

ARCHITECTS OF INCLUSION TOT:
**3-DAY MASTERY
CERTIFICATION
FOR DEI TRAINERS**



COURSE OVERVIEW

Diversity, Equality and Inclusion (DEI) is no longer a voluntary initiative; it is a mandatory pillar of institutional resilience and a core component of ESG (Environmental, Social, and Governance) frameworks. The 3-Day Training of Trainers (ToT) is designed to equip the professional staff with the mastery to facilitate DEI internally, ensuring that inclusivity is woven into their daily operations, organizational culture, and long-term sustainability.

3-DAY INTENSIVE COURSE

The program utilizes a dynamic learning mix - including interactive discussions, real-world case studies, and hands-on facilitation practice—to ensure that concepts are not just understood, but mastered for delivery.

**22-24
JULY 2026**

09:00 AM – 5:00 PM

FEE: PKR 54,000 PLUS TAX

F2F, LAHORE



TRAINING MANAGER: SAMIA SHAHID, NIBAF, PAKISTAN (LAHORE)
samia.shahid@nibaf.org.pk | 042-99210479/0321-5487662



021-35277511 | 051-9269850



marketing@nibaf.org.pk | registration@nibaf.gov.pk



0303-0652963

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LEAD FACILITATOR:

Mr. Sohail Muhammad Ali

A capacity-building professional with over 25 years of experience specializing in DEI and ESG. He has led strategic advisory for global bodies including the IFC, World Bank, and UNSDCF, and has served major corporations such as Chevron Pakistan and Leonard Cheshire UK. His expertise ensures your trainers learn from a specialist who has implemented inclusive development and ethical governance across South Asia, Africa, and Europe.

DAY 1

DEI Foundations & ESG Integration

Objective: Mastering the strategic relevance of DEI within the global banking landscape.

Strategic Mapping: Distinguishing between equality and equity and integrating global perspectives into local corporate strategy.

ESG & SDGs: Deep dive into how DEI serves as a driver for ethical governance

DAY 2

The Facilitator's Toolkit: Mitigating Bias

Bias Deconstruction: Identifying unconscious biases and their specific impact on corporate decision-making and talent management.

Policy Development: Developing essential policies for building high-performing, diverse teams and reviewing successful global case studies.

DAY 3

Sustainable Impact & Mastery

Objective: Ensuring measurable progress and facilitation excellence.

Outreach & ROI: Strategies for broader market reach and calculating the return on investment (ROI) of DEI programs.

Facilitation Practicum: Participants lead sessions to receive surgical feedback on their ability to foster respect and shared purpose within teams.

