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ASP NEWS



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ASP-LUMS

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ASP-AiD

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Experience sharing and learning workshop held in Lahore

ASP-RSPN organized a one-day "Experience Sharing and Learning Workshop" in Lahore on June 4, 2014. The objective was to share ASP-RSPN's achievements, and best practices in institutional development of public sector organizations. Representatives of the provincial, and federal government, donors, academia, and civil society attended the workshop.

Speaking at the workshop, eminent educationists, and policy makers stressed the need for reforms, and appreciated ASP-RSPN's contributions. Prominent among them were Mr. Shoaib Sultan Khan, Dr. Sohail Naqvi, Engineer Imtiaz Gillani, Mr. Salman Ghani, Dr. Iqar Ahmed, Mr. Sohail Ahmed, Dr. Rashid Bajwa, Sahibzada Saeed Ahmed, and Mr. Ejaz Rahim COP ASP-RSPN.



Consultative Meeting on Balochistan Public Procurement Regulatory Authority

A consultative meeting was organized by ASP-RSPN on the April 21, 2014 in Quetta immediately after the appointment of the new Managing

Director BPPRA Mr. Nool ul Haq Baloch. More than 28 participants from various line departments of GOB (Government of Balochistan), and private sector including the Finance Department, C&W, Agriculture,

Health, Audit, Mines and Mineral, PHE, Energy, and GSP-Worldbank attended the meeting. The purpose of the meeting was to provide a discussion, and orientation opportunity for representatives from major

procurement agencies (line departments), and other stakeholders on BPPRA Act, BPPRA draft rules, and regulations. The draft rules were generally accepted. BPPRA in its first Board Meeting discussed the rules, and the manual, and now a sub-committee would be looking into it, which shall make recommendations to the Board for approval.



Together we are creating a **ROSHAN PAKISTAN**

Training on Procurement Management organized for AHAN



Assessment and Strengthening Program (ASP- RSPN)
Training of AHAN Staff on Procurement Management Manual
April 21, 2014 at Pearl Continental Hotel, Lahore

A one-day orientation was organized on the new Procurement Manual on April 21, 2014 for AHAN, in Lahore. Twenty-five AHAN staff members from different offices participated in the workshop. The objective was to develop a common understanding on different phases of the procurement process. CEO AHAN appreciated the contents of the training, and thanked ASP-RSPN for arranging such a useful workshop.

Approval of Policy Manuals on HR, Finance and M&E for AHAN

The 9th Meeting of the Board of Directors of AHAN was held on February 25, 2014 at Lahore. BOD reviewed the manuals, and appreciated the effort of USAID, and ASP-RSPN to strengthen the operational procedures of AHAN for better results, and transparency of activities. The minutes of the meeting state: "BOD resolved that manuals on HR, FM, and M&E are hereby approved, and should/must be implemented in letter, and spirit"

Four year Strategic Plan of Auditor General's Office developed with ASP-RSPN support

The Auditor General's office, and ASP-RSPN jointly convened a focus group discussion workshop in Islamabad to finalize the four-year strategic plan for the Department of the Auditor General of Pakistan (DAGP). The objective of the workshop was to deliberate upon the goals, and strategies to implement the plan. Mr. Khadim Hussain, Additional Auditor General of Pakistan chaired the workshop.



ASP-LUMS holds Training on Fiscal Decentralization

A five-day extensive training on Fiscal Decentralization was arranged by ASP-LUMS at Rausing Executive Center at Lahore University of Management Sciences. The training was one of a kind, and was introduced by ASP-LUMS in collaboration with international consultant Dr. James Douglas who had especially flown in from the United States for this training. He was not only a resource person for the training but had also been a vital part of designing it.

