

BAAP Programme 2  
Human Resources Management and Development

<b>Activity: 2.1 -Enhancing through joint ventures with interested partners the Management Development Project, to develop and implement training for senior and top managers in modern management techniques.</b>	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Management manuals and TBT courseware	<ul style="list-style-type: none"> <li>Consultants/expertise to produce manuals and/or to produce the simulations on TBT.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Number of new partners in the joint-ventures	<ul style="list-style-type: none"> <li>Already: Suisse PTT, AICEP-Portugal and 4 Latin American countries. Required more consultants/ experts.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Field studies	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Manuals /case studies development / production	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Translation to other working languages plus Arabic and Russian if possible	<ul style="list-style-type: none"> <li>Funds to pay translators</li> <li>Translation of documents.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
TBT and multimedia courseware development	<ul style="list-style-type: none"> <li>Experts to develop the courseware</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Publication of manuals and training material TBT	<ul style="list-style-type: none"> <li>Facilities to publish/ reproduction</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Training of middle and top level managers, specially from LDCs	<ul style="list-style-type: none"> <li>Experts Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

<b>Activity: 2.2 Enhancing TeleProject activities by increasing the number of countries / organisations participating, providing better software, hardware and communication facilities to build a true virtual office, to allow participants to use TBT products, to develop TBT materials and to introduce new working methods (distance working and training, intensive use of information technologies, etc.).</b>	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Organizations participating in the TeleProject	<ul style="list-style-type: none"> <li>Experts/ counterparts provided by each organization participating in the activity</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Courses developed by the participants	<ul style="list-style-type: none"> <li>Courses available in the Sharing System</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Organizations using TIES and the virtual office concept to work in the TeleProject	<ul style="list-style-type: none"> <li>Each participant is requested to use TIES to work in the TeleProject</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Programmes implemented at distance using telecommunication facilities	<ul style="list-style-type: none"> <li>Experts / Telecommunication facilities.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Training the participants in TBT development techniques	<ul style="list-style-type: none"> <li>Experts Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Regional workshops in TBT and distance learning	<ul style="list-style-type: none"> <li>Experts Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
If possible and needed, provide hardware and software to the participant organisations, especially those from LDCs	<ul style="list-style-type: none"> <li>Hardware and software (especially for LDCs and low income countries)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Development / production of TBT courseware, and in some cases translation to other languages	<ul style="list-style-type: none"> <li>Experts Translators</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Implementation of at least 3 programmes at distance using telecommunication facilities	<ul style="list-style-type: none"> <li>Experts/ Telecommunication facilities</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

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<b>Activity: 2.3 -Enhancing the actual fellowships program by establishing bilateral and/or multilateral agreements, joint ventures, etc to provide the necessary training (technical and managerial) to meet the needs to support the development of telecommunication networks and systems</b>	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Partners in joint-ventures, agreements, etc with ITU providing training	<ul style="list-style-type: none"> <li>Already obtained: Swedtel, Temic, Cable &amp; Wireless, TRT,Intelsat, AICEP</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Identification of training needs	<ul style="list-style-type: none"> <li>Normal activity of HRD Regional Officers</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Establish and operate a training needs identification system	<ul style="list-style-type: none"> <li>Normal activity of HRD Regional Officers</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Negotiate and establish joint-ventures, agreements, etc to obtain partners in the fellowship program	<ul style="list-style-type: none"> <li>Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Provide the training needed and budgeted	<ul style="list-style-type: none"> <li>Training opportunities Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Providing information on training needs and training offered (See also 2.10)	<ul style="list-style-type: none"> <li>Provision of information to be published in the data bases of the Sharing System (available on TIES also)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

<b>Activity: 2.4 -To organize and coordinate the operation of a distance learning system on a global basis by pooling existing resources in the Telecommunication Community, with the aim of training technicians in different aspects of telecommunication. (Distance learning using video-conferencing, computer communication, audio-conferences, graphic conferences, voice conferences, etc.).</b>	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Pilot trials (courses implemented at distance)	<ul style="list-style-type: none"> <li>Partners to organize pilot trials</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Feasibility study to design and organize the distance learning system	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Establishment of the joint-ventures and agreements needed to implement the system and start its operation	<ul style="list-style-type: none"> <li>Partners interested in distance learning to train technicians</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

