

HR CHAMPIONS TALK REPORT



2019





WALI FARHAT

Business Development
Consultant - Advanced
Accounting LLC

CONFERENCE

The 2nd HR Champions Talk 2019 was held on April 04, 2019 in collaboration with Afghanistan Center for Excellence at the Kabul Inter-Continental Hotel. The purpose of the talk was to encourage HR Champions who are leading HR department in government and private organizations, motivate emerging HR employees for HR profession, provide unique platform for capacity building and networking for HR community and to strengthen our business activities with HR department of organizations. The event brought together 202 HR experts from 115 organizations in private and publication sectors.

The key note speaker was Dr. Faramarz Tamana, he delivered his speech about knowledge based economy. He also discussed the role of human resource in the development of Afghanistan. The discussion was continued by Mr. Khalid Sherzad, the director Human Resource, he discussed about the status quo of human resource in Afghanistan and further development plan in this field. Our speakers also distributed the awards to participants of HR professional trainings which was conducted in the past six months. Mr. Wali Farhat the Business Development Consultant of Advanced Accounting LLC presented honorary award to Dr. Tamana.

The event was followed by presentation of Mr. Rafiullah Sherzad the CEO of Afghanistan Center for Excellence. He discussed about; human resource outsourcing, possibilities, risks and impacts and global best practices. The second presenter was Ms. Rand- Alshama, an international HRD consultant. She delivered her presentation about leading change in the organizations. Mr. Abdullah Stanekzai, an HRD consultant was also the presenter of the event, he discussed about Assertiveness (Organizational Development Journey). Toward the end of the event, participants asked their questions about delivered topics.

Gaining use of the event, participants also networked, exchanging thoughts and impressions on HR topics through a networking session.

The conference eventually ended with certificate distribution to all the participants. Mr. Riyasat Ali, the General Director of Advanced Accounting LLC, also presented honorary awards to the speakers of the event thanking them for their untiring efforts and contribution towards the event.



HOST



WALI FARHAT

**GUEST
OF
HONOR**



**DR. FARAMARZ
TAMANNA**

**EVENT
SPEAKERS**



KHALID ARSHAD



ABDULLAH STANEKZAI



RAND AL-SHAMAA



RAFIULLAH SHERZAD



ORGANIZERS

HR
Professional
Training Course

Participants
HR Professional
Training Course



Fazal Rabi Aliyas
HR Development Expert - GIZ



Raihana Ayoubi
Recruitment Specialist - DAI



Zubair Ahmad Noor
HR & Finance Assistant - OSA



Rabiullah Stanekzai
Officer - ABC



Zabihullah Barakzai
Deputy Country Manager
Administration - Samuel Hall

**Raehanullah
Dawoodzai**

Senior Manager,
received award on behalf of Jobs.af





GUEST OF HONOR



Sustainable Development of any country is its people, its society, and its human resource. A very large amount of a country's capital should be spent on its human resource management rather than infrastructure development because the human resource in any country is its real asset.

Dr. Faramarz Tamanna



EVENT SPEAKER



Human Resources Management is finding its right place in public sector of Afghanistan day by day and the leadership of these public sector organizations are viewing it more strategically as compare to the last years back in 2001 which is very promising for not only HR practitioners but also organizations.

Khalid Arshad,
Director General of HRD - MoE

Champions



EVENT SPEAKER



It is the all-time right of an employee to have positive, healthy, satisfying relationships in which s/he is safe and respected and it is the duty of organizational leaders and HR practitioners to provide the very environment especially to females in the context of Afghanistan.

Abdullah Stanekzai,
HRD Consultant



EVENT SPEAKER



Most individuals react to change by putting up a wall of protection as they see it as a threat. It is the job of change agents (organizational leaders & HR practitioners) in an organization to engage with those individuals and communicate the vision of change positively.

Rand Al-Shamaa,
International HRD Consultant



EVENT SPEAKER

HR Outsourcing has already made its place in Afghanistan market. Telecom, banking, IT, education, construction will have increased need for HRO services. However, with slowed economic growth in the past few years along with limited pool of skillful resource, the sector is relatively newer and may have challenges until it matures.

Rafiullah Sherzad,
CEO - Afghanistan Center for
Excellence



PARTICIPANT



The HR plan needs to be flexible enough to meet short-term staffing challenges while adapting to changing conditions in the business environment over the longer term. HR planning starts by assessing and auditing the current capacity of human resources. The goal of HR planning is to have the optimal number of staff to make the most money for the company. Because the goals and strategies of the company change over the time.

Raihana Ayoubi,
Recruitment Specialist - DAI



KHALID ARSHAD

HR Champion in Education
Sector of Afghanistan – Director
General of HRD in MoE

KHALID

Mr. Mohammad Khalid Arshad “HR Role Model” in Few Words:

Mr. Mohammad Khalid Arshad, Current Director General of Human Resources Development at Ministry of Education has done his Masters and Bachelor Degree in Law and Public Policy from Kabul University.

Arshad started his career as a lecturer for Law Faculty, he later joined Independent Administrative Reforms and Civil Services Commission where he worked for 12 years.

