

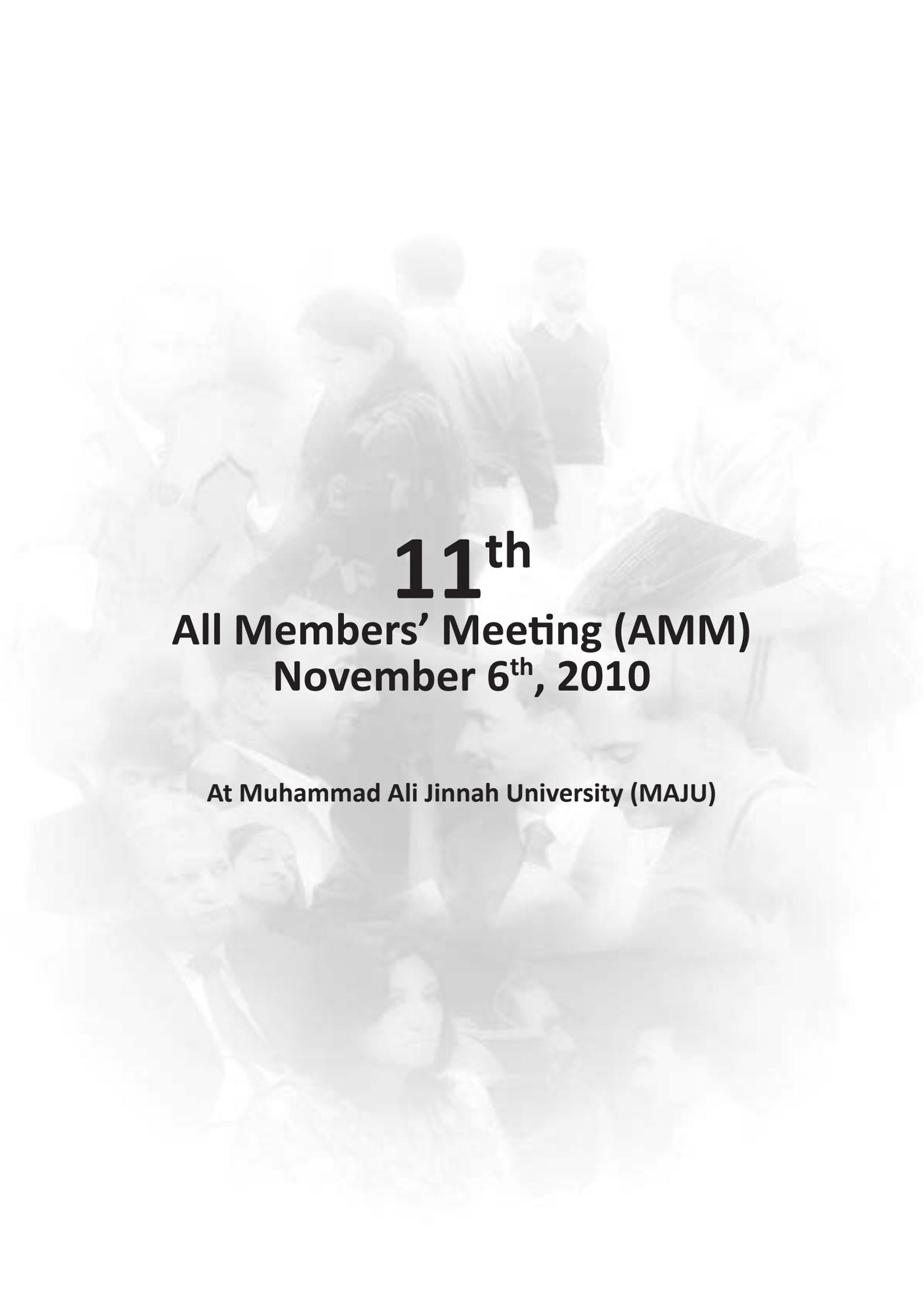


# 11th All Members' Meeting (AMM) November 6th, 2010

At Muhammad Ali Jinnah University (MAJU)



**Human Resource  
Development Network**



**11<sup>th</sup>**  
**All Members' Meeting (AMM)**  
**November 6<sup>th</sup>, 2010**

**At Muhammad Ali Jinnah University (MAJU)**



## CONTENTS

### Chapter: 1

Executive Summary . . . . .	6
-----------------------------	---

### INAUGURAL SESSION

- Chairperson's Message . . . . . 7
- HRDN year Roundup 2009 . . . . . 9
- Remarks by Chief Guest . . . . . 11

### Chapter: 2

#### Learning Session:

#### 1). Panel discussions

- a) Visualizing HRD in Organizations . . . . . 12
- b) Role of Civil Society towards the Vulnerable in Pakistan. . 14
- c) Sustainable Development through HRD. . . . . 16

