

# TAP INTO **THE CURRENT** AT IBA

IBA Newsletter for Employees

Issue 8



Institute of  
Business Administration  
Karachi

*Leadership and Ideas for Tomorrow*

# “MILES TO GO BEFORE I SLEEP”

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# Quality Enhancement Cell

IBA is undergoing many constructive changes to achieve its vision of becoming one of the best business schools in Asia. Aligned with this vision, the Quality Enhancement Cell (QEC) was set up in January 2011 to survey all aspects of university functioning and bring them at par with international standards. Dr. Wasim A. Khan and his team worked diligently to establish the cell and achieve the initial milestones. Recently, Dr. Amber R. Gul has taken over as Director QEC and is currently in the process of formulating the QEC strategy and intends to foster a culture of 'quality first' in all teaching related activities at IBA.

Apart from auditing IBA's education quality standards, the QEC is also responsible for a review of academic affiliations with other institutions. This will encompass effective management of standards and quality of programs.

## Enhancing Research Skills Workshop

The QEC has already rolled out its plans and conducted a workshop in collaboration with the library management. The successful event was held on September 19, 2012, at the City Campus and covered important aspects of research. The Head Librarian, Muhammad Anwar was of great assistance in guiding researchers and faculty about the accurate use of citations, referencing, and methods of avoiding plagiarism. He also introduced the new database at IBA and introduced ways of using it efficiently. The workshop in essence covered the basics of research paper writing.

The QEC ought to be applauded for their timely response to the emphasis being laid upon promoting a research culture at IBA. Publishing in ISI Certified Research Journals is a step required to improve IBA's international ranking and the QEC is working hard to achieve this goal.



Participants of Enhancing Research Skills Workshop

“ Quality is not an act, it is a habit. ”

Aristotle

## IBA Becomes A Member

The Association to Advance Collegiate Schools of Business (AACSB) International has accepted the IBA as a member. This membership provides the IBA faculty, staff and administrators with access to the AACSB newsletter, topical papers and online discussions which will support opportunities of continuous improvement for our education system.

AACSB Exchange is originally an online community exclusively for its members. It features Business Management related, member-generated content. It also serves as a useful networking tool to connect with peers and experts within the management education sector around the world. Much importance is laid by the IBA management to make optimum use of this online tool and the IBA fraternity is encouraged to familiarize themselves with the website:

<http://www.aacsb.edu/newmembers>. Such an invaluable resource must not go untapped and we need to capitalize on its services to draw maximum benefits and international exposure through it.



# Dr. Ishrat's Reflections

An institution such as IBA, Karachi relies upon its students, faculty and staff as the drivers for productivity, quality and growth. If the students adopt new techniques of learning and assimilating knowledge, the faculty engages in research and case studies that focus on products and business processes, and the staff finds ways to be more helpful and responsive to meet the daily demands of the faculty and students, the Institution will certainly move ahead. But if all these stakeholders indulge in the usual blame game, passing the buck to others or upwards, remain complacent and indifferent to the problems they have to resolve, adopt business-as-usual attitude, then our goals for excellence will not be met. Each one of you knows your job better than anybody else including your supervisor. If you wish to do so, you can find many ways to bring about changes in the way you perform your job-This can be beneficial to the overall interests of the Institution. For this purpose, we have instituted a Reward and Recognition award scheme under which we select ten to twelve staff members every year who have demonstrated this trait and performed beyond the ordinary call of duty, in the discharge of their responsibilities.

We have also designed a transparent Promotion Policy which also rewards those who have distinguished themselves through the Performance Management System evaluation. Annual Salary Increments are also tilted in favor of those middle level and managerial staff whose track record is relatively superior to their peers. Under each one of these schemes and policies, the emphasis is on creativity, innovation, service and a sense of responsibility. I can assure you that those who create new avenues of better service to the clients, efficiency and problem solving in their daily work, would be valued by the Institute.

We will express our gratitude in one form or the other to those of you who excel in any one of these aspects. However, those who choose to remain indifferent, apathetic lax and take no initiative in improving their performance should not expect rewards or recognition. These are reserved for only those who create new avenues for better serving IBA.



