

9th AMM



Background

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9th All Members Meeting



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Introduction

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All Members' Meeting (AMM) provides an opportunity to members of the Human Resource Development Network (HRDN) for networking, knowledge sharing, having an overview of the Network's activities over the last year, discussing the Network's progress and giving their valuable suggestions for future course of action. The AMM provides a unique platform to all HRDN members to share, learn, develop linkages with other members and give their inputs for further enhancing the effectiveness and relevance of the network's activities.

Agenda for AMM was developed in consultation with HRDN Members. The HRDN secretariat arranged a series of small meetings with members to suggest the theme, agenda point and sessions of the 9th AMM. Since the election of BOD members was a part of this year AMM, therefore responsibilities were also assigned to different members on voluntary basis to ensure transparency and smooth execution.

The series also included meetings at City Chapters. The members of concerned Chapters were invited to give their inputs for the 9th AMM. More over contestants for the BOD election were also given the opportunity to run there campaign during these meetings. The HRDN secretariat provided all possible support to facilitate members during the campaign.

Invitation letters were sent to Members one month before and were requested to convey any important agenda item to the Secretariat along with a brief write-up for its inclusion at appropriate place in the Programme.

Major objectives of the AMM were:

- Update members about new developments at HRDN during the year
- Share the organization program and financial progress
- Provide an opportunity to members, interact with each other and develop linkages
- Get members' input on a range of program and management issues at the HRDN
- Contribute towards members' professional development



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Social Evening and Dinner

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Inaugural Session

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Mr. Arshad Aqif moderated the first session of AMM. The programme started with recitation of holy Quran by Mr. Abdul Rab.

Welcome Address

Mr. Roomi S. Hayat
Chairperson HRDN

Mr. Roomi S. Hayat, the Chairperson of HRDN welcomed all the participants in the 9th AMM 2008. He presented a brief genesis of the foundation of HRDN in his introductory address. Describing the journey through the past 10 years, he mentioned that today now not only the Public, Corporate and Private Sector but HRDN is transcending the boundaries and we are receiving mails and request for membership from other South Asian Countries as well.

He further highlighted that the peculiar importance of the 9th All Members Meeting is because of the election process for the Board of Director (BoD) which is mandatory to be held every three years as per the constitution of the HRDN. He emphasized that member should cost their votes not the basis of friendship but on merit, as right choice of a person will take HRDN in right directions.

B. Presentation of Progress Report:

Ms. Robeela Bangash, development specialist and founder member of HRDN presented the progress Report of 2007-2008

1.International Certifications:

Ms. Bangash highlighted the key milestones of HRDN in the last year. She expressed her satisfaction on the overall achievements of network. She proudly announced that the network has achieved different certification. The most important achievement during the last year was certification from Pakistan Center for Philanthropy (PCP). Due to which the organization became eligible for tax exemption. The second success remained the certification of International Quality Standards i.e. ISO 9001, 2000 certification. The entire requirement to produce the services by international standards has been achieved by the network. She acknowledged the great contribution of Mr. Tariq Ansari, member HRDN for the certification. She mentioned that this reflected the association of members with HRDN which has strengthened both the network and members themselves. She further mentioned the USAID certification, which enabled the network to take up any project with US government.



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2. Subsidized Annual Retreat

Ms. Bangash elaborated that for the last three years the HRDN organized trainer retreat internationally. This network provided opportunities of international visits to all members on subsidized rates under annual retreat program; so far, the members had been taken to UAE, Cairo, Malaysia and Bangkok. This served as source of exposure, learning and networking to the members. .

The network had contributed one million Rs. to subsidize the cost, for imparting value addition in member's exposure.

Introduction of Web portal:

HRDN has also launched a web portal for facilitation of the members regarding HR activities. It contains the latest job opportunity and trainings regarding Human and Institutional Development. The web portal is updated regularly for the latest information of the visors.

1. **Registration of Logo of HRDN:** The logo of HRDN is registered along with its all features as trademark.

2. Forums and ILLUMINE:

The presentation also included the update about the forums conducted and ILLUMES publication during the last year. These forums are held for public talk on multi-disciplinary subjects for the interactive session, for updating the current issues and knowledge of the members. The scholars and academicians and researchers are invited in this forum to present their ideas to the members. ILLUMINE contains different themes for publication contributed by eminent scholars, interviews, articles on different issues and related information for updating the members in the field.

3. Training on Proposal Writing:

Keeping in view the organizational needs for fundraising, HRDN organized training on proposal writing to enhance the capacity of participants about writing successful proposals.



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4. Liaison with Donors.

For financial viability of HRDN, the strengths of members are being exploited. It benefits both HRDN as well as its members.

5. Membership base:

HRDN has experienced regular increase in its membership. At present HRDN have 188 professional members, 406 General members, 114 organizational members and 46 student members. Overall HRDN has 754 members out of which 177 are female members which amounts to 28 % female and 78 % male members. In the formative years the membership was only 127, which shows a very encouraging trend of membership.

Ms. Banagsh completed her presentation with the note of thanks to HRDN secretariat for providing her this opportunity to share the progress report of HRDN with the members and welcome the questions on the presentation.

C. Presentation of Financial Report:

As part of the progress report of HRDN, Ms. Tehmeena Shabbir Programme Officer Finance presented the financial report of HRDN to the members. Projects which were completed and those in pipe line with different partners were also discussed, which were likely to improve the financial situation in coming months.



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D. Question and Answer (Sessions-1)

The panel answered questions of the participant after the presentations. All the questions were answered satisfactorily by the panelists. It was mentioned that the decrease in other income due to lack of full time occupation of rooms in the guest house and the training hall.

