

# Women Leadership Program: Breaking The Glass Ceiling

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Avari Hotel, Lahore

## Contact

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## South Asian Academy of Management (SAAM)

Founded in 2010, SAAM is a voluntary organization comprising dedicated academics, researchers, and industry experts committed to advancing business and management. SAAM's focus is on fostering management research and practice within South Asia and among the South Asian diaspora worldwide.

## Mission

To cultivate a vibrant community that nurtures intellectual growth, practical solutions, and thought leadership, empowering professionals and organizations to excel in an increasingly interconnected global landscape.

## Our Scope

- Cutting-edge research and case studies
- Conferences, seminars, and capacity development
- Teaching pedagogy
- Consultancy



## Women Leadership Program: Breaking the Glass Ceiling

- A capacity-building initiative to promote inclusive leadership and empower mid-to-senior-level professionals to enable diversity, equality, and inclusion (DEI).
- This program aims to equip both male and female leaders with the necessary skills, knowledge, and networks to thrive in leadership roles while fostering gender equity and diversity in organizations.

## Methodologies

- Case Studies
- Simulations and Practical Tools
- Group Discussions
- Peer Learning and Best Practices
- Expert-led Sessions

## Program Objectives

- Promoting inclusive leadership behaviors of male and female leaders.
- Developing competent women leaders by enhancing their leadership capabilities.
- Providing access to a high-impact network of top industry leaders.
- Offering practical strategies to navigate workplace challenges and leadership hurdles.

## Program Contents

- Inclusive leadership
- Diversity management
- Negotiation skills
- Emotional intelligence
- Legal awareness

## Program Package

- 15 hours of learning.
- Panel discussions.
- Certificate of participation.
- Lunch and tea.
- **Fee:** PKR 200,000

## Benefits for Organizations

- Development of inclusive leadership competencies.
- Gender-sensitivity.
- Fostering diversity and inclusion.
- Enjoy an employer of choice image.
- Professional networks

# Our Facilitators



**Prof. Dr. Jawad Syed**

Ph.D., Academic Fellow (CIPD), Professor of Leadership and Organizational Behavior at LUMS. Previously, he was an associate professor (Reader) at the University of Kent (UK) and a full professor at the University of Huddersfield (UK). Prof. Syed has authored eight books and 100+ journal articles. He has written 4 books on diversity, equality, and inclusion including his textbook “Managing Diversity and Inclusion” (Sage Publications, UK). He has extensive experience of corporate and executive training and consultancy.



**Dr. Faiza Ali**

Ph.D., MPCIPD, Associate Professor and Associate Dean of Research and Scholarship at LUMS. Previously, she taught at Liverpool John Moores University and the University of Kent. A Fellow of the Higher Education Academy (UK), her research on diversity, gender equality, and cross-cultural management is published in top journals such as Gender, Work and Organization, and the Journal of Business Ethics. She has provided executive training and led international Erasmus+ and British Council-funded research projects. Dr. Ali is the Chairwoman (2022–25) of EURAM’s GRDO Group and co-founder of the International Gender, Work & Society Conference at LUMS.



**Barrister Humna Zain**

A UK qualified lawyer with certification in contract law and GDPR from Havard University with 13 years of experience in both law firms and in-house counsel roles. She provides legal consultancy services across different jurisdictions on a broad range of Corporate/Commercial Transactional matters. As a Law Lecturer for the University of London and Pakistani LLB Program, she has been shaping the next generation of legal professionals. An active participant in international leadership programs, she was chosen by the British Council for the Future Leader Connect program, where she had the honor of representing Pakistan at the House of Commons, UK.