## “Nazr Mein Raat Leay, Dil Mein Aftaab Leay”

For those familiar with IBA's 5-year plan, it is quite clear that IBA has great things planned for its future. To secure a rank in the Top 100 list of business schools of the world, a state-of-the-art campus, and of course, faculty and administration to compete with internationally renowned business institutions. However, this task is easier said than done, as many steps are involved along the way to its fruition. A few of these steps were taken in the Strategy Review Session held on July 18-19, 2012 at the Arabian Sea Country Club. This session was attended by the Dean & Director IBA, Dr. Ishrat Husain, along with his senior faculty and management staff.

The tone of the meeting was optimistic, as goals were set to bring about concrete changes in IBA in areas of marketing, teamwork, systems and procedures, commitment and ownership. The ever-present security issue in Karachi and its impact on IBA in the near and distant future was also discussed and possible solutions were examined. After reviewing the progress to date, the attendees reflected upon the feedback collected through surveys and one-on-one interviews with stakeholders like Students, Faculty, Staff, Alumni and Board Members. As a result, they were able to crystallize the following 3-year plan:

1. Moving up the academic value chain and becoming a knowledge creator instead of a knowledge consumer or transmitter.
2. Developing human capital, both in Faculty and Staff.
3. Repositioning IBA as a solution provider rather than a mere degree provider.
4. Becoming an efficient and responsive organization as opposed to a bureaucratic outfit.
5. Enhancing the human element by promoting face-to-face communication.

6. Preserving the IBA culture of rigorous training, hard work, punctuality and discipline. Promoting good values but not at the cost of losing the existing ones.
7. Grooming and preparing students for the future; instilling ethics, cultural understanding and multilingual skill in students.

As IBA continues its journey of transformation, it has to tackle inertia and continuously motivate staff, faculty and students while keeping the alumni, industry and parents engaged and involved. However, as the Dean & Director puts it, “Ideas are a dime a dozen, it's all in the execution”, we head into the next few years where the execution will decide IBA's future. Here's to a great challenge, and the ultimate success of IBA.



# Reaching Out to Mould Lives

The time has come to assess how far IBA has travelled in its journey towards internationalization of its brand. The steps being taken at different levels will shape the lives of 'the Leaders of Tomorrow'. When it comes to projects and their multi dimensional effects on society, the ventures by the Center for Entrepreneurial Development (CED) come to mind. The CED aims to become a world-class center to promote entrepreneurship and foster a new culture of enterprise in Pakistan. Touching a few crucial areas of activity at IBA and in the professional world, this center has several interesting aspects to it.

## Strategy Alignment

Our linkage with Babson, after signing of MoU in April 2010, has resulted in exchange programs. This initiative will help IBA earn the accreditation it aspires to achieve. Located in Wellesley, Massachusetts, Babson College, USA is an institution with a century's reputation for being a center of excellence in entrepreneurial studies. It is the first college to recognize that thinking and acting entrepreneurially is more than just an inclination.



## Creating Jobs

Keeping in line with IBA's dream, the CED envisions playing a strategic role to promote entrepreneurship in Pakistan and creating a new breed of youth and professionals who believe in opportunity recognition and new venture creation. Its primary emphasis is to enable the next generation of entrepreneurs to translate their ideas into enterprises which will eventually translate into job creation in the country. IBA-CED believes entrepreneurship can be kindled and how it is taught makes all the difference. To progress in this endeavor, CED recently sent two students, Alizay Awan and Shaheer Ullah Shaikh (BBA VI) to Babson College for the Babson Global Leadership Development Experience Summer Program 2012. It is an intense immersion program where students partner with innovative corporate and nonprofit executives, student entrepreneurs and world-class faculty. They work together to create innovative, real-world solutions to socio-economic and environmental issues in a collaborative and challenging environment. During their stay at Babson, the students took part in a real-life consulting project for a corporation that directly related to an issue, addressed by the United Nations Millennium Development Goals.

The Implementation Plan for this program was developed by Maheen Ghauri, Jami Moiz and Lalarukh Ejaz while attending Babson, with the support of senior Babson professors.

### Maheen Ghauri



Babson is known for its Entrepreneurial Thought & Action (ETA), which is embedded in all its disciplines and I was trained through workshops, seminars, and classroom sessions, as to how this concept is brought into teaching.

Using simulations and learning activities in classrooms is one tool that I have brought back to IBA, and using learning activities in my classroom has been a huge success.