Regarding membership of the network, the chairperson HRDN said that the memberships are being awarded on merits as per the requirement of each category. Notwithstanding, the fact we prefer the quality and not quantity, we do not encourage people with vested interest but we need accomplished people as member for a collective power of HRDN.

Another particular question was on the lesser representation of General members in the BoD. The Chairperson responded that that the core objective of this HRDN was that it would be a professional body, therefore, professional representation supposed to be higher than the general members. It was shared that the general members shall be encouraged to move towards professional member's category to sustain the professional characteristic of the network.

At the end of first session the annual financial report was acknowledged and approved as there was no objection regarding any content of the report.

E. Session-II Group Activity:

In order to get feedback on the HRDN progress and future vision the members were divided into General members, Professional Members and Organizational members.

This session was chaired by Ms. Alice Harding Shackelford (country director, UNIFEM). The session moderator was Ms. Humera Hussain. Ms. Afshan Tehseen gave her presentation on “Strengthening Gender Dimension of the Network”. She was of the view that woman in Pakistani society are not at par with man in any capacity.



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Whenever the organizations talk about gender mainstreaming, they practice this to the extent of project execution but do not bother to ensure its implementation on organizational level. She further mentioned that the national organizations generally also do not have firm gender policies, so there is no balance between man and woman at decision level. At the end she recommended that the government, corporate and private sector should ensure gender mainstreaming policies at the workplace.

F. Presentation of Mr. Usman Qazi:

Mr. Usman Qazi, professional member HRDN delivered his presentation on the Strategic Thrust of HRDN. By focusing on the vision of HRDN, he emphasized that network must be clear about where it is heading towards. He questioned the harmony between activities and the vision of the network. Having the mandate of Human Resource Development in its Vision and Mission, the network should reflect this theme in its activities. He also discussed strengths, weaknesses, opportunities and threats (SWOT) of the organization. He proposed that in the light of the discussion during the day and his presentation it is vital to:

- Revisit the vision, mission and objectives to reflect the reality
- Work towards standardization of training personnel, methods and materials
- Concentrate on “useful” Knowledge Products
- Follow up on Learning Events
- Give serious consideration to policy advocacy
- Improve the marketing capacity of the secretariat

At the end of the session the participants raised questions regarding both the presentation. The panel answered these questions accordingly. The participants were assured that HRDN is firmly practicing its gender policy in its operations.

The first part of second session of the day was concluded with the presentation of shields to as a token of thanks to all panelists by Ms. Alice and at the end Mr. Roomi S. Hayat presented shield to Ms. Alice.



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F. Session- III Presentation of Group work:

The third session was chaired by Mr. Tariq Ansari (Management Consultant). First part of the session was moderated by Mr. Arshad Akif. He invited the team leaders of all working groups of Professional and General Members group to represent their group on their contribution as well expectation from HRDN. The groups separately made their presentation. The presentations mainly included the following points:

- i. Strengthen the geographical representation of HRDN
- ii. Secretariat to device effective mechanism of communication between network members and collaboration with member organization
- iii. Partnership with academic institutions to bridge the gap between the theory and practice of Human Resource Management
- iv. Establishment of Thematic Groups and Leaders to facilitate the Board members by making it interactive organization to increase its acceptance across the board.
- v. The research on Human Resource issues may be integrated with the different universities needs
- vi More consultative meetings among members to find the diversified strengthen of the network
- vii Develop criteria for change the membership category from general members to professional. Members should be encouraged to apply for professional category
- viii .HRDN should facilitate in higher education of members such as Ph.D with collaboration of different sponsoring agencies
- ix. Best practice and success stories of members be shared with others as an example for improvement of general members.
- x. City chapters should be strengthen for development of members
- xi. Efforts of general and professional members must be recognized to encourage more input and contribution in the network



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The Chair of the session expressed his satisfaction on the innovating ideas of the presentation and input of group members. The session was closed with the announcement that the second session will be resumed after the lunch break and voting for the BOD members.

Ms. Manizh Bano (Chief Election Commissioner) briefed the audiences about all the procedures and mechanism of voting for BOD members. She also announced the names candidates for all the categories. The successful candidates from organizational membership category was also announced as they were elected unopposed. These members included Sungi Development Foundation, Strengthening Participatory Organization (SPO) and Thardeep Rural Development Programme (TRDP).

Afternoon Session:

The last session of the day was resumed after the lunch break Chief Election Commissioner announced the voting result for three categories i.e. Professional, General, Organizational.

The contest was held for only two categories i.e. Professional and General Members as Organization Membership of board was selected unopposed. As per the election results, Dr. Noor Fatima secured the highest votes for Professional group. The other three Board Members who got selected were Mr. Sheeraz Aslam Mian, Mr. Israr ul Haq Chaudry, Mr. Ijaz Khaliq. For General Membership the highest votes were secured by Mr. Ansar Nawaz Chatta.



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Oath Taking:

The Chief Election Commissioner took oath from the new selected BOD members. The new elected BOD expressed their confidence in Mr. Roomi S. Hayat dynamic and vigor personality to lead the HRDN. The board members then voted for Mr. Room S. Hayat to continue as chairperson for the next tenure.

CONCLUDING Session:

The 9th AMM was concluded with the vote o thanks from Mr. Roomi S. Hayat to all members for participating in the event and actively becoming part of the election process. In his concluding remarks he stated that this was the third formal election and the process went very smoothly and hoped that this will contribute to the development process of HRDN and its members. He pledged that we will take HRDN to the new heights with the assistance of newly elected Board Members.

At the end shields were awarded to the individuals who played important role in making the 9th AMM a successful event.



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Picture Gallery

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