



13TH ANNUAL TRAINER'S RETREAT

BUILDING HUMAN RESOURCES FOR SUSTAINABLE DEVELOPMENT

APRIL 27TH- 4TH MAY, 2011



Human Resource
Development Network

13th Annual Trainer's Retreat

“Building Human Resources for Sustainable Development”

April 27th- 4th May, 2011

“Certainly, travel is more than the seeing of sights; it is a change that goes on, deep and permanent, in the ideas of living.” – Miriam Beard



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Executive Summary

HRDN launched its 13th Annual Trainer's Retreat (ATR) in Malaysia and Singapore, to build and strengthen the capacities of its members. Agenda of this ATR was **"Building Human Resources for Sustainable Development."**

The success of the 13th Annual Trainers Retreat 2011 can be assessed by the fact that it was attended by 150 members from all over the country who are actively engaged in capacity building in the development sector, **Dr. R. Palan, Ms Uma Narayanan, Mr. Roomi Saeed Hayat and Ms. Fauzia Malik**, were the speakers of the conference. Exposure visits provided unprecedented opportunities to the participants to grasp from the external world to enlighten within. HRDN gratefully acknowledges the efforts and support of all the volunteers and Board members without which, organizing this event would not have been possible. HRDN would also like to express profound thanks to all the speakers and volunteers who helped the Secretariat in organizing the event, and particularly to HRDN members whose demeanor during the entire Retreat was an exceptional display of enthusiasm and discipline.

Background

The Annual Trainers Retreat is one of HRDN's regular activities conducted every year. The credit goes to Civil Society Resource Centre (CSRC) formerly known as NGO Resource Centre (NGORC), for initiating ATR, however, in 2002, CSRC handed over the responsibility of organizing ATR's to HRDN, necessitated by the realization that HRDN mandate best suited to organize such events. Since then HRDN has been organizing it regularly.

The overall objective of holding Annual Trainers Retreat is to provide an opportunity to the trainers to come together once a year to learn new developments and emerging concepts in the field of human resource development, enhance their skills and knowledge through experience sharing and cross fertilization of ideas and refresh themselves in a joyful environment.

The event is essentially designed as a retreat. In fact

Trainers are always at the delivering end in seminars, conferences, trainings and workshops round the year; they usually work under pressure and stress. Being always at the center stage, they rarely get a chance to interact with professionals in a less demanding situation. The occasion provides them a relaxed and informal environment, away from their customary routines. The retreat is an occasion where they can ask questions and can even afford to be wrong! Thus this gathering of HR professional from diversified backgrounds in the retreat in such large serves as an exceptional platform to develop HR fraternity in the country.

The specific objectives of holding Annual Trainers' Retreat are;

- Provide an opportunity to HRD professionals from across Pakistan to come together for mutual learning through experience sharing and cross fertilization of ideas;
- Sharing and distilling best practices in HRD
- Help build the HRD fraternity in a fun filled and relaxed environment.

Proceedings of Conference Inaugural Session

The 12th ATR conference commenced on April 30th 2011, with recitation from the Holy Quran by **Sa-hibzada Jawad - SAIBAN**. After that Ms. Anikah Khan HRDN General member, welcomed the participants to the 12th Annual Trainers Retreat.

Ms. Fauzia Malik, Executive Director HRDN was invited first on the stage to formally welcome all the





12th ATR participants and to share the objectives of the event. She delivered a thorough presentation on what HRDN is doing so far, so that participants of 13th ATR may get acquaintance about the current activities of HRDN. Presentation covered all aspects of Network, and updated participants in a sound manner. Ms. Malik added that this ATR has been organized with the following objectives, kept in mind;

- Promote culture of Trainer- meet- trainer for improving the quality of efforts in developing human resources
- Develop broader understanding on thematic issues relating to Human resource development and capacity building sharing best practices
- Provide learning experience to trainers in a joyful manner

She ended up her account with the sound hope to have an appropriate coordination from the participants to make the conference and retreat a full time learning opportunity.

