

NEWSLETTER

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"... devoted to making differences positively"

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Orientation program for preparation of 31st Basic Administrative Training (BAT)



Photo: Glimpse of the orientation program

An orientation program on "31st Basic Administrative Training (BAT) Preparation" was conducted at NASC on 10 Shrawan 2073 (25 July 2016) Monday. Executive Director Mr. Punya Prasad Neupane, Deputy Executive Director Dr. Tarak Bahadur K.C., Senior Directors Mr. Kedar Bahadur Rayamajhi - PSTD, Mr. Khum Raj Punjali - MLG and GDMLG and Mr. Bharat Thapa – RCSD were present in the program along with the Directors, Officers and Senior Assistants of NASC.

Mr. Suwarn Kumar Singh, Director of Studies presented in detail about the plans and strategies to be followed for upcoming BAT. He shared the initiations taken by NASC to facilitate in the easy learning process and also addressed the feedback of the 30th BAT participants. He presented about the current physical infrastructure and resources of NASC and also suggested the areas for improvement. He also presented the progress report on new physical facilities and infrastructure development.

Officials of NASC contributed their ideas based on their experience and expertise during the interactive program. Mr. Basanta Raj Sigdel, Director of Studies facilitated the program.

"Success usually comes to those who are too busy to be looking for it." Henry David

NASC visit by Hon'ble Minister of General Administration



Photo: Hon'ble Minister addressing NASC during the visit

NASC heartily welcomed Hon'ble Keshav Kumar Budhathoki, Minister of General Administration and Chairperson of Governing Council of NASC on 17 Bhadra 2073 (2 September 2016), Friday. The Executive Director, Mr. Punya Prasad Neupane, Senior Directors Mr. Kedar Bahadur Rayamajhi (PSTD) and Mr. Khum Raj Punjali (GDMLG) and NASC officials received Minister Budhathoki with garland and bouquet.

Dr. Tarak Bahadur K.C., Deputy Executive Director introduced about NASC and its activities to the Minister during the occasion. He briefed about the history of NASC, its regular functions, centers, Governing Council members and Executive Committee. He also informed the Minister about the Training, Consultancies and Research activities performed by NASC till date. He shared about the newly formulated Strategic Plan and HR policies along with the future plans of conducting academic course. He also updated about the financial and physical resources of NASC and highlighted the challenges and expectations of NASC from the Government of Nepal (GoN).

Minister Budhathoki shared his career experience during the meeting. He also probed the officials of NASC to look back on the achievements and failures and encouraged to think out of the box and think big to achieve higher. In his speech, he also spoke about governance and federalism and expressed his concerns about the know-how in the officials of the civil service and the people within the structure of the bureaucracy. He suggested that the training on Federalism and similar burning issues should not just be structured for the officials of the civil service and public sector but also to the politicians for better understanding. Similarly, he addressed the issues presented by NASC and provided his vision of developing NASC as a state of the art University. He concluded by urging everyone to be positive and innovative.

Executive Director, Mr. Neupane welcomed Minister Budhathoki and thanked him for his valuable presence. He pointed that the institution will continue to focus in training, research, consultancy and academics and also shared that the training modules will be reformed to incorporate the subject matter related to Federalism.

He also expressed the approaches taken by NASC to create a learning environment to its stakeholders. He highlighted that the training, research and consulting performed in the previous year and the newly implemented Strategic Plan, HR plan and policies require review on which will be further presented in the upcoming meetings of the governing body. He expressed his gratitude to the Hon'ble Minister for his guidance and stressed that



Photo: Hon'ble Minister along with the Executive Director Mr. Neupane and the officials of NASC

"Take up one idea. Make that one idea your life--think of it, dream of it, live on that idea. Let the brain, muscles, nerves, every part of your body, be full of that idea, and just leave every other idea alone. This is the way to success." Swami Vivekananda

NASC will continue its endeavor to initiate new activities and achieve the vision and suggestions as per the guidance provided by the Minister.

