



Global Diversity & inclusion Benchmarks



**Global
Diversity & Inclusion
Benchmarks**
*Standards for Organizations
Around the World*

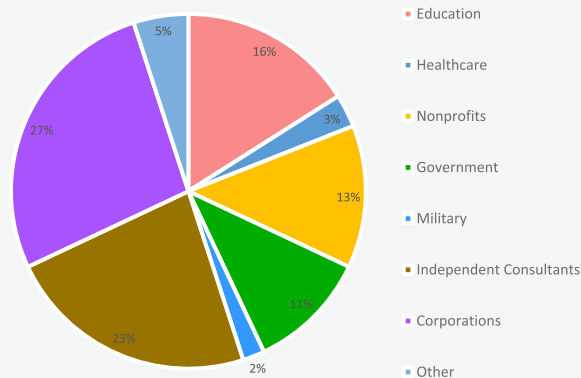
why Global Diversity & Inclusion *Benchmarks*



Organizations today are dedicated to serving all stakeholders, including customers, employees, suppliers, regulators, shareholders and society at large. Future-focused organizations want to ensure long term sustainability of our world and the people in our world. Stakeholders are becoming more globally diverse and networked, as organizations are increasingly mobile in their teams, supply chains, shared services, operational processes and outsourcing. To optimize organizational results, creativity, problem-solving, talent management and engagement, operations and innovation, organizational leaders need to adopt inclusive approaches management strategies and styles that incorporate different perspectives, cognitive, cultural and linguistic differences, and collaboration. Research shows a strong correlation between diversity and bottom line impact. 95 experts across the world have developed “Global Diversity & Inclusion Benchmarks Standard”. GDIB supports workplace D&I and describes People, Planet, Prosperity, Peace, and Partnership as its focus. Please see <http://diversitycollegium.org/globalbenchmarks.php>

With the launch of Global Diversity & Inclusion Benchmarks Standard 2016, events have organized at various cities including Washington DC, São Paulo, Sydney, Melbourne, London, Netherlands, Pittsburgh, Philadelphia, Seattle, San Diego, Los Angeles, Portland, Tokyo, Toronto, Argentina, New York and Oakland.

Known Users by Sector



Global Diversity & Inclusion

Conference in Pakistan



On 27 Apr 2017, HR Metrics in collaboration with Ms. Julie O'Mara Chief Author GDIB 2016 (Former President American Society for Training & Development), launched this standard in Pakistan through a conference at Karachi. Ms. Marvi Memon, Chairperson Benazir Income Support Program and Dr. Ishrat Husain, Former Governor State Bank of Pakistan were guest of honor. Eminent speakers included CEOs/President of Leading organization, having significant accomplishment on D&I. Before the conference, organizations were invited to contest for D&I Awards and Top 10 organizations got awards. Objectives of the conference were as under:

- Facilitate organizations in developing a business case for Diversity & Inclusion to establish its linkage with organization's sustainability through bottom line impact.
- Educate the procedure for D&I gap analysis in 14 key business processes at organization to determine readiness on 5 scale (Inactive, Reactive, Proactive, Progressive, best Practices).
- Share the mechanism for progressive transformation of organizations from treating diversity defensively as a matter of legal or ethical compliance to positioning it strategically as an asset, to compete in the market.