Keynote Address by Roomi Hayat – Chairperson, HRDN

Ms Anikaha took the proceedings further and Invited Mr. Roomi Saeed Hayat, Chairperson HRDN. Mr. Hayat also welcomed the participants and shared the theme and objectives behind conducting this mega event. During his dialogue with the members, he narrated that Network organizes such events to build the capacity of its members and enriches their learning by providing them opportunities conducive for cross fertilization of ideas. One such major annual event is Annual Trainers' Retreat (ATR), which is al-

ways weaved around a contemporary developmental theme and gender always remained the central point of focus in the proceedings of all ATRs. He further shared that HRDN has so far organized 12 ATRs at national and international venues. The themes of the previous ATRs were around major HR/HRD themes. The objective of the Retreat is:

- Develop a resource group for capacity building of trainers
- Sharing best practices
- Establish industry standards

Mr. Hayat further shared his deep excitement that foreign tour carries immense charisma for the youth lot in particular, and this ATR provides an opportunity to them as many young faces are visible in this ATR which is a hope sign. He anticipated that this mega event will be a thorough source of learning that will unfold many cultural aspects in such conducive environment along with many social entrepreneurs and practitioners. Different Learning sessions on innova-





tive and thought provoking issues will be pivotal in provision of various industrial aspects that will be beneficial for youth cohort nonetheless.

Further, he quoted the example that Hiroshima and Naga Saki which once was turn down to rubbles by one of the strongest nation of today's world, now set an example for developing nations like Pakistan how to grow and outshine from scratch. Progress can't be impeded by imposed attacks but can be surpassed towards victory by motivation and self-actualization. While emphasizing upon the importance of the network He said that the point to ponder is that HRDN is not political networking it is just platform for learning from each other therefore every body of us should own it and make it comfortable for themselves and for others respectively. He shared that there are 7 networks I am connected with, and these networks are a continuous source of information, knowledge and wisdom for me. Mr Hayat wrapped up his discussion with deep expression of thanks to the entire participant of ATR and of Mr. Cheema who has been a continuous support to the network.

Learning Session- I – Guest Speaker

Role of Human Resource Development in the Progress of Malaysia

Dr. R. Palan – SMR HR Group

Dr. R. Pala an international author, speaker and consultant was invited to moderate the learning session. He paid special thanks on being invited for such an interactive learning session to the decent cohort of professionals from Pakistan.

He started his session with a motivating presentation

“

Talent migration is very important to exchange the ideas at multi-cultural level because cross fertilization of ideas is mandatory for excellence.

based on a knowledgeable content and interactive images which not only represented the facts caused to make Malaysia upfront in the line of prosperous countries but also enlighten the factors which are involved in this entire process.

He said Humans are the basic unit for the entire stature of the nation; therefore one has to work upon in this indispensable capital. In his brief and crisp deliberation he said, proper utilization of human resource demands proper management which ultimately be profitable for the organization. If we consider Malaysia a market then human capital is its biggest asset which has been playing a pivotal role in the progress of Malaysia because she is doing best to utilize this resilient capital. Malaysia experienced extraordinary economic growth during the last 3 decades, which has nonetheless brought prosperity and higher standards of living to the majority of the people. One of the most important achievements in Malaysia is the elimination of extreme poverty and hunger. **Malaysia truly Asia** has the diversity of many nations and cultures which are working for one noble cause, **appraisal of human value.**



