

# HR CHAMPIONS TALK REPORT

**HR**  
CHAMPIONS TALK  
"HR a Strategic Partner"



# 2019

  
ADVANCED  
ACCOUNTING  
LLC

  
CENTER OF BUSINESS ADMINISTRATION



## **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**



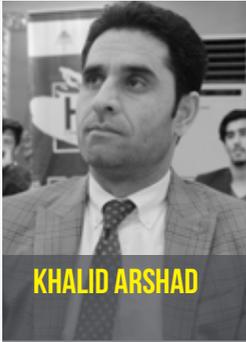
**WALI FARHAT**

**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



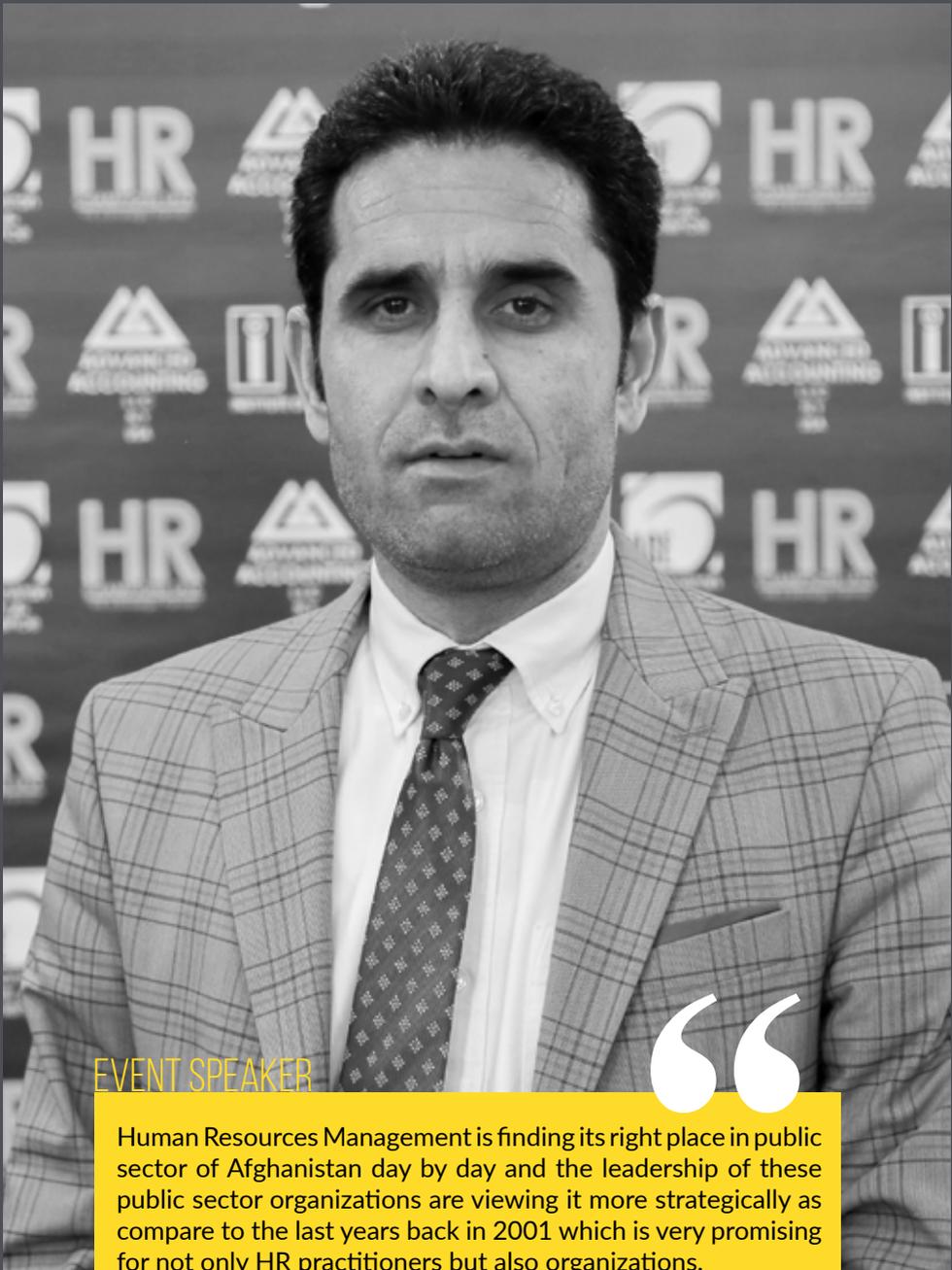


GUEST OF HONOR



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  
AUVSSC



**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

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





# Afghanistan Center for Excellence

## YOUR LOCAL PARTNER PROVIDING LOCAL SOLUTIONS

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.



### HR SOLUTIONS

ACE offers the full spectrum of HR services, from staff recruitment to end-to-end HR outsourcing. Whether it is hiring a team for a one-time project or fully outsourcing your organization's HR, our extensive experience demonstrates our capacity to successfully implement a wide range of HR solutions.



REINTEGRATION AND RESETTLEMENT



PRIVATE SECTOR DEVELOPMENT



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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



[www.fanoosaccounting.com](http://www.fanoosaccounting.com)



[info@fanoosaccounting.com](mailto:info@fanoosaccounting.com)



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Decor

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## UPCOMING EVENT

HR 2020 AGENDA

# HR CHAMPIONS TALK

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