Arshad was the Director for HR Development and Coordination with IARCSC, at that capacity he had contributed to main streaming HR Functions and Processes across the government. at the time, he developed several handbooks such as; Performance Appraisal, HRMIS and Training & Development.

Arshad joined Ministry of Education as General Director for HR Development through a competitive process from CBR – IARCSC, late 2016.

Given the size, work scope and importance of Ministry of Education, Mr. Arshad has acted as a reform ambassador and championed the process by contribution to the improvement of HR service delivery to more than 260K employees across the ministry.

Mr. Arshad’s contribution to the ministry’s fight to corruption strategy stands loud and wide. Under his leadership HRGD has established a one stop shop for carrying out HR related tasks for Ministry’s employees in a transparent, accountable, effective, efficient and system-oriented manner.

Although, the one stop shop measure has provided an open platform for service delivery on an average to 1200 people on a daily basis, there is a huge space and need for support and developmental interventions from donors.

Arshad has greatly contributed to the government HR practices mainly in Performance Management, Human Resource Management Information System and One Stop Shop initiative for on time and effective service delivery.



**BASHIR AHMAD
FATEHI**

HR Champion in Defense &
National Security Sector of
Afghanistan - HR Director in
Ministry of Defense

BASHIR

Mr. Bashir Ahmad Fatehi "HR Role Model" in Few Words:

Bashir Ahmad Fatehi was born on May 1989, 02 in Kabul, Afghanistan. Mr. Fatehi comes from a legal academic and HR/management practitioner background. Working across the public, private and non-profit sectors, he has acquired a reputation for competence earning numerous awards and recognition, including from ex-President H.E. Hamid Karzai.

During his ongoing two-year assignment as Civilian HR Director at the Ministry of Defense of the Government of the Islamic Republic of Afghanistan, he has been instrumental in the successful achievement of the following sweeping and reform-oriented national initiatives:

- Civilianization reform process for more than 10,000 military personnel;
- Implementation of H.E. President Mohammad Ashraf Ghani's vision through Civilianization Roadmap/Plan: A Roadmap Towards an Integrated Strategy for a Collaborative Civilian & Uniformed Workforce in the Ministry of Defense;
- Development of a -5year HR Strategy for Ministry of Defense;
- Implementation of the Afghanistan Personnel Payment System (APPS) for the Afghanistan National Army.

Additionally, Mr. Fatehi's -11year tenure in the private and non-profit sectors in various volunteer, management, leadership and advisory roles has endowed him with a well-rounded skillset including human resources, legal advisory, media analysis, project management, policy and planning, training and workshop facilitation, volunteer coordination/management, community mobilization, youth mentorship and development, corporate social responsibility, and fundraising and stakeholder management and coordination.

Bashir Ahmad Fatehi holds a dual Master's degree in Public International Law and International Human Rights Law.





DR. MOHAMMAD DAUD AZIMI

HR Champion in Health Sector of Afghanistan - Director General of HRD in Ministry of Public Health

DAUDA

Dr. Mohammad Daud Azimi “HR Role Model” in Few Words:

Dr. Mohammad Daud Azimi, General Director of Human Resources, is a public health professional. He is a medical doctor and has obtained his Master's Degree in Healthcare Administration from Nagoya University Japan, through receiving the competitive scholarship of Young Leadership Program (YLP). He has extensive and progressive work experiences in Healthcare Administration, Human Resource Management, Policy and Planning, Grant and Contract Management, Monitoring and Evaluation, and Program/Project Management. He has worked in different capacities with MoPH National and International Organizations for the last 16 years.

Currently, Dr Azimi works as a General Director of Human Resources for the Ministry of Public Health. Through his integrity, versatile competencies, professionalism, and inspiring leadership, he has brought lots of tangible and positive changes in Human Resources Management, such as developing web based HRMIS, Electronic Application and Scoring System, transparent recruitment and performance appraisal system, and so on.





MAQSOOD ARIFY

Head of Human Resources
Roshan Telecom in Afghanistan

MAQSOOD

Maqsood Arify started his career as an intern for Roshan's Human Resources department in 2006. Since then, he has worked in various roles within Roshan's HR department, including HR Manager, Senior Manager and now serves as the Head of Human Resources department.

Under Mr. Arify's leadership, Roshan's HR department has launched a number of initiatives to recruit new talent and train the next generation of young Afghan leaders. These include Forward Afghanistan initiative which enables direct recruitment of talented young Afghans straight from universities and automation of HR systems.

Maqsood Arify is currently pursuing a master's degree online in Human Resources studies at one of the universities in the United Kingdom. Roshan (Telecom Development Company Afghanistan Ltd) is Afghanistan's leading total communications services provider with over 6 million active subscribers and a network that covers over 287 districts and cities in all of the country's 34 provinces.

Roshan is a true Afghanistan success story, serving as a catalyst for economic growth and actively contributing to the country's long-term development. Since its inception in 2003, Roshan has invested more than 750\$ million in Afghanistan and is one of the country's single largest investors and taxpayers. Roshan directly employs around 900 people, 20 percent of whom are women, and provides indirect employment to more than 35,000 people.





