

Civil Service Second Chapter Program

Post-Retirement Transition, Advisory Leadership & Future Contribution for Senior Civil Servants

The Moment of Transition



35+

years of institutional knowledge built per officer

0

structured transition pathways at the point of exit

1

abrupt shift, from authority to uncertainty

Senior civil servants spend their careers building rare institutional capital: **policy judgment, governance experience, crisis-tested leadership, and deep stakeholder networks.**

Yet at retirement, that transition is left almost entirely unstructured. The experience is enormously valuable, but it is rarely packaged for the world beyond government.

The Opportunity

The most under-used talent pool in the country

Governance Mastery

Deep command of how government, regulation, and public institutions actually work.



Policy Judgment

Decades of weighing trade-offs, implementing reform, and managing complexity under pressure.



Stakeholder Networks

Relationships across ministries, provinces, and sectors that take a lifetime to build.



Credibility & Trust

A reputation for integrity and public service that is rare and highly valued.



These are not people at the end of a career. They are seasoned leaders entering a second chapter, if given the structure to do so.

The Contribution

Where their experience creates value



Advisory & Policy

Policy advisor, governance consultant, and sector expert roles that draw directly on institutional insight.

Consulting & Reform

Public policy, compliance, regulation, and institutional reform engagements for firms and donors.

Boards & Governance

Board and committee seats on SOEs, nonprofits, and public-private platforms, bringing oversight credibility.

Nonprofit Leadership

Foundations, NGOs, and social-impact programs that benefit from trusted, experienced stewardship.

Academia & Training

Teaching, mentoring, and executive education, passing forward hard-won governance knowledge.

Entrepreneurship & Social Impact

Social enterprise, advisory firms, and ventures in civic-tech, education, agriculture, and health.

Six pathways turn public-service expertise into a meaningful, ethical, and productive second chapter.

Pathways by Service Group



Administration & Secretariat

Governance advisory, reform, and boards

Police & Security

Security advisory, risk, and training public safety reform.

Tax, Customs & Audit

Tax advisory, trade facilitation, compliance, audit, and revenue reform

Commerce, Trade & Investment

Trade strategy, investment, and market access

Foreign Service & Information

Diplomacy, partnerships, and public communication

Development & Social Sector

Nonprofits, donor programs, and community impact

Different service groups require different second-chapter pathways

The Curriculam: A five-day journey to readiness

Day 1

Life After Civil Service

Identity transition, purpose, legacy, family & financial priorities, professional reinvention.



Day 2

Advisory, Board & Consulting

Consulting models, board readiness, policy advisory, SOE/nonprofit & development-sector roles.



Day 3

Brand & Professional Positioning

CV redesign, advisory bio, LinkedIn, speaker profile, reputation management.



Day 4

Entrepreneurship & Social Impact

Social enterprise, policy entrepreneurship, private-sector advisory, governance consulting.



Day 5

Digital, AI & Roadmap

AI for research & writing, digital productivity, online collaboration, 12-month action planning.



Each day pairs guided learning with a tangible participant output.

Delivery & Outcomes: Practical, senior-friendly



How it is delivered:

- Expert-led sessions & guest talks from peers
- Guided reflection & profile-building labs
- Case studies & peer discussion circles
- One-on-one advisory clinics
- Final transition roadmap presentations

What participants walk away with:

- **Clarity on post-retirement pathways**
- **A personalized 12-month roadmap**
- **An improved CV, advisory bio & LinkedIn direction**
- **Awareness of ethical & responsible transition**
- **Hands-on digital and AI capability**
- **Renewed sense of purpose and confidence**

Engagement Options

Choose the Format that fits

Limited Commercialization

1 Day

Focused pilot to introduce the model

Introductory pilot fee

Limited Commercialization

3 Days

Core transition-readiness program

Mid-range institutional fee

Recommended: Full Transition Program

5 Days

Complete roadmap + profile + pathway map

Full program fee

Limited Commercialization

6–8 Weeks

For officers pursuing consulting / ventures

Monthly / retainer model

Flexible delivery models, all for batches of 20–25 retiring or recently retired officers, in-person at NIPA/NSPP or a designated venue.