#### 2). Networking Discussion

### Chapter: 3

#### Concluding session

Recognizing the collaborators of the year . . . . .	19
Suggestions	21

#### Annexure

Programm	22
List of participants . . . . .	23



## ACRONYMS

AJK	Azad Jammu & Kashmir
AMM	All Members' Meeting
ATR	Annual Trainers' Retreat
BISP	Benazir Income support programme
CBLRP	Community Based Livelihood Recovery Project
CBO	Community Based Organization
CMT	Community Management Training
CMST	Community Management Skills Training
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
GAD	Gender and Development
HRD	Human Resource Development
HRDN	Human Resource Development Network
ILO	International Labor Organization
IP	Implementing Partner
LMST	Leadership Management Skills Training
MAC	Membership Acceptance Committee
MDGs	Millennium Development Goals
NGO	Non governmental Organization
NRSP	National Rural Support Programme
PPM	Participatory Planning and Monitoring
PRA	Participatory Rural Appraisal
RMPD	Resource Mobilization and Proposal Development
PSDP	Public Sector Development Programme
RSPN	Rural Support Programs Network
SC – UK	Save the Children – UK
UNDP	United Nations Development Programme
WCC	Women Community Centre

## CHAPTER: 1

### Executive Summary:

The general Body of Human Resource Development Network meets once a year to review the Network's progress towards its predetermined objectives, take important long term and short term decisions, monitor progress and map out future course of actions. The annual All Members Meeting (AMM) provides 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.

Agenda for AMM was developed in consultation with HRDN Members. This year's theme was **"competition, collaboration and change"**. This schema carries a great deal of originality and versatility, as it's a core purpose of HRDN.

The 11<sup>th</sup> All Members Meeting (AMM) of HRDN was organized at the Muhammad Ali Jinnah University, Sihala campus, Islamabad on November 6<sup>th</sup>, 2010. Major objectives of AMM -2010 were to:

- Update HRDN members on the new developments in HRDN during the year;
- Share the programmatic progress of the Network
- Get Members' input on a range of

programmatic and management issues of HRDN;

- Provide an opportunity to members, to interact with other members and develop linkages
- Contribute towards professional development of members

Chairperson and Founder of HRDN Mr. Roomi Saeed Hayat, CEO of NRSP-Institute of Rural management chaired the inaugural session whereas Mrs. Sohaila Mushtaq, Senior Joint Secretary (Rtd), Ministry of Youth Affairs; was the Chief Guest of the entire event.

During various sessions, participants were also given opportunities to air their views on HRDN's progress and achievements, along with suggestions for further improvement. In addition, informative sessions of three consecutive panel discussions were organized where chosen experts in their respective fields presented well-informed presentations and considerations.

In short, the 11<sup>th</sup> AMM turned out to be the most well attended meeting so far. It provided members the opportunity to bond with one another, learn and above all voice their expectations and suggestions from this Network. This annual event serves not only as a sound platform for networking but it is a unique learning opportunity under the presence of highly knowledgeable speakers.

## INAUGURAL SESSION:

### Chairperson's Message

After the recitation of Holy Quran, Chairperson-HRDN, **Mr. Roomi Saeed Hayat**, welcomed all the present members and guests. He shared his feelings by saying that like always this is a very special occasion for him "it reminds of the first year of the HRDN formation, in 1999, an Australian researcher told me, we will know if you succeed in setting up a network when you will be able to hold members meeting after 10 year, and I am glad to see a larger gathering of our members from all previous similar meetings. He further said that all across the world societies have transformed themselves by the intellectual economy, and with people like us are entering in an era where knowledge has become the sole unit that controls change and brings positive power, and prosperity. More than ever before, functions and role of HRD and Networking have become essential and in great demand. Academia, research centers and training institutes have become crucial for every country, which are not only responsible for knowledge and skill but for



nurturing the human resources.

This year our nation was hit by the worst natural disaster of our living memory. All civil society organizations contributed whole heartedly. HRDN in its own capacity has achieved a substantial milestone as it launched Pakistan Humanitarian Alliance (PHA) during floods. The PHA carried out Relief work in KPK and Northern Punjab and I deeply acknowledge the untiring contribution of our various members who volunteered and supported the flood victims through relief and early recovery. HRDN has done outstanding performance for resource generation to carry out its relief operations. It managed to forge partnerships with many donors and civil society organizations. Just to mention International Labour Organization (ILO), UNICEF and others.

Prior to the unfortunate event, In April HRDN arranged ATR in Beijing China. The trip significantly exceeded our expectations and proved a marvelous opportunity of building partnerships through international exchange programme for professionals.

This year HRDN also vigorously undertook the step to strengthen old ties and reconnected with



numerous old members.

HRDN successfully completed a very innovative project “Women Empowerment through Employment (WEE)” which was another major project during this year. WEE project really helped us and enhance our networking with corporate sector and academia.

Over a past few years, HRDN has emerged as one of the most potent dialogue building Platform of Pakistan. HRDN is very lucky to possess a powerful source of dynamic professionals who, not only participate but also support HRDN to explore new events. Although we are still facing challenges to ensure effective implementation of the collaboration framework; but with the help

of our members we will be able to overcome it.

