

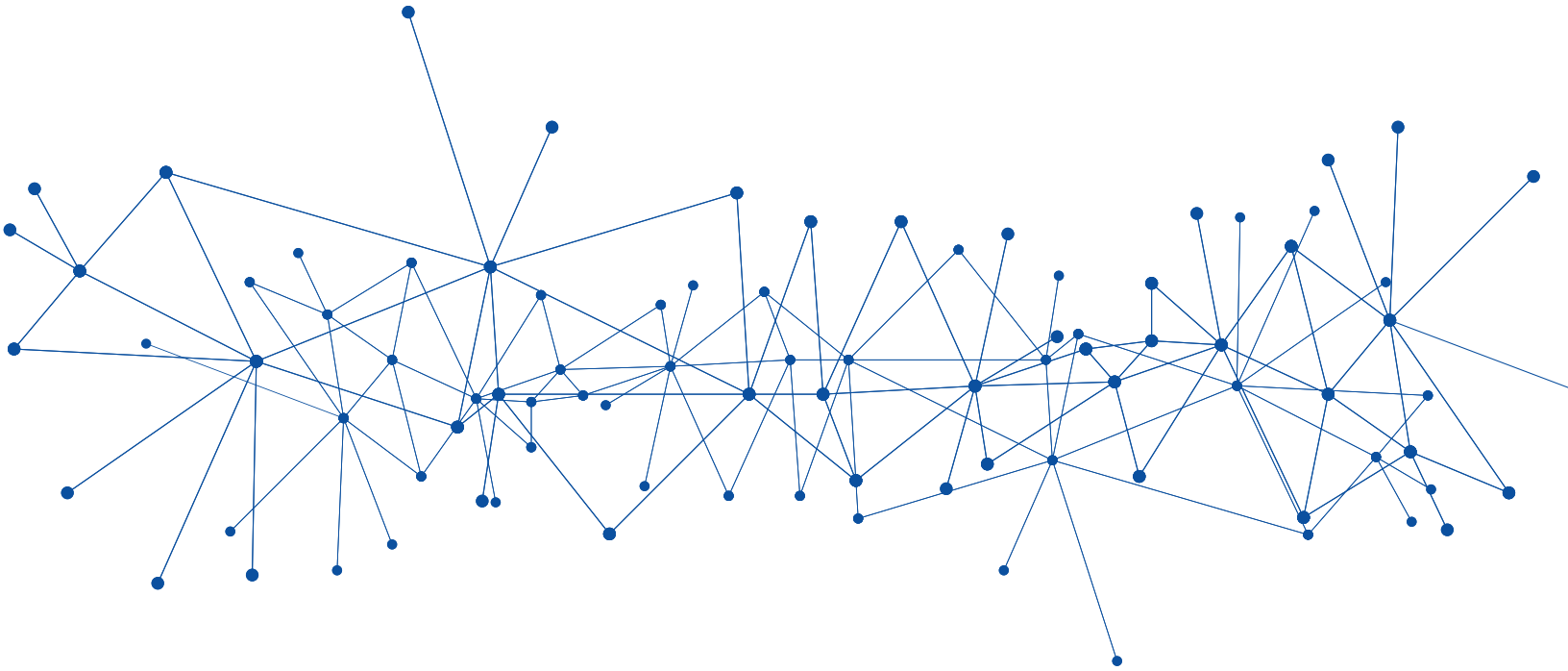


پوهنتون کاردان  
KARDAN UNIVERSITY

# INSPIRE

THE MONTHLY EMPLOYEE NEWSLETTER

FOURTH ISSUE



JULY 2019

## Kardan University Organizes Staff and Faculty Retreat

Kardan University organized an exciting staff and faculty retreat on July 26, 2019 at Uranus Palace, Airport Road, Kabul to provide an opportunity for staff and faculty to get together, know each other, and have fun.

This event featured a wide range of entertaining, exciting and fun activities including musical performances, games, contests, poetry and open forum discussions. Breakfast and lunch service included a variety of foods and dishes and were thoroughly enjoyed by staff and faculty.









## Leading Through Learning

Mr. Mohammad Amin Hakimi, Manager Training & Career Services took course on career development through LinkedIn and shares his experience in the following way.

“It is a thrilling moment for me to share my experience about LinkedIn platform and its benefits for those who want a career growth through learning and development.

I really found LinkedIn helpful to further build up my skills and abilities in my workplace. Besides helping me to be a productive employee in my professional career, it also added values in my personal life. As far as Networking is one of the core needs of everyone, I took a course titled Professional Networking by Dorie Clark and I really found it beneficial as it helped me a lot both in my personal and professional life.

At the end I would like to thank Kardan University, particularly HR department for demystifying the process of learning & development through LinkedIn platform and I recommend you all to pick up courses which add values to your professional career and enables you to accomplish your goals.”



