

# 6<sup>th</sup> All Members Meeting

September 3 - 4, 2005 - Best Western, Islamabad



Human Resource Development Network



## Human Resource Development Network

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Compiled by  
Syeda Mujeeba Batool

Designed by  
Bilal Khan



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## EXECUTIVE SUMMARY

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Human Resource Development Network organized its Annual All Members Meeting on 3-4 September 2005 at Best Western Hotel, Islamabad. This year, the two-day event was significant in the sense that the Network elected its Board of Directors from among the general body for the next three years. Keeping in view the past practices, the Agenda for AMM was developed in consultation with HRDN Members.

In his welcome address, Mr. Roomi S. Hayat, Chairperson HRDN, presented an overview of the Network's performance during the last year and shared the future plans of HRD Network with the general body that contains a variety of initiatives aimed at furthering the capacity of HRDN Members and enhancing their management skills.

Mr. Javed Jabbar, chief guest, praised network's gender and regional balance and its democratic way of electing the board of directors. He said that the development process should be inclusive and expressed his apprehensions on the educational institutions developing two kinds of human resources. He paid rich tributes to Mehbubul Haq who in his opinion was the pioneer of the idea of Human Development and HDI.

Saad Gilani, Programme officer Research, reported HRDN's achievements since the last AMM and highlighted the major changes in governance and management systems. Members gave their candid and frank feedback. The General Body formally approved the financial statements, presented by Adnan Sheikh, Programme officer Finance, by show of hands. The General Body also amended the clause 20 of the HRDN constitution. HRDN Board Election 2005 was held at Best Western Hotel Islamabad under the supervision of Miss Maneezeh, Chief Election Commissioner and election officer Mr. Adnan Sheikh. The newly elected Board members are Mr. Roomi S. Hayyat, Chairperson HRDN, Ms. Robeela Bangash, Ms. Aqeela Tahir, Programme Manager HR, Plan Pakistan, Mr. Haque Nawaz Khan Director General, Agriculture Deptt (founder members), Mr. Waqar Haider Awan, Programme Officer, NRSP-IRM, Mr. Mubashar Nabi, Management Executive, Save the Children UK, Mr. M. Sheeraz Aslam, Chairman, The Aims, Ch. Israr Ul Haq, Director, NCRD (professional members), Miss Farhat Imran (general member) and Taraqee Foundation, ActionAid Pakistan and Awaz-CDS (organizational members). Mr. Roomi S. Hayat was again elected as Chairperson HRDN for next three years. The newly elected Board took oath of their responsibilities under the supervision of Ms Maneezeh Bano, Chief Election Commissioner.

## INTRODUCTION:

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Human Resource Development Network organized one of its regular events i.e Annual All Members Meeting on 3-4 September 2005 at Best Western Hotel, Islamabad. Sixth annual All Members Meeting (AMM) provided a unique opportunity to all the members of HRDN to share, learn, develop linkages with other members and give their inputs for further enhancing the effectiveness and relevance of HRDN's services. This year, the two-day event was significant in the sense that the Network elected its Board of Directors from among the general body for the next three years 2005-2008. The General Body of Human Resource Development Network meets once a year to review the Network's progress towards its stipulated objectives, take important long term and short term decisions, monitor progress and map out future course of action. Keeping in view the past practices, the Agenda for AMM was developed in consultation with HRDN Members. Invitation letters were sent to Members one month in advance and they were requested to convey any important agenda item to the Network Secretariat along with a brief write-up for its inclusion at appropriate place in the Programme.

## Objectives

Major objectives of AMM - 2004 were to:

- Elect its Board of Directors from the general body for the next three years;
- Make Amendments in the constitution;
- Update HRDN members on the new developments in HRDN during the year;
- Share programmatic and financial progress of the Network;
- Provide an opportunity to members to interact with other members and develop linkages;
- Get Members' input on a range of programmatic and management issues of HRDN;
- Contribute towards professional development of members.

## INAUGURAL SESSION

Inaugural session set the tone of the Annual All Member meeting. Key features of the session were the welcome address by Mr. Roomi S. Hayat, Chairperson HRDN and the address by the Chief Guest, Mr. Javed Jabbar. Mr. Roomi S. Hayat welcomed all members to the 6<sup>th</sup> general body meeting and presented an overview of the Network's performance during the last year. He mentioned that in a short span of 6 years, the Network has grown from a single room organization into an institution with strong roots in the development sector. He also shared the future plans of HRD Network with the general body that contains a variety of initiatives aimed at furthering the capacity of HRDN Members and enhancing their management skills.