MIRWAIS SHERZAD

Head of Human Resources of
Azizi Bank

MIRWAIS

Mr. Mirwais Sherzad received award on behalf of Azizi Bank in 2nd HR Conference «HR Champions Talk 2019» on April 2019 ,04 in the presence of 200 existing and emerging HR champions with an aim of encouragement and innovation in HR community.

Mr. Mirwais Sherzad is a well-qualified broad experienced banker with having Eleven Years of experience and proficiency in General Banking, Finance and human resources management with Azizi Bank and Bakhtar Bank and started his career in 2007 as CSR (Customer Service Representative) with Azizi Bank and later on promoted to different senior positions like CSO, Branch Manager, Main Branch Manager, Branches Coordinator, Sr. Branches Coordinator and Human Resources Manager and he has excellent performed in all HR operational activities such as recruitment, placement, payroll administration, leave entitlements, staff relations, performance management, grievances and conflict resolution.

Mr. Sherzad also worked with Bakhtar Bank %100 subsidiary of Azizi Bank for 2.4 years from Jan2016- to Apr2018- as an Acting Deputy Chief Executive Officer and has carried out a vital role in successfully converting of Bakhtar Bank to the first full fledge Islamic Bank of Afghanistan, where he was responsible for supervising, leading, controlling and Management of the bank and as well as smooth conversion and migration process toward full fledge Islamic Banking, Mr. Sherzad was engaged with different departments, entities and stakeholders, where beside controlling of all departments, he was mainly responsible for monitoring and supervising entire HR activities from all perspective.

Mr. Sherzad has a bachelor degree in Economics from Nangarhar University and MBA in Banking and Finance from India and he also got his certification in Islamic Banking and Finance from NIBAF (National Institute of Banking and Finance) Islamabad, Pakistan.

Mr. Sherzad has a full command on HRM functions, Human Resources Development functions, corporate banking, SME banking, Risk Management functions and Best Managerial function and also has carried out key role in his all positions that he worked during his eleven years' career and beside that he has also acquired several best performer awards from different sectors and entities.

Attendees of HR Champions Talk 2019



Pari Timory
Assistant Manager HR
Aga Khan Education Service,
Afghanistan



Esmatullah Sediql
Admin & Finance Manager
Strata Engineering Company



Sami Ullah Ihsas
Account Manager
Wahid Qudrat Limited



Shaqaiq Karimi
National Officer HR- Recruitment
Aga Khan Foundation



**Zabihullah Taha
Mohammadineya**
Volunteer
Open Society Afghanistan
(OSA)



Safar Rahimi
HR & Admin Manager
Kateb University



Ali Khavari
HR Officer
FMFB-A



Trishkwa Zahidi
HR and Admin Manager
WFWI



Tahmina Salihi
HR and Admin Officer
WFWI



Muzhgan Ahmady
Admin Officer / Social
Organizer
UN-HABITAT



Noorzia Safai
HR Documents &
Database Officer
AUWSSC



**Mohd Mukhtar
Moshfiq**
HR Manager
First Rate Afghanistan.



Safiullah Afzali
Procurement and Contracts
Coordinator
Etisalat Afghanistan



Abdul Matin Hakemyar
HR Manager
Baheer Group of Companies
(BGC)



Seyar Qaderi
Deputy Head of HR
Afghanistan International
Bank



Mohd Yaseen Rasheed
Admin & Finance Officer
Youth Thinkers' Society



Mohd Mustafa Mussamem
Performance Management Advisor
Checchi & Company Consulting,
Inc.



Moh.Aisa Alokozay



Shah Jahan Shefa
HR Assistant
ALPHA.AFGHANISTAN



Nasratullah Mahmodi
Monitoring & Evaluation Officer
Afghan Evaluation Society
(AFES)



Ayaz Khan
Member of Management
Department
ALPHA



**Mohammad Khalid
Sarbuland**



Samiullah Jalali
CEO
Monograph.af



**Mohammad Osman
Alami**



Khesraw Parsaa Sarwari
HR Director
Keel Strategic Logistics
Services



Wasiqullah Sarwari



Mohibullah Stanikzai
Administrative Coordinator
AMOR Afghanistan Health
Organization (AAHO)



Mohd Rafiq Aminzoy
Procurement
Specialist
UDSP-MUDL



Said Niaz Kashani Nader
GIZ



Hossain Ali Dornam
Senior MEL Officer
Mercy Corps



Aijaz Raffiqi



Zahra Rahimi
Admin & HR Officer
Afghanistan Young Greens
Organization



Wahab Kotwal
HR & Finance Manager
Afghanistan Center for
Excellence



Mohd Ramiz Qarizada
Civil Engineer
Samiulrahman
Construction Company



Shiba Haidary
Alumni Services Assistant
Chemionics International-US-
AID promote: Women in
Government



