

Fatima Asad-Said

PROFESSIONAL PROFILE

Fatima is an integral member of the top leadership at Abacus, a leading international professional services firm, which since 1987, has pioneered the business transformation services industry in Pakistan. Over their 32-years journey, Abacus has evolved through a focus on building deep partnerships with global leaders, delivering excellence to clients and people, and sustained investment in widening their global reach. Some of their strategic partnerships with global leaders that complement the vision are namely: Mercer, Center for Creative Leadership, SAP, AWS, Apigee, Microsoft, Tableau Software, UiPath and Payjo, Inc .

Over the last 23 years, Fatima's professional experience focused on delivering transformative solutions and thought leadership in the corporate governance, strategic change, organizational and learning development, human capital management and advisory, rewards advisory, technology transitions for HR and talent, diversity and inclusion, project management, and strategic client relationship management, across various sectors including the financial services, and industries. Currently, she is the Managing Director for the Corporate Governance & People Solutions Business Vertical at Abacus.

She is also responsible for overseeing the strategic alliances with global partners namely Mercer and Center for Creative Leadership (CCL), including being a certified trainer for the latter's flagship program, Lead4Success. Her portfolio also includes our team providing operational support to Fragomen Middle East, a global mobility firm.

An MBA graduate from LUMS and post graduate diploma from LSE, she started her career with Coopers & Lybrand International and then PricewaterhouseCoopers. Her leadership journey also includes serving on various Boards such as Lahore University of Management Sciences, Faysal Bank Limited, Kashf Foundation, Kaarvan Crafts Foundation and Bata Pakistan. She also continues to be invited at various prominent leadership and management- related conferences such as Nutshell, Women for Boards, Diversity & Inclusion by HR Metrics, ACCA, CEO Club, PSTD etc. as a thought leader.

LIST OF DIRECTORSHIP ○ Faysal Bank Limited – Board Member

since June 2020

- Member Recruitment, Nomination and Remuneration Committee
- Member Board Strategy Committee ○ Abacus ELS Pvt Limited – Board Member (Executive Director since October 2019) ○ Bata Pakistan Limited - Board Member (2019 to date)
- Chairperson HR Committee ○ Abacus Consulting Technology Pvt Limited – Board Member (Executive Director since October 2018)
- Chairperson HR Committee
- Member Monitoring and Evaluation Committee
- Member Provident Trust Fund for Abacus Consulting Technology and Abacus Consulting since

February 2010) ○ Abacus Consulting Pvt Limited – Board Member (Executive Director since June 2018) ○ LUMS – Board of Trustees Member and HR Committee Member (June 2017 to date) ○ KASHF Foundation – Board Member (January 2017 to date) and, Audit and HR Committees member

○ KAARVAN Crafts – Board Member and HR Committee Member (February 2015 to date) ○ President - SDSB Luminites Association 2015-2017 (LUMS Business School Alumni Association)

EMPLOYMENT HISTORY

- In 2019, she was promoted to MD of the Corporate Governance and People Solution business portfolio for **Abacus**. This is an Executive Director of the Board position.
- In addition, since 2015, she is CEO for **AbacusELS**, a wholly owned subsidiary of Abacus, offering HR outsourcing solutions.
- **Abacus Consulting Technology** 2004 to 2019
Roles assigned were Vice President, Executive Director and Regional Director for managing the Human Capital solutions practice area, and eventually leading the HCS portfolio for the firm.
- **PWC Consulting** 1999 –2004
Middle East Pakistan (MEP) Practice

Roles assigned were Managing Consultant and AVP as key project leader for several projects across industries and the public and private sectors in the human capital domain. This included HR assessments, employee engagements, HR Audits, HR policy manual development and training. Subsequently, she became the business manager for the Human Capital solutions practice area.
- **Coopers & Lybrand Consulting, Pakistan** 1997 –1999
Joined the Human Resource Consulting practice as Consultant.

EDUCATIONAL BACKGROUND

Qualifications

Master of Business Administration, 1997
Lahore University of Management Sciences

Post-Graduate Diploma, 1995
Economics and Management
Lahore School of Economics, University of Punjab

Bachelor of Arts, 1993

Mathematics and Economics

Kinnaird College, University of Punjab

OTHER COURSES AND TRAINING ○ Getting more (negotiating in the real world)

by Prof Stuart Diamond, 2019

- Cyber Security Development Workshop – Jamie Woodruff, 2018
- SAP SuccessFactors (HR on Cloud solutions) conference and training, 2018, UK
- Service Excellence by Ron Kaufman
- Nutshell Conferences from 2005 to date as participant, speaker and panelist including Leaders in Islamabad, The Leader Summit, HRM Summit, Future Summit, South Asia Management Conference, etc
- CEO Club conferences on leadership and strategy as panelist and speaker since 2015 ○ Diversity and Inclusion Conferences by HR Metrics as speaker and panelists since 2014
- ACCA conferences on Leaders Conversations, Ethics and Governance, Age of Technology as panelist and speaker since 2015
- Mercer Conferences in Singapore and UK regarding total rewards, and talent management ○ Mercer workshops on Job evaluation and Compensation Management
- Working Group member for ISO global standards on Human Governance 2013-2016

CERTIFICATION/LICENSES/MEMBERSHIP ○ Certified Director – Pakistan

Institute of Corporate Governance 2020 ○ Lead4Success, TOT program certified

– Center for Creative Leadership, 2019 ○ Making Corporate Boards More

Effective – Harvard Business School, 2018 ○ Young Presidents Organization

(YPO) member since 2018 ○ SHRM Pakistan – National Advisory Team ○

Diversity & Inclusion Hub Leadership Council, Member, 2018 – Present ○

Invest2Innovate, incubation platform for entrepreneurs, Mentor since 2015

CHARITY /SOCIAL WORK

As a citizen of Pakistan, I believe it is our corporate social responsibility to give back to society at large. My engagement with not for profit entities such as Kashf Foundation and Kaarvan Crafts Foundation provide wonderful opportunities to create value and impact our communities. I have, also, provided professional advice on a pro bono basis for institutions including SIUT, Imran Khan Foundation, TCF, and as Member

Board of Management for Anjuman-e Mohammadi. In addition, over the years I have donated to various charities such as Pink Ribbon, SKMT, TCF, UNICEF, etc, and engaged with local communities to build awareness and importance especially in education and female empowerment areas. I also created a class fund for my LUMS MBA 1997, where we assist in providing loans to prospective LUMS students requesting for financial aid. Lastly, I am invited to deliver sessions as a guest speaker at various universities and colleges.

Personal Interests: In addition to my family responsibilities, I enjoy cycling, travelling, watching cricket, and reading books on historical events.