"Malaysia will be lined-up with developed countries in 2020"; he quoted his prime minister's vision for future. In his interactive presentation he thoroughly shed a light on the efficiency of network which comprised upon the member who is most often humans. He shared the occurrence that he was bit stuck-up in his own things when ED(HRDN), Ms Fauzia Malik invited him for this session, but one thing which stimulated him to join was 148 members of this network who has participated in this annual event. He further said that Members are the basic unit of any network, every person is accountable himself in any network. Country is a biggest network where every being is tied up with single identity that binds them together with one sole cause which enables them to stay connected, as connectivity is the biggest power. However, you can teach all thing but you can't teach people flexibility and connectivity, he said. But one thing that is crucial to make any network durable is proper leadership pertinent with constructive approach, all my life I tried to be constructive, he said. Moreover Talent migration is very important to exchange the ideas at multi-cultural level because cross fertilization of ideas is mandatory for excellence. He wrapped-up his discussion with great emphasis upon capacity building that "We are making people ready for jobs, Malaysia is diverse and we focus on Preparing the individuals, once we had jobs but not people and then we had people but not right people for the jobs therefore, we develop capacity building programme to up-skill the people in order to compete with international market."

Question & Answer Session

With an end to the first session, Question and An-

swer session was taken place in which participants not only shared their views but at the same time get the chance to express their involvement, interest and participation.



At the end Ms Fauzia gave vote of thanks to Dr Palan and Mr. Roomi presented him a memento of HRDN.



Learning Session- II – Guest Speaker

Human Resources Development during Disasters for Sustainable Development

Ms Uma Narayanan from HRD – Church World Service

Ms Uma Narayanan from HRD – Church World Service, took the session further and delivered quick deliberation on Human Resources Development during



ing Disasters for Sustainable Development. In her concise account she made an effective deliberation on the effectiveness of the capacity building of the people and on what set patterns capacity of human resource can be enhanced. Capacity is something which is not innate but has to be developed according to the desired circumstances in order to prepare an individual to turn out for win-win situation. She further said, Different jobs require different Capacities so are the situations. Employers usually hire the people with expertise in respective field but sooner or later they try to build capacity of their employees

“

Capacity building directly links to foresightedness.

in order to make them compatible for the job requirements therefore to meet international trends. Latterly, she focused on how and why capacity building can be effective in any disaster. Disasters raise hurly burly situation neither allows survivors to prepare for the salvage measures which provokes the dire need to build capacity of the people prior to any hazard to reduce vulnerability therefore, Capacity building directly links to foresightedness. She said there should be systematic infrastructure to foresee the coming situation and prepare people accordingly. While wrapping up her session she paid special gratitude to HRDN for prevalence of such an auspicious occasion to address 148 participants.

Question & Answer Session

At the end of this informative session Ms Naryan entertained the questions of participants with satisfac-



tory answers.

Afterward Ms. Fauzia paid gratitude to her and Mr. Roomi presented her a memento of HRDN.



Chief Guest Speech

Dr. Imtiaz A Kazi

At the end of learning sessions Chief Guest of the conference Dr. Imtiaz Qazi Deputy Head of Mission, Pakistan High Commission in Malaysia delivered his honorary remarks. He shared his experiences which he is being undergone in Malaysia. **“Malaysians have learned the technique of adaptation and adaptation**, being a country of various races, casts and religions (Chinese, Mala, Indians) they know how to tolerate each other and be sincere with the nation from the heart” he said. As nation we may also learn how to live and tolerate the differences among the people and other nations or people belong to different sectarians as Pakistan is recurrently facing this



drastic issue of cultural and sectarian violence and conflicts. It's time to learn from the nations like Maly so that we may be in better position to incorporate their practices among us. We can excel as nation a whole not Punjabi, Sindhi, Balochi and Pathan but a “Pakistani” And it's the key to be succeeded as nation. In Malaysia I have witnessed that people provides opportunities to grow without professional jealousy and leg-pulling so that they may outshine as a good citizen would be pride for the nation as whole. This entire scenario paints prospects that Malaysia's plan to be a developed country in 2020 would take a shape of reality most probably.

He highly appreciated the network for providing an exclusive set-up to the people from diverse sectors, and paid his heartily wishes that network would be

“

We can excel as nation a whole not Punjabi, Sindhi, Balochi and Pathan but a “Pakistani” And it's the key to be succeeded as nation.



prosperous in coming days more than twice now.

