



The Petarian Foundation

[Registration no. RS/ICT/427 of 2003, under Societies Act XXI of 1860 – NTN: 2475458-7]

House no. 12-A, Street 29, F-7/1, Islamabad

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5 August 2005

Rear Admiral Asad Qureshi
COMKAR
Commander Karachi Office,
Pakistan Navy,
Sharea Faisal,
Karachi

Subject: Report on 1st CCP Teachers' Training – Interactive Workshop

Dear Sir:

As salamu alaykum

By the Grace of Allah, we had a very successful week of training the CCP teachers at the 1st CCP Teachers' Training Interactive Workshop held at Islamabad from 24-31 July 2005. It was truly a wonderful experience for all of us who worked with the faculty and staff members of Cadet College Petaro during this period.

This first training was conducted to try to expose the basic skills of pedagogy, human and child psychology, values, fears and anger, and the expectations of education to all the teachers. It was done in an interactive environment so as to force them all to be involved individually. We could see the changes in attitudes and behaviour amongst these teachers during the sessions. It was remarkable. The Petarians who attended the sessions were amazed at how we were able to bring out the best amongst them.

We are confident that this first program along with ongoing training over the coming months will convert CCP into a center of excellence insha Allah. We hope to continue with a series of programs over the next several months, where we will start focusing on specific groups of teachers with an emphasis on the younger teachers who have a longer career ahead of them and can contribute a lot more.

By and large, the technique used was to get them to think on the key issues and let their creativity and initiative take over. It was the participants who then brought out all the ideas. It brought out the best in them. Some of the key achievements were as follows:

- It allowed them to rejuvenate their self-confidence. Every single one of them was jumping up and down without any reservations by the time we finished.
- It allowed them to remove their inner fears and taught them how to battle anger and fear. It was tremendous to see them come out and manage their fears.
- It showed them how to work in groups and to use these techniques to bring out the best in their students.
- It showed them how to work together rather than to play against each other.
- It showed them how to bring out the best in their students through appreciation and encouragement.
- It showed them how to inculcate love - unconditional love.

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- It showed them how to seek to solve problems rather than using penalties
- It taught them better communication skills through presentations they had to make
- It brought about a better understanding of the meaning and concept of education and what it can do for an individual
- It addressed the issues of professional ethics in education
- It discussed and brought out the best in understanding the psychology of development, subconscious and self image.
- We had training on Microsoft Office (Word, PowerPoint and Excel)
- Taught them the use of audio visual aids.

It was most gratifying to see them all come out and say that they were reluctant to come initially. But now they feel that this was the most unique experience of their lives and the best course they ever attended. In the past, they would attend courses where they would attend lectures and write exams to pass. They were reluctant to become students again and many were afraid they would fail in the exams. But this was a real learning experience for them on how to truly handle problems and issues by understanding their own weaknesses, getting rid of their fears and apprehensions and forging love between themselves as teachers and the cadets.

Let me give you the highlights of our activities over this past week.

- The point man for this whole exercise was none other than **Maqbool Babri**, kit no. 971/Iqbal, who won the hearts of the participants in a manner that is uncanny. They are all looking forward to his return to Petaro to continue with this training program. Maqbool is one of the leading Clinical Psychologists in the country, and he runs training programs at the Rausing Centre of LUMS in Lahore in addition to doing corporate training for Mobilink, Warid, IUCN and many other corporate entities.
- The training was conducted in a very conducive atmosphere. There were no pews and no VIPs. The chairs were arranged in a semi-circle with the instructor in the middle. In the back, there were 4 tables with chairs for group work. The participants were forced to keep on changing chairs in a manner where they didn't realize that this was done on purpose so that no one can claim to be superior or holding any one position. And everyone was at the same distance from the instructor. The instructor Maqbool has a knack of keeping them awake all the time even though they were in the training room from 9am to 11pm every single day (with breaks for prayers, food and tea).
- 10 sessions for each of the two groups for the core training conducted by Maqbool. All of these sessions were interactive, where the participants spoke 70-80% of the time, and they were forced to make presentations under the guidance of the instructor. Every participant was given equal time to speak on each and every issue.
- 3 sessions of IT training (teaching them Word, PowerPoint, Excel and Email/Internet) as tools for education. This was conducted by a professional from NIBAF (the training institute of the State Bank of Pakistan)
- Evening lectures (after dinner) by guest speakers on different aspects of education. Those who came and spoke were the following:
 - **Lt.Gen. S.P. Shahid**, kit no. 332 (presently CEO of the Citizen's Foundation) - who spoke in light of his own experiences as a cadet, as a professional and in light of his involvement with the Citizens Foundation that is deeply involved



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into education in Pakistan. He has tremendous amount of wisdom to impart to the participants.

