEO
HCProduce Inc.
Japan



Takashi Iwamoto
Professor of Yamagata
University, & Contract
Consultant of HCProduce
Inc.
Japan



Tamica Price
Client Relationship
Manager
Dekh Solutions
The Bahamas



Tham Chien Ping
Principal Associate
Consultant
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Tipu Zaheer
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& Benefits
ENGIE
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Tsuyoshi Hara
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Cooperation Agency
Japan



William Liu
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Human Future Co., Ltd.
Tokyo, Japan

ISO 30414:2018 Certified Alumni of HR Metrics



PAKISTAN



Dr. Sitwat Husain
CEO
OptimizeHR
Pakistan



Rizwan Mahmud
General Manager HR, Admin,
IT and Security
AJCL (Pvt) Limited
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M. Haroon Khan
Director People &
Organization
Mobilink Microfinance Bank
Pakistan



Adnan Saeed
Head of Training & OD
Ferozsons Laboratories Ltd.
Pakistan



Anam Ayub
Lead - HR
Shared Services
Midax Safety
Pakistan



Faizan Arafat
Senior Consultant
and Facilitator
CUBE Consulting
Pakistan



Farooq Ahmad
Additional Director
(HR & Admin)
Punjab Healthcare Commission
Pakistan



Farooq Bilal
Deputy Director HR, DHA
Karachi
Pakistan



Farhat Ali
Vice President
Abacus Consulting
Pakistan



Hashim Khan
Director Administration
Defence Housing Authority
(DHA) Karachi
Pakistan



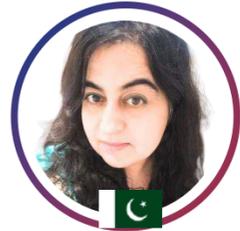
Jehanzeb Khan
HR Professional
Pakistan



Junal Maria D'cruz
HR Business Partner Bayer
Pakistan (Pvt) Ltd.
Pakistan



Kashan Akram
Head of Human Resources
Energyco Pk Limited
Pakistan



Khadija Bint Qasim
Senior Executive
FFBL
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Maryam Basit
Senior Executive (Talent
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Muhammad Bilal
Head of HR Operations
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M. Waqas Rafique
Head Of OD
Cotton Web Ltd.
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Muhkam Wali Khan
Head of HR
Aga Khan Agency
for Habitat
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Romana Azaz
HR Professional
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Sadia Shah
Senior Manager Performance
HR Metrics
Pakistan



Sadia Jehanzeb
Former Senior Manager HR
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Pakistan



Sameer Damani
HR Business Partner
Midax Safety
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Dr. Samina Karim
Executive Manager
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Sana Rehman
DM Recruitment & Training
Pakistan Suzuki Motors
Pakistan



Dr. Saqlain Sher
Head HR Communications &
Employer Branding
National Bank of Pakistan



Shams Iqbal
Freelance Consultant
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Sidra Jamal
Deputy Executive- Compensation
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Postdoctoral Research
Fellow International Islamic
University Malaysia
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**Syed Wasiq
Ahmed Kalimi**
Manager Human Resources
Aga Khan University
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Tashfeen Abdullah
Department Head
HR Analytics
Faysal Bank Limited
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Usman Shabbir
Manager Corporate
Administration
PTCL
Pakistan



Waqas Waseem
Head of HR & Admin
Askari Life Assurance
Company Limited
Pakistan

Consultant/ Trainer



Zahid Mubarik

SHRM-SCP, SPHRi, GPHR

CEO HR Metrics

Member ISO HR Standards Technical
Committee 260

Member Pakistan Stock Exchange Task Force
on ESG

Zahid Mubarik is a globally recognized HR thought leader and the CEO of **HR Metrics**, an organization dedicated to advancing human capital management through international HR standards, people analytics, diversity, equity and inclusion (DEI), and competency-based HR practices. With more than two decades of contributions to global HR frameworks, he is widely acknowledged for bridging the gap between people management and measurable business value. Through his advocacy, publications, and international speaking engagements, Zahid has played a pivotal role in shaping the future of the HR profession by promoting measurable standards, inclusive workplaces, and sustainable human capital value creation for stakeholders.

Zahid Mubarik holds the distinction of being the **first professional from Asia to become a founding member of ISO Geneva's Technical Committee 260**, responsible for developing global HR standards. The committee included experts from leading economies such as the United States, United Kingdom, France, Germany, Sweden, Switzerland, Austria, Norway, the Netherlands, and Portugal. Since 2011, he has represented Pakistan in ISO HR standards development meetings held in cities including Washington DC, London, Melbourne, Rotterdam, Paris, Singapore, Bali, Milan, Montreal, and Tokyo.

He is a **co-author of ISO 30414 – Human Capital Disclosure Metrics**, a landmark global standard that enables organizations to measure and disclose the value of their human capital. Zahid has facilitated certification training for **over 1,000 senior HR leaders across Asia, Europe, the Americas, Africa, and Australia**, with more than **900 professionals trained in Japan alone**. He has also been invited as a distinguished speaker at international conferences in Las Vegas, Beijing, Moscow, Baku, Hanoi, Dubai, and Abu Dhabi.

Zahid previously served as **Board Director at The Centre for Global Inclusion (USA)** and introduced the **Global Diversity, Equity & Inclusion Benchmarks (GDEIB) Standards in Pakistan**. In recognition of his contributions to advancing DEI practices globally, The Centre for Global Inclusion honored him with the **GDEIB Vanguard Award in 2024**. Former Finance Minister **Dr. Shamshad Akhtar** appointed him as a member of the **ESG Task Force of the Pakistan Stock Exchange**, reflecting his expertise in aligning human capital with sustainability and governance frameworks. Under Zahid's leadership, HR Metrics has actively promoted the adoption of GDEIB standards, enabling **more than 80 national and multinational organizations in Pakistan** to conduct structured DEI gap analyses and align their strategies with global sustainability principles.