Minister Budhathoki walked through the premises of NASC and also visited the training halls where he keenly interacted with the government officials participating in different trainings.

Oath Taking Ceremony of Newly Appointed Training and Research Officers



Photo: Officers taking oath during the ceremony

Oath taking ceremony for the newly appointed Training and Research Officers was held at Nepal Administrative Staff College (NASC) on 4 Shrawan 2073 (18 July 2016). Ms. Pratistha Koirala, Mr. Nabin Chapagain, Ms. Shilu Pradhan, Mr. Ashish Rai, Mr. Rameshwor Bhandari and Ms. Shital Moktan have been appointed from the management stream and Mr. Tara Prasad Kharel has been appointed from the development stream. The Executive Director of NASC, Mr. Punya Prasad Neupane congratulated and welcomed the new recruits. He administered the oath to the newly recruited Training and Research Officers at NASC and expressed high hopes from them in terms of performance in their field of expertise. The officers recited the

oath and swore to work wholeheartedly abiding by the rules and regulations of NASC and Government of Nepal.

Deputy Executive Director, Dr. Tarak Bahadur K.C., Senior Director of RCSD, Mr. Bharat Thapa, Director of Studies Mr. Basanta Raj Sigdel, Ms. Achala Dahal, Mr. Trilochan Pokharel, Mr. Rajendra Adhikari and Mr. Trilochan Poudyal were present in the ceremony along with other officials of NASC.

Condolence program for Former Executive Director Dr. Narsingh Narayan Singh



Photo: Former Executive Director Dr. Narsingh Narayan Singh

A condolence program was held at NASC on the demise of Dr. Narsingh Narayan Singh, Former Executive Director of NASC on 6 Shrawan 2073 (21 July 2016). Dr. Singh was born on 7 Bhadra 1988 and deceased on 28 Ashadh 2073. He led NASC as the second Executive Director for the full term of five years from (3 Shrawan 2050 to 2 Shrawan 2055). Deputy Executive Director of NASC, Dr. Tarak Bahadur K.C. remembered Late Dr. Singh as a straight, forward and strong personality who encouraged positive suggestions. He shared the contributions of Dr. Singh and sketched his character as an empathetic leader and motivator. He offered sincere and deepest condolences to the bereaved family on behalf of NASC. A minute of silence was also held, in the memory of Dr. Singh. All officials including the

Executive Director Mr. Punya Prasad Neupane, Deputy Executive Director Dr. Tarak Bahadur K.C., Senior Directors and Directors, were present to pay homage the departed soul.

NASC Discussion Series 29

Dr. Chandra Lal Pandey was invited for the 29th NASC Discussion Series on 13 Shrawan 2073 (28 July 2016). Dr. Pandey delivered his speech on "Disaster Governance in Nepal: Policy, Practice and Challenges" during the series. Dr. Chandra Lal Pandey is a PhD in Political Science and Public Policy from University of Waikato, New Zealand. He is a Senior Research Fellow at Southasia Institute of Advanced Studies and Academic & Research Director at the Institute of Crisis Management Studies affiliated to Tribhuvan University among other recognized affiliations.



Photo: Officials of NASC at the discussion series

During the series he spoke about the various challenges faced by Nepal in terms of disaster governance by sharing the recent findings of his two recent reports on disaster governance: 'Strengthening Legal Preparedness for International Disaster Response in Nepal' & 'Post-earthquake Disaster Governance in Nepal: Reflections from Practice and Policy'. Dr. Pandey highlighted about major disaster policies of Nepal, praxis case study of post-earthquake 2015 and challenges for improved disaster risk reduction and response in the future. He expressed the need for further revisions in the disaster related acts, policies and strategies of Nepal for prompt and proper management response. NASC officials participated in the interactive series.