Closing Session

Vote of thanks

Mahmood Akhter Cheema IUCN

Mahmood Akhter Cheema on behalf of HRDN paid vote of thanks to all the ATR participants and Guest speakers. He highlighted the core purpose of conducting ATR "This trend of ATR had embedded agenda of **cultural communication** through the international exposure." In end he put forward a crisp content on the effectiveness of the network since network serves as platform for the people that are connected with it, "Networking make us strengthen and empower connectivity" he said. Continuous support from the members is valuable asset for any network. We look for future and future is of more connective things. I would like to sincere thanks to HRDN team for organizing this wonderful international trip.



Certificates and shields Distribution

In the closing session, certificates and Shields were distributed amongst the ATR participants, volunteers, HRDN members & staff who took part in making this event a success, tradition of group photo was kept alive.

“

“Networking makes us strengthen and empower connectivity”





Human Resource Development Network



13th ATR Malaysia - Singapore

Human Resource Development Network





Refreshing Moments

One of the objectives of holding Annual Trainers Retreat is to provide an opportunity to the participants to have cultural exposure through sightseeing visits and get-togethers to make the event more enjoyable.

“

A good traveller has no fixed plans, and is not intent on arriving.” – Lao Tzu

Dinner and Cultural Evening Saloma Theatre Restaurant:

On April 28th dinner was organized at Saloma Theatre Restaurant for the participants. Saloma Theatre Restaurant is strategically located in the Golden Triangle, within the shopping, entertainment and business hub, it invites Good Food; Good Service & Good Entertainment. The buildings and surroundings provide tourist a breathtaking view of the city's skyscrapers with the backdrop of the magnificent PETRONAS Twin Towers. The entire environment was full of Joy, happiness and bonding between the two nations and its people. It was observed that the Malaysian performers were also very excited to perform for the delegation. For Pakistanis it was a great occasion to get acquainted with Malays.



sight-seeing visits were arranged in different places to have a more cultural exposure.

“

“I travel not to go anywhere, but to go. I travel for travel's sake. The great affair is to move.” – Robert Louis Stevenson

Visiting attractions

It was a great pleasure for the participants to enjoy the environment of the Malaysia; more importantly



Petronas Towers

Convoy of retreat paid visit to Petronas tower on **April 29th 2011**. Petronas tower is one of awesome place in Malaysia to grab the attraction of the visitors. Petronas Towers, twin skyscrapers in Kuala Lumpur, Malaysia, that are the world's tallest twin towers. Standing 1,483 ft (452 m) high, they were designed by the Argentinean-American architect Cesar Pelli. Completed in 1997, they surpassed Chicago's Sears Tower as the record-holding tallest structure; they themselves were surpassed by Taipei 101 in 2003.



Putrajaya

Group had ride to Putrajaya in evening of April 30th. Putrajaya named after the first Malaysian Prime Minister, Tunku Abdul Rahman Putra. Putrajaya has become the new capital city near Kuala Lumpur. It is the new Administrative Center of the Government and will be a test bed for an electronic Government (a pa-





perless administration) and will be equipped with the latest telecommunication technologies. It is set to be a model garden city with sophisticated information network base on multimedia technologies. Putrajaya became Malaysia's third Federal Territory after Kuala Lumpur and Labuan. But there were certain official area where visit for the tourist was not allowed.

Batu Caves

Next day on May 1, 2011 Troop of 150 people visited the Batucaves and Gentling highlands. Tamil is a limestone hill, which has a series of caves and cave temples, located in Gombak district, 13 kilometres (8 mi) north of Kuala Lumpur, Malaysia. It took its name from the Sungai Batu or Batu River, which flows past the hill. The cave is one of the most popular Hindu shrines outside India, dedicated to Lord Murugan.

“

They were discovered in 1892. You have to climb 272 steps, which will lead you to the religious and magnificent Batu Caves.

