

HRDN Programs

1. Capacity Building Programme

HRDN being a network of members has a rich resource pool of trainers and professionals. This makes HRDN a kind of network that can provide services to multi-sectoral beneficiaries. A number of professionals from development sector, academia, government, media and corporate sector are benefiting from HRDN's diverse and dynamic Capacity Building Programme. HRDN's capacity building programme has three major components including;

a. Training Calendar:

That is designed as per the upcoming demands from the valued members as well as the new requirements and trends in the sectors. These trainings are usually from 1 day to 5 days.

b. Customized Trainings:

These trainings are designed as per the requirement and needs of various organizations among Donors, INGOs, NGOs and corporate etc. **Training Needs Assessment (TNA)** is conducted in majority cases, if required. Such trainings can be for the organizational staff, partners or at the community level.

c. Comprehensive Training Programme for Implementing Partners:

Such programme is planned as per the requirement of the Donors and INGOs for their implementing partners. This is customized as per the requirement under a project or programme. In most cases a **TNA** is required to be conducted at the start. This can vary from months to years. It is planned on the **on-job** methodology where **formal training** is coupled with **mentoring** and **follow-up** after the trainings. This is highly appreciated and effective.

Trainings organized at HRDN include a wide range to suit the needs of individual as well as organizational members from development sector, government, media, academia, corporate sectors and more. Some of the most popular training categories are listed below. For details, check the Training Calendar:

- Training of Trainers
- Institutional Development
- Project Cycle Management
- Proposal Writing
- Report Writing
- Life Skills Trainings
- Career Development Trainings
- Team Building Skills

- Gender Equality and Sensitization
- Corporate Social Responsibility for Organizations
- Leadership and Managerial skills
- Financial Management Skills
- Technical and Vocational skills

Training Quality Standards: HRDN is the first organization in Pakistan that has developed quality standards for training. These standards are followed by different training institutions for improvement in their programmes. HRDN has a major focus on improving the quality of trainings for its members and by the members.

2. Leadership Development Program

HRDN has a special focus on designing, developing and conducting leadership programmes for students, which provides a launching pad for the participants to fly high in their respective careers. **Young Professionals Leadership Programme (YPLP)** was implemented for two years with the financial Support of Norwegian Embassy. For details see Projects. **Women Empowerment through Employment (WEE)** was implemented for nearly a year with the financial support of USAID JOBS project through Care International Pakistan. For Details see Projects. Now HRDN is planning a comprehensive **Internship Program** for the training of young students before entering the jobs market. Details will come soon. Now HRDN has also launched a lecture series of one day **training on self actualization** with interactive methodology and debate with comparative approach on Philosophy, Psychology, Social Sciences and Theology.

3. Networking

HRDN has years of experience in organizing networking events, that includes mega events like **International HRD Congress (IHD), Annual Trainers' Retreat (ATR), Trainers' Jamoree (JAM), All Members' Meeting (AMM), Thematic Forum**, various conferences, seminars and much more. HRDN has expertise in organizing and managing mega events at national and international level. Among the **Social Events**, HRDN organize Gala dinners, Iftar Party, Eid Milan Party, concerts for cause, Photography picnic, walks, members get together, exhibitions and much more.

4. Research

HRDN participate in research initiatives and assignments, jointly with the member organizations and professional members. The kind of research studies conducted by HRDN include:

- Baseline studies and surveys
- Assessments and evaluations (assigned by Donors, INGOs and Institutions)
- Anthropological and Sociological studies

- Research based surveys
- Focus Group Discussion Manuals
- Pre and Post project assessments and evaluations

Research studies are documented and published as required.

5. Advocacy

HRDN has been part of the advocacy campaigns jointly with other member organizations. Policy Advocacy is one of the objectives of the network. International HRD Congress is a major event that leads to policy Advocacy on major national themes.

6. Documentation and Publications

Beside other IEC material, HRDN publishes quarterly newsletter ILLUME on various themes. Different topics regarding Human and Institutional development are covered through interviews and articles of scholars and experts. Moreover the reports of different events are published for dissemination including International HRD Congress, AMM, ATR and Research Studies. HRDN has recently started E-newsletter to update its members on regular basis of the activities and upcoming attractions. This is circulated through email. HRDN Publications are uploaded on the website and can be sent through email on demand.

7. Resource Library

HRDN also strive to continue information sharing of the overall development approaches, achievements of its members and the organizations. This is done through the following;

- Resource Library at the Secretariat
- E-Library managed by US Embassy
- Online sharing of documents through website and social pages
- Sharing of Special Reports through emails

8. Humanitarian Assistance

In order to respond the major disasters faced by the people of Pakistan, HRDN also took part in the humanitarian assistance activities, In most cases jointly with the member organizations as well as on its own. To further strengthen the support for the member organizations in building a comprehensive and sustainable program for Humanitarian Assistance, HRDN initiated and is leading **Pakistan Humanitarian Alliance (PHA)**. HRDN is well experience in managing, relief, and

early recovery and rehabilitation initiatives. HRDN is leading and managing the “Pakistan Humanitarian Alliance” (PHA) jointly with 10 other organizations as members. Objective is firstly to provide humanitarian assistance, along with building capacities of organizations and individuals in relief, recovery and rehabilitation. PHA has channeled a great deal of relief goods to the highly deserving communities, in collaboration with member organizations. A number of projects have been implemented in partnership with national and international organizations. HRDN also organize fund raising events for this purpose and collect donations.

9. Project Management

HRDN implements projects regarding community uplift through capacity building in partnership with different organizations. The projects are implemented both independently and jointly with member organizations as per need.

HRDN has executed different research and capacity building projects in partnership with other organizations. The partners include UNDP, ILO, Save the Children UK, Canadian Red Cross, World Vision, Caritas International, USAID, Care International, Action Aid Pakistan UUSC, NRSP, Packard Foundation, ESMA-AJK, AKRSP, ERNP, IUCN, AKFP, Norwegian Embassy, UNESCO, UNICEF and more.