Edris Haidari
HR & Logistics Manager
AFGHANITE Geo & Mining
Engineering Services



Aminullah Salihi
Senior Human Resources
Officer
American Medical Center



Mohad Yousuf Esar
Project Manager
IDS-Hamkaar



Abdul Habib Mirzaee
Instructor
Kabul University



Abdul Qudoos Sultani
HR Officer
GIZ Afghanistan



Amin Hemat
Deputy
D-A Recruitment
Company



Atika Balkhy
Business Developer
ACHRO



Aziza Borhani
Business Entrepreneur
Juicebar



Baryali Safi
HR Advisor, HRGD
Ministry of Education



Fida Hussain Ali Zada
Business Student in India



Hashmatullah Noor
Project Assistant
Fast Growth Consultancy



Israr Ahmad
Business Development
Manager
Roshan



Mohd Osman Alami
Student



Mohammad Jafar
HR Recruitment Assistant
Da Afghanistan Birishana
Sherkat



Mohd Rafi Yousufzal
Co-Founder
D-A Recruitment Company



Munir Zadran
General Director
Next Design Company



Mohibullah Stanikzai
Administrative Coordinator
AMOR Afghanistan Health
Organization



Muhammad Asif Ulfat
Director
Youth and Students
for Peace



Mukhtar Rasekh
Head of Structure
Development, HRGD
Ministry of Education



Najia Ibrahim
Fellow
Ministry of Counter
Narcotics



Nargis Khateri
Intern
YTS



Rafiullah Niazi
Admin/HR Director
Intercontinental Hotel



Sayed Saleem Sadaat
HR Manager
Kardan University



Shafiqullah Ibrahim
Audit & Investigation Director
ARG



Hematullah Jalal
Inspector
Afghan Ghori Group of
Company



Kiramuddin Malikzada
National Coordinator, HR - ISM
Compensation / Benefit and HR
Operation Unit
Aga Khan Foundation, Afghanistan



Nasrullah Jamali
First Rate Afghanistan
Operation Assistant



Sahir Sherzai
Career Advisor
Afghanistan Business Hub.



Ahmad zia Momand
Admin/ HR Manager | APT
Afghans for Progressive
Thinking



Sidiqa Safi
HR Officer
Welthungerhilfe



Razia akbari
HR Officer
Welthungerhilfe



Abdull Khaliq Rozbi
Human Resources Manager
Terre des hommes (Tdh)
Foundation, child protection
organization



Sayed Daud Fazli
Human Resources Director
Ministry of Energy and Water



Baz Ali Hussainy
Analyst, Learning and Development
Aga Khan Agency for Habitat,
Afghanistan



Zakia Roshan
Head of Gender and Youth
Department
Second Vice President Office



Mojeburahman Musleh
HR SME (Subject Matter Expert)
Ministry of Interior (Moi)



Muhibullah Yusufi
Logistic Manager
Saha Logistic



Mohd Aman Ahmadi
President
Fanoos Accounting Services



Hoorla Falzi Sardarzada
Deputy program Director
WEE NPP, Ministry of Labor
and Social Affairs



Masooma Hashemi
HR Assistant
Huawei Technologies
Afghanistan Office



Mohd Aman Shadab
Acting Country HR/Admin
Manager
IDS HAMKAAR



Farzana Jamalzada
HR Officer
RSI Consulting



Hadisa Gowhari
CEO
TechBano



Jones Amerkhal
Freelancer



Mujeebullah Stanekzal
Member of HR Office
AGO



Maisam Qasemi
Managing Partner
SearchPath



Esmatullah Jalali
President
Fadak Electronic Solutions



**Mohammad Sharif
Ibrahim**



Razia Aref
Country General Manager
Mother for Peace



Barbie Reynolds
Managing Director
Rebuild Consultants



Peter Reynolds
President
Rebuild Consultants



Mujtaba Jawid
Founder
Dana International
Library



Manizha Alimi
Delegate Volunteer
Alpha Afghanistan



Mohd Nasim Jamali
Job Readiness Manager
Chemonics International- USAID
promote: Women In Government



Homaira Tanha
HR Assistant
RSI Consulting



Hamayoun Ghafoori



**MOHAMMAD
NASAR HEMAT**

HR Champion in Justice Sector of
Afghanistan - Director General of
HRD at Attorney General's Office

NASAR

HR Champion in Justice Sector of Afghanistan – Director General of HRD at Attorney General's Office – Mohammad Nasar Hemat

Mohammad Nasar Hemat "HR Role Model" in Few Words:

Mohammad Nasar Hemat, General Director of Human Resources, is a graduate from Political Science Faculty of Kabul University. He has performed a vast range of duties in administration section with reputable organizations. From his job performance at Swedish Committee for Afghanistan in education sector for Southern region of Afghanistan to World Bank's project in Panjsher Province, he displayed his brilliant managerial skills and was soon enlisted as Academic Cadre at Ministry of Education.

He was appointed as Head of Structure section for a staff of about 264000 members on country level. Shortly after, he was designated to Recruitment department of MoE and played a vital role in recruitment of qualified employees for a few years.