He concluded his address with words “We grew, because we responded to the changing needs. We grew because HRDN competed, collaborated and changed and evolved accordingly. That is why HRDN stayed and that is why you are all here! We wish to explore new avenues with same vigor for the members of HRDN in the coming years and expect the same vitality in your support and ownership.

Roomi S. Hayat  
Chairperson

## PROGRESS REVIEW AND FUTURE PLANS HRDN YEAR ROUNDUP 2009-10:

Ms Fauzia Bilqis Malik, Executive Director-HRDN, presented an overview of the Network's performance over the last one year. She said that the Network is consistently growing both in terms of membership as well in programmes. HRDN is not only pursuing its core objectives in proactive manner, but is also vigilant about the sustainability of its programme. She added that the Network was facing two interlinked challenges, one; to ensure that the members' interests are adequately addressed and two; to bring more clarity in HRDN's mandate and sharpen HRDN's programmatic focus. In this regard she informed the audience about **Annual Trainers' Retreat Beijing China**, held in April 22 – 30, 2010 had schema **"New Paradigm: Moving from HRD to culture of Performance"**. She further mentioned about Thematic Forums held in different city chapters on following issues:

- Tao of Kaizen ,Conflict Management - Managing your Human Resources
- The Spread of Islam and Evolution of Mosque Architecture



- Peace Building Initiatives for Conflict Management
- Leadership Development Habits
- Climate Change and Gender
- Sensitizing Key Stakeholders on Green Jobs
- Institutional Excellence (Thinking Beyond Organizational Development)
- Capacity Gaps among CSOs in Handling Natural Calamities Achieving Work Life Balance
- Mainstreaming Decent Work

She also reviewed the trainings that had been organized in the year 2010

### HRDN Trainings

- "Digital Photography" - January, 2010
- "Advance Excel Training for Smart Professionals" - February, 2010
- "Participatory Rural Appraisal - Research Tools and Techniques for Development Practitioners" - April 2010
- "Emotional Intelligence" - June 2010
- "Hiring Smart-Behavioral and Performance Based Techniques"- August 2010



- “MS Project Application”- July, 2010

She also informed the audience about the other upcoming trainings to be conducted at HRDN:

### Upcoming Trainings

- “TOT on Disaster Risk Reduction and Disaster Risk Management” - 5 days training by HRDN
- Training Workshop on “Public Speaking”
- Training on “Change Management and Role of Line Managers”
- Training on “Protection against Harassment of Women at Work Place at 2010”

While sharing the details of other undertakings of the Network, she said that HR services has been provided and offered since last year. It is a unique aspect of Network as well equally beneficial for the job seekers. Further she gave

a brief summary of the projects that have been implemented successfully in year 2009\_2010. Capacity Building of the Govt. Officials in Buner, Women Empowerment through Employment (WEE) and Young Professionals Leadership Programme (YPLP) were the major projects of Network.

While signifying HRDN Achievements in year 2010, she concluded her speech by informing about launching of International Chapter in Kabul and city chapter Hazara, as well as about the Memorandum of understanding (MOU) with University of ARID Agriculture, Rawalpindi. But most significant is that HRDN has successfully achieved ISO Certification 9001:2008. She said that in a nut shell HRDN would continue its growth and the members would feel a positive change in the working of this Networking in the coming few years.

## REMARKS BY CHIEF GUEST

**Mrs. Sohaila Mushtaq**, Senior Joint Secretary retired, Ministry of Youth Affairs, Government of Pakistan and Chief Guest of the session, briefly addressed and expressed her delight on being invited and on given the opportunity of being a part of this network. She then chose to give a crisp deliberation upon youth problems and issues that Pakistan is facing in the current scenario. She also mentioned her few complaints to ministry of youth for not dealing well with the largest asset in the form of 66 million young populations. While elaborating this point she further emphasized on team building and objectivity of work as, “you first have to have goals then build a team, only then you may achieve the task”. This shows that there is a great challenge for HRD professionals particularly in Pakistan, which is at present the sixth largest country in terms of population. She said that this is a period of dramatic change in the society. In this scenario, the most needed work of the organizations like HRDN is extremely crucial. She stressed on the immediate need of institutional backstopping for current brain-drain phenomenon that is taking place and is surely detrimental for the country’s ability to meet the future challenges. She concluded her address

with these words “that HRDN mandate for capacity building is good enough and she would continue her support for HRDN”.

At the end of inaugural session, Chairperson HRDN presented a memento to the very dear friend of HRDN and member of HRDN since the inception **Dr. Sono Khanghrani**, who has spent many years in helping poor **communities** with extreme dedication and commitment. His untiring work was documented by the Govt. of Pakistan last year in the form of “**Tamgha-e-Imtiaz**” in recognition to his continued services in rural areas of Pakistan. Tamgha-e-Imtiaz was awarded to selected individuals for their valuable services in their respective areas. He has spent many years working for the development of people in the rural areas. He is currently working as CEO of Sindh Rural Support Organization (SRSO). It brought great honor to HRDN, since he is not only a member but a great supporter of the network. Unfortunately he couldn’t attend the meeting due to his sheer business; therefore, shield was presented to Mr Ejaz Khaliq member of board on behalf of Mr Khanghrani. Chairperson HRDN presented a Shield to the Chief Guest. **Mrs. Sohaila Mushtaq**.