Details at <http://thehrmetrics.com/diversity-conference>



Ms. Marvi Memon

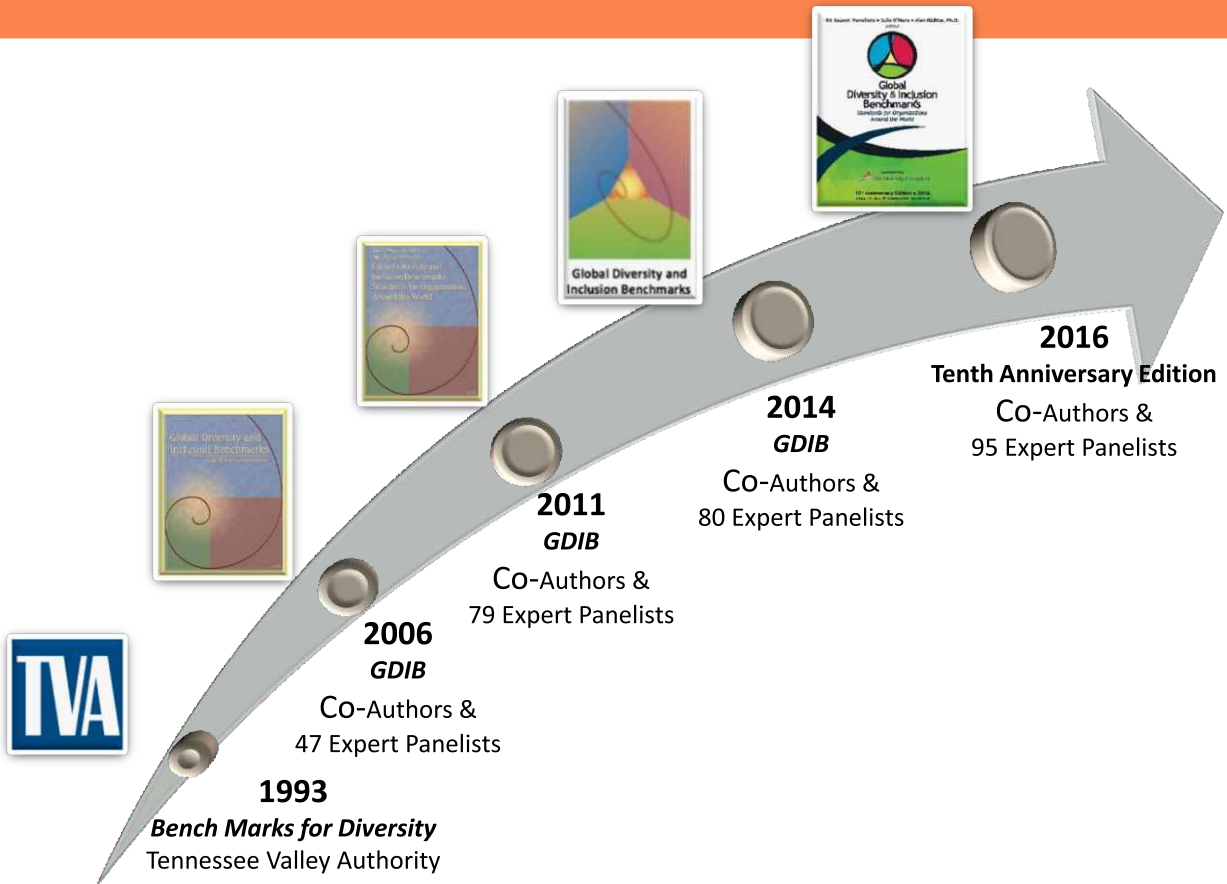
Minister of State/Chairperson, Benazir Income Support Program Pakistan



Dr. Ishrat Hussain

Former Governor, State Bank of Pakistan

GDIB Evolution



Diversity

The variety of differences and similarities/ dimensions among people, such as:

- Age
- Belief system
- Class/caste
- Culture
- Disability
- Education
- Ethnicity
- Gender
- Gender identity
- Generation
- Geography
- Job role and function
- Language
- Marital status
- Mental health
- Nationality
- Native or indigenous origins
- Parental status
- Personality type
- Race
- Religion
- Sexual orientation
- Thinking style
- Work experience
- Work style

Inclusion

A dynamic state of operating in which diversity is leveraged to create a

- fair,
- healthy, and
- high performing organization or community.

An inclusive environment ensures equitable access to resources and opportunities for all

It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward organizational societal goals.

ultimate
D&I GOALS
improving
Organizational Performance



Leverage an extensive range of backgrounds and skills to enhance creativity, innovation and problem solving



Increase engagement, motivation, and productivity



Improve the quality of work/life integration



Enhance the organization's reputation/brand as an employer of choice



Minimize risk/exposure and ensure compliance with legal requirements



Sustain an environment that treats people fairly

Pakistan Diversity & Inclusion think tank



Sherry Rehman
Chair Board of Governors
Jinnah Institute



Rukhsana Zuberi
Senator and President
Tec Education Foundation



Kimihide Ando
CEO Mitsubishi
Corp. Pakistan



Shazad Dada
Chief Executive Officer
Standard Chartered Bank Pakistan Ltd.