In year 1396, he was appointed as Director for Human Resources at Attorney General's office where in a period of 1 year and 5 months, he was promoted to General Director for Human Resources. His achievements in such a short period of time include elimination and integration of parallel directorates into single section, establishment of Deputy Attorney General's Office for Anti-Corruption, creation of Performance Appraisal Department, HRMIS Department, Detention centers Directorate for males and females.

Also female's recruitment and presence percentage was raised from 12 to 20.7 % in AGO. New job descriptions were reviewed and provided in accordance to the job requirements for all AGO staff. The CBR project was implemented successfully and 7 Code of Practices are prepared for different sections. Golden Handshake Policy was implemented for the first time in AGO and 34 Offices for Prohibition of Violence Against Women with recruitment and presence of female prosecutors exist now in all provinces.

Electronic Attendance system has been inaugurated and installed and is being expanded at provincial level. The Archive has been digitalized and the structure has been raised from 5318 to 6675 personnel in this period. All the positions have been assigned code number for avoiding fake presence of employees. IT and Finance Directorates have been created in Deputy Attorney General's Office for Admin/Finance and several Directorates have been promoted to General Directorates.

The earlier High Office for Anti-Corruption has been dissolved and integrated into AGO and all the relevant staff have been re-assigned to different positions in the structure of AGO.

The mentioned achievements in a period of 1 year and 5 months faced a lot of hurdles and resistance but reforms have taken place and this process is in progress for the coming years so that better service could be provided in the Rule of law in justice sector.



**NAJEEBULLAH
JAMI**

HR Champion in Governance Sector
of Afghanistan - HR Director in
Ministry of Transport

NAJEEBU

HR Champion in Governance Sector of Afghanistan – HR Director in Ministry of Transport – Mr. Najeebullah Jami

Mr. Najeebullah Jami “HR Role Model” in Few Words:

Mr. Najeebullah Jami is currently working as the HR Director of Ministry of Transport. He has obtained his under graduate degree from Diplomacy & Administration Department of Law & Political Science Faculty of Kabul University on 2003. To peruse his higher education, he is currently studying for graduate degree in the field of Public Administration.

Mr. Jami started his career on 2004, as Priority Restructuring and Reform Specialist at Independent Administrative Reform and Civil Service Commission (IARCSC), where he introduced the PRR process to the ministries and helped them to make their PRR stage 2 & 1 applications.

Later on in 2006, he joined Ministry of Justice, RIMU project as Strategic Planning Specialist where he worked with MoJ leadership to develop their strategy and action plans. During his employment, he left no stone unturned in the capacity building of the employees and preparation of proposal for the implementation of PRR in whole ministry.

In 2008, Mr. Jami started working as Coordinator of Reform Implementation Management Unit (RIMU) at Ministry of Justice. As coordinator, he facilitated pre- implementation activities including conduct of Ministry and Central Prisons Department (CPD) organizational assessment, stakeholder consultation, implementation planning and design, preparation of detailed implementation plan, and IARCSC approval.

To highlight a few of Jami’s contribution to the MoJ, he organized and facilitated training and capacity building programs by mentoring and coaching methods. At the end of his prideful experience with RIMU of MoJ, Jami succeeded to provide MoJ planning and reporting system and also, he prepared the proposal for Pay & Grading System of MoJ.

All those achievements caused Jami more welcome at MoJ as he started his new job as the Human Resource Director of the ministry through a competitive process on 2009.

Human Resource Directorate under Jami’s leadership managed to implement the Pay & Grading Reform at MoJ. An HR strategy has been developed; guidelines and manuals for HR functions has been prepared and also he prepared a proposal for implementation of CBR program at MoJ.

After seven years working as the human resources director of MoJ, Jami left MoJ to start the same position at Independent Commission for Overseeing the Implementation of Constitution (ICOIC), where he managed to revise the structure of ICOIC considering the needs and function of the organization.

Considering the vast HRM experience of Jami, he greatly contributed to the government HR practices and had achievements in Organizational Development, and HRM proper implementation.



**ZABIULLAH
WARDAK**

HR Director - Afghan Telecom

ZABIULLAH

HR Champion – Zabiullah Wardak – HR Director of Afghan Telecom
Afghan Telecom Corporation incorporated in September 2005 to provide unified telecommunication services throughout Afghanistan under the stewardship of Ministry of Communications & Information Technology. Current service structure includes wireless, 4G/LTE (Salaam Network), fiber optics, copper and satellite operations.

Afghan Telecom Corporation is the leading national provider of telecommunication services in Afghanistan. Afghan Telecom adopted a challenging program aiming to transform its business from government system to the recognized commercial business standards. The company has developed clear strategies focusing on internal re-organization, re-skilling and development of its staff, enhancement of its internal processes and studying its customers' needs and requirements while continuing carrying out its national and social duties and responsibilities. The company is working continuously to fulfill and satisfy the market requirements, Afghan Telecom Corporation is constantly adopting different Strategies that aim to support and re-enforce its competitive position. Based on its strategy, Afghan Telecom strives to enhance customer- oriented culture in all its business aspects. This culture has been reflected in the organizational design of the company that comprises the best expertise in the Management level.