## CHAPTER: 2

### Learning Session:

#### 1) Panel Discussions

The tradition of organizing capacity building activities in All Members Meeting was upheld in 11<sup>th</sup> AMM as well in the shape of consecutive panel discussions.

##### a) First panel discussion

Topic of first discussion was “**Visualizing HRD in Organizations**” where renowned experts, having in-depth understanding and knowledge on the subject were invited to deliver their fruitful thoughts, among the speakers were:

- **Dr. Manzoor Awan**, Director Operations, Sungi
- **Ms. Shahida Kazmi**, Director Human Resources, Riphah Islamic International Medical College Trust
- **Dr. Abdul Rab**, Programme Manager, Omer Asgher Khan Development Centre



**Mr. Saad Bokhari**, Assistant Attaché for Cultural Affairs in US Embassy facilitated the discussion as moderator. Each speaker was given 10 minutes to present his/her point on the subject followed by a detailed Q/A session.

- **Ms. Shahida Kazmi**, presented the presentation on “**Visualizing HRD through Resuscitation of Effective Internal Organizational Communication**” She said “Communication is Lifeblood for any Organization, if we could somehow remove communication flows from an organization, we would not have an organization”. While emphasizing on Internal Communication, she elaborated that internal communication deals with the exchange of information within an organization to create a shared understanding that drives the behaviors and actions needed to move the business forward. Good internal communication gets the message out, but great internal communication helps the employees to connect the dots between over arching business strategy and their role. When it’s good, it informs; when it’s great, it engages employees and moves them to action. Quite simply, it helps people and organizations to get better way. While enlightening key issues regarding Internal



Communication, she elucidated that the employees of an organization may find it difficult to communicate with each other due to some common problems like: Mission, Vision and Strategy Implementation, Delayed Feedback, Gap between requirement and delivery, Low Efficiency and effectiveness and Job Satisfaction. In this context she said that, problems may occur due to overloading, that is, reception of problems in such quantity that the receiver is unable to respond intelligently.

- **Dr. Abdul Rab** further gave a short and crunchy speech on Institutional Strengthening. In his discussion he focused on power of institution and attributes of a trainer, he gave a very insightful definition of a trainer as, “he is like a disco dancer who must be flexible, energetic and articulate to communicate his passion”. In addition he said that an organization without vision is not purposeful and organization is like a house whereas an Institution is a “home”.
- **Dr. Manzoor Awan** shared the schema of Partnership in his presentation. While elaborating the position of partnership, he argued about the role of Northern and Southern Organizations as well. He shared that Partnership has some particular aims and objectives such as: to save and protect lives of those who are in danger, now and in future, and to improve wellbeing of all as basic human right. Two Partnership Models, i) Donor Recipient model, and ii) Empowered Partnership was also discussed. However, he deplored the local partnership pattern rather

emphasized on Canadian and Norwegian practices of partnership. In this context he threw light on some Issues of Local Capacities that are:

- Local NGOs grow fast in emergencies but end up fragile once projects end
- Local NGOs asked for contributions – matching funds - knowing that they don't have funds.
- UN Cluster - local NGOs always marginalized
- Limited support for advocacy and long term development

He further elaborated the ways of how and what can be done for empowered partnership. At first place Replacing aid with Cooperation:

- Partnership beyond funding – long term collaboration for learning and action
- Power Shift: Accept the power of South in local Knowledge & capacities
- Value lower down the chain
- Negotiate Partnership: Honest and open debate on partnership
- All are accountable to beneficiaries and each other – HAP principles to be followed

He concluded his session while glimpsing on responsibilities of local network for effective result oriented partnership.

**At the end of discussion** Mrs. Sohaila Mushtaq presented a shield to the Panel Speakers. Dr. Manzoor Awan, Ms. Shahida Kazmi, Dr. Abdul Rab. Whereas Mr Roomi Hayat presented a shield to Mr Saad Bokhari.

## b) Second panel discussion:

**Civil society** is composed of the totality of voluntary civic and social organizations and institutions that form the basis of a functioning society, whereas **Mr. Khalid Hassan** from Winrock International chaired the Panel Discussion on “**Role of Civil Society towards the Vulnerable in Pakistan**”