Panel Discussion on Leadership Perspectives



Photo: Mr. Paudyal delivering his speech

Former Chief Secretary, Mr. Leela Mani Paudyal and leading entrepreneur, President of Confederation of Nepalese Industries (CNI) Mr. Hari Bhakta Sharma, shared their experiences on "Leadership Perspectives" to the participants of the 35th Senior Executive Development Program (SEDP) on 27 Shrawan 2073 (11 August 2016) Thursday. The Senior Executives of the GoN gained insight on the perspectives of public sector leaderships and some important aspects of leadership competency during the panel discussion.

NASC Discussion Series 30

NASC, in collaboration with Department of Conflict, Peace and Development Studies, TU invited Professor Bishal Sitaula, Department of International Environment and Development Studies, Norwegian University of Life Sciences (UMB), Norway, to share his knowledge and experiences on 'Resilience Thinking and Personal Transformation in the time of Global Crises' in the 30th NASC Discussion Series on 28 Shrawan 2073 (12 August 2016), Friday.



Photo: Glimpse of NASC Discussion Series 30

insights drawn from his research in both scientific and traditional context. He highlighted the crucial need of resilience to humans in a world filled with multi-dimensional problems and pointed out the way to search solutions within ourselves. He stressed that attitude, value, emotion and humor can help people to explore their capacity and willingness to transform them by using wisdom tradition that is available in Nepal and India. Professor Sitaula, has more than 26 years of international experience in research, teaching and collaboration in ecology and global change issues, higher education, conflict peace and development including wisdom and personal transformation.

Dr. Chinta Mani Yogi, commended the knowledge and experiences of Prof. Sitaula, and shared his insights on yoga, meditation, and spirituality. He reflected the role of spirituality in serving the humanity and inspired the participants to adopt the teachings for resilience.

Mr. Ram Singh Aier appreciated the philosophy shared by Prof. Sitaula and introduced the importance of Rajyoga for resilience. He also conducted a small session on Rajyoga meditation for the participants during the session.

In his closing remarks, Dr. Tarak Bahadur K.C. thanked Prof. Sitaula for the fruitful session. He recapitulated the importance of resilience and stressed that the learning would be an addition to develop life skills. Dr. K.C. also expressed his gratitude to Dr. Chinta Mani Yogi and Mr. Ram Singh Aier for their valuable lessons. He concluded the series by thanking all the participants for their active participation.

Senior Director - RCSD, Mr. Bharat Thapa facilitated the discussion series. Around 100 participants benefited from the deliberating.

Mr. Punya Prasad Neupane, Executive Director – NASC, Dr. Tarak Bahadur K.C. – Deputy Executive Director – NASC, Dr. Chinta Mani Yogi, Ram Singh Aier, Chief of Brahmakumari Raj Yoga, Mr. Madan Krishna Shrestha – Veteran Actor, Former Ambassadors, delegates, Brahmakumari's, officials of the GoN, INGOs and NGOs, and officials of NASC were present during the series.

Prof. Sitaula shared about 'Resilience: one's ability to bounce back from a negative experience' with "competent functioning" by providing valuable



Photo: Prof. Sitaula delivering his speech

Farewell for Training and Research Officer

A farewell program, organized at NASC on 31 Shrawan 2073 (15 August 2016), Monday to bid farewell to Training and Research Officer Mr. Sudip Tripathy. The Executive Director Mr. Punya Prasad Neupane, Deputy

"All our dreams can come true if we have the courage to pursue them." Walt Disney

Executive Director Dr. Tarak Bahadur K.C., Senior Directors Mr. Khum Raj Punjali and Mr. Bharat Thapa, Directors, Officials and staff members were present during the program.

Ms. Achala Dahal, Director of Studies spoke about Mr. Sudip Tripathee during the program and thanked him for the enthusiasm presented by him during his tenure at NASC. She commended the hard work of Mr. Tripathee during Training Coordination and Consultancy of Nepal Rastra Bank (NRB). She also mentioned that the consultancy service provided to NRB by NASC was later helpful for his interview at NRB. She concluded her speech by wishing him success.