19 participants from Education Department Government of Sindh, Reform Support Unit Education and Literacy Department (RSUELD), Balochistan University of Information Technology, Engineering and Management (BUITEMS), Ministry of Planning, Development and Reform, PMU-Urban Policy Unit, Planning and Development KPK, Education Department Sindh Govt., National Highway Authority, Accountant General Pakistan Revenues

(AGPR), NADRA, NRSP and Small and Medium Enterprise Development Authority attended this training. Diverse topics like "Overview of Governance Models and Rationale for Fiscal Decentralization, Decentralization in Pakistan: The 18th Constitutional Amendment, Decentralized Institutions in Pakistan: Evolution and Planning, Revenue Forecasting, 7th NFC Award, Revenue Potential and Structure in Provincial Taxes, PFC Award: Punjab and Sindh, Punjab and Sindh Revenue Authorities, Local Resource Generation, Challenges in Inter-Government Transfers and Allocation of Functions," were discussed in great detail with the help of relevant examples, and simulation exercises.

Muhammad Hassan Zafar from the National Rural Support Program shared his views, that this was a very useful program for enhancing knowledge, broadening the vision of participants, and also provided them with a chance to interact with experienced, and capable resource persons, and vice versa.



ASP-LUMS holds National Stakeholders Networking Conference

USAID funded ASP-LUMS held a National Stakeholders Networking Conference at Rausing Executive Center at LUMS. The purpose of the conference was to bring together stakeholders from different backgrounds, and share their key learning's from ASP-LUMS trainings, implementation of what they learnt, and success stories in order to motivate, and inspire others to strengthen Pakistani institutions. Participants from different organizations came from all over Pakistan to attend the conference. The conference commenced with an introduction of the

event by Senior Manager Communication ASP-LUMS, Gulalai Khan. The Chief of Party ASP-LUMS discussed in detail the purpose, and vision of the program, the milestones it had achieved, and its future transition into the Center for Governance and Public Management (CGPM) as part of its sustainability plan. The introduction to CGPM not only excited the participants but also increased the interest of various organizations in partnership with ASP-LUMS.

The next session on success stories, was moderated by Director Trainings and Research Mr. Ali Khan. Four participants, Mr. Shakoor Ahmed, Mr. Shehzad Saleem, Ms. Tehmina Amir, and Ms. Samina shared their experiences after getting training from ASP-LUMS. Mr. Shakoor, Provincial Head SMEDA shared how he was able to revamp their monitoring, and evaluation system after he had attended the M&E training at ASP-LUMS. Mr. Shehzad, Director HR, PITC related how he was able to create substitutes for the same job within his staff, and was able to build their

capacity to perform different jobs effectively. He also drew the matrix, which he had learnt at the ASP-LUMS training, and shared how it was able to change his entire perception about his team. Ms. Tehmina, Director FBR shared that change, and improving her work was a continuous process, and she was able to change the record system and response process towards applications. Ms. Samina from AURAT Foundation who was representing the CSO sector informed how ASP-LUMS trainings had changed her working processes, and communication style entirely.

After the success stories session, a feedback session was conducted by Dr. Mohsin Bashir, Assistant Professor Suleman Dawood School of Business. Participants shared fruitful suggestions regarding ASP-LUMS trainings. The most frequent, and important suggestions were related to the duration, and language of the trainings, inclusion of local case studies, the funded masters degree, and specialized courses for different organizations. The feedback session was followed by a debriefing session. After the debriefing session, the ASP-LUMS documentary was played which the participants appreciated.



ASP-LUMS holds Training on HR and Administration with International Consultant

A five-day extensive training on Human Resource Management and Administration was conducted at LUMS by ASP-LUMS. This training was part of the contribution made by ASP-LUMS towards strengthening Pakistani institutions, and making them more transparent, productive, and accountable.