- **Mr. Gulnizam Jamy** from World Bank conversed on Social Protection and Safety Net in Pakistan. He said in his opening speech that “Social Protection” is a system to ensure provision of social and economic services to the marginalized vulnerable groups and facilitating the “productive poor” to come out of the poverty trap. It is neither a substitute for economic growth nor it is limited to “charity” or “social welfare”. While giving a thorough details on Poverty in Pakistan, he shared his findings of Mixed trends, from 26.8% in 1992/3 to 34.5% in 2001/02 but declining thereafter to 23.9% in 2004/5 and rising again to almost 33% in 2005/6. Recent rise in prices of food and fuel has raised vulnerability levels to alarming proportions. There are number of support systems that are currently working in Pakistan however he deplored, and expressed



his appalling thoughts that, most of the government sponsored programmes are small sized and even ill-managed and do not cater for the needs of the entire vulnerable population (total expenditure on SP has been very low as compared to other sectors). He also revealed the sign of relief concerning **Benazir Income Support Programme**, as it is One of the largest SP programmes in the world with an annual outlay of about US\$ 1 billion invested by the GoP itself that Identifies beneficiaries for specific safety net programmes such as conditional as well as un-conditional cash transfers to poor and vulnerable, post disaster/conflict cash grants, skills development etc. He ended his discussion with the words that, “No government can continue unconditional cash transfer to millions of people each month, hence BISP has a “Graduation Programme” to enable its beneficiaries to get out of the poverty trap.

Recently Pakistan had to face the devastation in the form of heavy rain fall followed by flood, but Development sector took initiative to relief the victims of this calamity.

- **Mr. Naseer Memon** had shared his vision



on civil society response to disasters and future prospects. He highlighted in his short discussion the causes for certain natural disasters. He said that Pakistan has poor forestry resources and one of the lowest proportions of forest area in the world, current forest area is only 4.7% out of the total area of Pakistan and is depleting due to a number of threats including continuous cutting of forest trees and commercial exploitations.

Moreover, for a number of financial, technical, administrative, and political reasons, tree cutting in forests is more than the regeneration rates of trees. He expressed his threats related to tree cutting is one of the major causes of extreme weather change and uncontrollable floods. While wrapping up the session he said that there might be some ambiguous unnatural causes for flood in Pakistan which still needs to be discovered.

Not only Pakistan based but international organizations played their effective part in dealing this vulnerable situation.

- **Ms. Sahar Elsaadany** from 'RedR UK' discussed about "**Managing stress during disaster response**". She said that Pakistan has been plagued by a number of disasters in recent years. This year the country has been hit with the worst flooding. An estimated 1,500 people have died and it is feared that more than 2.5 million people are affected and in desperate need of aid following due to the mammoth disaster by the flood. While notifying activities she said that 'RedR' is

carefully monitoring the current emergency to establish the most appropriate response to support the humanitarian community in the country and is ready to issue an alert to its register of experienced humanitarian professionals, as agencies on the ground require additional expertise. Following the current crisis in the aftermath of the floods, it is recognized that there is a need for proper training to all involved in relief efforts to handle such situations in future. With limited resources and proper skills, human and material losses can be dramatically reduced. She said, RedR's programme delivers training across essential areas such as humanitarian coordination, security and humanitarian principles. Recent training has also focused on water; sanitation and hygiene (WASH), working with the global WASH Cluster, to improve coordination, emergency response and capacity in this field. She particularly emphasized on RedR's stress management training programme. She concluded her session with quite satisfaction that RedR helps through building the capacity of people and agencies in Pakistan. The current situation is a proof that RedRs' services are so vital for the community.

At the end of this second discussion Mrs. Sohaila Mushtaq presented the shields to the Panel Speakers, Mr. Gulnizam Jamy, Mr. Naseer Memon and Ms. Sahar Elsaadany. Mr. Roomi Hayat presented a shield to Mr. Tariq Ansari as memento of HRDN.

### c) Third Panel Discussion:

Last panel discussion was on “Sustainable Development through HRD”, Mr Terje Thodesen, from Norwegian Embassy moderated the last panel discussion.

- **Dr. Noor Fatima** presented her considerations on Sustainable Development through Corporate Social Responsibility. She said, Sustainable development refers to not only an economical development, but it also involves an economic, ecological and equitable development in the society. She expressed that now a day all people around the world have recognized a new concept called the corporate social responsibility” and this new concept involves the conduct and function of corporate persons. Therefore, it is extremely important for us to analyze and understand the link between corporate social responsibility and the sustainable development. While emphasizing on the very idea of CSR she also mentioned the examples of few developed countries, that the private sector of most of the countries are playing the leading role for the development of their respective country. Therefore, these private



sector business and companies have a great responsibility to drive the economic factors towards the sustainable development. In order to do so the companies must be economically profitable, legal, environmental friendly, ethical and socially supportive. If a company is going to take a decision, the triple bottom line (**profit, people and planet**) should be taken in account to construct a sustainable development supportive decision. She ended up with the quote that “Give the man a fish or teach him how to do fishing themselves to feed for life time”

- **Professor Amanullah**, gave a very brief account on Role of University and Academic Institutions in HRD. He mainly emphasized upon national language and also conferred on the worth of educational research. He also shared that few years back we were not aware of the research at university level but the trends have been changed and new concepts are being introduced and fused with education system. He further deprecated certain practices, such as importing the educational models from other developed countries that are not applicable or suitable in Pakistan. According to him it is a big dilemma which creates gaps and problems.



He exemplified that China is successful because it is strictly following the indigenous models of development.

He concluded with the example of Japan that Japanese have a barrel chested approach on two things: ***“don't change our language and don't change our institution”***.