Irfan Wahab Khan
CEO
Telenor Pakistan



Qazi Azmat Isa
Chief Executive
Pakistan Poverty
Alleviation Fund



Ayesha Aziz
Managing Director
Pak Brunei



Dr. Jawad Syed
Dean Suleman Dawood School
of Business
LUMS



Jehan Ara
President
P@SHA



Jahangir Piracha
Chief Executive Officer
Engro Vopak Terminal Limited
& Engro Elengy



Saad Amanullah Khan
CEO
Alamut Consulting



Sadia Khan
CEO
Selar Enterprises



Tara Uzra Dawood
President
Dawood Global Foundation



Fatima Asad-Said
Regional Director
Abacus Consulting



Muhammad Adil Khattak
CEO
Attock Refinery Ltd.



Roomi Saeed Hayat
Executive Director
IRM



Rukhsana Asghar
CEO
Fulcrum Consulting Pvt Ltd



Zahid Mubarik
CEO
HR Metrics

Global Diversity & Inclusion *Benchmarks* conference speakers



27 April 2017 - Karachi



Ms. Marvi Memon
Minister of State and
Chairperson Benazir Income
Support Programme



Dr. Ishrat Husain
Former Governor
State Bank of Pakistan



Ms. Julie O'Mara
Co-Author Global Diversity & Inclusion
Benchmarks
President O'Mara & Associates
Former President American Society for
Training & Developme



Mr. Zahid Mubarik
SHRM-SCP, SPHRI, GPHR
CEO HR Metrics
President SHRM Forum Pakistan



Ms. Sadia Khan
Chief Executive Officer
Selar Enterprises
Honorary Consul General of
Finland



Mr. Zafar A. Khan
Chairman
Acumen Pakistan Limited



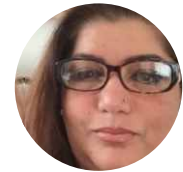
Dr. Shazad Dada
Chief Executive Officer
Standard Chartered Bank
Pakistan Ltd.



Mr. Jahangir Piracha
Chief Executive Officer
Engro Vopak Terminal Limited
& Engro Elengy Terminal Limited



Dr. Sitwat Hussain
SHRM-SCP, GPHR
Group Head HR
Habib Bank AG Zurich



Ms. Uzma Bashir Ghous
Chief Operating Officer
Engage HR



Dr. Zeeshan Ahmed
Acting Rector & Dean
KSBL



Dr. M. Athar Siddiqui
Associate Professor of OB
and HR
KSBL



Mr. Suleman Ansar Khan
Head of OD, Culture and Talent
Acquisition
Engro Corporation
(Moderator)

2017 Global Diversity & Inclusion *Benchmarks* *Conference & Awards*



Mr. Shazad Dada, CEO Standard Chartered Bank Pakistan receiving D&I Award from Ms. Marvi Memon, Minister of State/ Chairperson Benazir Income Support Program Pakistan



Telenor Pakistan



Engro Corporation



Pakistan Poverty Alleviation Fund



Bank Alfalah



Jazz



K-Electric



Fatima Group



award Categories



**GLOBAL DIVERSITY & INCLUSION BENCHMARKS
AWARD 2017**

Global Diversity & Inclusion Benchmarks

| | |
|------------------------|--|
| [BEST PRACTICE] | Demonstrating current best practices in D&I, exemplary for other organizations globally. |
| [PROGRESSIVE] | Implementing D&I systematically, showing improved results and outcomes. |
| [PROACTIVE] | A clear awareness of the value of D&I, starting to implement D&I systematically. |
| [REACTIVE] | A compliance mindset; actions are taken primarily to comply with relevant laws and social pressures. |
| [INACTIVE] | No D&I work has begun; diversity and a culture of inclusion are not part of organizational goals. |

2016 Gender Diversity Conference & Awards



GENDER DIVERSITY CONFERENCE & AWARDS

25 May 2016 at The Institute of Bankers Pakistan



This program is valid for 6 PDCs for the SHRM-CP or SHRM-SCP recertification. For more information about certification or recertification, please visit www.shrmcertification.org

Mitsubishi Corporation



Conference Speakers



Mr. Effenus Henderson
Chair Diversity & Inclusion Standards
SHRM American National Standards
Institute (through videocon)



Mr. Shazad Dada
CEO/ Executive Director
Standard Chartered
Bank (Pakistan) Ltd.



