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**Developing Human Resource for National and International
Leadership**

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The global order is constantly and rapidly evolving characterized by increasing impact of globalization and geo-politics on the national as well as world's business and governance environment¹; technological advancement especially phenomenal growth in the use of information technology tools; population and demographic dynamics including youth bulge, urbanization and rising middle class and emerging economic and political order².

The major issue for Pakistan as elsewhere in many countries is: Do we have the right type of people and human resource well equipped with the skill-competence mix in government, private sector, industry, financial institutions, etc. to respond to both the enormity of challenges and plenitude of opportunities unfolded by the rapidly changing world?

It is indeed a fundamental imperative that we produce human resource which is able to comprehend the challenges and synthesize and execute solutions which should be endowed with right kind of competencies and skills to be able to function efficiently and effectively in a highly competitive globalized environment and contribute to advancement of the national development goals and ideals.

The traditional education and training institutions are not equipped and geared to producing high caliber graduates who can fill managerial and technical spaces at national and international level. The result is that Pakistan's presence in international development and governance institutions is declining fast and at home the performance standards have plummeted.

In the long run and in order to achieve sustainable results, it will be essential to go for across-the-board transformation of all the subjects and disciplines of academic endeavor and studies including that of the methods of instructions delivery, curriculum, education materials, assessment and evaluation methodologies and quality controls. However, it may not be possible to revamp the education system in its entirety given the size and scale of the task.

¹ World GDP 73.4 trillion; some of the countries have made absolute per capita annual gains up to Euro 1690 while emerging economies between Euros 120 to 190 since 1990; Pakistan ranks at 104 in the KOF Globalization Index amongst 207 countries; in economic globalization index Pakistan ranks 146 out of 204 while in Social dimension Pakistan ranks 137/204

² World population expected to grow to 9.7 billion with 70% in the urban areas and middle class tripling

In the first instance, it may be more prudent and feasible to focus on the cluster of disciplines which will create a techno-professional and managerial corps for domestic and international development and governance.

This cluster should include the subjects of (a) Public Policy (b) International Relations (c) Development Economics, (d) Government and Society, and (e) Public Policy Studies. International Strategy and Diplomacy will be interwoven into these subjects as a cross cutting theme to enhance the strategic vision of future leaders.

This will, however, entail:

- A comprehensive transformation of these subjects;
- Adjustment of the curriculum and study materials to orientate to national and international governance and development policies, practices, and standards.
- Maximizing the synergies and linkages with public and private sector institutions for the graduates to acquire first-hand and real-time knowledge and experience; and
- Support mentorship and development programme for the graduates.

Besides engaging the students in education and training, and project development and management experiences, they should interact with prominent national and international leaders who will share their personal leadership paths. It should prepare students for careers that demand not only expertise, but also flexibility, the ability to understand diverse perspectives, and the ability to perceive the links among different issues.

In addition to having proficiency in the respective subjects, the graduates should be equipped to analyze problems, write, and speak effectively among groups from diverse cultures and backgrounds and identify crucial connections.