- **Dr Manzoor Awan** delivered the presentation on **‘Tackling extreme poverty using a household-based approach’** on behalf of **Mr. Irshad Abbasi**, he mentioned that Poverty targeting is done in many ways; Ranging from community targeting to objective form based approach. Lessons from international experience suggest; i) Subjective/community based approaches tend to suffer from substantial targeting errors (exclusion and inclusion) ii) Current form based approach (poverty score card) can provide information about level of poverty incidence, however silent about aspiration based planning and implementation and iii) The quality of form-based approach critically depends on how it is designed and implemented.

He further mentioned about the Government Plans and strategies to reduce Poverty. However, Government poverty reduction Plans and strategies are deficient in two aspects; Reaching extreme and ultra-poor, and Aspiration based programs for extreme and ultra poor. Whereas,

NGO sector predominantly engaged at community level development (elite capture) while Few are involved with extreme and ultra poor through poverty score card mechanism (aspiration based development is a missing link). While elaborating the CHF SLA Approach he said this approach has multiple Dimensions: Development – commonly known as Household Based Sustainable Livelihoods Approach (SLA), which means see beyond the surface of a community's problems so we can detect the positive assets it already possesses. This unique approach helps to identify hidden assets, untapped potential, networks of people, skills and resources — all of which give communities the power to transform themselves and to create stable and sustainable livelihoods. At the end of last panel discussion Mrs. Sohaila Mushtaq presented shields to the Panel Speakers, Professor Amanullah, Dr. Noor Fatima and Dr. Manzoor Awan. Mr. Roomi Hayat presented a shield to Mr. Terje Thodesen as memento of HRDN and his valuable participation to the event.

After panel discussions, a thorough question & answer session took place. **Mr. Anser Nawaz Chattha**, BOD Member of HRDN facilitated this session. All members had an equal participation in this session and asked thought provoking questions and were entertain with comprehensive answers in return by the speakers.

## 2) Networking Discussion:

The core theme of HRDN is to strengthen networking and to keep the members from all over Pakistan and abroad intact, linked through a thread called membership. **Ms. Seemi Kamal**, from Aurat Foundation made her deliberation on Network and Networking – Challenges and Opportunities. She said it's not what you know but who you know that makes the difference and this is networking which spurs from network. There are certain kinds of networks: i) Staff-managed network, ii) Volunteer driven network

iii) Professional driven network, iv) Corporate – sector driven network, v) donor-driven network. She further elaborated different types of network that includes informal network, formal network, institutional network, evolved network, network of networks and Alliances of coalition partnerships. She also mentioned about different dynamics of the network that are non-hierarchal, revolving leadership, extensive coordination and cooperation. She ended up her session while emphasizing on the qualities of network.



## CHAPTER: 3

### Concluding session

#### Recognizing the collaborators of the year:

Recognizing the efforts and active participation awards were given to the following members:

#### Individual Members:

1. Mr. Anser Nawaz Chattha for facilitating the opening session today
2. Dr. Amena Hassan – ATR in China
3. Tariq Ansari - for his continuous support for ISO Certification
4. Malik Fateh Khan – Regular support to HRDN in various ways
5. Mr. Javed Malik – support in organizing AMM
6. Waqar Haider Awan - for his continuous support to HRDN
7. Kashif Abbas Mirza - for his support during HRDN Flood Relief Activities
8. Abdul Malik - for his continuous support during HRDN Flood Relief Activity
9. Javed Malik – 11th All Members' Meeting + HRDN Flood Relief Activity



#### Organizational Members:

10. Muhammad Ali Jinnah University: 11th All Members' Meeting – Dr. Anwar Chishti, Dean MAJU
11. SPO: 11th All Members' Meeting – Mr. Naseer Memon
12. Sindh Rural Support Organization (SRSO): 10th AMM and 11th All Members' Meeting – Dr. Sono Khanghrani
13. National Institute of Rural Management: for their logistics support in different HRDN events – Mr. Agha Ali Javad / Malik Fateh Khan
14. Balochistan Rural Support Programme – for support to the All Members' Meeting – Dr. Shahnawaz Khan

#### Awards to the Best Performing City Chapters during this year:

15. Civil Society Resource Centre: HRDN Karachi Chapter
16. Saibaan Development Organization: HRDN Hazara Chapter

During the Flood response programme, HRDN



has received great cooperation from various members individually as well as organizations and following groups:

17. Ayubians Student Forum - for their help and support during flood relief
18. Malik Hassan Akhter Awan - for donation of medicines
19. Aman Ullah, Ministry of Health – for donation of medicines

**Dr. Anwar F. Chishti**, Dean Muhammad Ali Jinnah University, as the host for this event presented the vote of thanks to chief guest and the participants for providing such valuable guidance to the Network for its future interventions.

The event came to an end with this session.



## Suggestions by Members:

### Initials for AMM

- AMM plan should be email /sms to all members at least two weeks before the event.
- The theme of AMM should be like strategic planning for HRDN or yearly plan, SWOT analysis etc, and should also be communicated to members on invitation card.