It is the focal point of Hindu festival of Thaipusam in Malaysia. The Batu Caves are situated thirteen kilometers (seven miles) north of the capital city Kuala Lumpur. They are the sacred place for the Hindu's in Malaysia. They consist of three main caves and a number of smaller ones. The caves are made of limestone and 400 meters long and 100 meter high.



Genting Highlands:

Genting Highlands Known as **Resorts World Genting** is the flagship integrated resort developed by Genting

“

“All journeys have secret destinations of which the traveler is unaware.” – Martin Buber

Group. It is nestled on a mountain peak (maximum elevation about 1860m) within the Titiwangsa Moun-



tains on the border between the states of Pahang and Selangor of Malaysia. Resorts World Genting is operated by Genting Malaysia Berhad (formerly known as Resorts World Bhd) .It is accessible by car from Kuala Lumpur in one hour, or also accessible by a cable car called Genting Skyway) which at its opening used to

be the world's fastest and South East Asia's longest gondola lift.



Singapore Saga

On May 2, 2011, Journey was made to Singapore via buses it took almost 6 hrs to reach the destination via road. In way to Singapore people stopped for Lunch as various fast-food options were also available at the place. Before entering to Singapore strict instructions were given to the visitors as everybody is not allowed to freely move in. Certain minor ethics which are continuously being overlooked in Pakistan were considered in the Singapore, certain minor practices like people spill juices at the airport or throw out the chew gums at random this practice is seriously condemned there. Likewise only small packets of cigarette were allowed to take in, not the huge cartons. However, apart from these formalities and practices the entire immigration process was quite long and pain-taking for the visitors. At last the convoy did reach to the Singapore where their stay was arranged in Hotel value Thomson where View of Marina Bay presented astounding ambiance.



Singapore attractions

On May 3, 2011 participants visited the **Universal Studio-Santos** where several attractions yet to explore.

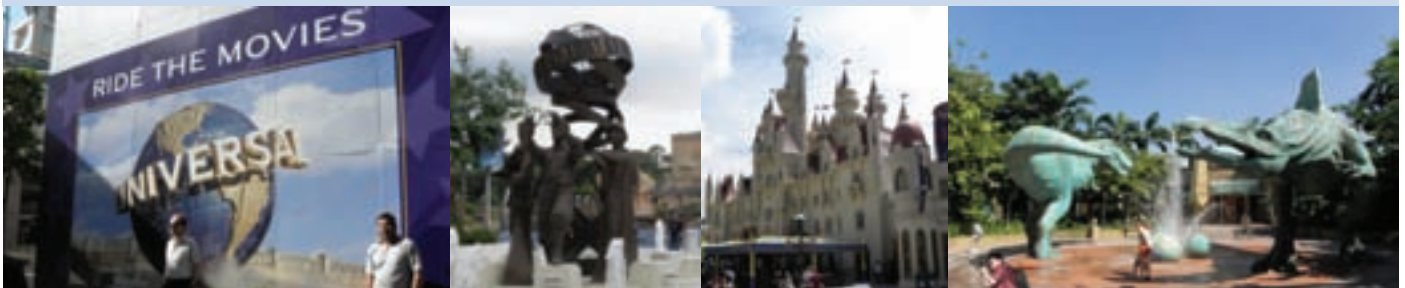
In morning of May 1ST closing of ATR was formerly announced. 60% participants stayed in Thailand for more entertainment.

“

Travel becomes a strategy for accumulating photographs.” – Susan Sontag



Mummy Ancient (scary fun rides)



Hollywood

Far-Far away castle



The lost world



Roller Coasters Fun Rides

Madagascar for kids

ANNEXES

Annex I

13th Annual Trainer's Retreat

A tour plan to 13th ATR Malaysia

Day 1: Wednesday 27, April 2011

Group 1 will travel from Islamabad on Thai Airways via Bangkok and Arrival at Kuala Lumpur