The purpose of this whole project is to adopt their curriculum so that we have a framework to adapt to our environment for entrepreneurship.

### Lalarukh Ejaz



I was trained for integrated and innovative teaching techniques. We observed courses taught at Babson and learned about program structures.

It helped us to develop new courses that will be taught at the CED; with special focus on experiential learning for entrepreneurship students; coaching of all IBA students for development outside of the classroom.

Such programs are like investments; the experience will enrich our own teaching skills and as a result, positively influence the knowledge experience of our students.

## Orientation Session for Students Admitted to BBA (Entrepreneurship)

CED conducted an orientation cum networking event for the BBA Entrepreneurship batch of Fall 2012. The idea was to familiarize the freshmen with the campus, faculty, culture, and values at IBA. Students were familiarized with the curriculum and various activities that they would follow over a period of their 4-year degree program. They were also engaged in an interesting activity to give them a taste of stirring entrepreneurial talent hidden in each one of them. As the day progressed, they were mentored by the CED Faculty members to learn how to unleash their hidden potential and think in a creative manner.

The program was followed by an Iftar cum dinner where the freshmen interacted with senior BBA Entrepreneurship students and Faculty members. It helped to break the ice and make the newcomers feel at ease so that they could begin their journey with confidence and enthusiasm.



Students presenting their Activity Results to the CED Faculty at the Orientation Session

# Another Milestone Achieved

Under the supervision of the IBA Projects Department the first out of nine buildings was inaugurated for use within a record period of twenty months.

The Center for Entrepreneurial Development (CED), located at the Main Campus, with a covered area of 54000 sq. ft. reflects the hard work put in by the Projects Department under the dynamic guidance of Director Projects, Rehan-ul-Ambia. The three storey building accommodates classrooms, seminar and breakout rooms, faculty offices, computer labs and a cafeteria.

Creating a space which follows the modern psychology of learning environments, as well as a place for student association, is the basis of the design intent. Principles of energy efficient design are implemented to cut down cost. The layout encourages a sense of community among the students with the Central Patio and Students' Lounge designed for interactive sitting areas.

The entrance has landscaped areas and a water body to provide softness to the façade. Also, there is a controlled entry point for security reasons. The special features of this building include energy efficient cavity walls which provide insulation and reduce heat loss in summer. Also, the flooring has durable porcelain tiles of high-density which are resistant to scratches, cracking or chipping. They are capable of withstanding extreme heat, cold, water, dust and dirt.



The Center for Entrepreneurial Development (CED)



Expansive Atrium



Spacious Cafeteria

## FCS: Seminars, Symposiums and Orientations

### Seminar

Faculty of Computer Science (FCS) continued its series of Research Seminars through the third quarter with a Research Seminar on 'Sharing Understanding-An Introduction to Applied Ontology' by Syed Irfan Nabi. Applied Ontology is aimed at helping people understand each other. It is an interdisciplinary domain based on philosophy, cognitive science, linguistics and logic. The unique aspect was that for the first time, a Research Seminar was open to external participants. It included several members from the industry and academia.

### Symposium

The first ever FCS Doctoral Symposium held on August 23, 2012 was also organized by IBA-FCS. The main objective of the symposium was to provide a forum for PhD candidates to present their research objectives, methods and preliminary results to the faculty members and fellow students. It also served as an interactive platform for the candidates to get valuable, constructive feedback regarding their research. A total of 10 presenters shared their academic and research progress. The presentations resulted in a healthy exchange of ideas, suggestions and questions from PhD supervisors and PhD students.

### Orientation

A departmental meeting and orientation session for the new PhD candidates was hosted by the Faculty of Computer Science on August 31, 2012. This provided an excellent opportunity for the new candidates to interact with the present faculty.



Faculty Members and New PhD Candidates attending the Computer Science Departmental Meeting



# International Linkages: Helping IBA Grow

## IBA signs an MoU with University of Malaya



Dr. Ishrat Husain, Dean & Director, IBA Karachi and Tan Sri Dr. Ghauth Jasmon, Vice Chancellor, University of Malaya inked a Memorandum of Understanding and a Student and Faculty Exchange Agreement on September 12, 2012. The Agreement will facilitate students and faculty transfers, joint researches, sharing of publications and academic material in the near future.