- **Vice Admiral Farooq Rashid**, kit no. 236 (ex- Chief of Staff of the Navy until last month) - who spoke in light of his vast experience with the Navy, and giving particular emphasis to the concepts of counseling both for teachers and the cadets.
- **Professor Inayat Ali Khan**, who was our Urdu teacher at Petaro from 1965-1969, and who is a celebrity Urdu poet of Pakistan today. He is considered to be the best poet in Pakistan for satire and humour related to politics, social issues, religion, and attitudes. He spoke on the meaning of being a teacher from his own experiences at Petaro and afterwards in light of our *deen*.
- **Mr. Abdul Wahid Khan** - an octogenarian - who retired a couple of decades back as the Human Resources chief of PTC. Mr. Wahid is one of the most sought after speakers in this part when it comes to training. He spoke on how to bring about love into one's life and profession, and to truly understand the needs and psyche of the cadets. He was one great advocate of doing away with the concept of penalty.
- **Mr. Jalaluddin Sohail**, kit no. 114, who is Federal Joint Secretary - presently assigned to the Ministry of Youth and Culture, who spoke based on his own experiences at Petaro and in light of the recent National Youth Convention.
- **Mr. Kazi Abdul Muktedir** - the Managing Director of NIBAF (National Institute of Banking and Finance) which is a subsidiary of the State Bank of Pakistan. NIBAF is the main training arm for the banking industry in Pakistan, which has truly turned a leaf over the past few years due to the high quality of training available through this institute. Mr. Muktedir spoke on various aspects of training and education at different occasions throughout the training period. He was keenly involved in what was happening in the main sessions too.
- **Cdre. M. Abid Saleem**, kit no. 589 and the current Commandant/Principal of CCP. Abid spoke beautifully with so much love and compassion. He gave his own autobiography (upon demand) on how he came from a humble background and what Petaro did for him. He then talked on various issues of the college, the teachers and the cadets. It led to a very good heart to heart discussion with the teachers where they were allowed to question him on anything. In a way it broke the barriers between them, when all were considered to be equals. This was part of the learning exercise for all of them. The junior-most of teachers were also keen to question their boss when they were given the fully liberty.
- **Kazi Zulkader Siddiqui**, kit no. 671 who delivered two lectures on "Professional Ethics" (with the prime example of our Noble Prophet *sallAllahu alayhi wa sallam*)
- Each participant was forced to come out of his shell, driving out his fears and trying to curb his anger. The whole thrust was on bringing out the best in them through love and mercy. How could they - the teachers - become the role models for their cadets. As Prof. Inayat Ali Khan pointed out, even the Prophet (*sallAllahu alayhi wa sallam*) declared himself to be a teacher - and he was the best of the role models. Thus each teacher must emulate his example and also aim to be the role model for his own students. He can do this through understanding his own self, and understanding the psyche and needs of his students. Maqbool did a tremendous job in making them

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understand through extremely innovative techniques and methods on how to approach the matter. Although each of the teachers had his own experiences, but this training gave a totally new dimension to their own thought process and approach to teaching.