Day 2: Thursday 28, April 2011

Group 1 Arrival at Kuala Lumpur, stay at Hotel Grand Seasons, Kuala Lumpur

Group 2 will travel from Karachi on Cathay Pacific to Bangkok and on Thai Thai Airways from Bangkok to Kuala Lumpur, stay at Hotel Grand Seasons, Kuala Lumpur Gala Dinner with cultural evening at Hotel Grand Seasons, Kuala Lumpur

Day 3: Friday April 29, 2011

Sightseeing tour to old and new Kuala Lumpur including Petronas Twin Tower, King's Palace, National Monument, National Mosque, Independence Square, Drive through Lake Garden and Visit to Chocolate Factory

Day 4: Saturday April 30, 2011

ATR Conference from 0830 to 15:30 with tea and lunch at Hotel Grand Seasons, Kuala Lumpur. Detailed Plan will be shared at the Conference. Free afternoon.

Day 5: Sunday May 1, 2011

Free day

Day 6: Monday May 2, 2011

In morning at 7am, travel to Singapore via luxury coaches Arrival at Hotel Value Thomson, Singapore Free afternoon

Day 7: Tuesday May 3, 2011

Free Day

Day 8: Wednesday May 4, 2011

Free Morning

Flight back at 15:55 to Islamabad / Karachi via Bangkok

Annex II

Conference Program

HRD Conference on “Building Human Resources for Sustainable Development”

13th Annual Trainer's Retreat - April 30, 2011
Hotel Grand Seasons, Kuala Lumpur, Malaysia

Inaugural Session Conference Moderator: Anikah Khan – PaRRSA/PDMA	
Registration & Networking Tea	0830
Recitation from the Holy Quran Sahibzada Jawad - SAIBAN	0900
Welcome & Event Objectives Fauzia Bilqis Malik - Executive Director, HRDN	0905
Keynote Address Roomi Saeed Hayat – Chairperson, HRDN	0915
Learning Session- I – Guest Speaker Role of Human Resource Development in the Progress of Malaysia Dr. R. Palan – SMR HR Group	0930
Question & Answer Session	1015
Tea Break	1045
Learning Session- II – Guest Speaker Human Resources Development during Disasters for Sustainable Development Uma Narayanan - CWS	1115
Question & Answer Session	1200
Chief Guest Speech Address by the Chief Guest Dr. Imtiaz Qazi Deputy Head of Mission, Pakistan High Commission in Malaysia	1230
Question & Answer Session	1300
Group Photo	1330
Lunch & Prayer Break	1345
Closing Session Certificate & Shields Distribution	1445
Vote of Thanks Mahmood Akhtar Cheema, IUCN	1515

Annex III

List of the Participants 12th Annual Trainer's Retreat April 27th- 4th May, 2011

1	Fauzia Bilqis Malik	HRDN
2	Samina Ashraf	NRSP
3	Tayyaba Khan	Individual
4	Anikah Khan	PaRRSA
5	Mahjabeen Qazi	FAO
6	Zubaida Fayaz	Pak-CDP
7	Najma Ayoub	NRSP
8	Khadija Nadeem	Saibaan
9	Humaira Farooq	BRSP
10	Sonia Iskandria	BRSP
11	Nadia Ali Khan	Taraquee Foundation
12	Shahida Munir	Taraquee Foundation
13	Mahrang Karim	SPO
14	Nasreen Shaikh	TRDP
15	Roomi Saeed Hayat	N-IRM/ HRDN
16	Shazia Hayat	Mrs. Roomi Hayat
17	Uzera Nishat	SPO
18	Imarn Yousaf	Husband (Uzera) SPO
19	Ahmed Imarn	Son of Uzera (Child) SPO
20	Naseer Ahmed Memon	SPO
21	Zubeda Yousaf	Mrs. Naseer Ahmed (SPO)
22	Tahir Rizwan	SPO
23	Rania Mehboob Ghuncha	Mrs. Tahir Rizwan (SPO)