Realizing the importance of internationalization in modern age, IBA is extending its reach by establishing linkages with overseas universities to optimize academic collaborations. To fulfill this quest, MoUs with Indian School of Business, University of Maryland and a few others have already been signed in the recent past. "There is no doubt that this collaboration will be a success!" confided Tan Sri Dr Ghauth Jasmon, Vice Chancellor, University of Malaya. The team from Malaya was very enthusiastic about working in close coordination in the field of research and showed high hopes for initiating the exchange program for the upcoming spring semester.

Situated in Kuala Lumpur, the University of Malaya (UM) is a research university with a comprehensive range of disciplines. It has a functioning research center called Institute of Research Management and Monitoring (Institute Pengurusan Penyelidikan dan Perundingan, IPPP) which will help IBA develop its research center. The enriching discussion between the UM delegates, IBA Program Directors, faculty and students highlighted the dire need for publishing research papers in ISI Accredited Journals. Dr. Ishrat very rightly pointed out that there is much virgin ground for research topics in Pakistan. It is expected that the right tools and guidance will help us capitalize upon this deficit.



Showing their support to IBA and to meet the esteemed guests, Director HEC Ghulam Hyder Khan and Sulaiman Ahmad, Deputy Director (HEC) also graced the ceremony. Such collaborations will allow IBA and the University of Malaya to progress internationally.

## IBA joins hands with KOC University, Turkey



An MoU was recently signed between IBA and the EQUIS Accredited KOC University Graduate School of Business, Turkey on September 4, 2012. The university was ranked 73rd in European Business School Rankings 2011. This very fact had caught IBA's attention, as well as the fully functional Exchange Program and offering of an MBA with specialization in Investment Banking, Marketing Management and Supply Chain Management. KOC also has specialized tracks in the Undergraduate Program under the umbrella of Business Administration.

Many opportunities for collaboration have opened up with the signing of this Agreement. Apart from the usual faculty and student exchanges, this linkage provides diverse options like joint MBA Projects, Summer Programs, and most interestingly, study tours. This will enable our student groups to visit Turkey as they visit Dubai, broadening their horizons with respect to diversity in business cultures beyond Asia.

## Department of Mathematical Sciences

In the words of Andrew Wiles "Pure mathematicians just love to try unsolved problems - they love a challenge". It is good to know that IBA's Department of Mathematical Sciences has accepted this challenge and arranged a 'Math Seminar Series' to interact with experts.

The series started in May 2012 and the third seminar was held on September 15, 2012 at IBA Main Campus. The topic under discussion this time was 'Singular and Applications' for which a German Professor Dr. Gerhard Pfister from University of Kaiserslautern, Germany shared his research paper. During the session, the computer algebra system 'Singular' and its development was explained. And on a lighter side, how a Sudoku can be solved using algebraic geometry and computer algebra was also shown.

The upside of this series has been the active interest taken by the employees and faculty of IBA.



# Shifting As It Happens

## A survey regarding the shifting from the Admin Building to the new CED Building

The wet month of August 2012 saw the movement of the whole faculty block to the luxurious CED building. IBA faculty, management and staff took great pains to give their work a break and move to a new environment. Now that everyone has settled into their new offices, it is time for feedback. IBA faculty and staff were questioned about three major areas:

### Efficiency in Shifting



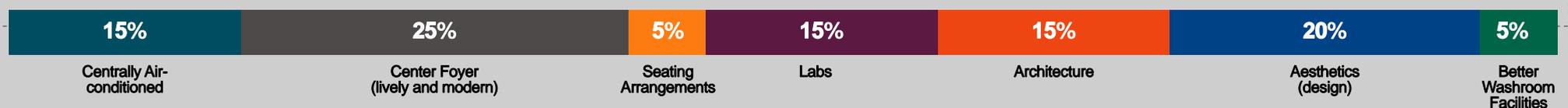
A good 40% of those surveyed believe the move was planned and executed efficiently. However, there is a perception that if professional movers had been hired, the work could have been managed better. Many were of the view that in an Institute where management is taught, there was a dire need for better management in this process. Effective measures need to be taken for the next building coming up.

### Satisfaction Level with the CED Building



A large majority is satisfied with the new CED building with a very small 15% being dissatisfied. When quizzed about the reason for their dissatisfaction, it appears that they have concerns with regards to the building maintenance.