## New Chapter Beginnings...



Mr. Jamshaid Khan, lecturer for Computer Science Department, got married on July 16, 2019. Kardan University congratulates Mr. Jamshaid Khan and wishes him best of luck on his married life. Many good wishes from Kardan faculty and staff!



Mr. Ahmad Shah Ahmadi, lecturer for English Diploma Program of Kardan University, got married on July 26, 2019. We wish you best of luck on this exciting journey. Best wishes from Kardan University!

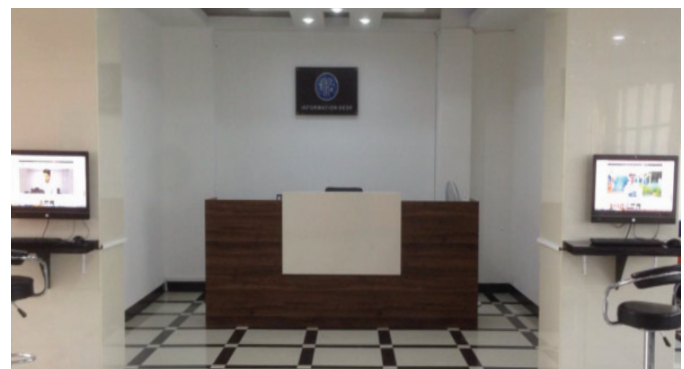
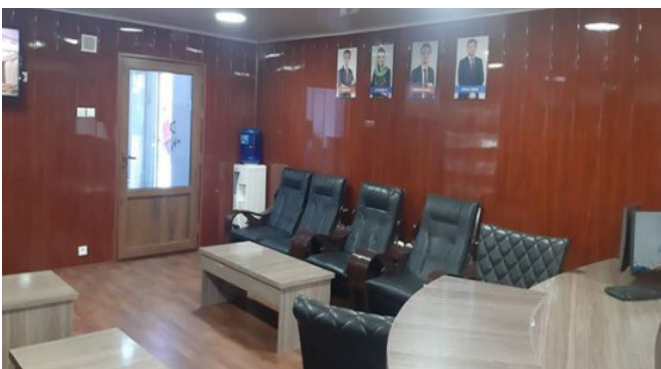
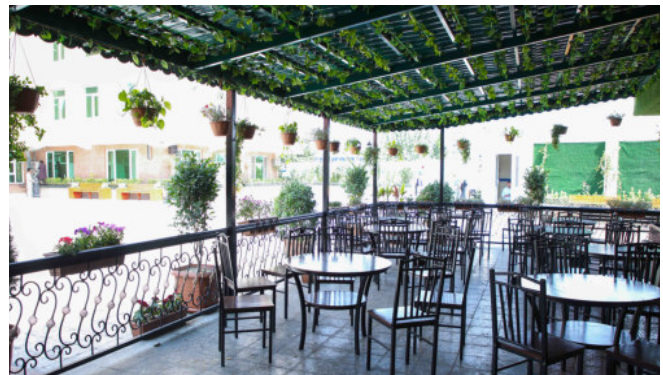
## Mr. Amjad Khan Scores 3.57 GPA in PhD Exam

Mr. Amjad Khan successfully completed his PhD course work and scored 3.57 GPA in written examinations. Now, he starts his research thesis. Congratulations for achieving this milestone!



## Administration Team Renovates Admission Offices, Café & Gym

Administration Team of Kardan University renovated admission offices of Parwan-e-Du Campus and Campus of Graduate Studies. Gym at Kardan Residence is now equipped with new machine and equipment. Thanks for the continuous great work, Team Administration!



## Mr. Zahid Jalaly Presents Research Paper in Nepal

Mr. Zahid Jalaly, Lecturer and Academic Administrator for Political Science & International Relations Department of Kardan University, participates and presents his paper in The 7th Advanced International Humanitarian Law South Asia Academics Platform (AISAAP)" in Dulekhil of Nepal.



## Success Center Conducts Book Discussion Session

With collaboration of Human Resources Department, Managers of Success Center conducted a book discussion session on July 28, 2019 from 10:00 to 11:00 a.m. Mr. Ajmal Nabizada presented Leaders Don't Command while Mr. Amin Hakimi and Ms. Muzhgan Sadat presented The Power of Habit and The Power of Now respectively. The Team reiterated the importance of book reading culture and recommended this program to other staff members.





## Mr. Kalimullah Defends Doctoral Research

Mr. Kalimullah, Assistant Professor for MBA Program of Kardan University, visits University of Saint Malaysia (USM) on July 25, 2019 to defend his doctoral research successfully and will now be called Doctor Kalimullah. Congratulations on such a phenomenal achievement!





In a recent HBR article, the authors: Marcus Buckingham and Ashley Goodall outline the findings of their ADP Research Institute 2019 study that measured the levels of engagement of more than 19,000 workers across the globe, to identify the factors most likely to attract and retain them.

They defined employee engagement as the presence of a series of attributes that contribute to performance and productivity. These include: a clear sense of purpose, a commonly held notion of what's valuable or important, feelings of psychological safety, and confidence about the future.