24	Samia Imran	N-IRM
25	Rabia Imran	Mother of Samia Imran (N-IRM)
26	Mohammad Amin	BRSP
27	Maroof Sultana	Mrs Mohammad Amin (BRSP)
28	Saeed Ismail	Individual
29	Zebunnisa Ahmed	Individual / Mrs. Saeed Ismail
30	Yar Muhammad Bozdar	SRSO
31	Hafeezan Khatoon Solangi	Mrs. Yar Muhammad Bozdar(SRSO)
32	Sono Khangharani	SRSO
33	Lachhmi Khangharani	Mrs. Sono Khangharani (SRSO)
34	Ghulam Rasool	SRSO
35	Nasreen	Mrs. Ghulam Rasool (TRDP)
36	Muhammad Sharif Khan	Individual
37	Amjad Rashid Qureshi	Taraquee Foundation
38	Tajamul Hayat	Individual - ICMS
39	Imran ullah	HRDN
40	Muhammad Ismail	HRDN
41	Shakeel Iqbal	PaRRSA
42	Omer Khan	PaRRSA
43	Majid Jilani	Pak-CDP
44	Kamal ud Din	Pak-CDP
45	Asim Ali	N-IRM
46	Altaf Ahmed Mamon	N-IRM
47	Wajad Khan	N-IRM
48	Asad Ijaz Awan	N-IRM

49	Sakhawat UR Rehman Jawaad	Saibaan
50	Fayyaz Ahmed	Saibaan
51	Tariq Aziz Khan	Saibaan
52	Fahad Khan	Individual
53	Muhammad Javed Khan	Saibaan
54	Muhammad Ali Khan	Saibaan
55	Zeeshan Ahmad	Saibaan
56	Zahoor Ahmed	Saibaan
57	Mohammad Khan	CERD
58	Muhammad Afzal Khan	OCE
59	Ijaz Khaliq	BOD - HRDN
60	Amjad Iqbal Khan	NRSP
61	Saif-UR-Rahman Durrani	CERD
62	Iqbal Khalid	CERD
63	Muhammad Zahoor	FATA Secretariat
64	Muhammad Fahim	FATA Secretariat
65	Arshad Mahmood	ASK- Development
66	Muhammad Azam Farooq	IMSiences
67	Faisal Anwar	Individual
68	Javaid Akhtar	Individual
69	Anser Nawaz Chattha	PEEF
70	Muhammad Nawaz Sindheela	Punjab Forest Department
71	Nasar Iqbal Butt	NRSP - USAID
72	Muhammad Javed Malik	Individual
73	Naveed Ahmed	Mitchells Company
74	Najaf Iqbal Syed	UNDP
75	Nisar Ahmed	HAI

76	Abdur Rashid	Saibaan
77	Abid Hussain	NRSP
78	Muhammad Younis	NRSP
79	Naveed Ahmad Khan	NRSP
80	Muhammad Zubair	NRSP
81	Munir Hussain	NRSP
82	Choudhry Muhammad Tariq Nazir	NRSP
83	Muhammad Younis	Individual
84	Rauf Ahmad Sheikh	Individual
85	Imtiaz Ahmed Mangi	Individual
86	Imran Mehmood	SUNGI Foundation
87	Wasif Ali Shah	Individual
88	Muhammad Umar Raja	Individual
89	Muhammad Jamshaid Gohar	NRSP
90	Istikhar Ahmed Awan	NRSP
91	Saeed Raza	NRSP
92	Walayat Khan	NRSP
93	Hameedullah	BRSP
94	Muhammad Hamayoun Kasi	BRSP
95	Gul Mohammad	BRSP
96	Hashim Khan	BRSP
97	Muhammad Asghar	BRSP
98	Nizam uddin Jogezi	BRSP
99	Mir Muhammad Akmal Khan Jamali	BRSP
100	Mohammad Asim	BRSP
101	Syed Abdul Ali	BRSP
102	Ikram-UL-Haque	BRSP

