



# 17<sup>th</sup> Annual Trainer's Retreat (ATR)

April 25 – 30, 2015



# MOSCOW, Russia

Last date for Registration: February 27, 2015



**HRD** Human Resource  
network Development Network

## Annual Trainer's Retreat (ATR)



The Annual Trainers Retreat is one of HRDN's regular activities conducted every year. The 17<sup>th</sup> ATR was organized from 1<sup>st</sup> -7<sup>th</sup> May 2015 in Moscow Russia with the objective 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. Additionally, enhance their skills and knowledge through experience sharing and cross-fertilization of ideas and refresh themselves in a joyful environment.

In order to maximize the learning element a conference was scheduled for the trainers. The conference major objectives were as: -

- Promote culture of people to people contact for improving the quality of efforts in developing human resources
- Develop broader understanding on thematic issues relating to human resource development and capacity building
- Establish industry standards in training
- Sharing best practices
- Provide learning exposure to Trainers in a joyful manne

# Proceedings of the Conference

## Inaugural Session

### Welcome & Objective of the event

The proceeding was started with the recitation of the Holy Quran. The distinguished board member of HRDN Mr. Sahibzada Jawad Khan recited verses from the Quran.

Mr. Suhail Awan, Executive Director, HRDN was invited on the stage to formally welcome all the 17<sup>th</sup> ATR participants and to share the objectives of the event. In his address, he warmly welcomed all the participants and paid special gratitude to the special guest Dr. Mojahid Mirza (currently working with International Information Agency “Russia Today” in its section Saputnik Urdu), Chief Guest Mr. Vladimir Mikheev (who was a Professional Journalist with 30 years’ experience in print and electronic media) and Mr. Roomi S Hayat, Chairperson HRDN. He further shared the agenda of the conference “**Youth & Human Resource Development: Pak-Russia Context**” and urged the participants to discuss and share their views on the challenges of Pakistani Youth.



Before inviting honorable guests, Mr. Awan invited Chairperson HRDN Mr. Roomi S Hayat for welcome address to the conference participants.

## Keynote Address

### Roomi S Hayat:

Mr. Hayat formally welcomed all participants on 17<sup>th</sup> Annual Trainers Retreat (ATR). He further shared that Annual Trainers Retreat was indeed a legacy of learning and a flagship regular event of HRDN to bring together members of the Network and to provide them an opportunity to interact with individuals from varied cultural backgrounds, learn new development approaches, share and implement the best practices in their sphere of work.

While highlighting the theme he said that, theme for this year’s ATR Conference revolves around *Youth & Human Resource Development* with a focus on People-to-People interaction and finding out areas of Cooperation in Human Resource Development and Education.



He added Moscow had a very rich history and he believed that organizing the ATR here in Moscow is a wonderful opportunity for all of us to learn from fascinating history of this marvelous country and also explore the amazing places that we have heard about since our childhood.

Discussing the current situation of Pakistan, he shared that during the last decade, the higher education in Pakistan had improved considerably. However, there was still a huge gap, which needed to be filled. We were mindful of the fact that our students lacked one important thing, and that was exposure to other cultures. Exposure to different cultures helped students worked with people from diverse backgrounds and learned the art of life skills. Exchange programs for students and professionals also helped strengthen people-to-people contacts among members of different civilizations that promoted tolerance and harmony as well as learning and implementing best practices.



At the end, he conveyed especial thank to guests from Moscow for honoring the invitation and for being there and he said, he hoped that our members from Pakistan would enjoy the trip as well and congratulated the Team HRDN for successfully organizing this year's ATR and thanked members of the Network for their enthusiastic participation in it.

Mr. Awan invited to Dr. Mojahid Mirza to share his experiences regarding challenges of Pakistani Youth; as Dr. Mojahid was serving in Russia since many years.

## **Learning Session I**

### **Address by Guest of Honor**

#### **Dr. Mojahid Mirza**

After a brief introduction with participants Dr. Mojahid shared that youth was important segment of society; he said that he was not against the capitalism but we had to concentrate what and how questions in terms of thinking about development of youth. . Increasing number of youth was always a problem if we could not provide them better facilities and opportunities; and he added that he was very concerned about its youth and following are the major challenges of today's youth:-

- Week Education System – focus is not on seeking knowledge but on passing examination.
- Level of Education – its all depends on knowledge you are giving; it also depends on what and how you cop it with the future challenges.
- Frustration of Youth – it’s because of disparity, bad economic situation of the country, so need to know how to make it favorable for the society.
- Role of establishment and NGOs are very vital for the youth and need to lot of work on this.
- Financial Resources – Financial constraints are very critical in the development of youth, we need to boost the financial resources of Pakistan.
- Mental Approach of the youth is below standard in Pakistan and to cop this issue we need to think liberally.
- Opportunities Dr. Mojahid also shared that there are tremendous opportunities available, government, Private sector, NGOs they can increase the opportunities and they should strive to explore more jobs opportunities for youth. Although NGOs are under developed now but they are in position to do something for youth.
- What to do:-
  - Need to create Discussion groups at Mohallah, Town and city level
  - Need to develop book reading habits among youth besides the improvement and develop the library culture.
  - Students unions created difference in past; we need to reform and urge youth to be part of these.
  - Lessons from the Russian society is healthy and liberal life style of society, think liberal and do liberal is key to success
  - Need to break down the cultural taboos
  - Avoid to impose the religious believes on youth.



## Learning Session II

### Talk by Chief Guest

Mr. Awan finally invited to Chief Guest **Mr. Vladimir Mikheev**, to share his experiences related to youth challenges in the perspective of Russian society. Mr. Vladimir thanked to participants and HRDN to invite him for today conference and formally welcome to all participants in Russia. While sharing the challenges of Russian society and Youth, he expressed that since mid of 19<sup>th</sup> century Russian society faced many challenges but despite of all difficulties, Russian society excelled in field of science.



Its engineers and scientists made some notable inventions such as they designed first modern aircraft in 1957 and Russian scientist contributed 70% in the development of the country. He further discussed the factor, which effected any society, these are:

- Strong Democracy
- Decentralization
- Public Private Partnership
- Size of population
- Youth need skilled and employment opportunities
- Education and women participation is also very critical and important aspect in the development of the human resource of any nation.



## Closing Session

In the closing session, the participants of the ATR worked in groups and compile recommendations and suggestions to improve the membership of HRDN and to increase female participation in the Network. At the end Mr. Awan thanked the Chief Guest, Guest of honor and participants for attending the conference