### Venue Selection

- Venue should be easily accessible to all members, pick and drop arrangement should also be made.
- All the arrangements regarding logistics, presentation arrangements, seating, sound arrangements, multimedia, light, back up arrangements etc. should be checked in advance.

### The start

- It's rightly said that first impression is the last impression.
- So a good start can be very effective to meet the objectives of AMM.
- It's better to start with a video or pictorial presentation like HRDN biography (Documentary).
- The progress history view, events financial resources, Accounts presentation graphically and AMM pictures of all the last years pictorial group photos.

### Anchor Person

- A very smart and expert personality should be Anchor person of the AMM.

## Presentations

- There must be a few presentations that should not seem to be a workshop/training session. All the presenters should be given a format and time for presentation.
- Some NGOs or organization's representative also member of HRDN should be invited to introduce their organization activities and how they can promote HRDN as their partner.

### Members Must Be Acknowledged to Be a Part of HRDN

AMM should not seem to be dominated by few faces. All the members should be equally treated and acknowledged to be part of HRDN. For example we can have activities like:-

- Certificate distribution to 5 years or 10 years plus members (Oldest members)
- Free Lucky draws gift hampers for members
- Any High Achievement of the member in last year.
- Most volunteer member of HRDN
- Gifts to HRDN, can be place in Gallery can be made at HRDN office
- New members introduction
- Special events of member in the whole year, marriage, death, some win of prize in any field etc.

### Other Suggestions

- Website can be improved.
- Training skills free sessions
- Different clubs and competition like photography club, Art club, hiking club, game club, cooking club etc.

## ANNEXURE 1: PROGRAMME

01:30 – 02:00 Registration & Networking with Tea

### INAUGURAL SESSION

02:00 – 02:05 Recitation of the Holy Quran  
 02:05 – 02:15 Welcome Address  
 02:15 – 02:30 HRDN Roundup in 2009  
 02:30 – 02:45 Remarks by Chief Guest  
 02:45 – 03:00 Group Photo

### WORKING SESSION

03:00 – 03:30 **Panel Discussion on “Visualizing HRD in Organizations”:**

- Principles of Partnership – Dr. Manzoor Awan, Sungi
- Visualizing HRD through Resuscitation of Effective Internal Organizational Communication – Ms. Shahida Kazmi, Riphah University
- Institutional Strengthening – Dr. Abdul Rab, OAKCD
- Questions

03:30 – 04:00 Network and Networking – Challenges and Opportunities

04:00 – 04:30 **Panel Discussion on “Role of Civil Society toward Vulnerable in Pakistan”:**

- Social Protection and Safety Net in Pakistan – Mr. Gulnizam Jamy, World Bank
- Civil society response to disasters and future prospects – Mr. Naseer Memon, SPO
- Managing stress during disaster response – Ms. Sahar Elsaadany, RedR Uk
- Questions

04:30 – 04:45 **Panel Discussion on “Sustainable Development through HRD”**

- i. Sustainable Development through Corporate Social Responsibility – Dr. Noor Fatima, NEPRA
- ii. Role of University & Academic Institutions in HRD - Dr. Amanullah, Riphah University
- iii. Tackling poverty through Household based Approach - Sustainable Livelihood Approach –Mr. Mansoor Awan ,CHF

### Questions

04:45 – 05:00 Open Session for Comments and Questions by members  
 05:00 – 05:15 Recognition Awards  
 05:15 – 05:20 Vote of Thanks  
 06:30 – 09:30 Dinner and Musical Evening

## ANNEXURE 2: LIST OF PARTICIPANTS

Sr.	Name	Organization
1	Mr. Shahid Iqbal	Comsats Institute of Information Technology
2	Mr Tariq Mehmood	Pemra
3	Mr. Khawaja Tariq	N-IRM
4	Mr. Gul Najam Jamy	BISP
5	Mr. Farrukh Javed Kazi	Ministry of Industrial
6	Mr. Abdul Mateen Janjua	ILO
7	Mr. Moazzam Jan Bakhair	National Institute of Electronics
8	Mr. Aneela Shahid	Iqra university
9	Mr. Zeeshan Ahmed	PRSP
10	Mr. Anwar-ul-Haq	N-IRM
11	Mr. M.Zaheer	Freelance
12	Mr. Mohammad Mansha	ZTBL
13	Mr. Syed Ijaz Hussain	Free-lancer
14	Mr. Mati-ur-Rehman Bangash	Karwan
15	Mr. Saud Mahboob	YDC PEEF
16	Ms. Noshaba Karim	Pak Poverty
18	Mr. Mati-ur-Rehman	Karwan
19	Mr. Mohammad Tahir	GRAP
20	Mr. Abdur Rashid Ch.	DOVE
21	Mr. Qazi Zeeshan Salim	Bank Al-Falah
22	Mr. Naseem Shoaib	S.D.S
23	Mr. Badar-ud-Din Qazi	UBL
24	Mr. Sarfaraz Hussain	Agriteam Canada
25	Ms. Fatima Zafar	Awaz CDS Foundation
26	Ms. Sabahat Yasmin	Freelance
27	Mr. Amer Yousaf	NAYMET
28	Mr. Haroon	NAYMET
29	Mr. Shahid Nazir	Human Appeal International
30	Dr. Shah Nawaz	BRSP
31	Mr. Sadaf Tahir	SUNGI Foundation
32	Mr. Imran Dogar	SUNGI Foundation
33	Ms. Shahida Kazmi	Riphah International university
34	Ms. Mashal	Riphah International university
35	Ms. Rizwana Wariach	UNDP/ERRA
36	Mr. George Chughtai	N-IRM
37	Mr. Amjad	MAJU
38	Mr. M. Saboor	MAJU
39	Mr. Umar	MAJU
40	Mr. Mohammad Abdul Bari	N-IRM
41	Mr. Rana Nasir Subhani	PEEF
42	Mr. Shahid Imran Khan	National Education Foundation
43	Mr. Haider Ali Durrani	Alcatel
44	Ms. Huma Sidqqi	HANDS
45	Ms. Rizwana Khattak	UNFPA

