



INSTITUTE OF RURAL MANAGEMENT

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H R D C O M M U N I Q U E

HRD COMMUNIQUE

newsletter

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Polish your financial know-how with IRM

Ineffective financial management has serious implications for organizations and hinders their development process. Organizations that lack transparency in their financial operations, have ineffective operational planning and interface between the operations and finance of the projects organizations fail to operate in harmony with their stakeholders.

To help organizations and development

sector professionals overcome their operational, planning and financial accounting needs, Center for Executive Education IRM completed a 2 – months Diploma in Financial Management for NGOs Professionals in April, 2013 in which professionals from different national & International organizations as well as Universities.



Roomi S. Hayat Signature Training of Trainers

Roomi S. Hayat Signature Training of Trainers (ToT), the flagship training programme of IRM – MDP, was held at Hill View Hotel, Islamabad from 28th March to 6th April, 2013. ToT is the signature training of Mr. Roomi S. Hayat, CEO IRM and a renowned management and institutional development expert known for his innovativeness in training design. This training was exclusively designed for professionals involved in design, organization and delivery of training and followed the 'Learning by Doing' approach with a special focus on participatory



techniques to make the training effective for the participants. The main features of the training included interactive lectures, case studies, presentations, video clips, brainstorming and intensive group work. A total of 15 participants from various organizations including NRSP, Malteser International, Complete Human Resource Solutions (CHRS), AUSAID and IRM attended the

Emerging concepts of Human Resource Development discussed in Uzbekistan

Every year HRDN organizes an Annual Trainers Retreat (ATR) where trainers and seasoned professionals from different walks of life come together to discuss and learn about new developments and emerging concepts in the field of Human Resource Development (HRD). This year, the ATR took place in Uzbekistan and over 100 professionals from various development sector organizations participated in the weeklong event.

Participants of the ATR travelled to various cities of Uzbekistan including Tashkent,



Samarkand and Bukhara. The ATR provided a wonderful opportunity to development professionals to break away from their hectic office routine and share experiences and discuss new concepts of HRD in a very relaxed environment.



IRM and HRDN launch the Summer Internship Programme (SIP)

IRM in collaboration with HRDN have launched a nationwide Summer Internship Programme (SIP) in June 2013. This eight-week long internship programme is an excellent opportunity for young university students and fresh graduates to integrate their professional experience with their academic skills and goals. SIP enables the interns to work with top-notch development professionals and enhance their personal and professional skills that give them an edge in the workplace after graduation. It is a distinctive learning experience that allows students to acquire both theoretical knowledge and practical field experience in research and other scholarly investigations. It aims to groom young interns to become managers of tomorrow by enabling them to relate management theories to practice and



enhance their chances for early career success. This year, a total of 83 interns were selected and placed in various development sector organizations including Rutgers WPF, Human Appeal International, National Rural Development Programme (NRDP), Sungi, Punjab

Educational Endowment Fund (PEEF), Human Development Foundation (HDF), Sahil, Shirakat, Complete Human Resource Solutions (CHRS), Ghazali Education Trust, National Rural Support Programme (NRSP) and IRM.



IRM's Annual Cooking Competition

Like every year, this year too IRM organized an Annual Cooking competition on 20th March, 2012. This year's theme was "Pakistani Regional Food". Each dish was critically judged on taste, team work, presentation style, and healthy ingredients. Health and Education Team with their dish Chicken Khara Masala won the 2013 trophy for delicious taste and stylish presentation.

The Annual Cooking Competition is one of the most popular features of IRM's Fun Calendar to promote healthier and happier inter office environment.



MDP conducted a series of training for the field staff of NRSP

As part of Social Mobilization-Human Institutional Development (Phase II), IRM – MDP conducted a series of training for the field staff of NRSP. A total of seven training events were conducted in Islamabad which included Training on VDP, UC Plans and Linkage Development and TOT on Social Mobilization and Institutional Development and a total of 154 NRSP staff members attended these training.



