

Women in Leadership

In alignment with the State Bank of Pakistan's "Banking on Equality" initiative, the National Institute of Banking and Finance Pakistan (NIBAF) presents Women in Leadership (WIL), a transformative program designed to strengthen the leadership capabilities of women professionals in the financial sector. The program supports the vision of fostering diversity, inclusion, and equal opportunities within the workplace.

Built on the principles of Activity-Based Experiential Learning (ABEL), this highly interactive program equips participants with the skills, confidence, and mindset required to lead effectively, influence decision-making, and overcome professional challenges. Through practical exercises, real-world case studies, self-reflection, and facilitated discussions, participants will develop essential leadership competencies and enhance their ability to thrive in today's dynamic organizational environment.



TRAINING DATE

SEPTEMBER 24-25, 2026



FEE: PKR 40,000 PLUS TAX



9:00 AM - 5:00 PM



NIBAF, PAKISTAN (Lahore)

TRAINING MANAGERS:

Ms. Fozia Karamat

| Ms. Salma Shaheen

Fozia.Karamat@nibaf.org.pk : Salma.Shaheen@sbp.org.pk



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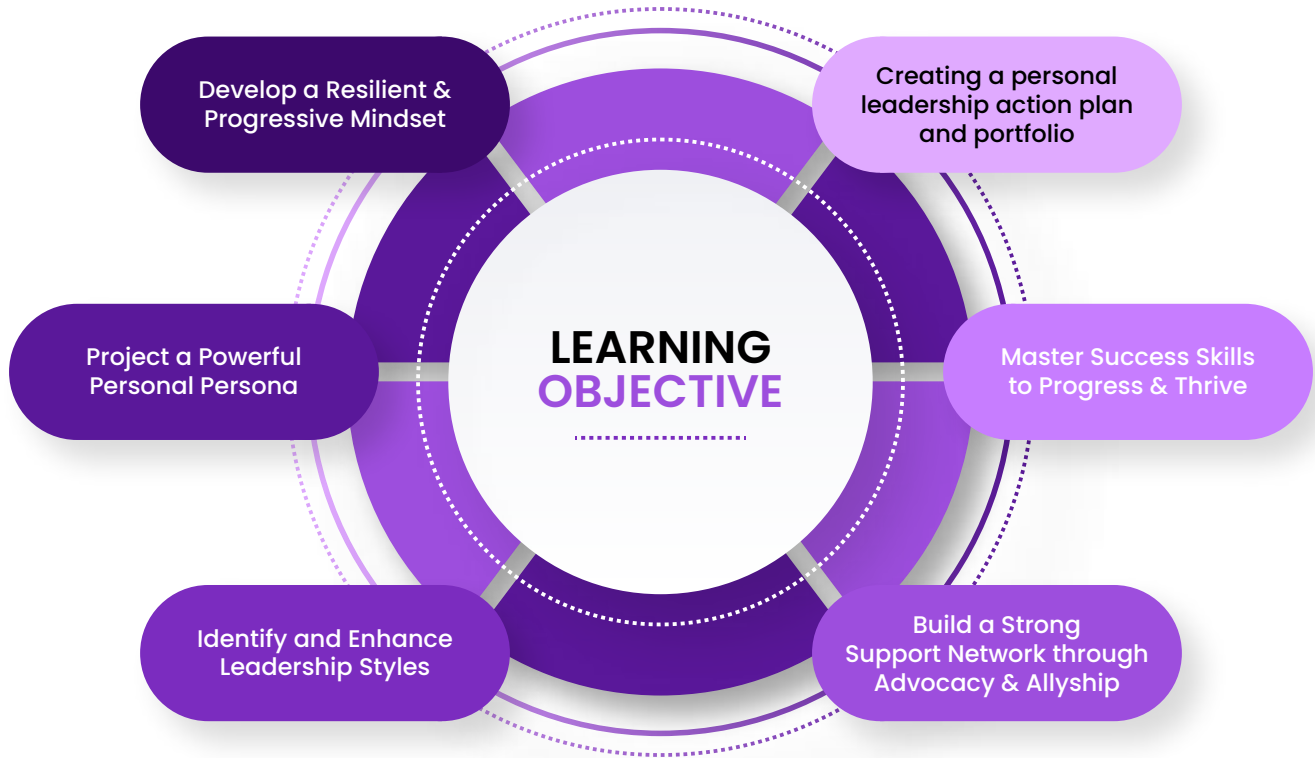


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Women in Leadership



Course Contents

DAY-1: DEVELOPING LEADERSHIP FOUNDATIONS & MINDSET

- **Leadership Excellence**
 - ◊ Leadership Mindset, Resilience & Personal Growth
- **Personal Branding & Leadership Portfolio**
 - ◊ Building a Strong Leadership Presence
- **Leadership Styles & Emotional Intelligence**
 - ◊ Emotional Intelligence, Empathy & Leadership Effectiveness
- **The art of Decision-Making & Problem-Solving**
 - ◊ Strategic Thinking, Decision-Making & Adaptability