Mr. Sudip Tripathee expressed his gratitude to NASC for providing the opportunity to grow as a trainer, researcher, and consultant. He thanked NASC officials for their immense support and encouragement during his tenure. He also spoke highly of the working culture and environment of NASC. He was very grateful to the Executive Director, Mr. Punya Prasad Neupane, Deputy Executive Director, Dr. Tarak Bahadur K.C., Director of Studies, Mr. Suwarn Kumar Singh, Administrative and Finance Officer Mr. Kashi Nath Regmi and his colleagues for the fantastic experience. He also assured he would continue to liaise with NASC for further collaborations with NRB. Mr. Tripathee had joined NASC on 21 Poush 2071.



Photo: Mr. Neupane presenting bouquet to Mr. Tripathee

The Executive Director of NASC Mr. Punya Prasad Neupane handed the Memento and bouquet as a token of appreciation to Mr. Tripathee and thanked him for his contribution at NASC. He also expressed that the farewell program is heartwarming for NASC. He shared his memory of the first meeting with Mr. Tripathee and appreciated his smiling and positive personality. He congratulated Mr. Tripathee for his enrollment at NRB and hoped for future collaborations. He concluded his speech by wishing him a successful and blissful future.

Keynote lecture on “Perspectives and Directions of Public Policy Management in Nepal”

Dr. Yuba Raj Khatiwada, Former Vice-Chairperson and Ex-Governor of Nepal delivered a keynote lecture, on “Perspectives and Directions of Public Policy Management in Nepal” on 32 Shrawan 2073 (16 August 2016) to a group of 25 Senior Joint Secretaries participating in the 35th Senior Executive Development Programme (SEDP) organized by Nepal Administrative Staff College (NASC). The SEDP is a high-end capacity building program designed for Senior Executives, the Class-I officers of the Government of Nepal. The program covers five thematic modules and one of the threading modules is “Public Policy Management” which is split into five blocks to be delivered along with other thematic modules. In his lecture, Dr. Khatiwada mainly covered the policy process and management issues in new context of federalization of the nation state. Mainly, his lecture was centered on fundamental issues of public policy management covering National Policy



Photo: Dr. Khatiwada delivering his speech

Priorities and Their Bases, Public Policy Process in Federal Context (Political, Bureaucratic, Non-state sectors, International agencies) and Issues in Public Policy Management (Demand-Supply Gap, Policy Prioritization, Policy Implementation, and Policy Evaluation). Dr. Khatiwada, in his comprehensive presentation, focused on the need for rationally choosing the appropriate policy problems and acting on them to enable the capacity of the government for enhanced public service delivery. His focus, in the new context of federal nation state, were on adopting and implementing public policies that materialize the political commitments that are in line with the public aspirations which will be supporting the people at large for realizing sustained economic opportunities. Similarly, Dr. Khatiwada shed highlights on the Roles of Senior Government Officials in Policy Management, as they are the most functional policy professionals in bureaucracy entrusted with critical role for developing policy proposals, recommending policy options and leading the implementation and monitoring of the politically decided policies.

NASC Discussion Series 31



Photo: Md. Mahadi Mahamud Akanda delivering his speech

NASC has established collaboration with a number of institutions in Asia and beyond as a part of generating common platform for knowledge creation and sharing. In the same context, NASC and Public Policy and Governance (PPG) program of North South University (NSU), Dhaka, Bangladesh have also entered into a MoU for collaborating and harnessing the scopes for building capacity of the public sector in both the countries through training, research, academic programs and consulting activities. As the initial activity of the MoU, NASC organized Discussion Series 31 on "Public Sector Governance of Nepal and Bangladesh" which was attended by 14 visiting delegates and students of the Master in Public Policy and Governance Program/NSU on 16 Bhadra 2073 (1 September 2016).

