

Diversity, Equity & Inclusion (DEI)

The compass for an innovative and collaborative workplace

THE GAP

Many organizations have the right intent on DEI but lack a formal framework to turn that intent into measurable impact. Without structure, DEI efforts feel like a compliance exercise rather than a business priority. High-potential employees in one-size-fits-all environments disengage quietly, and the cost shows up in turnover, team cohesion, and missed perspectives.

THE SHIFT

- Leaders gain the ability to understand diverse employee personas and foster deeper internal relationships
- Inclusion is positioned as a driver of better problem-solving and team performance, not a compliance requirement
- Every participant leaves with a DEI action plan built around their specific team, not a generic template

WHAT'S INSIDE

- DEI fundamentals: definitions of Diversity, Equity, and Inclusion
- Aligning DEI with ESG objectives and organizational credibility
- Applying DEI frameworks to identify and mitigate biases
- Building inclusion strategies that value all voices
- Interactive discussions, case studies, role-plays, and action planning

WHAT YOU WALK AWAY WITH

- Understand DEI fundamentals and align with ESG objectives
- Apply DEI frameworks to identify and mitigate biases
- Devise effective inclusion strategies that strengthen team performance and engagement

WHO IT'S FOR

- Managers and Assistant Managers
- Team Leaders and Department Heads
- HR Teams committed to building inclusive, high-performance workplaces



Sohail Muhammad Ali is a capacity-building expert with 20+ years specializing in DEI and ESG. He has led strategic advisory for the IFC, World Bank, and UNSDCF, as well as corporations including Chevron Pakistan and Martin Dow. His work promotes ethical governance and inclusive development across South Asia, Africa, and Europe.



Shabnam Minhas brings 25+ years of banking leadership building inclusive teams across ABN Amro, RBS, Faysal Bank, and Citi Bank. An MBA Gold Medalist from IBA and founder of VisionHer, she advocates for women's advancement in leadership and conducts programs on building high-performing diverse teams.