



Board Governance & Leadership Search Practice

Board Evaluation Services, Directors' Orientation, and Bespoke Board & Leadership Appointments across Corporate & Non-Profit Sectors.
Empowering boardroom leadership, strategic performance, and statutory compliance.



37+ Years

Institutional Market Heritage



225+ Listed

Corporate Clients Served



Directors & Trustees

Corporate, Trust & NPO Governance

THK Governance Value Proposition



37+ Year Institutional Heritage

Leverages the deep structural strength, corporate trust, and multidisciplinary capabilities of THK Group and THK Associates.



225+ Listed Companies

Track record across 12 service lines: Share Registrar, Corporate Secretarial, Risk Advisory, Governance, and HR Management.



Senior Big-4 Advisory Leadership

Led by veteran partners from Big-4 practices and apex financial institutions, combining international standards with deep local context.



Directors, Trustees & NPOs

Delivering objective, evidence-based board evaluations and fiduciary appointments across listed firms, philanthropic trusts, and NPOs.



| Board Evaluation Services



Structure & Diversity

Assessing composition, skill matrices, gender diversity, and structural balance for objective, independent board decision-making.



Roles & Accountabilities

Evaluating clarity of statutory fiduciary duties, oversight boundaries between Executive and Non-Executive directors, and accountability.



Committee Operations

Reviewing Audit, HR&R, Nomination, and Risk committee mandates, reporting cadence, charter alignment, and independent effectiveness.



Chairman & CEO Oversight

Assessing boardroom leadership, meeting facilitation dynamics, constructive challenge, and formal CEO performance evaluation mechanisms.



Board Dynamics & Culture

Fostering collegiate culture, psychological safety, transparent debate, conflict resolution, and director contribution during deliberations.



Strategic Contribution

Reviewing board alignment on enterprise strategy, ESG stewardship, capital allocation decisions, and crisis risk management.

| Directors' Orientation Program

Our comprehensive Directors' and Trustees' Orientation Program equips corporate directors, family foundation trustees, and NPO leaders with the fiduciary, regulatory, and governance tools required for boardroom excellence.



Regulatory Compliance

Navigating capital market regulations, Listed Companies Code of Corporate Governance, and statutory liabilities.



Fiduciary & Trust Duties

In-depth review of director liabilities, trustee fiduciary responsibilities, conflicts of interest, and duty of loyalty.



Strategy & Risk Oversight

Practical tools for enterprise risk management, monitoring executive KPIs, and internal control frameworks.



Boardroom Dynamics

Mastering boardroom communication, constructive inquiry, succession planning, and committee reporting protocols.



Board & Leadership Search

Scope of Search & Appointments

 Commercial

 Government

 Trusts & NPOs

We offer a bespoke Non-Executive Director (NED), Board Trustee, and Advisory Board appointment service across Commercial, Government, and Not-for-Profit sectors. Our practice sources, evaluates, and shortlists high-caliber candidates from our curated network, delivering structured recommendations aligned with your board's strategic mandate.

TAILORED 5-STAGE BOARD RECRUITMENT APPROACH

STAGE 01

Detailed Brief & Criteria

Conducting in-depth stakeholder briefs to establish selection criteria, diversity balance, and trustee/director competencies.

STAGE 02

Targeted NED Database

Issuing targeted communications to our curated database of pre-vetted corporate leaders, certified directors, and trustees.

STAGE 03

Network Outreach

Discreetly advertising and mobilizing trusted professional networks to tap high-impact leaders across key industry verticals.

STAGE 04

Competency Evaluation

Rigorous assessment and grading of candidate profiles against established governance standards, fiduciary ethics, and leadership skills.

STAGE 05

Shortlist & Rationale

Delivering a final dossier of recommended candidates with comparative metrics, interview rationales, and onboarding support.

Candidate Board Placement

Are you an accomplished C-suite executive, certified corporate director, or industry expert seeking **Non-Executive Director (NED), Board Trustee, or Advisory Board** appointments?

THK Group invites prospective and seasoned directors and trustees to connect with us. We actively evaluate executive profiles and support qualified individuals in identifying and securing relevant board positions across corporate, public, and philanthropic bodies.



Curated Director & Trustee Registry

Enroll into our confidential talent roster accessed by Nomination Committees, Board Chairs, and Trust Councils.



Strategic Opportunity Mapping

We map your domain mastery (Audit, ESG, Tech, Legal, Philanthropy) to open corporate and trust board seats.



Boardroom Readiness & Advisory

Assisting candidates in structuring governance CVs, director bio profiles, and preparing for nomination committee interviews.



Governance Leadership & Engagement



Saira Nasir

Partner — Board & Governance | Learning & Diversity

Fellow ICAP & ICSP. Independent Director & Audit Chair at FCCL; Board Member at International Packages. Governance trainer & board evaluator.



S. Shomail A. Naqvi

Group Managing Director

23+ years experience in finance, governance & risk consulting across UK, Middle East & Pakistan. Ex-KPMG, HBL & J. Awan Partners. ACA (ICAEW).



Fida Ali Mirza

Partner — Governance & Compliance

50+ years of corporate leadership. Former Company Secretary for MCB Bank and Executive Director. MBA from IBA Karachi.

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