After the visiting, NASC faculties welcomed delegates and executives, two presentations, each from both the institutions, were made in the event. In the beginning, Md. Mahadi Mahamud Akanda, on behalf of PPG/NSU, Bangladesh delivered a presentation on "Administration of Bangladesh". In the presentation, Md. Mahadi presented basic social, political, and economic facts of Bangladesh and proceeded ahead with governance structure and the basic governance principles. It was followed with public administration and service delivery system of Bangladesh and the major initiatives in the recent years on reforming public governance. In his presentation, Md. Mahadi shared about the capacity building courses and other initiatives from Public Administration Training Center (PATC), and Bangladesh Civil Service Administration Academy (BCSAA).

Mr. Trilochan Pokharel the Director of Studies, NASC presented on the topic "Journey to Federalism and Public Sector Governance in Nepal". He shared about the history of Nepalese bureaucracy and explained how various governance structures were implemented along with the change in the system throughout the years. He also highlighted the major findings from his recent research on "Implementing Federalism in Nepal" which was conducted for the Government of Nepal (GoN). He explained that the promulgation of the constitution has led to the creation of new governance structure that will be followed and implemented. He also pointed that the newly formulated Public Sector Governance would empower the local people thus helping them to benefit from the services provided by the government. He shared the various challenges that could occur while implementing the

governance system in the Public Sector and expressed his optimistic view that such challenges would yield in future. Mr. Pokharel also provided a brief introduction about NASC and its efforts in building the capacity of the officials of the GoN.

The presentation was followed by an interactive session where the participants from both the institutions presented their queries to the speakers. The discussion series provided an opportunity to the participants for sharing experiences on public sector governance and cross cutting issues of governance, and understanding the commonalities in political and economic lives of both countries.

In his closing remarks, Executive Director of NASC, Mr. Punya Prasad Neupane shared that the series was a fruitful experience since it provided insights into the various governance issues and practices of both countries. He also commended the efforts of the presenters and also expressed his gratitude to the delegates and students of NSU, Bangladesh and the officials of NASC for their active participation. He said that the discussion series also created a platform for cultural exchange. Concluding, he expressed his hopes for similar collaborations and contributions from NSU in the future.

Mr. Punya Prasad Neupane, Executive Director, NASC and Senior Directors Mr. Kedar Bahadur Rayamajhi (PSTD), Mr. Khum Raj Punjali (GDMLG) and Mr. Bharat Thapa (RCSD) were present along with forty officials, delegates and students from NSU, Bangladesh and NASC during the series. The discussion series was facilitated by Training and Research Officer, Mr. Rameshwor Bhandari.



Photo: Glimpse of NASC Discussion Series 31

Teej Celebration at NASC



Photo: Officials participating in Teej Celebration

Nepal Administrative Staff College (NASC) organized a program on 17 Bhadra 2073 (2 September 2016), Friday to celebrate Teej, a major festival for Nepalese Women. This event was the first of its kind, which valued the presence of all female employees. They exchanged greetings and wished for mutual well-being during the program. Senior Directors, Directors and male employees also shared their viewpoints regarding the festival and endorsed equality of men and women at workplace.

Mr. Punya Prasad Neupane, Executive director, NASC shared his views on the origination, and the concept shift the festival

has taken over the last few years. He also expressed that Teej is an important festival for women as it is synonymous to empowerment, equality and joy which can bring success. He also stressed that success of a woman also brings empowerment to men. He appreciated the effort of the organizing committee and encouraged women participation. Mr. Neupane also distributed Teej gifts to all female employees during the occasion.

The program included performances from Mr. Devi Dutta Bhatta, Deputy Director of Studies and Ms. Shital Tamang Moktan, Training and Research Officer. Mr. Basanta Raj Sigdel, Director of Studies led the event as the Master of Ceremony. An Early Evening Dinner followed the event, including informal group dances.