Afghan Telecom Services:

Afghan Telecom provide Fix line, 3G, Fiber Optic and Satellite services in 34 provinces of Afghanistan and more than 50 ISP companies, 30 distributors, 250 retailers are working with Afghan Telecom.

Afghan Telecom Staff:

Afghan Telecom hired 1425 employees as a permanent 2300 casual employees across the country so totally Afghan Telecom hired 3725 permanent and contractual employees, 130 of the employees are female in difference sections.

Afghan Telecom HR department:

Afghan Telecom HR following these five areas -1 Recruitment and Selection, -2 Capacity building of staff, -3 Compensation and salary payroll, -4 Evaluation and Staff relation, -5 Employees documents.

Afghan Telecom HR department has fewer employees in HR section but as you know in government everything is not easy to implement simply it need for more documentations and also need for more support of top management.

Afghan Telecom HR Director:

HR department of Afghan Telecom is supervised by Mr. Wardak who has MBA in Public Administration and completed his bachelors in Kabul Polytechnic University. He initially joined Afghan Telecom as Public Relation Manager in 2012 and later on promoted to Business Intelligence Senior Manager where he served for two years. Looking into the need and challenges of organization, he was then promoted to the position of HR director.



**SANAULLAH
ZAZAI**

HR Champion in Social Sector of
Afghanistan - HR Director in IEC

SANAULLAH

HR Champion in Social Sector of Afghanistan – HR Director in IEC – Mr. Sanaullah Zazai

Mr. Sanaullah Zazai “HR Role Model” in Few Words:

Mr. Zazai right after completing his baccalaureate made a way to Bakhtar University in Kabul, Afghanistan to complete his studies in his preferred field Business Administration with HRM specialization. He didn't stop his educational career with bachelor's and completed his MBA in HRM with flying colors from the same university. Mr. Zazai has completed many professional courses in management and mainly in HRM inside and outside of the country from well reputed centers.

Mr. Zazai started his career as Director of Aryoub Educational Centers and served youth and students for almost four years. During his stay, he worked day and night with students & youths and turned to be a role model to many youths by his exemplary services and contribution to the society. He was the member and founder of many social societies during those four years and no doubt that today all those societies are the well-known societies working for prosperity of young generation of Afghanistan.

In 2013, he joined AISA and took the responsibilities of Research Department where he worked wholeheartedly with the investors of the country and encouraged & supported them for investments in Afghanistan. Looking to his hard work and support to the organization, the senior management of the organization promoted him to the position of Chief of Staff. In more responsible and senior role, he brought many positive changes to the organization and especially to his own department. He took the initiative of creating a proper communication system among the investors and with this efforts AISA was able to get the membership of economic committee of the country. He also worked with relevant departments for creating an online archive system and in his last day of services in AISA he suggested & planned a helpline which was unfortunately not completed because of changes in structure of the organization and its merging.

Moving ahead, Mr. Zazai joined MoLSAMD as HR Director where his professional career took another path and he accepted more challenges. Joining MoLSAMD as an HR Director was not easy but Mr. Zazai accepted the challenge and served the organization in more professional and enthusiastic manner. During his tenure, he brought many positive changes which started with preparing a more logical structure to his department and ministry as whole. He tried to change the traditional HR practices to almost %60 electronic HR; new and standard recruitment procedures for recruitment of teachers for kindergartens; implementation of CBR initiative in all provinces of Afghanistan and introducing MA holding individuals to provinces like Helmand & Daikondi; increasing the percentage of female workers to almost %60; removal of ghost employees and introducing mobile money; electronic attendance of employees; capacity building of almost 3000 employees with focus on females inside and outside of the country; providing the facilities of regular education (bachelors & masters) to almost 40 employees; the implementation of internship initiatives by PROMOTE in ministry; establishment of gender committee in ministry; and many more facilities and initiatives.

Looking into his capacities and commitment, just recently and in a more crucial time, Mr. Zazai was appointed as HR Director of Independent Election Commission of Afghanistan by a decree of H.E President of the country. Mr. Zazai accepted the challenge with a commitment that he will work on the structure of IEC with focus on Kabul province because it turned to be very challenging in recent couple of elections held in the country; capacity building of current team working in IEC; directorial job identification and making the roles more clear in organization for effectiveness and efficiencies; introduction of supportive and encouraging salary scale; women empowerment; modernization of current HR practices and introduction and implementation of electronic HR.

Mr. Zazai visited many countries (UAE, India, Pakistan, Tajikistan, Sri Lanka, Singapor, Japan & etc) during his career and brought his learning into implementation throughout his career.



BASEER FARAH

Director of Human Resources
Afghan wireless Communication
Company

BASER

Afghan Wireless: Afghanistan's First Mobile Communications Company:

Afghan Wireless is Afghanistan's first wireless communications company. When AWCC began operations in 2002, they found Afghanistan's mobile communications industry by being the first enterprise to offer cell phone service to Afghan consumers and businesses. For well over a decade, Afghan Wireless has driven the rapid growth of our nation's communications market, through its innovative development and deployment of global-class High-Definition (HD) Voice Communications, Internet, Data and Mobile Payments Services. More than 6,000 people work for Afghan Wireless, and the Company is directly responsible for the creation of 100,000 jobs throughout Afghanistan.