DAY 2: SUCCESS STRATEGIES & BUILDING NETWORKS

- **Breaking the Glass Ceiling**
 - ◊ Overcoming Workplace Barriers & Advancing Career Growth
- **Advocacy, Mentorship & Allyship**
 - ◊ Mentors, Sponsors & Strategic Networking
- **Mastering Success Skills for Career Growth**
 - ◊ Negotiation, Executive Presence & Professional Credibility
- **Thriving in the Future Workplace**
 - ◊ Continuous Learning, Inclusion & Sustainable Growth

Interactive Learning Activities



Group Discussions
& Experience Sharing



Action Planning &
Personal Commitments



Q&A Session



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Facilitator

Dr. Irum Saba

Director, IBA Centre for Excellence in Islamic Finance (CEIF), Founder – Women Leadership Forum (WLF), CEO – MRM Consultancy

Dr. Irum Saba is a globally recognized leader in Islamic Finance, Leadership Development, and Women Empowerment with over 21 years of experience in academia, training, research, and advisory services. She currently serves as Director of CEIF-IBA Karachi, Founder of the Women Leadership Forum (WLF), and Chairperson of the Islamic Capital Market Development Committee (ICMDC) at SECP. She is the Recipient of multiple national and international awards for leadership, women empowerment, and Islamic finance including Womani Influence Award at Lahore, Women Leader Award, Womani Pakistan Award in UAE, Most Influential Woman (No. 10) in the world award by Cambridge Institute of Islamic Banking

Key Highlights:

- Chairperson, Islamic Capital Market Development Committee at the SECP
- International trainer and speaker in Leadership, Women Empowerment, Islamic Finance, and Design Thinking across Pakistan, Malaysia, USA, KSA, Türkiye, and the UK
- First female member of a Shariah Board in Pakistan
- Member of Federation of Pakistan Chamber of Commerce and Industry (FPCCI) Standing Committee
- Grand Councilor, Chartered Institute of Islamic Finance Professionals (CIIF), Malaysia
- Sub-editor of Journal of Islamic Finance Accountancy (JOIFA), AAOIFI, Bahrain



REGISTRATION DEADLINE | **22** SEPTEMBER 2026



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Opening Remarks

Ms. Lubna Malik – CEO NIBAF, Pakistan

Guest Speakers:

Ms. Roshaneh Zafar

She is the CEO-Kashaf Foundation and one of South Asia's leading advocates for financial inclusion and women's economic empowerment. A graduate of Wharton School, University of Pennsylvania, and Yale University, she began her career with the World Bank and the United Nations Development Programme (UNDP) and has spent over 30 years advancing entrepreneurship and economic opportunities for underserved women. Her contributions have earned her prestigious recognitions including the Tamgha-e-Imtiaz, Ashoka Fellowship, and an Honorary PhD from the University of Antwerp for her impact on inclusive development and social change.

Dr. Moneeba Iftikhar

She is a Gold Medalist and PhD in Mass Communication with over 21 years of academic researcher, international speaker and professional experience in leadership, communication, marketing, branding, and women's empowerment. She serves at Lahore College for Women University (LCWU) and has worked as a consultant with the Punjab Small Industries Corporation (PSIC) and the LUMS RLP Project. As an approved mentor at the Women Business Incubation Center (WBIC), Government of Punjab, she actively coaches and empowers women entrepreneurs through business mentoring, leadership development, and capacity-building initiatives.

Ms. Ayesha Khan

She is a distinguished Development Economist, ESG Strategist, Sustainability Leader, and Corporate Board Director with over 25 years of experience in corporate governance, climate action, green finance, and social impact. She serves as an Independent Consultant, Board Member of Hashoo Group, and is an elected member of the Climate Action Network South Asia (CANSA). Recognized by leading international organizations including the World Bank, ADB, UNIDO, and SDC Switzerland, she is widely regarded for her contributions to sustainability, diversity, inclusion, and responsible business practices.

Target Audience

This program is specifically designed for women professionals aspiring to strengthen their leadership capabilities and accelerate their career growth across both the banking and non-banking sectors.

- Women Professionals aspiring for leadership roles
- Emerging Leaders, Team Leaders, and Managers
- Branch Managers, Relationship Managers & Operations Professionals
- HR, L&D, and Talent Development Professionals
- Sales, Marketing, Customer Experience & Business Development Teams
- Banking, Financial Services, FinTech, and Corporate Sector Professionals
- Women Entrepreneurs and Business Owners
- High-Potential Employees seeking career growth and leadership excellence



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