Post-Retirement Pathways for Civil Servants

Real examples of how public-sector experience can become social impact, governance leadership, education reform, and community development.

Shoaib Sultan Khan

Honorary Chairman, RSPN & NRSP

What he built

In 1982, Shoaib Sultan Khan initiated AKRSP, organizing rural communities around savings, local leadership, skills, and collective problem-solving. This model later helped shape and scale the National Rural Support Programme, "NRSP."

NRSP

What he carried forward

Shoaib Sultan Khan's civil service experience gave him firsthand understanding of rural poverty, local administration, and the limits of top-down development.

Second Chapter Lesson

With the right structure, civil servants can build models that mobilize communities, influence policy, and create national-scale impact.



Shoaib Sultan Khan shows how civil servants can convert field experience into community-led institutions that outlast formal office.

Dr. Amjad Saqib

Founder & Chairman, Akhuwat

What he carried forward

Public-sector understanding of poverty, welfare delivery, trust-building, and community systems.

What he built

Founded Akhuwat, now one of Pakistan's leading interest-free microfinance and education platforms.

AKHUWAT

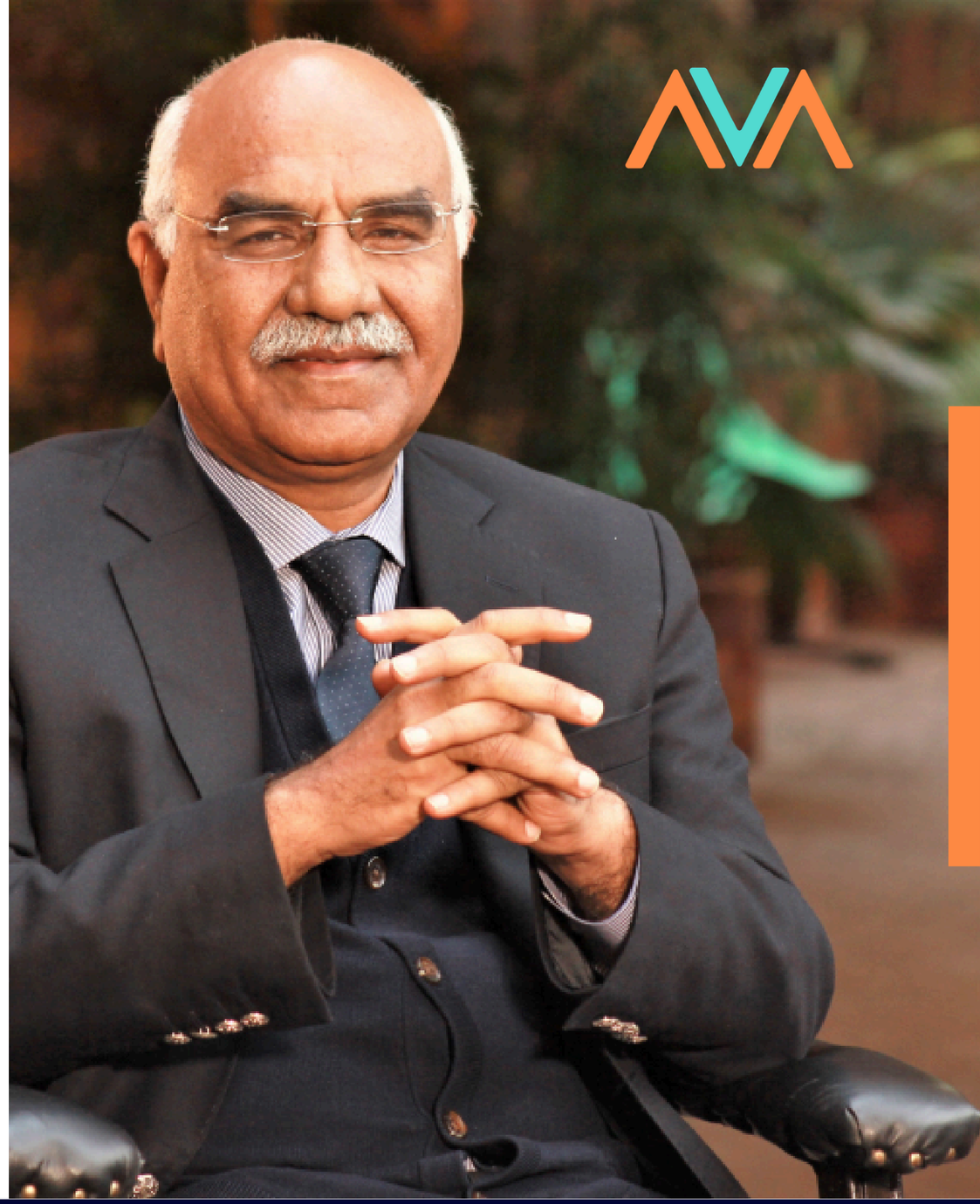
Scale of impact

Akhuwat reports over **PKR 239 billion** disbursed to around **6.3 million** individuals, with free education through schools, colleges, and Akhuwat College University.

Second Chapter Lesson

A civil servant's credibility and field insight can become a scalable national movement.

Public service does not end with office. It can become a lifelong institution.



Dr. Zafar Iqbal Qadir

Chairman, Taaleem Foundation

What he carried forward

Field experience, governance judgment, crisis leadership, and understanding of underserved regions.

Personalized Growth

His journey shows how civil servants can convert administrative exposure into long-term development institutions.

What he built

Established Taaleem Foundation in 1989 as a nonprofit community-support organization focused on education in far-flung areas of Pakistan.

Second Chapter Lesson

The strongest post-service work often comes from solving problems officers have seen firsthand.

A second chapter can turn field experience into lasting public value.



Saleem Ahmad Ranjha

Director Corporate Linkages, Enrichers Investment Group