**Mr. Javed Jabbar** was the chief guest of the event's first session. He praised the network's gender and regional balance in membership fold. He admired HRDN's democratic way of electing the board of directors and hoped that these are fair election with an independent Chief Election Commissioner unlike local bodies elections held in Pakistan recently. He said in his speech that development should be inclusive and the fruits of development should be for all not for only a few. This is the biggest challenge faced by the societies today. He expressed that Human development had been a focus of the nations since long but to him Dr. Mehbubul Haq, a great visionary from Pakistan, could rightly be called the pioneer of the idea of Human Development and HDI. In his view, Dr. Mehbubul Haq deserved to at least have shared the Nobel Prize for economics with Amartya Sen if not a sole winner Nobel Prize for economics. He expressed his apprehensions on the educational institutions developing two kinds of human resources. He said that it is very disturbing to see robots coming out of the prestigious private institutions that well fit the big corporations who know every trick of profiteering. On the other hand, public educational institutions produce human resources that find it almost impossible to find any gainful employment. Such situation would lead to further deepening the divide between the haves and have-nots and would put the country at a risk of large scale social disorder. At the conclusion of the inaugural session, Mr. Roomi Hayyat, Chairperson HRDN, presented a souvenir to the Chief Guest.



## PROCEEDINGS OF DAY TWO:

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### **Progress update of HRDN:**

Mr. Saad Gilani, Programme officer Research, reported HRDN's achievements since the last AMM and highlighted the major changes in governance and management systems. The presentation also depicted the progress on major recommendations made by members during the 5<sup>th</sup> AMM. He also apprised the audience of the major financial transactions that took place during the last year. By and large, participants showed satisfaction over the progress.

### **Members Feedback:**

Following is the gist of the discussion wherein the participants openly commented on the subject:

- Mr. Ghayas recommended that detailed reports should be shared with all the members so they could provide positive feedback.
- Miss humaira recommended that the word “delinquent” should be replaced with any other word like inactive etc.
- Miss Shaista asked about the programs of feedback of organizations as she had suggested it on the last AMM.
- Mr. Farooque pointed out that HRDN has not done anything for organizations. He further explained that the member organizations are looking for facilitation.
- In response Mr. Ghayas recommended that organizations are looking for HR systems not for training.
- Mr. Anis asked that has HRDN itself thought to include organizations and fully represent them or organizations themselves have to approach.



- Mr. Bakht Karam enquired if there were any special concessions are given to members coming from far flung and less developed areas. And he suggested giving them travel allowance and accommodations.
- Mr. Anis Danish asked whether HRDN was a donor organization.
- Mr. Farooque clarified that poverty alleviation can be one agenda but its not in the mandate.

Mr. Abid Rizvi shared that existing board didn't participate in the discussion forum held on web, in spite that a lot of people requested them to bring out their point of view.

### **Financial Report:**

HRDN believes in transparency in all its financial transaction. The General Body also serves as budgetary watchdog of the organization. Mr. Adnan Sheikh, Programme officer Finance, presented the detailed report of the Network and explained all the budget heads of income and expenses. The General Body formally approved the financial statements by show of hands.

### **Constitutional Amendment:**

There was just one constitutional amendment in clause - 20. The modified clause is

**“The Constitution of the Society may be amended by a special resolution in a Board of Directors (BoD) meeting by not less than three fourth majority of the total members of the BoD.”**





## HRDN Board Election 2005:

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HRDN believes in democratic processes and elections to run its affairs are held in transparent, free, fair and impartial manner. As per HRDN Rules and Regulations, general elections of the HRDN Board members were to be held after every three years or within 90 days of the resignation of the committee in order to elect the members of the Executive Committee. Under the supervision of Miss Maneezeh, Chief Election Commissioner and election officer Mr. Adnan Sheikh, HRDN Board Election 2005 was held at Best Western Hotel Islamabad. Elections took place for all 12 seats of the Board whose composition is as under:

- ❖ Founder Members 4 seats
- ❖ Professional Members 4 seats
- ❖ Organizational Members 3 seats
- ❖ General Members 1 seat



## Results of the Elections and the newly Elected BoD:

The newly elected Board members are as under:-

### **Founder Members:**

- Mr. Roomi S. Hayyat (Chairperson HRDN)
- Ms. Robeela Bangash
- Ms. Aqeela Tahir. (Programme Manager HR, Plan Pakistan)
- Mr. Haque Nawaz Khan (Director General, Agriculture Deptt.)