Although organizations routinely attempt to improve employee engagement through interventions addressed at disengaged individuals or the broader organizational culture, the authors contend that teams are the best element to target to achieve higher engagement.

They found that when employees feel that they are part of a team was due to experiences and relationships, not the existence of teams on a company org charts.

A number of key factors were identified that separate the best teams from the rest:

### **1. Deep trust in the team leader.**

The data indicated that the biggest differentiator between high- and low-performing teams was trust in the team leader. Team members who strongly agree that they trust their team leader are eight times as likely to be fully engaged as those who don't.

## **2. Teams need routine human attention.**

Organizations with highly engaged employees were found to have instituted a simple conversation between team leaders and each of their team members every week. Increased engagement was a function of the frequency of these check-ins, which addressed two simple questions — What are your priorities this week?, and How can I help?. These are focused on the future and on what energizes each team member; they are strengths-based, not remedial.

## **3. Teams should learn together.**

Helping each team to understand how it's doing and to find new approaches based on the people on the team and the work in front of them, is far more valuable than teaching abstract team-related skills to one person at a time.

## **4. Team experiences are more important than co-location.**

The prevailing wisdom is that if we want people to collaborate and innovate with one another effectively on teams, they need to be bumping into one another in hallways and chatting with one another at coffee stations... However, the ADP study showed that team members who worked from home most of the time were more engaged than co-located workers (27% fully engaged at work versus 15.8%). So instead of mandating that employees show up at the office every day, focus on helping remote workers join, get to know their other team members, and feel supported by their teams. Engagement is about who you work with, not where you work.

## **5. Make work more like gig work.**

Although there have been concerns that gig work can be socially isolating and insecure, the ADP study found that 18% of gig (contingent) workers were fully engaged, versus 15% of traditional workers. Gig workers can have more control over their work and a greater chance to do work they love. Organizations could therefore increase employee engagement by helping them to have the best of both worlds: a predictable, stable role with a “home team” (more often than not, the static team depicted on the org chart) and one “side hustle” — a series of opportunities to join dynamic teams inside the same organization.

Source: LinkedIn

## Reflections

Kardan University stands at a historical juncture. We are making strides towards a new and ambitious development path – one that is defined by growth, new thinking, and excellence. More than ever before, we must work together to draw inspiration from our vision of excellence. Let our vision be the driving force behind everything we do together as a team.

Roeeen Rahmani, Chancellor



## Sixty Seconds

1. **What is your country of birth?** Afghanistan
2. **How would you describe Kardan in one word?** Inspiring
3. **What is the best piece of advice you have received?** Learn as much as possible
4. **Describe yourself in 3 words?** Honest, Committed and Task and relation oriented
5. **If you could be from any other country, which it would be?** Saudi Arabia
6. **Name a book you read that positively shaped your life.** The 7 Habits of Highly Effective People
7. **Best gift you have ever received?** My name "Mohammad Mustafa"
8. **What is one thing that annoys you the most?** When people don't care about their responsibility
9. **What is the first thing you notice about someone in the first meeting?** Personality and talent
11. **What compliment does people give you the most?** Working smart
12. **What is one food you wouldn't want to give up?** Qabli Palaw
13. **What challenges you?** Achieving the specific enrolment target
14. **What do you consider to be your greatest strength?** Working with the people.



## Welcome to the Team

### Eqbal Nahzat

Kardan University welcomes Mr. Eqbal Nahzat, who joined us on July 21, 2019 as Student Involvement & Events Officer, Success Center.

With a bachelor's degree in Law (LLB) from Herat University, he has worked as Campus Director of Hult Prize Foundation, Herat University. Mr. Eqbal Nahzat has been actively engaged in mentoring, coaching, teaching and student engagement programs throughout his career. For several years, he has served as an English teacher in private institutions and as coach in Willem C. VIS International Commercial Arbitration program. As Student Involvement and Events Officer, he will be working closely with Ajmal Nabizada to support student engagement initiatives. We welcome him to Kardan University and wish him best of luck on this exciting journey.



### Salman Ahmad Qayomi

We welcome Mr. Salman Ahmad Qayoumi, who joins our Team as Lecturer for English Diploma Program of Kardan University.

Mr. Salman Ahmad Qayoumi has been in teaching career for over seven years. He worked as English instructor with ELP, Peshawar, Pakistan, American Headway Academy, Kabul and as an English Lecturer and Head of English Department with Karwan University, Kabul.

He has attended several professional teaching methodology workshops including Seminar for Language Teachers (SLT) and Potential Teachers Training (PTT).

As he joins Kardan University, we welcome him to our team and wish him best of luck on his career with us.



## Events Calendar

The Human Resources Department is working on Events Calendar and will share it in the next issue. We are trying to include exciting and fun events such as Staff Retreats, Super Birthdays, Take our Daughters and Sons to Work Day, Teachers' Day, Administrative Professionals Day and many more. Please feel free to share your suggestions on our Events Calendar.