Founding Director, Akhuwat | Chairman, OPEN Lahore

What he carried forward

Experience across CSS, Customs, Inland Revenue, Commerce, TDAP, NAVTTC, BOI, BISP, and national policy platforms.

What he now represents

A portfolio second chapter: board roles, advisory work, philanthropy, education, entrepreneurship, and social-sector leadership.

Where he creates value

Connecting government, business, nonprofits, academia, and rural development initiatives through trusted networks.

Second Chapter Lesson

Not every leader needs to build one institution. Some create impact by strengthening many.

Networks built in public service can become powerful platforms for national contribution.



WHY ADVENTURES ACADEMY

A partner built for transition programming



- Transition & reinvention programs delivered to government and Armed Forces cohorts
- Executive training across telecom, finance, and technology sectors
- Founder of the National Incubation Center, 300+ startups, 20,000+ jobs enabled

5,000+

Retired professionals supported

300+

startups guided to growth

100+

combined years of expertise

20+

university & institution partners

AdVentures Academy combines deep experience in executive training, career readiness, entrepreneurship, and digital capability building, with a track record across government, corporate, and defense-linked cohorts.

Empowering Senior Army Professionals

Program Highlights

trainers AdVentures led by Mr. Parvez Abbasi who have been exceptional in imparting invaluable knowledge and skills essential for navigating the corporate sector job landscape. Their dedication, expertise, and unwavering commitment to our transition have not only equipped us with the necessary tools but have also instilled confidence in us towards the next phase of our professional endeavors. Their ability to tailor training sessions to meet individual needs while developing a collaborative learning environment is truly commendable. Through their guidance, we have gained a profound understanding of corporate trends, honed our communication skills, and developed the resilience needed to thrive in today's competitive job market. Thank you for their tireless efforts to enable our transitioning into the corporate workforce. Special thanks to Mr. Sipehre Irfan, Mr. Muhammad Adnan Riaz and Mr. Abdur Rafay for their commendable efforts. Thanks to our august guest speakers as well, Mr. Usman Bangash, Mr. Mohsin Zafar and Mr. Noman Abid.