### **Professional Members:**

- Mr. Waqar Haider Awan (Programme Officer, NRSP-IRM)
- Mr. Mubashar Nabi (Management Executive, PPAF)
- Mr. M. Sheeraz Aslam (Chairman, The Aims)
- Ch. Israr Ul Haq (Director, NCRD)

### **General Members:**

- Miss Farhat Imran.



## **Organizational Members:**

- Taraqee Foundation
- Action-Aid Pakistan
- Awaz

## **Election of the Chairperson:**

The newly elected Board elected Mr. Roomi S.Hayat again as Chairperson HRDN.

## **Oath Taking:**

Under the supervision of Miss Maneezeh, Chief Election Commissioner the newly elected Board took oath of their responsibilities.

## **Certificate Distribution:**

In the end Mr. Manzoor Khaliq distributed the certificates among volunteers who worked for the BoD Elections.



## Participants List

S.NO	Name	Membership Category	City
1	Haqnawaz Khan	Founder	Islamabad
2	Khalid Masood Ch	Founder	Islamabad
3	Afshan Tehseen	Founder	Islamabad
4	Aqeela Tahir	Founder	Islamabad
5	Robeela Bangash	Founder	Islamabad
6	Dr. qaiser Abbas	General	Islamabad
7	Aamir Nawaz Chatta	General	Gujrat
8	Abid Rizvi	General	Quetta
9	Adnan Sattar	General	Faisalabad
10	Ali Akber Qureshi	General	Islamabad
11	Allauddin	General	Khanewal
12	Anser Nawaz Chatta	General	Gujrat
13	Azam Farooq	General	Peshawar
14	Fahad Liaqat	General	Islamabad
15	Farrukh Javed Kazi	General	Islamabad
16	Hafiz Muhammad Bux	General	Khushab
17	Imran Alvi	General	Islamabad
18	Imran Sagheer	General	Khushab
19	Israr Muhammad Khan	General	Islamabad
20	Lt. col. Tasneem	General	Rawalpindi
21	Muhammad Ayaz	General	Peshawar
22	Muhammad Shahbaz	General	Islamabad
23	Nadeem Zia	General	Islamabad
24	Nasir hussain	General	Islamabad
25	Noman	General	Gujranwala
26	Raheel Khan	General	Islamabad
27	Rooh Ullah	General	Islamabad
28	Shahbaz Ahmed Khan	General	Lahore
29	Shahid Imran Khan	General	Gujrat
30	Sohail Malik	General	Lahore
31	Sohail Malik	General	Islamabad
32	Sultan Room Swati	General	Swat
33	Taimur Khan	General	Islamabad
34	Tariq Masood Aslam	General	Islamabad
35	Waseem Irshad	General	Islamabad

36	Zafar Ullah Khan	General	Islamabad
37	Zeshan Saleem	General	Islamabad
38	Zia Ul Haq	General	Islamabad
39	Adnana Rao	General	Wah Cantt
40	Afshan Bhatti	General	Islamabad
41	Aina Shah	General	Rawalpindi
42	Ambreen Iqbal	General	Peshawar
43	Farhat Imran	General	Islamabad
44	Fatima Ali	General	Islamabad
45	Fiza Sabir	General	Islamabad
46	Khajida Shahid	General	Islamabad
47	Maryam Yousaf	General	Islamabad
48	Najma Gill	General	Kohat
49	Noor Fatima	General	Islamabad
50	Rizwana Akhtar	General	Wah Cantt
51	Sadaf Naz	General	Islamabad
52	Sadaf zulfiqar	General	Islamabad
53	Saira Ghafoor	General	Islamabad
54	Sara Mehmood	General	Islamabad
55	Sumaira Saeed	General	Lahore
56	Almas Saleem	General	Islamabad
57	Kamal-ud-Din	General	Peshawar
58	Reema Aftab	Org. (AAPK)	Islamabad
59	Zia-Ur-Rehman	Org. (AWAZ)	Multan
60	Tahir	Org. (BRSP)	Quetta
61	Azhar qureshi	Org. (ECI)	Islamabad
62	Zulqarnain Abbas	Org. (GBTI)	Attock
63	Aamir Mehmood	Org. (GET)	Lahore
64	Muhammad Mushtaq	Org. (GET)	Lahore
65	Qazi Shaoib Baber	Org. (JWS)	Gujranwala
66	Dr. Tahir Hijazi	Org. (MAJU)	Islamabad
67	Bakhat Karam	Org. (MRDP)	Malakand
68	Ulfat Begum	Org. (MRDP)	Malakand
69	Anis Danish	Org. (NGORC)	Karachi
70	Ikram Ullah Jan	Org. (SRSP)	Peshawar
71	Gulbaz Afaqi	Org. (SVDP)	Khushab
72	Rubina	Org. (SVDP)	Khushab
73	Amjad Rasheed	Org.(Taraqee)	Quetta

