

**IBA**

Institute of  
Business Administration  
Karachi

*Leadership and Ideas for Tomorrow*

**IBA CEE**

Center for Executive Education  
Institute of Business Administration

# Women Directors' Training Program

**Module 1:**  
July 11 & 12, 2017

**Module 2:**  
July 13 & 14, 2017

Approved by    Supplemented by    Knowledge Partner



 09:00 a.m. to 05:00 p.m.

 **IBA,**  
City Campus


## Overview

The dawn of 21st century coincided with the Enron scandal, and produced far reaching ripples in the commercial arena. Subsequent surfacing of Worldcom and Omnimedia scandals further shook the belief in compliance robustness of capitalistic institutions of the developed economies. New efforts evolved globally to strengthen the “Governance Processes” in the post Enron commercial world.

Pakistan was among the nations to introduce formal corporate governance compliances at an early stage. The listed companies and public sector companies are subject to Corporate Governance oversight; and not-for-profit institutions will soon follow. Directors of listed companies and public sector companies are required to secure formal certification in the form of Directors’ Training Program (DTP). The Director Training Program offered by Center for Executive Education (CEE), IBA, Karachi, is an approved by the Securities & Exchange Commission of Pakistan (SECP).

Certain industries have specific regulatory and knowledge requirements. This program provides guidance on targeted areas to ensure that Directors of listed companies with specific requirements remain up to date.

Boardroom best practice is constantly evolving. This program is extensively prepared by subject matter experts and is designed to keep Directors of listed companies abreast of leading trends and practices that promote good governance, protect competitive advantages and prepare for regulatory change.



The program consists of two modules covering the essential regulatory knowledge requirements and broad subject matter awareness expected of Directors of listed companies with local and global best practices.

Course content of this program are aligned with:

- Draft Companies Act 2017
- Code of Corporate Governance for Insurers 2016
- Public Sector Companies (Corporate Governance) Rules 2013
- Code of Corporate Governance 2012

According to Companies Act (draft bill) 2017, companies have to make at least one Woman Director. Directors of listed companies are also required to have the certification of Directors' Training Program (DTP) under Code of Corporate Governance 2012 issued by the Securities and Exchange of Pakistan (SECP).



# Directors' Training Program (DTP)

## Module 1

### Day 1

Time	Topic	Sub-Topic
0900 am	Welcome	Participant Introduction and Program Format
0920 am	Pre-Cursor to: Companies Act (draft bill) 2017 Code of Corporate Governance for Insurers 2016 Public Sector Companies (Corporate Governance) Rules 2013 Code of Corporate Governance 2012	Historical Perspective & Evolution
		Issues in the Management of Companies in the emerging global governance themes
1030 am	Break	
1045 am	Salient Features of Company Law and Code of Corporate Governance	Directors –Appointment duties and responsibilities.
		Application of Code of Governance to Public Sector Companies.
		Statement of Compliance with Code of Governance.
0100pm	Lunch & Prayer Break	
0200 pm	Board Strategy	Strategic Planning –Road Map for Success
0315 pm	Break	
0330 pm	Risk Management	Risk Mapping & Matrix
		Business Continuity Planning Process
0500 pm	Session Concludes	

### Day 2

Time	Topic	Sub-Topic
0900 am	Communication at Board Level	Tips and Tricks
1000 am	Barriers & Disrupters to Communication at the Board	
1100 am	Break	
1115 am	Corporate Reporting	Transparency
		Communicating governance practices
		Financial Information
0100 pm	Lunch & prayer break	
0200 pm	Succession planning and HR Policies	
0315 pm	Break	
0330 pm	Sustainability	The Neo -CSR approach
		Creating Linkage to Brands and Consumer
0430 pm	Sustainability Reporting	
0530 pm	Session Concludes	Feedback & Certificate Distribution

## Module 2

### Day 1

Time	Topic	Sub-Topic
9:00 AM	Board Responsibilities	The Control Person Liability
		Board Committees
		Legal & Regulatory Compliance
10.20 am	Break	
10.40 am	Board Responsibilities	Ethical Obligations
		Whistle Blowing Mechanism
0100 pm	Lunch & prayer break	
0200 pm	Board Composition	
	Board and CEO Performance Evaluation	
0345 pm	Break	
0400 pm	Guest Speaker	
0500 pm	Session Concludes	

### Day 2

Time	Topic	Sub-Topic
0900am	Analysis of Financial Information at Board Level	
1030 am	Break	
1045 am	Deceptive Accounting	Importance for Non-executive and Independent Directors
1215 pm	Dealing with Related Parties and Communicating with Auditors	Board Room Exercise
0100 pm	Lunch & prayer break	
0200 pm	The Sociology & Physiology of Family Ventures	
	The Culture at Public Sector Corporations	
0330 pm	Break	
0345 pm	Guest Speaker	
0500 pm	Conclusion	Feedback & Certificate Distribution

## ***IoD, UK Online Exam***

All Certified Directors by IBA CEE can take Online Exam of the Role of the Director and the Board by IoD, UK. This exam will lead to Certificate in Company Direction (subject to fulfillment of all requirements set by IoD, UK) which is internationally recognized as the benchmark for directors, providing a robust and challenging qualification which meets the needs of today's board members.