AdVentures







that Alahamdolillah I have been appointed as Senior Manager (HR) Edn Div FF Head Office Rwp. May I take the opportunity to express my gratitude to you and your team for mentoring us to take on the challenging tasks in our post retirement life.We shall always seek your prayers , guidance and sup







Aoa, sir Lt Col Muhammad Ali Retired was part of Cohort 13, run by W&R . How are you and how is progress on job search. I have got the Oppertunity in Imarat group (Graana & Agency21). I am holding portfolio of senior involvement advisor , in the company head office in Beverly Centre Blue Area ,Islamabad. The skills imparted in Cohort training were really helpful. Wishing you good luck for your future endeavors. Regards.

14:15





Training Senior Air Force Professionals

Program Highlights









Middle Management Development for CSS Officers

Program Highlights











Middle Management Employees for Wapda Officers

Program Highlights













Our Success Stories

Real examples of how military leadership can translate into consulting, project management, policy advisory, and private-sector leadership.

Lt Col (R) Taimur Khan

Associate Director, KPMG Saudi Arabia

What he carried forward

Leadership discipline, communication skills, and a mission-driven approach to learning.

Second Chapter Lesson

Retired officers can guide youth and professionals into the digital economy.

KPMG

What he is doing now: Serving in defence-sector advisory, supporting strategy, acquisition planning, and national defence industry work.
What he is doing now: Translating military experience into consulting, defence reform, capability planning, and private-sector advisory.



Brig (R) Muhammad Waqas Khan

Civil Engineer: PE, PMP, MSO

What he carried forward

Engineering discipline, operational planning, project control, and leadership of multidisciplinary teams.

Where he created value

Leading complex infrastructure, engineering, construction, and project delivery environments.

PROJECT MANAGEMENT PROFESSIONAL
PMP®
CERTIFICATION

What he is doing now
Working as a civil engineer and project management professional, with PE, PMP, and MSPM credentials.

Second Chapter Lesson
Military engineering experience can translate into high-value project leadership beyond service.

A second chapter can turn technical command experience into infrastructure and project management impact.



Brig (R) Raja Shozab Majeed

Deputy Director General, International Law

What he carried forward

International law, negotiation, security policy, dispute resolution, and governance expertise.

Where he creates value

Advising government, donors, international institutions, and private-sector platforms on law, governance, and strategy.

What he is doing now

Working across arbitration, ESG governance, sustainable finance, and policy advisory platforms.

Second Chapter Lesson

Specialized military expertise can become national and international advisory capital.

A second chapter can convert specialist service experience into policy influence.



Our Success Stories



Lt Col Warasat Hussain
Security Advisor
Weatherford



Lt Col Atif Iqbal
Head of Admin & Security
Pepsi



Lt Col Waheed Ashraf
Senior Manager
MedAsk



Lt Col Mohabbatullah Beyg
Assistant Manager
Mari Petroleum Company Limited



Lt Col Muhammad Ali
Senior Involvement Advisor
Imarat Group



Lt Col Muhammad Kamran
Senior Manager Compliance
Global Pharmaceuticals



Lt Col Hamood Zafrullah
Deputy Manager Admin & Security
Mari Petroleum Company Limited



Maj Imran Javeid Nazeer
Director of Operations
Green Corporate Livestock Initiative

Retirement is not the end of public contribution.

It is the beginning of a second chapter, where governance experience, networks, and judgment continue to serve Pakistan. Let's build a practical, dignified model for that transition together.

Let's pilot the Second Chapter



Our Team

AdVentures

Our team has 100+ combined years of seasoned expertise with Gen Z insights, addressing today's employee challenges with a proven track record in strategy, finance, operations, and tech scaleups.



Parvez Abbasi
Director



Abdur Rafay
Strategy & Growth



Farhan Mahmood
KPI Practitioner



Adnan Riaz
Corporate Trainer



Erum Rizvi
Comms Trainer



Sipehre Irfan
Finance Trainer



Muhammad Nauman
BD Lead



Saima Abbasi
Strategy



Mirza Masood Baig
Strategy



Yahya Siddiqui
Account Manager



Samra Qazi
HR Assistant



Kashif Ahmad
BD & Ops



Taha Khalid
Business Development



Mareeha Sohail
Business Analyst

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