### Best Feature of the New Building



When asked about the best features, the lively center foyer got the maximum votes. Its aesthetics as well as being centrally air-conditioned has won many hearts, especially of the lower staff. We congratulate the Projects Department of IBA for a job well done.

- **Random Sampling:** 40 IBA employees
- **Age:** 95% between 28-50 years
- **Gender:** 55% Females 45% Males

# Student Development Program (SDP)



Students of fall 2012 attending SDP

In the era of personalized education, IBA's Student Development Program is an important component. The concept behind this newfound approach is to make IBA students work on their professional and developmental skills throughout their stay at IBA. To do so, faculty members, in partnership with IBA Alumni, work together to coach and mentor Freshmen to help them reach their career goals.

The SDP came in effect in the Fall 2011 semester. This unique mentoring program is an inspiration from Babson, adapted to IBA's environment by its faculty. Organized by the Career Development Center, SDP aimed at enhancing and honing the competencies of the Freshmen. IBA Alumni, Faculty and Management Staff took out the time to coach the newly inducted students of BBA, BSc. and MBA, to raise their awareness level with regards to their strengths and areas for development.

This year, two days of coaching began on August 31 and took place at the Main Campus. A batch of 700 Freshmen was divided into groups of six. Each group was then given a case to discuss during which they were evaluated by a panel of two Coaches on interpersonal traits. After individual and collaborative assessment, the Coaches mentored the students in a one-on-one session, giving them feedback and guidance on where they should focus to improve further. A total of 62 Alumni Coaches and 24 Faculty and Staff Coaches very generously devoted their time and insight into making this a meaningful event. What came out of this exercise was not only the developmental coaching of Freshmen but also depicted the willingness, compassion and commitment of the IBA Alumni in working towards the betterment of their Alma-Mater.

The glory of IBA lies in the hands of our alum.

# آتش زدگی کے خلاف آئی بی اے اسٹاف کی کاوشوں کا اعتراف

کراچی میں آتش زنی اور پُرتشدد واقعات میں حالیہ اضافہ سب کے لیے باعث فکرمبر ہے۔ جمعہ 20 ستمبر 2012 کو رونما ہونے والی تباہ کن صورت حال نے آئی بی اے کو تباہ کن آگ کے دہانے تک پہنچا دیا تھا۔ نشاط سنیا، جوٹی کمپس کی حدود کے قریب واقع ہے، سہ پہر چار بجے مظاہرین کے ہاتھوں ایم اے جناح روڈ پر ایک جلوس کے دوران نذر آتش کر دیا گیا۔ آگ نے آنا فائنا نشاط سنیا کا بہت بڑا حصہ لپیٹ میں لے لیا اور پلک جھپکتے میں آئی بی اے کی باؤنڈری کے جزیرہ ایریا کو چھونے لگی۔ بجلی غائب ہونے کی وجہ سے اس وقت جزیرہ زکام کر رہے تھے۔ اگر ڈیوٹی پر موجود عملہ چوکنا نہ ہوتا اور احساسِ ذمہ داری کا مظاہرہ نہ کرتا تو اس کا نتیجہ آئی بی اے کے لیے بہت بڑے نقصان کی صورت میں نکل سکتا تھا۔

اس موقع پر حاضر مافی سے کام لیتے ہوئے ڈیزل کین، لکڑی کے کیبل رول اور کاٹھ کباڑ وغیرہ وہاں سے ہٹا دیے گئے۔ اس مقام پر چھکی درخت کی شاخیں بھی کاٹ دی گئیں۔ آگ بجھانے کی تمام دستیاب اشیاء مثلاً ریت، پانی اور آگ بجھانے کے آلات جزیرہ کے قریب ایک جا کر کے بروقت آگ پر قابو پالیا گیا۔ محمد جواد، الیکٹریکل آفیسر نے باڑھ کے درمیان سے ریگتے ہوئے کمپس تک پہنچ کر اور اپنی ٹیم کی حوصلہ افزائی کر کے اپنی فرض شناسی کا مظاہرہ کیا۔