Within AWCC Human Resources department is running recruitment and selection, talent management, performance management, compensation & benefits and payroll and internal communication activities for employees. Currently Human Resources department is managing over 6700 staff throughout the country under the supervision of Mr. Baseer Farahi.

Mr. Baseer Farahi has obtained his bachelor degree from Kardan University and his master degree in Business Administration from ISBM, Indian School of Business Management.

Throughout his career he has held various positions, Mr. Baseer Farahi is currently the Director of Human Resources within Afghan wireless Communication Company, he joined AWCC in October 2016 till date, prior to that he was working at nutrition & Education International "NEI" in the capacity of Deputy Director of Programs and Operations, prior to that he also worked with MRRD/AREDP/World Bank as a HR Manager before that Mr. Farahi worked with UNDP/AIMS as Training Specialist/ Trainer before that he also worked with GTZ and DAFA as a Head of HR. Mr. Farahi has extensive experience in Programs and particularly in Human Resources for the last 14 years.



EVENT





PHOTOS



HR PROFESSIONAL TRAINING COURSE

TRAINER'S PROFILE

ABDULLAH STANEKZAI
FREELANCE HRD CONSULTANT



Abdullah Stanekzai received his MBA with HRM specialization from Pakistan. He has received one year specialized diplomas in the field of Office Management, IT, Business Administration, HR Management, International Business Communication, and TEFL from Trade Testing Board and Skill Development Council of Pakistan. He has performed jobs in the fields of HRM, HRD, Training, Education, Communication & Coordination, Monitoring and Evaluation and Project Management with Universities, Professional Institutes, Governmental Organizations, International Organizations including UN and Training Providing Firms for more than ten (10) years in Afghanistan and Pakistan. He is currently serving CBA as part-time HRD Consultant. He is a freelance BE/IFC/World Bank Group Trainer, Trainer of Trainers, Course Customizer, Trainer Assessor & Material Developer, and SDC Certified HR Professional besides being Visiting Lecturer in Private Universities. He is a Volunteer Member of AfES & Head of Professional Development Committee of PMI Afghanistan Chapter.

TRAINING COURSE OUTLINE

TRAINING COURSE

PLANNING FOR
HUMAN RESOURCES



SUCCESS CRITERIA

Identify the role of HR planning in building the competitive advantage of the firm
Describe the process of HR planning
Describe process and tools in HR planning for key

OUR PROFESSIONAL TALK

Session:1 No HR planning, no HRM
Session:2 The process of HR planning
Session:3 HR planning for key management positions

WE WILL MEET IN August 24, 2019

01

TRAINING COURSE

PERFORMING
EFFECTIVE JOB DESIGN



SUCCESS CRITERIA

Explain the roles and benefits of job design
Describe and illustrate the job design process
Apply the job design process when organizing and assigning jobs to employees

OUR PROFESSIONAL TALK

Session:1 Job design - the cornerstone for assigning "the right person for the right job"
Session:2 Job design process
Session:3 Assigning jobs to achieve the highest level of effectiveness

WE WILL MEET IN September 14, 2019

02

TRAINING COURSE

RECRUITING FOR KEY
MANAGEMENT POSITIONS



SUCCESS CRITERIA

Identify suitable interviewing tools and methods
Make smart selection decisions on key management personnel
Negotiate benefits successfully

OUR PROFESSIONAL TALK

Session:1 The recruitment compass
Session:2 Behavioral interviewing techniques
Session:3 Making recruitment decisions and negotiating compensation and benefits

WE WILL MEET IN September 28, 2019

03

TRAINING COURSE

MANAGING HR
COMMUNICATION



SUCCESS CRITERIA

Explain the role of Employee Communication
Establish processes for managing Employee Communication
Describe the content and tools necessary for successful Employee Communication
Describe key components of an Employee Handbook

OUR PROFESSIONAL TALK

Session:1 Employee communication - the foundation for making Human Resource decisions
Session:2 Managing employee communication
Session:3 Creating an Employee Handbook

WE WILL MEET IN October 12, 2019

04

TRAINING COURSE

ESTABLISHING COMPENSATION
AND BENEFITS



SUCCESS CRITERIA

Define the role of the Com&Ben system in terms of Human Resource Management (HRM).
Describe tools applied to set up an adequate Com&Ben system.
Address issues related to salary increases and complaints in connection with a Com&Ben policy.

OUR PROFESSIONAL TALK

Session:1 Com&Ben – a great challenge of Human Resource Management
Session:2 Tools to set up an adequate Com&Ben system
Session:3 Salary increase and problem-solving as to the Com&Ben policy

WE WILL MEET IN October 26, 2019

05

TRAINING COURSE

APPRAISING
PERFORMANCE



SUCCESS CRITERIA

Describe common issues related to performance appraisal.
Explain the importance of performance appraisal.
Describe the process of performance appraisal.
Describe the content of an effective performance appraisal form.
Explain how to conduct effective meetings with staff regarding the outcome of their performance appraisal.
Describe how to establish the proper environment for a performance appraisal system for their companies.