74	Fahim Iqbal	Org. (VEER)	D. I. Khan
75	Kashfi	Org. (WWO)	Multan
76	Shaista bukhary	Org. (WWO)	Multan
77	Shafiq Durrani	Org. (Pak_CDP)	Peshawar
78	Dr. Asmat Malik	Professional	Islamabad
79	Dr. R.Y. Jalali	Professional	Islamabad
80	Aamir Fida	Professional	Islamabad
81	Abdul Malik	Professional	Islamabad
82	Abdul Rub	Professional	Islamabad
83	Arshad Akif	Professional	Islamabad
84	Arshad Waheed	Professional	Islamabad
85	Atif Rizwan	Professional	Islamabad
86	Atiq Mirza	Professional	Rawalpindi
87	Atta ul Mohsin	Professional	Islamabad
88	Awais Butt	Professional	Islamabad
89	Faisal sajjad Hashmi	Professional	PD Khan
90	Farhan Mehmood	Professional	Islamabad
91	Iftikhar Raja	Professional	Rawalpindi
92	Ejaz Khaliq	Professional	Islamabad
93	Israr ul Haq Ch.	Professional	Islamabad
94	Kamran Akbar	Professional	Islamabad
95	Khalid Saleem	Professional	Peshawar
96	Khawaja Tariq	Professional	Islamabad
97	Manzoor Ahmed	Professional	Islamabad
98	Manzoor Khaliq	Professional	Islamabd
99	Mubashar Nabi	Professional	Islamabad
100	M. Sajjad Ashraf	Professional	Lahore
101	Najaf Khan	Professional	Islamabad
102	Ozair A. Hanfi	Professional	Islamabad
103	Qaiser Shahzad	Professional	Islamabad
104	Muhammad Younis	Professional	Mirpur
105	Sajjad Ismail	Professional	Islamabad
106	Shaukat Ali	Professional	Kotly _AJk
107	Sheeraz Aslam Mian	Professional	Faisalabad
108	Sohail Manzoor	Professional	Islamabad
109	Sono Khangrani	Professional	Tharparkar
110	Tanvir Ali	Professional	Faisalabad
111	Tariq Nazir	Professional	Islamabad

112	Usman Qazi	Professional	Islamabad
113	Waqar haider Awan	Professional	Islamabad
114	Erum Wali Khan	Professional	Islamabad
115	Fauzia Builquis	Professional	Islamabad
116	Grace T. sheikh	Professional	Islamabad
117	Nargis Bano	Professional	Peshawar
118	Nasira Bedar	Professional	Islamabad
119	Riffat Shams	Professional	Islamabad
120	Saima Bilal	Professional	DG Khan
121	Saleema Munir	Professional	Islamabad
122	Shazia Bangash	Professional	Islamabad
123	Tanya Khan	Professional	Islamabad
124	Murad Ali	Student	Swat
125	Asma Yamin	Student	Islamabad



**The newly elected Board**



Human Resource Development Network (HRDN) is an association of HRD professionals from Pakistan and other developing Asian countries and organizations from the private and public sectors. Its members are brought together by a common interest in elevating the quality of HRD interventions. Operating through its secretariat in Islamabad and local chapters in various cities, the Network is governed by a democratically elected Board of Directors from amongst its members.

Mission of HRDN is to accelerate development through improving Human Resource Management policies, systems and practices in the nonprofit development organizations and programmes .