NASC Discussion Series 32



Photo: Mr. Prasai delivering his speech

Nepal Administrative Staff College organized NASC Discussion Series 32 on 24 Bhadra 2073 (9 September 2016) where Mr. Sagar Prasai shared his knowledge and experiences on "Being More Aware and Responsible". Mr. Prasai is a social activist working specially to promote the rights of people with disabilities in Nepal. He is currently working with National Federation of the Disabled, Nepal as a Country Coordinator of AWARE (Asian Workplace Approaches that Respects Equality) Project.

Mr. Bharat Thapa, Senior Director - NASC, Mr. Kedar Bahadur Rayamajhi, Senior Director -NASC, Mr. Khum Raj Punjali, Senior Director - NASC, Officials of the GoN, NGOs, INGOs and officials of NASC were present during the series.

The series fostered an active discussion around pertinent questions like definition and types of disability, different models to understand disability, accessibility and inclusion, barriers and accommodation, person first language, sympathy vs. empathy, disability etiquette and more. Linkage of Poverty, development and disability were also discussed. Further, Mr. Prasai shared his view on including topics of disability in the training curriculum for Government officials for creating awareness and understanding on disability-inclusive development.

In his closing remarks, Director of Studies, Mr. Trilochan Pokharel thanked Mr. Prasai for the eye opening session for creating awareness on the issue of disability. Mr. Pokharel also expressed his gratitude to Mr. Prasai for his valuable time. He concluded the series by thanking all the participants for their active participation. Around 50 participants benefited from the deliberation.

Training Programs

Completed Trainings

Using Evidence for Smart Policy Design

A training program on "Using Evidence for Smart Policy Design" organized jointly by Nepal Administrative Staff College and Evidence for Policy Design, Harvard University concluded on 5 Shrawan 2073 (20 July 2016). The training program was facilitated by Prof. Michael Celledn, Mr. Esther Duflo, Mr. Michael Greenstone, Ms. Rohini Pande and Mr. Mohan Das Manandhar.

Secretary of Ministry of General Administration Mr. Tanka Mani Sharma also facilitated in the training as one of the panelists. The training was conducted for 30 Joint Secretaries from various ministries of the GoN and

"Authority should be seen as a part of leadership, not as a way around it." — Michael McKinney

faculties of NASC from 4 to 5 Shrawan 2073 (19 to 20 July 2016) to equip policy professionals and decision-makers with practical skills for effectively applying data and evidence in their work.



Photo: Glimpse of the closing ceremony

Executive Director of NASC Mr. Punya Prasad Neupane stressed on the importance and challenges of evidence based policy design for the nation. He pointed that policy design, should be taken seriously and it should be based on high quality data obtained from rigorous research. He also encouraged the participants to take proactive role while designing policies and by enabling research environment. He expressed his gratitude to Prof. Rohini Pande, her team of experts and Harvard University for collaborating with Nepal Administrative Staff College (NASC). He also extended his

hands for future collaboration for the development process of the country. He also thanked the participants for their high level of engagement and commitment in the training. Mr. Neupane also awarded the training completion certificate to the trainee participants during the ceremony.

Induction Training/ToT for newly appointed NASC officials

Induction training is the training that an employee receives when s/he joins an organization. It is provided to new employees to assist in undertaking their new job responsibilities effectively and to socialize them with their new work environment and the people working around them. New employees need to understand the organizational culture during their socialization which will be a valuable step in achieving the organizational goal and optimum utilization of their talent. Thus, in this context, a program on "Induction Training/ToT for the Newly Appointed NASC Officials" was designed for the newly appointed Officials of NASC from 6 Shrawan 2073 (21 July 2017) with an aim to orient and socialize the newly appointed NASC officials with the role, functions and culture of the organization and to develop essential skills for performing better in respective area of responsibilities with enhanced level of commitment, dedication and innovative efforts by the Centre for Induction Training (CIT) of Public Service Training Department (PSTD) of Nepal Administrative Staff College (NASC). Fourteen Officials including Director of Studies, Training and Research Officers and Senior Assistants participated in the training program which was managed by a team of Mr. Sundar Shrestha, Mr. Anil Gupta and Mr. Krishna Sigdel.