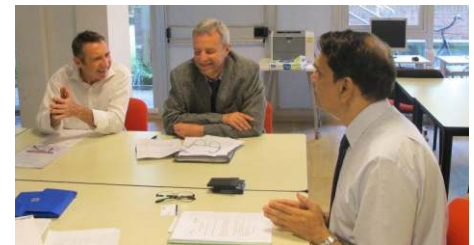
MoU between International Training Center of the ILO and IRM has been renewed



Over the years, IRM and ITC/ILO have developed a partnership to promote decent employment for both men and women in Pakistan. IRM has been working closely in partnership with ITC/ILO to provide training

and related services to develop human resources and institutional capabilities. An MoU between the institutes was renewed in June 2013 during Mr. Roomi S. Hayat's and Mr. Aasim Reza's visit to

ITC/ILO, Turin, Italy. As part of this MoU, both the organizations will undertake activities such as resource mobilization, staff exchange programmes, training and exposure visits. During the signing ceremony, both the institutes reinforced their commitment to work alongside each other to foster decent employment in Pakistan.



VTEC Rawalpindi is offering summer courses for young students

IRM-VTEC Rawalpindi is offering various short summer courses for those young students who have recently passed their matric examinations. These courses are being offered for students who are spending their vacations at home. These courses are aimed at giving skills and expertise to young students for making their summer vacations more productive and useful.

Courses for Boys

- Building Electrician
- UPS Repairing
- AC & refrigerator Repairing
- Hotel Management
- Receptionist
- Marketing
- Tour Guide

- Computer Hardware
- Computer Software
- Computer Graphics
- Auto-Cad
- Kitchen Gardening
- CTP training announced



Courses for Girls

- Hotel Management
- Receptionist
- Marketing

- Tour Guide
- Computer Hardware
- Computer Software
- Computer Graphics
- Auto-Cad
- Kitchen Gardening
- Mobile Repairing
- Household Appliances Repairing
- Beautician
- Parlor Management



ToT on Enterprise and Value Chain Development

IRM – Community Training Programme conducted a Training of Trainers on Enterprise and Value Chain Development in Islamabad for the staff of NRSP. The objective of this training was to develop an understanding of enterprise and value chain development among participants by enhancing their skills in the fields of enterprise planning and management, especially fund management and utilization. A total of 21 participants attended this training.



ToT on Proposal Writing

Training of Trainers on Proposal Writing was conducted in Islamabad by the Community Training Programme at IRM in July. The training was aimed at developing and enhancing the skills of professionals who are involved in developing operational technical proposals and improve their writing skills for winning grants and funds.

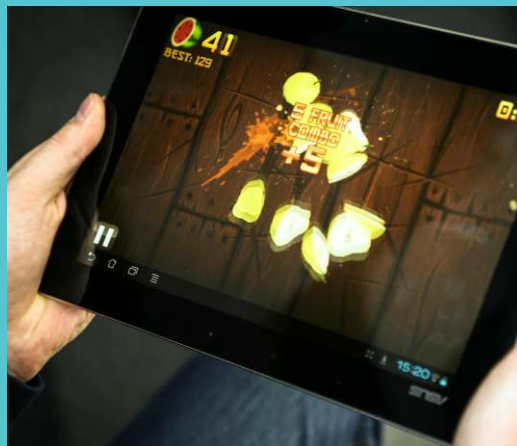
The purpose of the training was to train the participants to become trainers in the field of Proposal Writing who can further train other professionals in the field. A total of 25 staff members of NRSP attended this training.



Tech Talk

Eye Tribe

Eye tracking has been actively discussed by technology enthusiasts throughout these years, but it's really challenging to implement. But Eye Tribe actually did this. They successfully created the technology to allow you to control your tablet, play flight simulator, and even slice



fruits in Fruit Ninja only with your eye movements.

It's basically taking the common eye-tracking technology and combining it with a front-facing camera plus some serious computer-vision algorithm, and voila, fruit slicing done with the eyes! A live demo was done in LeWeb this year and we may actually be able to see it in action in mobile devices in 2013.



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