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<b>Activity: 2.5</b> -To continue developing standards, models and guidelines in the areas of HRM/HRD, Organization Development and Management Development, with the aim to provide elements to support and help telecommunication organizations in defining their own strategies, objectives, working procedures, etc in order to improve their management.	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Enhancing the actual capacity by obtaining partners through agreements/joint-ventures	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Pooling resources to identify needs and participate in the development of standards/ models and guidelines	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Updating current standards, models and guidelines	<ul style="list-style-type: none"> <li>Normal activity of HRD group</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Development of new standards, models and guidelines (including validation)	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Training of local staff in the use of the standards, models and guidelines (Through the immediate objective No 8-Direct assistance)	<ul style="list-style-type: none"> <li>Experts</li> <li>Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

<b>Activity: 2.6</b> -To organize and coordinate the operation of a University distance learning system on a global basis by pooling existing resources in the Telecommunication Community, with the aim of training professionals in different aspects of telecommunication. (Distance learning using video-conferencing, computer communication, audio-conferences, graphic conferences, voice conferences, etc.).	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Feasibility study	<ul style="list-style-type: none"> <li>Partners interested</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Agreements and joint ventures	<ul style="list-style-type: none"> <li>Partners</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Pilot trials (courses implemented at distance)	<ul style="list-style-type: none"> <li>Partners interested in testing continuous education courses at distance.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

<b>Activity: 2.7</b> -To develop and implement training programmes in order to improve Research and Development skills and capabilities of researchers from developing countries. (The implementation may be made through programmes objs. Nos 2.4 and 2.6 and through conventional training).	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Identification of countries/ organizations and training needs	<ul style="list-style-type: none"> <li>Consultants</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Development of training programmes and training materials	<ul style="list-style-type: none"> <li>Consultants/ experts</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>
Implementation of the training programmes (using the systems mentioned in objectives No 2.4 and 2.6, and through traditional seminars)	<ul style="list-style-type: none"> <li>Experts</li> <li>Fellowships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

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<b>Activity: 2.8</b> - To continue providing assistance in the area of HRM/HRD, Organization Development and Management Development to the developing countries, especially to the LDCs; and to enhance the actual capability to provide the mentioned assistance, through agreements and joint-ventures with external partners.	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Identification of the needs: assistance on HRM/HRD, O.D. and Management Dev.	• Normal activity of HRD Reg. Officers.	<input type="checkbox"/>	<input type="checkbox"/>
Identification of possible partners, negotiation of agreements and joint-ventures	• Partners providing consultants/experts and/or fellowships	<input type="checkbox"/>	<input type="checkbox"/>
Assistance provided	• Consultants/ experts	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

<b>Activity: 2.9</b> - To promote and participate in the organization of integrated rural education and training systems capable of providing training programmes to meet the needs of small and medium enterprises in rural areas (in conjunction with Programme 9: Integrated Rural Development).	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Carry out the feasibility studies in the countries interested	• Consultants/ experts	<input type="checkbox"/>	<input type="checkbox"/>
Establishment of the joint-ventures or agreements	• Partners to run the training programs	<input type="checkbox"/>	<input type="checkbox"/>
Implementation of rural education and training programmes using rural telecommunication facilities. (Pilot programmes)	• Consultants/ Experts Communication facilities Fellowships	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

<b>Activity: 2.10</b> -To continue operating the International Sharing System as an information system on HRM/HRD, O.D. and Management Development resources available, enhancing the information included in the system and making it electronically available (creating the "electronic market place" ).	<b>Contributions requested from partners/members</b>	<b>Contribution(s) envisaged by your organization</b>	
		<b>In kind</b>	<b>In cash</b>
Collection and process of information about resources available	• Information provided by partners interested in the diffusion of their offers	<input type="checkbox"/>	<input type="checkbox"/>
Maintain up-dated data bases and make available through TIES	• Normal activity of HRD group	<input type="checkbox"/>	<input type="checkbox"/>
Publication of the HRDQ every three months, producing the articles and marketing in the 3 working languages	• Articles as contribution from different partners	<input type="checkbox"/>	<input type="checkbox"/>

**BDT contribution:**

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Please indicate if you envisage contributing to any of the main activities or the whole programme, without earmarking it for a specific sub-activity

2.1		2.2		2.3		2.4		2.5		2.6		2.7	
in kind	in cash	in kind	in cash	in kind	in cash	in kind	in cash	in kind	in cash	in kind	in cash	in kind	in cash
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.8		2.9		2.10		Programme 2	
in kind	in cash	in kind	in cash	in kind	in cash	in kind	in cash
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate any region or country of specific interest to you \_\_\_\_\_