103	Abdul Rehman	BRSP
104	Abdul Qahir	BRSP
105	Abdul Malik Kasi	BRSP
106	Mohammad Ibrahim Allvi	BRSP
107	Mehboob Asif	BRSP
108	Abdullah Badini	BRSP
109	Niamatullah Jan	BRSP
110	Syed Fateh Muhammad Shah	BRSP
111	Abdul Qadeer	BRSP
112	Nek Muhammad	Taraquee Foundation
113	Ghulam Farooq	Taraquee Foundation
114	Muhammad Jahanzaib	Taraquee Foundation
115	Syed Abdul Jalil	Taraquee Foundation
116	Muhammad Ayub Khan	Taraquee Foundation
117	Babar Shahzad	Taraquee Foundation
118	Azizullah	Taraquee Foundation
119	Saleem Zaman Khan	Taraquee Foundation
120	Arshad Raheem	Taraquee Foundation
121	Gul Muhammad	Taraquee Foundation
122	Sanzar Khail	Taraquee Foundation
123	Atif Iftikhar	Taraquee Foundation
124	Habibullah	Taraquee Foundation
125	Asim Hanif	Taraquee Foundation
126	Khan Muhammad	Taraquee Foundation
127	Zulfiqar Ali Narejo	SRSO
128	Ghulam Mustafa Larik	SRSO
129	Naimatullah Shaikh	SRSO

130	Abid Hussain	SRSO
131	Abdul Latif Soomro	N-IRM
132	Abdul hussain Dessi	N-IRM
133	Naseebullah	WESS
134	Shabbir Ahmed	WESS
135	Ghulam Mustafa Haider Jamro	NRSP
136	Shamsuddin	NRSP
137	Nale Mitho Chandio	NRSP
138	Kishan Kumar	NRSP
139	Hameedullah Jamal	BEEJ
140	Syed Qurban Ali Gharshin	BEEJ
141	Chaudahry Mahmood Akhtar	Individual (IUCN)
142	Chaudhary Haq Nawaz Khan	Individual (ESMA)
143	Muhammad Zafar Zeeshan	SPO
144	Muhammad Musa	TRDP
145	Zaheeruddin Babar	TRDP
146	Vashoo Mal	TRDP
147	Mustafa Ghulam	TRDP
148	Bhurgi Waghani	TRDP
149	Kanhai	TRDP
150	Pehlaj	TRDP

Group leader and Co-Leader Seven Groups

1. BRSP + Taraqee Foundation
2. WESS + BEEJ
3. SARSO, TRDP (Individual)
4. N-IRM, PARSSA (Individual)
5. NRSP Individual
6. SPO, CE Individual
7. Saiban, Sungi, CERD, Pak- CDP

Annex IV

Annual Trainers Retreat ATR 2011 Malaysia - Thailand Evaluation of 13th ATR

Please tick: 1 is unsatisfactory and 5 is excellent

1. **How do you overall rate this Retreat on the whole?**

1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. **How do you rate Venue Arrangements for Retreat ATR?**

1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. **How do you rate Travel/Stay/Food Arrangements of Retreat ATR?**

1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. **Which services/ activities/ things did you like the most in the Retreat?**

5. **What is it that you did not like at all in the Retreat?**

6. **What are your recommendations to improve future Retreats?**

7. **Any other comments**

Evaluation Results

Appreciations:

- Dr R Palan's learning session was highly appreciated.
- To do the exposure by participants has gathered enormous liking.
- First-rate arrangements of stay and food were made for the participants which is praiseworthy.
- Sightseeing visits and visits to historical places were informative and revealing.

Recommendations:

- Groups should be small so that they can have proper coordination.
- Duration of Learning sessions should be more than one day.
- Retreat should be plan in the European country for the next time.
- Since HRDN has its partners in abroad, invitation to outside partners of ATR should also be extended to improve networking.
- Coordination mechanism between management and participants will be helpful for the next time.
- HRDN management should involve at least one senior representative of member organizations in planning process of ATR.



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