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**Asma Shaikh**

Director General, Human Resources Department



Shaikh heads the Human Resources Department. She is responsible for developing and executing AIIB's Human Resource Strategy in line with the overall strategic direction and business plan of the Bank, with focus on building a faster and more agile people management style through digital intervention and transformation. She also advises Senior Management on human resources and corporate culture-related issues to ensure that all relevant policies and actions align with and support the realization of AIIB's mission, vision, corporate culture, Corporate Strategy, and business goals. Shaikh brings over 30 years of multi-cultural experience across various industries and sectors, where she has successfully led organizational transformations through HR interventions. Prior to joining AIIB in March 2023, she was the Chief Human Resource Officer of the National Bank of Pakistan, the largest public sector bank of Pakistan, where she was responsible for driving a true performance-based culture, in addition to aligning HR strategy and practices with organizational strategies and fostering management relationship. Before that, she held various HR leadership positions in multiple countries in Asia, the Middle East, and Africa. She helped build the Dubai Islamic Bank's people infrastructure from scratch as an essential founder member. She was also an

instrumental player in the performance turnaround at Barclays Bank, Dubai and Africa through various initiatives that included robust performance management and career path programs. She holds an MSc in Global Human Resource Management, is a certified Executive Coach by International Coaching Federation, a Certified Director of the Pakistan Institute of Corporate Governance and has been on multiple Boards as a Director. Shaikh is from Pakistan.