



Human Resource Development Network



Second All Members Meeting

August 25-26-2001

Venue: Dream Land Motel Islamabad

Prepared by



**Syed Ali Jaffar
Focal Point
HRDN Secretariat, Islamabad**

A few glimpses of the meeting





Contents

1. Objectives
2. Proceedings
3. Address by the Chairperson
4. Address by the Chief Guest
5. Progress of the HRDN
6. Issues and Concerns
7. Operationalizing HRDN
8. Team Building and cohesiveness
9. Training Terminologies
- Logical Frame work Analysis
10. Chief Guest
11. Planning visits to Thailand and Nepal
12. Formation of ICCC
13. List of participants

Objectives of the Meeting

The HRDN Second All Members Meeting was held in Islamabad on August 25-26, 2001 at Dream Land Motel Islamabad.

The main objectives of the meeting were to review the progress and achievements of the Network in the light of its mission statement.

The basic idea of holding an All Members Meeting, was to provide an opportunity to the members to get together, share their experiences with each others and to generate new ideas for the enhancement of their professional skills. Another objective of this event was to identify issues and concerns confronting executive committee in running the Network. All members meeting is provided an opportunity to find out the solutions to various problems and to make new suitable decisions to solve the problems. Among the various issues, which were discussed, the issue of generating funds for the sustainability of the Network was also discussed. The progress of the Network was reviewed and discussions were made to find out ways to expand the Network and make it more efficient while identifying the major hurdles in its way. HRDN being a voluntary organization, it is necessary to generate funds for its operations. The General Body deliberated upon various the possibilities for funds and donations.

Proceedings

Day One:

The HRDN Second All Members Meeting started on August 25, 2001. After the registration and settlement of the members the meeting took a formal start with the recitation of Quran.

The Chief Guest Mr. Ghalib Nishtar President Khushhali Bank arrived on 0930hrs. Ms. Shahida Tanveer Ahmad Programme Officer NRSP-IRM presented a welcome address. She requested the chief guest, Chairman and other panel members to come to the stage and take their seats. She then invited Mr. Roomi S. Hayat Chairperson of the HRD Network to deliver his speech.

Address by the Chairperson

Addressing the forum and Chief Guest, Mr. Roomi S. Hayat presented a brief history of the Network and talked about its progress and achievements. He also talked about local and international chapters.

Funds

He informed the General Body that in order to meet the financial requirements of the Network operations and to achieve certain goals and objectives, funding proposals have been sent to the different organizations such as ActionAid and AKF. He said that the Executive Committee was hopeful in getting funds for long-term. In order to get funds and donations he said that it is the requirement set by the donors to register the organization, so we have begun registration under Registration of Societies Act of 1860.

He also talked about the salient features of the Network and its goals such as:

Information Clearing House

He described the Information Clearing House as an important feature of the Network through which information about research resources, research articles, jobs and training resources and opportunities and many others for the knowledge and awareness of the members.

Executive Committee Meetings

The Executive Committee is met regularly to plan out various activities and to keep the Network operational on efficiently.

Web based Database

Mr. Roomi S. Hayat said that the Executive Committee is working to develop a web-based database to put all the information about the members on it along with other important information.

International Visits

To promote the Network and to provide the members an opportunity to learn more about the Human Resource Development in different countries the Executive Committee of the Network is planning international visits. Currently the Executive Committee is working to make a plan for a visit to Thailand and Nepal.

He added that we have approximately 100 members of which 70 are individuals and 30 organizational members and we hope that Khushhali Bank will also join us as a member.

He further added that the basic objective is not to look for money but to enhance HRD capacity. In the end he told the forum that HRDN was planning an international session in which its international members, scholars and other intellectuals were to be invited to discuss the effects of I.T. on HRD in the developing countries. Support from Khushhali Bank is was expected.

Address by the Chief Guest

After the address of the chairperson, the Chief Guest **Mr. Ghalib Nishter** was invited to address the meeting.

In his speech, the Chief Guest Mr. Ghalib Nishter said that the economy of a country is based on the quality of the human resource skills and education. He added that to improve the economic conditions in Pakistan we must develop the macro economic, socio economic and poverty alleviation through improving the quality of HR. In his speech Mr. Ghalib Nishter appreciated the spirit and objectives behind the HRD Network. He encouraged the joint efforts of the all the participant members and he formally opens the session for further proceedings. At the end the chief guest was presented a shield. All the HRDN members had a photo session with the Chief guest before his departure.

Progress of the HRDN

by Ms. Robeela Bangash

In this session Ms. Robeela Bangash (RB) presented the progress of the HRDN. The main points are given below:

- The Network is likely to be registered under the Societies' Registration Act and Mr. Waqar Haider Awan had been appointed as Legal Advisor.
- New brochures of the Network have been printed with more details on the Network's objectives. This was made possible through funds contributed by GBTI. She thanked GBTI for the donation of Rs. 25,000/-
- Proposals for long-term funding were sent to ActionAid and AKF. The proposal with ActionAid is accepted for three years support by paying an amount of Rs: 14,00,000/-
- Information Clearing House is working to disseminate the information on regular basis.
- The Executive Committee is planning for experiential visits to Thailand and Nepal.
- Staff has been appointed to run the operations of the Network on a part time basis.