A **SHRM-SCP certified professional and long-standing SHRM International Partner**, Zahid introduced the **SHRM HR Competency Framework in Pakistan in 2014**, significantly strengthening strategic HR capabilities in the country. Today, **over 200 leading organizations in Pakistan employ SHRM-certified HR professionals**, contributing to enhanced workforce productivity and measurable business outcomes. His work consistently emphasizes competency-based HR certification, ethical governance, and analytics-driven decision-making.

Zahid Mubarik's analytical papers and expert commentary have been featured by prominent national and international media, including **Microfinance Gateway (World Bank, Washington), CNBC, Dawn, Business Recorder, Business Plus TV, and Gulf Economist**. He also serves as the **Chief Editor of HR Magazine "Workforce Tomorrow,"** where he continues to champion innovation, standards, and evidence-based HR practices.

Consultant/ Trainer



Dr. Sabrina Pit

Founder
Work Wiser International
Australia



Dr. Sabrina Pit is the Director of Work Wiser International, and an HR, health, and ageing consultant with a special interest in digital technology and workforce analytics. Sabrina has completed Australian state-wide rural health workforce needs assessments, which supports state-wide workforce solutions. Her aim is to introduce key Human Resources International ISO Standards into organisations to realize long-term growth and sustainable practices.

Sabrina's intimate knowledge of ISO standards is an asset for organizations seeking to improve their outcomes. She is the Chair of Standards Australia Mirror Board Ageing Societies MB027 and Committee-member of Standards Australia HRM Board MB009. She was honoured as a 2022 Standards Hero for her expertise and service to Standards Australia for the benefit of the Australian community. On international level, Sabrina has been the Australian Head of Delegation for ISO TC314 Ageing Societies since 2018, where she led the development of ISO 25550:2022 Ageing societies – General requirements and guidelines for an age-inclusive workforce. Currently, she is the  convenor of TC314 Ageing Societies Metrics, and serves on several other ISO working groups, including HR Metrics, age-inclusive digital economies, and the working group updating "ISO 30414:2018, HRM – Guidelines for internal and external human capital reporting".

Consultant/ Trainer



Aisha Garba
Chartered MCIPD

CEO
Aifa Consulting Limited
Nigeria



Aisha, CEO of Aifa Consulting Limited, has established the firm as a leader in human capital advisory services, excelling in OKR strategy, ISO 30414 training, and workforce alignment for sustainable growth. Her leadership has driven transformative solutions that enhance organizational performance and strategic alignment.

At Veritas Kapital Assurance, Aisha's exceptional leadership advanced workforce potential and fostered compliance through robust procurement governance and risk management frameworks. She introduced OKRs to align goals with strategy and launched the VKA e-Academy with gamification, achieving significant learning and cost efficiencies. Her efforts earned the company the "People First Organization Award" during the pandemic, reflecting her dedication to employee well-being and productivity.

At TAK Asset Management Ltd., Aisha played a pivotal role in strategic planning, attracting investors, and fostering growth from the company's inception. Her tenure with Mainstreet Bank saw significant revenue growth through innovative business development, while at UBA, she led the Embassies & Airlines unit to profitability by strengthening client relationships.

As a Founding Member of the Society for People Analytics and Community Lead for Nigeria, Aisha advances workforce management through data-driven insights. Her contributions extend to international standardization as Co-chairperson of the National Technical and Mirror Committee on HR Management for the Standards Organization of Nigeria. Her expertise continues to shape HR practices and national standards, cementing her reputation as a leader in human capital strategy.

Consultant/ Trainer



Tham Chien Ping

Principal Associate Consultant
JustHR Pte Ltd
Singapore



CP is a Asian HR Leader based in Singapore with more than 10 years of combined experience in HR Business Partnering, Learning, Talent and Organisation Development locally and regionally in Asia. Currently leading the development of people practices and capabilities in Fintech start-ups and sector in Singapore with a Singapore Government supported organisation, he has worked in various HR roles in the Singapore Civil Service, Multi-National Corporations (IT, Medical, Insurance Brokerage & Professional Services), Banking & Finance Institutions and high-growth technology-driven start-ups. He is active with HR professional bodies in US (SHRM), UK (CIPD), Singapore (IHRP and SHRI) and Australia (AHRI), contributing to the HR profession in both voluntary and paid roles as a content developer and reviewer, committee member (ethics and continuous professional development), mentor, career coach, adjunct lecturer and trainer. As a Singapore Certified Management Consultant by TÜV SÜD, he also provides ad-hoc HR consultancy and advisory services to companies based in Singapore. Since 2019 CP is the Master Facilitator and Representative for SHRM in South-East Asia. A trusted partner to business leaders looking to elevating organization performance through their people.



About HR Metrics

Created in 2012, HR Metrics is a consulting and advisory firm specializing in sustainable people analytics, global HR standards, professional competencies, and inclusion strategies. We support organizations in making data-driven decisions to enhance workforce performance and long-term value. Our purpose is to build inclusive cultures, strengthen HR capabilities, and drive social impact through human capital disclosures, DEI standards, and HR competency frameworks.

Purpose

Our purpose is to empower organizations to build capabilities in creating inclusive cultures, enhancing HR effectiveness, driving meaningful societal impact, and embracing stakeholder capitalism through the effective implementation of Global Diversity, Equity, and Inclusion Standards, HR Management Competencies, and Human Capital Value Creation standards. We are driven by a commitment to fostering environments where every individual thrives, contributing to positive change in their workplaces and communities worldwide.

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