46	Ms. Hammad Akhtar	Ghazali Education trust
47	Mr. Ismail Jan	Hashoo Foundation
48	Mr. Adnan Shehzad	WESS Quick
49	Mr. Nasar Iqbal Butt	SGAFP/NRSP
50	Mr. Mujahid Khattak	Youth Resource Centre
51	Mr. Asad Majeed	Khushhali Bank
52	Mr. Tariq Ansari	Total Quality Consultant
53	Ms. Samina Chaudhary	COMSATS Institute of Information Technology
54	Mr. Muhammad Sajid	Bunyd foundation
55	Mr. Roomi S. Hayat	HRDN
56	Ms. Uzera Nishat	SPO
57	Ms. Robeela Bangash	HRDN
58	Mr. Abdul Rab	Sungi Foundation
59	Mr. Afaq Zeb Awan	SME Bank
60	Ms. Rifat Shams	HRLC
61	Mr. Abdul Hameed	GRDP
62	Mr. Muhammad Noman	Faysal Bank
63	Mr. Asad Ijaz	N-IRM
66	Mr. Rizwan Qazi	N-IRM
67	Mr. Shahid	N-IRM
68	Mr. Affan	N-IRM
69	Mr. Arif Naseer	MAJU
70	Mr. Raja Afaq	MPAP
71	Mr. Anis Danish	CSRC
72	Mr. Mubashar Nabi	Children First
73	Mr. Abdul Malik	Freelance
74	Mr. Javaid Malik	Establishment Division
75	Mr. Rashid Ahmed	RCDS
76	Ms. Kaneez Fatima	SRSP
77	Ms. Irum Fatima	PHKN
78	Mr. Babar Khan	PHKN
79	Ms. Bushra Nazli	PIPS
80	Mr. Husnain Ghazali	Inovative Consultant
81	Ms. Grace T. Sheikh	UNIFEM
82	Mr. Tehsin Abid	CWS
83	Ms. Sahar Elsaday	REDrUK
84	Mr. Amir Bokhari	JICA
85	Mr. Sahibzada Jawad	Saibaan Development Organization
86	Mr. Fayaz Ahmed	Jinnah College
87	Prof. M.Aman ullah Khan	Riphah University
88	Mr. Imran A Shazad	Fauji Foundation
89	Brig. Muhammad Aslam	MGCL
90	Mr. Imtiaz Shaheen	NCHD
91	Mr. Iqbal Malik	HDF
92	Dr. Imad A.Khushk	RDF
93	Mr. Arshad Akif	ASK Development
94	Mr. Abdur Rehman	GRDP

95	Mr. Rahim Bakhsh Khetran	SEED
96	Mr. Sardar Riaz	AJKRSP
97	Mr. Attique-ur-Rehman	AJKRSP
98	Mr. Waqar Haider Awan	CHRS

### List of Guests:

Sr.	Name	Organization
1	Amir Zafar	MAJU
2	Saad Shafiq	MAJU
3	Omair Arif Wazir	MAJU
4	Ammara Rashid	Hashoo
5	Simi Kamal	Aurat Foundation
6	Sajjad Haider	Q.A.U
7	Yawar Hussain	MAJU
8	Bilal Niazi	MAJU
9	Toufeeq	MAJU
10	Abdul Sammad	MAJU
11	Hammad	MAJU
12	Khuram Riaz	AKF
13	Amir	A.P.S
14	Amman Ullah	MOH
15	Safia Warraich	Casual
16	Badar	Casual
17	Abdul Samad	Casual
18	Adeel Ch.	Casual
19	Riaz Ahmad Sajid	NRSP-IRM
20	Nadeem Abbas	N-IRM
21	Kafait Hussain	N-IRM



## Human Resource Development Network

House No. 41, Street No. 56, Sector F-6/4, Islamabad, Pakistan

Tel: (+92-51) 2828259, 2821767 Fax: (+92-51) 2826540

Email: [info@hrdn.net](mailto:info@hrdn.net) Website: [www.hrdn.net](http://www.hrdn.net)