OUR PROFESSIONAL TALK

Session:1 Common Difficulties with Performance Appraisal
Session 2 The Purpose and Benefits of Performance Appraisal
Session 3 The Performance Appraisal Process and Necessary Tools
Session 4 Establishing the Proper Environment for Conducting a Successful Performance Appraisal

WE WILL MEET IN November 16, 2019

06

TRAINING COURSE

ORGANIZING FOR SUCCESSFUL
TRAINING AND DEVELOPMENT



SUCCESS CRITERIA

- Identify the scope of training required
- Identify training needs
- Identify the tools needed to conduct a training needs assessment
- Prepare a training plan
- Prepare a training impact evaluation plan

OUR PROFESSIONAL TALK

- Session 1 Scope of training
- Session 2 Needs assessment
- Session 3 Preparing a training plan
- Session 4 Training impact assessment

WE WILL MEET IN November 30, 2019

07

TRAINING COURSE

RETAINING TOP
EMPLOYEES



SUCCESS CRITERIA

- Identify the importance of retaining top employees in supporting the company's competitive edge
- Explain briefly the functions of HRM
- Identify top employees by qualitative and quantitative measures
- Describe a number of ways to understand expectations of top employees
- Describe the tools for retaining top employees and ways to apply it in practice.

OUR PROFESSIONAL TALK

- Session 1 Retaining top employees and the competitive advantage
- Session 2 Top employees: Who are they?
- Session 3 How to retain top employees?

WE WILL MEET IN December 14, 2019

08

Advanced Accounting LLC

Advanced Accounting LLC is a US based accounting and audit firm that has been serving its clients for more than a decade in the United States of America and Canada. With a team of experienced staff, Advanced Accounting LLC launched its Kabul branch in March 2016, which has been serving the market in the fields of Audit, Advisory, Internal Audit, HR, Event Management and Communication.

For us Client's interest always comes first, and we work hard to ensure that our clients pay only what's by law and not a penny more. Our staff take great pleasure in providing our clients with the best possible services. We always look for ways to improve and make our clients' experience better. We have never faltered in extending any resource to ensure that we continue to provide with great service that our clients have come to expect from us over the years. Our firm is large enough to offer a full range of professional services, but small enough to give you the individual attention that you deserve.

provided with relevant platforms to enhance and nourish their technical and soft skills.

Our services:

- Assurance and Audit
- Financial Advisory
- Internal Audit
- Human Resources
- Communication
- Event Management



Center of Business Administration (CBA)

Since its inception, Advanced Accounting LLC and its capacity building program, Center of Business Administration (CBA) offers tuition classes for ACCA, FIA and CIA courses.

We also offer training service with a team of experienced professionals who are highly qualified in performing their relative objectives and the combination of their accomplishments to provide high quality training session to participants. CBA provides training and capacity building services on areas such as the trainings help you to improve and acquire market oriented skills which as indispensable in their career growth. In addition to that, students and young professionals are also provided with relevant platforms to enhance and nourish their technical and soft skills.

Areas of Training:

- Audit and Finance
- Human Resource Management
- Management
- Leadership
- Communication



Our Initiatives

- HR Professional Training
- Empowering Leaders
- Corporate Leaders Conference
- Colloquium on Accounting
- HR Champions Talk





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We provide bespoke services for small and medium-sized enterprises, large corporations, Afghan Government agencies, local and international NGOs, and the UN agencies. We have the talent to ensure that the results are truly excellent, every time.



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WHO WE ARE?

Fanoos Accounting Services Hereafter (FAS) was established in May 2011 under the leadership of Mr. Mohammad Aman Ahmadi as a founder and CEO.

Fanoos Accounting Services are among the first choices in the country in providing the most powerful business software "Intuits QuickBooks." Under the supervisory of Mr. Ahmadi Intuits approved QuickBooks Pro Advisor. FAS have also product of their own, in the collaboration with the Nola Pro Software one of the world's leading accounting software.

Since the establishment of FAS, the team has managed to provide services in over 7 major provinces of the country, with the support of international organizations like USAID, PROMOTE, Afghan Public Protection Force (APPF), and Housing Construction Enterprise - Ministry of Urban, etc. FAS believes in its work product as its work ethics include Objectivity as a main code of conduct and is well reputed amongst its clients for the flexibility, professional attitude & Competency.

WHAT WE DO?

FAS provides services on following fields:

- Outsourced Bookkeeping/ Accounting Services
- Financial Policy Development
- Outsourced Internal Auditing Services
- Preparing Financial Statements,
- Taxation Advisory Services
- QuickBooks Training and Services
- Capacity Building and Training
- IT and Website Solutions



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UPCOMING EVENT

HR 2020 AGENDA

HR CHAMPIONS TALK

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