- The teachers were also given an exposure to the modern audio-visual and other training aids. The college is not equipped with such aids at present. The main tool used in the classroom currently is the blackboard and chalk. Hopefully the college will be able to invest in these tools for the future, or the Petarian Foundation may assist the college for this as well. Tools that can be very useful are whiteboards with markers, flipcharts, multimedia projectors with computers in each classroom, overhead projectors, etc.
- The participants were also given a tour of Islamabad city including a visit to the National Assembly from inside (we arranged for special permission to visit the main halls inside and the galleries), the Supreme Court, CBR, Presidency, Prime Ministers Secretariat, Convention Centre, Pakistan Secretariat (ministries), Shakarparian (where the foundation stone of Islamabad was placed by Ayub Khan), Daman-e-Koh, and Faisal Mosque. They were also taken to the F-7 Jinnah Super Market to give them a flair of the shopping here.
- In addition, the participants were taken to Murree and Nathiagali for a day.
- They were given time off after the sessions (night time) to meet relatives or friends here.
- The graduation ceremony for the first batch of 25 teachers took place on the 26th July. **Rear Admiral Shahid Farooq**, kit no. 578 (was at CCP from 1964-1966), who is also the Chairman of NTC (National Telecommunications Corp) was the host and the Chief Guest for the occasion last night. Several Petarians also came to honour these teachers. And as luck would have it, Prof. Inayet Ali Khan (our Urdu teacher from 1965-69) who is a celebrity poet in Pakistan today was also visiting Islamabad. He also joined us. His presence is always electrifying. He is truly a great man. The proceedings went on until past 11pm. Then we had the last session that went on until 1:30am.
- The graduation ceremony for the second batch of 25 teachers took place at Daman-e-Koh. The chief guests for this occasion were **Mr. Zafar Khan** (kit no. 280) who is Dy. Secretary in Ministry of Industries, **Mr. Mohammed Ali Khan Durrani** (kit no. 482) who is Chief Engineer SNGPL, and **Rear Admiral Saeed Sargana**, kit no. 263.
- The participants were housed at the NIBAF Hostel and the training was conducted in the training rooms of NIBAF. This is a state of the art training facility and one of the best in Pakistan. We are indeed thankful to NIBAF and the State Bank of Pakistan for subsidizing the cost of using the facility. The rooms given the participants were virtually 4-star, fully air-conditioned with attached bath, net cafe for 24 hours, indoor gym, common room for relaxation, billiards/pool and table tennis, badminton, open areas for walks, IT labs, and a very well equipped library. As a very special favor, we have been charged only Rs. 1,150 per participant per day for the room plus 3 meals (excellent meals from Usmania Restaurant) plus tea during the tea breaks, plus transportation to and from the airport, plus transportation for a tour of Islamabad and Murree/Nathiagali. Had we done it elsewhere, it would have cost us at least 2-3 times this amount, and we would not have had a facility anywhere near what we got. The Petarian Foundation is truly thankful to NIBAF for this facility and for giving us this tremendous discount.



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- I was told that a vast majority of the teachers who came have never really traveled much - not even within Pakistan, and this was their first ever travel by air. Thus the travel was also part of their education and opening up of their horizons.
- We also made sure to give utmost respect and love to our teachers. We wanted to show them that they have the noblest of professions, and that it is our duty to raise them to the highest pedestal. We wanted them to realize that the teaching profession is not a menial type of a job, not should it be looked down upon as many people in our society today. We wanted them to understand that we Petarians and the Petarian Foundation will always honour them and will work for their betterment too insha Allah.

Our objective eventually is that the quality of education at CCP should be of the calibre that by and large our average student should be able to compete internationally (not just nationally) for any university anywhere in the world, should be able to be considered amongst the best at any forum anywhere in the world. Today, CCP has an excellent result within the Hyderabad Board as demonstrated by the recent Board results. But our students are unable to compete even nationally today. Their skill set and knowledge base does not compare with even the O and A Levels students in Pakistan. Their vision and understanding of the worldview has a lot to be desired.

I want to thank all the Petarians locally who supported us. In addition to myself, three other Petarians also went through the training fulltime and we gave them certificates. They are as follows:

- Tajammul Husayn Bhai, kit no. 439/J
- Brig. Salik Javaid, kit no. 872/J
- Malik Ajmal Khan, kit no. 7869/L

On behalf of the Petarian Foundation, I want to personally thank (from the bottom of my heart) all those who contributed financially for this cause. May Allah reward them for this noble act! I am sure this will go a long way in benefiting the college and the cadets insha Allah, and it will accrue as a reward for them in the Hereafter.

Lastly, I want to thank you sir as the Chairman of the Board of Governors of CCP for your guidance and support for this program. We are truly indebted to you for this. I would also like to thank the Principal CCP Cdre. Abid Saleem whose full support made this training possible. The Petarian Foundation is committed to continue with training programs for the future as well. We shall insha Allah be announcing further programs over the coming months under your guidance.

Yours Sincerely,

Kazi Zulkader Siddiqui
Chairman

Cc: Cdre. Muhammad Abid Saleem, Principal, Cadet College Petaro.

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