Mr. M.A. Cheema added to the progress:

- The number of members has increased which should be considered an achievement.
- HRDN provided consultancy services to JBIC and as a result received Rs. 1,00,000 as part of the consultation fees for HRD Network (5% the total amount)
- We are now trying to develop a directory of institutions and database of professionals. The secretariat has provided questionnaires and circulated among members. Data received is being computerized.
- HRDN has organized two all members meetings coupled with a few technical sessions.

- Above all we are all contributing as volunteers and with coordinated efforts we will make further improvements.

Issues and Concerns

by Ms. Aqeela Nadeem

During this session Ms Aqeela Nadeem (AQ) talked about issues and concerns confronting the Executive Committee regarding the Network's operations. AQ said that the Executive Committee had been involved from the beginning as volunteers. In order to take care of the financial constraints the NRSP has hosted HRDN for the past two years.

Cards were distributed among the members to write down their issues and concerns. Following are the issues and concerns shown by the members:

- Direction of the HRDN is not clear.
- E.C members are shy to accept their responsibilities.
- Non- serious attitude of E.C members.
- Financial constraints.
- Funding activities are planned but not initiated.
- Participation ratio of members is not sufficient.
- Planned targets are not yet achieved.
- Executing meaningful activities for HRDN.
- A plan of activities should be developed for the sustainability of HRDN.
- Lacking coordination between the Executive Committee and General Body.
- A long-term strategy should be developed for the sustainability.
- There is a need for the projection of HRDN newsletter and web site.
- Network should work for the capacity building of the members.
- HRDN is a voluntary organization but have fewer volunteers.
- Communication mechanism for information should be inbuilt in HRDN.
- Slow pace of activities.
- Lack of information.
- Lack of interest among members.
- The members should be provided with more opportunities to meet each other.
- Goals of the HRDN should be clearly specified.
- What if the proposals are not accepted.

Mr. Manzoor Khaliq suggested that all Executive Committee members should come and present the work conducted for HRDN to be reviewed by the General Body. He also suggested that those Executive Committee members who feel that they are unable to devote time to the HRDN should voluntarily resign. If the General Body is not satisfied then new Executive Committee members should be elected.

Ms. Afshan Tehseen pointed out that the following issues and concerns:

- a. Funding
- b. Recognition
- c. Memberships

Dr. Naila said that it takes time to build an organization. We should try to build trust and confidence.

Operationalizing HRDN

by Mr.s Grace T. Shaikh

The main topic of the session was "How do you want to see HRDN in 2006 (next Five years)". Mr.s Grace T. Shaikh (GTS) conducted a card exercise to collect suggestions of all the participants.

Many suggestions were made such as:

Mr. Zulqarnain Rafiq from SDPI suggested that it should work like a HRD Institute or University to address the training needs of the HRD professionals in different sectors and should develop practitioners.

Another member said that it should operate as an information-sharing center, which is a part of its objectives. It should be sustainable organization accessible for all at grass root.

In order to summarize the different suggestions Mr. Mahmood Akhter Cheema shared his opinion that it should have reputable members so that it is a reputable and sustainable institution.

Ms. Afshan Tahseen said that HRDN should function as a network rather than an institute.

Mr. Arshad Akif felt that HRDN was a society or a platform for different organizations.

Ms. Grace T. Shaikh suggested a four-step format for action planning:

1. Members Benefits
2. Functions
3. Funding Sources/ Resources
4. Structure/ Coverage/ Governance

Group exercise for Action Planning

All the participants were divided into four groups and were given the above topics for action planning. Following are the salient features of the presentations of all the four groups.

Group 1: Functions

Discussions were made on the following points:

- All members Annual meeting as a regular features at least once a year should be arranged.
- Sharing of Training Materials and modules should be practiced among the member organizations and individuals.
- Members' and organizational profiles should be updated regularly
- To ensure capacity building of members
- To strengthen the Information clearing house, making it operational
- Establishing a Resource center
- Establishing a database of members
- Exchange/ Study / Exposure visits
- Sharing experiences, expertise and resources
- Sharing minutes of Executive Members meetings with all the members

Group Two: Funding Sources / Resources

The group came up with the suggestions given below:

Particular Activities	Enabling Objective	Resources Required	Means
Members	Strengthening the network pool Human & economic	Effective communication Awareness	Active Internet communication data base, and newsletter, leaflets etc
Organizational membership	Pool in resources (material, economic, expertise)	Trainers' material, logistic support.	Pick up cost and other assistance