Senior, and middle managers of organizations from all over Pakistan participated in this specialized training designed by the LUMS faculty, and international consultants. Participants belonged to organizations like NADRA, STI, IM Sciences, Jamshoro Power Company Limited, Balochistan University of Information Technology, Engineering and Management (BUIITEMS), Rural Development Organization (RDO),

Provincial Disaster Management Authority (PDMA) – KPK, Human Development Promotion Group, Wapda, PMU MSP LG & RDD Peshawar, Society for Empowering Human Resource, Auditor General Office (Punjab), Agribusiness Support Fund, Aurat Foundation, and Planning Commission. Topics like “Role of HR in Organizational Transformation, State of HR: An International Perspective, Introduction to Group Project Framework, Job Analysis, Recruitment and Selection, Job Evaluation, Professional Ethics, Leadership and Change, Public Service Motivation, Incentive and Variable Pay in Public Sector, Performance Management in Public Sector, Training and Development and State of HR in Pakistan Public Sector,” were discussed in great detail with the help

of relevant examples, and exercises. International consultant Dr. Steven Condrey had especially flown in for the training, to share his experiences. He conducted two sessions, which were highly appreciated. According to the participants, the training not only refreshed their knowledge but also introduced them to new trends in their profession, and was a means of interacting with top professionals of Pakistan.



Establishment of the First Ever Utility Company in Khyber Pakhtunkhwa

The challenge of amalgamating drinking water, sewerage, drainage, and solid waste management services of Peshawar City under one corporate entity was enormous especially since it involved numerous public sector entities having a large contingent of staff, and resources. However, with the technical support of ASP-AiD, a company was formed, and registered, the governing

body has been constituted, and the Chief Executive Officer, and senior management team have been appointed.

The next step was to help the organization develop its own policies, procedures, systems, and human resource. In addition, technical support is being provided to gradually transfer all services infrastructure, relevant staff and equipment from the various public sector entities to the Water Supply and Sanitation Services Peshawar. This will not only improve the overall planning, development, and management of drinking water, and

sanitation services in Peshawar but will also make operation, and maintenance more efficient, and cost effective. It shall bring a sustained improvement in water, and sanitation services delivery, and will effectively address the basic needs of the citizens of Peshawar.



Supporting RSPs

ASP-AiD has been providing capacity building support to Pakistan's largest civil society organizations including NRSP (National Rural Support Program) and BRSP (Baluchistan Rural Support Program). The challenge is manifold as these organizations are leading development sector organizations with strong work presence, and have adopted customized systems as compared to other grass root level CSOs (Community Service Organizations). The complexity of working with these organizations to bring about any

change in their organizational systems demanded a unique level of input from the ASP-AiD team while designing institutional development initiatives in any functional area.

Improving Management Systems in Baluchistan

BRSP is the largest development sector organization, which is working in 23 districts of Baluchistan. After extensive consultations, and diagnostic reviews with the BRSP management, ASP-AiD is improving their existing HR, Financial, Procurement and Internal Audit manuals.

New manuals for IT, and M&E are being developed, addressing the key operational requirements. Extensive trainings are being provided to the BRSP team for drafting these manuals. To further augment the organisational systems, an ERP solution has been designed for BRSP integrating all functions, and introducing M&E, and project management modules as effective decision-making tools. Currently the Business Requirements, and System Specifications have been finalised with the BRSP management, and deployment of ERP will start from Aug 2014 followed by trainings.



Under the e-learning umbrella the USAID funded ASP-AiD program initiated a series of capacity building webinars during March 2014 to reach out to maximum number of CSOs. The initiative aims at providing quality information, training and knowledge to a diverse, and large audience. It is cost effective, and educational at the same time, and has been well received by CSOs from all over Pakistan, which is apparent from the

large number of registrations for each webinar. The webinar series kicked off with the procurement webinar during mid June, which had overcome all the initial software hick ups that had been faced March onwards when the program was launched, and ever since then there's been no looking back.

These capacity building webinars have an average attendance of 50 participants, and the registrations go above 100 on an average for each webinar. The most interesting, and attractive feature of the webinar is the live question and answer session. Participants are given nearly 40 minutes to interact with the expert/resource

person in which most of their queries are addressed. The numbers are increasing day by day and so has the frequency of the webinars from once to twice a week. The topics are diverse, crisp, and educational, based upon CSO needs.