آئی بی اے نے بہادری کے اس مظاہرے کو سراہا اور عمارت کی حفاظت کے حوالے سے خدمات پُر ڈیوٹی پر موجود سیکیورٹی اور میٹیننس ایڈمن اسٹاف کے ممبران کو خراج تحسین پیش کیا۔ ڈاکٹر عشرت حسین نے اس موقع پر آگے بڑھ کر جرأت دکھانے اور آئی بی اے پر اپنی کی حفاظت کرنے پر تمام ممبران سے اظہارِ تشکر کیا۔



(بائیں سے دائیں) سجاد احمد (سیکیورٹی گارڈ)، بخت بی شاہ (سیکیورٹی گارڈ)، شاہد احمد (سیکیورٹی گارڈ)، عبدالرزاق (سیکیورٹی گارڈ)، محمد اشرف (چیکن اسٹاف)، نسیم احمد (پوائنٹ ڈرائیور)، دائرے میں سید و احسان (جزیرہ پر بیٹر)

”یہی وہ لوگ ہیں جو مجھے اپنے کام کی انجام دہی میں جوش اور ولولہ عطا کرتے ہیں۔ اس ادارے کے لیے ایسی غیر معمولی جاں نثاری پر مجھے آپ میں سے ہر ایک پر ناز ہے۔“  
ڈاکٹر عشرت حسین

# دی کرنٹ

آئی بی اے کمیونٹی کا اپنا جریدہ شمارہ ۸

## ڈاکٹر عشرت حسین کا اظہارِ خیال

آئی بی اے، کراچی جیسا ادارہ اپنی پیداواریت، معیار اور ترقی کا عمل آگے بڑھانے کے لیے اپنے طلبہ، مدرسین اور عملے پر انحصار کرتا ہے۔ اگر طلبہ سیکھنے اور تحصیل علم کے لیے نئی تکنیکیں اختیار کریں، اگر مدرسین ایسی تحقیق اور کیس اسٹڈیز میں حصہ لیں جن کا محور مصنوعات اور کاروباری طریق ہائے کار ہوں، اور عملہ ایسے طریقے ڈھونڈ لے جن کے ذریعے وہ مدرسین اور طلبہ کے روزمرہ تقاضے بہتر انداز میں اور بروقت پورا کر سکے تو ادارہ یقیناً پیش قدمی کرے گا۔ لیکن اگر یہ تمام متعلقہ افراد معمول کی الزام تراشی اور ایک دوسرے یا اعلیٰ انتظامیہ کو قصور وار ٹھہرانے میں مصروف رہیں، بہل پسندی میں مبتلا اور ان مسائل سے لاپرواہ رہیں، جنہیں حل کرنا ان کی ذمہ داری ہے، جیسا چل رہا ہے، چلنے دو پڑنی طریقہ عمل پر قائم رہیں تو ہمارا درجہ کمال تک پہنچنے کا ہدف کبھی حاصل نہیں ہو سکے گا۔

آپ میں سے ہر ایک اپنے کام کو کسی بھی دوسرے شخص، بشمول آپ کے نگران سے، کہیں بہتر جانتا ہے۔ اگر آپ چاہیں تو بہت سے ایسے راستے ڈھونڈ سکتے ہیں جن کی بدولت آپ کے کام کرنے کے طریقے میں ایسی تبدیلی رونما ہو سکے جو آپ کے ادارے کے مجموعی مفاد کے لیے فائدہ مند ہو۔ اس مقصد کے لیے ہم نے انعام اور اعتراف اسکیم تشکیل دی ہے جس کے تحت ہم ہر سال عملے کے ایسے دس یا بارہ ارکان کا انتخاب کرتے ہیں جنہوں نے اپنی ذمہ داری کی انجام دہی میں فرض منصبی کے عمومی تقاضوں سے کہیں بڑھ کر کارکردگی کا مظاہرہ کیا ہو۔

ہم نے ایک شفاف پرموشن پالیسی بھی وضع کی ہے جو ایسے ایگزیکٹوز کو نوازتی ہے جنہوں نے پرفارمنس منجمنٹ سسٹم ایپلوییشن کے ذریعے خود کو نمایاں ثابت کیا ہو۔ تنخواہوں میں سالانہ اضافے بھی ان اوسط درجے اور انتظامی عملے کے حق میں جھکاؤ رکھتے ہیں جن کا ٹریک ریکارڈ اپنے ساتھیوں سے نسبتاً بہتر ہو۔