## ***Who should attend?***

This program is exclusive for women only:

- Women of the Family Business
- Women Executives & Directors seeking opportunities on the board
- Existing Women on the Boards who want to refresh and update new regulatory knowledge

## ***Indicative Faculty***

### ***Mahreen Nazar***

Mahreen Nazar is the Assistant Professor in Accounting & Law Department, IBA, Karachi. Mahreen holds L.L.M. from Temple University; L.L.B. from Thames Valley University, London, UK and Certificate of Judicial Training, Sindh Judicial Academy, High Court of Sindh, Karachi. She has 6 years professional experience in civil litigation as an advocate with Burney & Burney, Law Associates. She is also a Member of Pakistan Women Lawyers Association (PAWLA).

### ***Dr. Huma Baqai***

Dr. Huma Baqai is an Associate Professor, Director Public Affairs and Communication and former Chairperson, Department of Social Sciences, IBA Karachi. She has remained associated with the media for the past several years both as an analyst and anchorperson. She has anchored current affairs shows on NewsOne and PTV. Presently she is associated with Chanel 24 and Radio Pakistan. She has also taught at Department of International Relations, Karachi University for 10+ years. She is a visiting faculty at Air War College, NIMS Karachi and Quetta. She is also serving in the Board of First Women Bank Limited as Independent Director.

## *Nausheen Ahmad*

Nausheen Ahmad is currently the Company Secretary and General Counsel of Habib Bank Ltd. She started her legal practice with a corporate law firm Surridge and Beecheno after being called to the Bar from Grays Inn London in 1983.

Nausheen has an LLM from the University of London and LLB from Kings College London. She also has a degree in the philosophy of religion (AKC) from Kings College London. She is registered as an Advocate of the Sindh High Court, Pakistan. As in house legal counsel she has worked in ICI Pakistan Ltd, Unilever Pakistan Ltd and Pakistan Petroleum Ltd. She was Head Legal and Company Secretary at ICI Pakistan for 10 years.

Nausheen is currently a director of First Women's Bank Ltd. and also serves on the Advisory Board of the Lyceum School. During her years in the Corporate Sector she has been Non-Executive Director of the Central Depository Company and has served on the task force on Corporate Governance of the Karachi Stock Exchange and the Overseas Chamber of Commerce and Industry. She is also actively involved on behalf of HBL with the legal and regulatory committees of the Pakistan Bank Association and the Pakistan Business Council. She was accredited as a Mediator and Master Trainer by the Centre for Effective Dispute Resolution, UK in 2006. She conducts Mediation training regularly and has also qualified to train on corporate governance and dispute resolution. Recently she attended a course on Board Governance and Leadership by the Institute of Directors, UK.



## *Sadaffe Abid*

Sadaffe is the former CEO and COO of the Kashf Foundation, one of Forbes' Top 50 microfinance institutions. During her tenure there, she helped grow Kashf from a pilot in two rooms to serve 300,000 women clients by disbursing \$200 million in microloans in Pakistan. She was a teaching fellow of Adaptive Leadership at Harvard and has worked on leadership development programs with the Atlantic Council, six Fortune 500 companies, DP World, and Dubai Holding. Sadaffe consults the International Finance Corporation on gender diversity and is a Social Entrepreneur-in-Residence at INSEAD, where she coaches MBA students. She is a lecturer on social entrepreneurship at CEDEP, INSEAD. Her work at Kashf is profiled in Nicholas Kristoff's book, *Half the Sky*, and Isobel Coleman's book, *Paradise Beneath Her Feet*. Sadaffe completed a Masters at the Harvard Kennedy School, the Advanced Management Program at INSEAD, and a B.A. at Mount Holyoke College. She is a recipient of the Mount Holyoke Alumni Achievement Award. She grew up in Pakistan and lives between Dubai and Karachi.

## ***Online JoD Exam Fees***

PKR 25,000/-

Includes access to IoDs' Online Learning Zone & Practice Exam Questions

## ***Program Fees***

Module 1: PKR 90,000/- per head

Module 2: PKR 90,000/- per head

Fee includes SECP Registration, Course Material, Certificate, Lunch, Refreshments & Business Networking.

## ***Discounts***

20% discount to BAFL referrals

25% discount for IBA Alumni

15% discount for participants registering in both modules

25% Early Bird discount when you register by June 15, 2017

## *Payment*

Payment is due upon receipt of the acceptance of participants to the program along with the invoice. Please ensure that the payment reaches the CEE Office before commencement of the program because seat in the class will only be reserved once the fee is received.

Payment can be made via cheque / bank draft payable to the “Institute of Business Administration, Karachi” at the following address:

Center for Executive Education (CEE)  
IBA, City Campus, Garden/Kayani Shaheed Road,  
Karachi.

For online payments via credit cards:

[http://iba.edu.pk/iba\\_online\\_fee/iba\\_online.asp](http://iba.edu.pk/iba_online_fee/iba_online.asp)

From dropdown 1 & 2 please select ‘CEE Workshops’

Note: Registration is only confirmed when full payment has been received.



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Center for Executive Education, IBA, Karachi

Center for Executive Education (CEE)  
 Institute of Business Administration City Campus.  
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**For Further Information**

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