Mr. Kimihide Ando
Senior Vice President
Mitsubishi Corporation &
Chief Executive for Pakistan



Mr. Saad Amanullah Khan
CEO
Alamut Consulting



Mr. Zahid Mubarik
SHRM-SCP, SPHRI, GPHR
CEO HR Metrics
President SHRM Forum Pakistan



Mr. Leon Menezes
Practitioner
Writer and Professor of
Practice IBA



Ms. Fatima Asad-Said
Director Human Capital Excellence
Abacus Consulting



Ms. Sadaffe Abid
Social Entrepreneur
and Co-Founder of CIRCLE



Ms. Syma Waleed
Head of Rewards
Fatima Group



Ms. Khawlah Usman
Director Business,
Institute of Bankers Pakistan

Discussion Topics

- Evolving role of women and strategic significance of inclusive workforce for achieving organization objectives.
- Cultural biases limiting the recruitment, development and promotion of women.
- Local good practices being used by companies for gender balance.
- Critical competencies for successful career growth.
- Developing a business for more women on board and organization performance.
- How men can act as allies and champions of development for advancement of women in organization.
- How women can sustain careers to create a critical mass. Common pitfalls hindering women career growth to top management and board.
- Critical recommendations for employers to promote equal opportunities.
- Critical recommendations for families to facilitate daughters/daughter in law absorbing into job.

2015 Gender Diversity awards

Governor House Karachi



2015 Consular Generals' diversity *Roundtable* - Karachi



Brian Heath, Consular General of United States of America in Karachi.

Gill Atkinson, Deputy Head of Mission I British Deputy High Commission

Emil Wyss, Consular General of Switzerland (Host)

Francois Dall'Orso, Consular General of France

Akira Ouchi, Consular General of Japan

Oleg N.Avdeev, Consular General of the Russian Federation

Hadi Santoso, Consular General of Republic of Indonesia.

Charmaine H. Hidayataullah, Consular General De Monaco

Noor-E Helal Saifur Rahman, Deputy Hight Commissioner Bangladesh

Naheed Irshaduddin, Honorary Consular General of Denmark

Sadia Khan, Honorary Consular General of Finland

Laila Jamil, Senior Consultant Business Development, British Council

Kimberley D'Souza, Secretary General of Switzerland.

Tara Uzra Dawood, President Ladies Fund, Dawood Global Foundation

Rukhsana Asghar, CEO Fulcrum Consulting



Way Forward

1. Diversity Champions Program: Main aim of this initiative is to facilitate organizations in developing a D&I Champion, who can learn the Global Diversity & Inclusion Standard and implement at organization level. D&I Champion will be provided coaching on understanding the process of D&I gap analysis, developing a business case, benchmarking and action planning for 14 key business processes. Focus of the intervention will be the organizations sustainability through social and financial impact.

2. Women of Substance - Leadership Development Program: Companies Act 2017 makes it mandatory for public interest organization to have one female at board. To grow women as effective member of board, 5 days' Training program is planned at Karachi. High performing women in managerial positions are eligible to attend

A. Module A: Critical Competencies for Board Member (2 days):

It will be conducted by highly esteemed business leader

- i. Essentials of Business and Financial Acumen
- ii. Analysing Data for Strategic Business Decisions
- iii. Communicating with Impact
- iv. Developing High Performance Culture
- v. Managing Ethical Relations
- vi. Inspirational Leadership

B. Module B: Director Training Program (3 days): It will be conducted by Pakistan Institute of Corporate Governance Karachi.

3. Global Diversity Conference, Research and Awards 2018

4. Diversity & Inclusion Pulse (6 Monthly Publication)

Contact Person

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