ان میں سے ہر اسکیم اور پالیسی کے تحت تخلیقی صلاحیت، جدت، خدمت اور احساسِ ذمہ داری پر زور دیا گیا ہے۔ میں آپ کو یقین دلا سکتا ہوں کہ وہ لوگ جو ادارہ کی بہتر خدمت، استعداد اور اضافے اور اپنے روزمرہ کاموں میں مسائل کے حل کے لیے نئی راہیں تخلیق کریں گے، ادارہ ان کی قدر افزائی کرے گا۔

ہم ان میں سے کسی بھی معاملے میں اعلیٰ کارکردگی دکھانے والے ہر فرد کو کسی نہ کسی انداز میں خراج تحسین پیش کریں گے۔ تاہم جولاہا، شرم ناک سہل پسندی پر عمل پیرا ہونا چاہیں اور اپنی کارکردگی میں بہتری لانے کے لیے کوئی قدم اٹھانا گوارا نہ کریں، انہیں کسی انعام یا اعزاز کی توقع نہیں رکھنا چاہیے۔ انعام و ستائش صرف ان کے لیے مخصوص ہیں جو آئی بی اے کی بہتر خدمت کے لیے نئی راہیں تخلیق کرتے ہیں۔

## STHP فاؤنڈیشن پروگرام میں آئی بی اے ایمپلائز کے بچوں کی شمولیت

آئی بی اے نے حال ہی میں گورنمنٹ آف سندھ کے کمیونٹی ڈیولپمنٹ پروگرام کے اشتراک سے ایک چھ مہینے کا فاؤنڈیشن پروگرام ترتیب دیا ہے۔ اس پروگرام کا مقصد صوبہ سندھ کے اور بالخصوص صوبے کے کم ترقی یافتہ علاقوں سے تعلق رکھنے والے ایسے ذہین اور قابل طلبہ و طالبات کا انتخاب کر کے انہیں اس پروگرام کے ذریعے پاکستان کے بہترین تعلیمی اداروں کے داخلہ ٹیسٹ اور انٹرویو کے لئے تیار کرنا ہے۔ اس پروگرام کا آغاز دسمبر 2012 میں ہوگا، جبکہ اس پروگرام کا داخلہ ٹیسٹ نومبر کے دوسرے ہفتے میں ہوگا۔

آئی بی اے کی انتظامیہ اور بالخصوص ڈین اینڈ ڈائریکٹر جناب عشرت حسین صاحب کی ترجیحات میں ایمپلائز کے بچوں کے لئے ایسے مواقع مہیا کرنا شامل ہے جس کے ذریعے وہ اعلیٰ تعلیم حاصل کر سکیں، اور اپنے خاندان کے بہتر مستقبل میں اپنا کردار ادا کر سکیں۔ انہی کاوشوں میں سے ایک کاوش STHP فاؤنڈیشن پروگرام میں ایمپلائز کے بچوں کی شمولیت بھی ہے۔ ادارے کے ایسے ملازمین جو BPS ایک سے سولہ اور جب بینڈ J1 سے جب بینڈ 2 میں کام کر رہے ہیں، اور ان کے بچے اس پروگرام میں داخلے کی شرائط کو پورا کرتے ہیں، وہ اپنی درخواستیں NTHP/STHP پروگرام آفس میں جمع کروا سکتے ہیں۔ اس پروگرام میں داخلے مکمل طور پر مہرٹ کی بنیاد پر ہوں گے، ایمپلائز کے وہ بچے جو اس پروگرام کا داخلہ ٹیسٹ اور انٹرویو میں کامیاب ہوں گے انہیں اس پروگرام میں تربیت کے لئے داخل کر لیا جائے گا۔ تربیت مکمل کرنے والے بچے آئی بی اے کے داخلہ ٹیسٹ میں حصہ لیں گے اور کامیابی کی صورت میں ان کے تمام تعلیمی اخراجات آئی بی اے برداشت کرے گا۔ ہمیں امید ہے کہ آئی بی اے کے ایمپلائز اس موقع کا فائدہ اٹھاتے ہوئے اپنے بچوں کی زیادہ سے زیادہ حوصلہ افزائی کریں گے تاکہ وہ اس پروگرام میں داخلے کی اہلیت کے معیار پر پورا اتر سکیں۔