Upon the completion of the program, participants were expected to be able to:

- draw better understanding of vision, mission, goals, objectives, structure and major functions of NASC;
- explain major provisions of NASC rules, regulations and guidelines for training, consulting and research functions;
- explain the service processes, systems, and working procedures;
- develop essentials skills of a good trainer and course coordinator;
- use ICT including Microsoft Office Applications in performing tasks; and,
- demonstrate professional behavior, dedication and commitment in performing job.

"If you are willing to do more than you are paid to do, eventually you will be paid to do more than you do." Anonymous



Photo: Mr. Damodar Basyal sharing his experiences about the training

The closing ceremony of the training was organized on 28 Shrawan 2073 (12 August 2016). The Executive Director, Mr. Punya Prasad Neupane, Deputy Executive Director, Dr. Tarak Bahadur K.C., Senior Directors Mr. Khum Raj Punjali and Mr. Bharat Thapa, Director of Studies Mr. Basanta Raj Sigdel and Mr. Trilochan Pokharel and Officers of NASC were present during the closing ceremony.

During the closing program, Ms. Shilu Pradhan, Mr. Tara Prasad Kharel, Mr. Damodar Basyal, Mr. Rameshwor Bhandari, Mr. Mishree Lal Sah, Ms. Pratibha Dhungana, Mr. Ashish Rai and Ms. Anita Poudel spoke on behalf of the participants and expressed that the training has built their confidence for

performing their tasks on the job. They shared their learning and experiences of the training and committed to give their best to make NASC the Center of Excellence.

Deputy Executive Director, Dr. Tarak Bahadur K.C. congratulated the participants for the successful completion of the training. He said that the training was the first of its kind since the inception of NASC. He encouraged the participants to think positively and work harder. He also shared the saying 'Learning never ends' and stated that it's just the beginning. He heartily welcomed the officials and invited them to join hands.

Executive Director, Mr. Punya Prasad Neupane acknowledged the words of the new recruits and expressed his happiness and pride for the successful completion of the training. He encouraged the participants to develop themselves in their area of interest and expertise and further assured to provide enough opportunities for them to grow. He shared that the organization follows a team based approach and hoped for the same from the officials. He concluded his speech by welcoming the officials and wishing them success for their successful tenure at NASC.

Workshop on Case Based Learning

A workshop on case based learning was organized from 10 to 11 Shrawan 2073 (25 to 26 July) at Khaptad Hall Diksha Sadan. The workshop was attended by twenty faculties of NASC including the Executive Director, Mr. Punya Prasad Neupane. Director of Studies, Mr Trilochan Pokharel facilitated the workshop and highlighted the importance of case based learning. NASC publishes case bank of the field cases written by the BAT employees every year. The participants of the workshop consulted the same case bank and came up with different ideas on how and for which knowledge domain those cases could be used. There was also a major discussion on the quality of cases to be used for classroom sessions.

Professional Course on Management and Development

The demands for quality services from public organizations are yet growing. To make public service delivery effective and inclusive, it is necessary to enhance core and functional competencies of service providers. Class III Officers of the GoN have key role to play in executing and managing regular and development functions effectively. The role and responsibilities of those officers are instrumental that they have to support seniors,

supervise subordinates and deliver public services in efficient manner. In this context, training is one of the best means that helps employees to broaden knowledge and skills and enhance professional excellence as well as positive mindset that requires on the job. Thus, Public Service Training Department (PSTD) of Nepal Administrative Staff College (NASC) conducted a 'Professional Course on Management and Development' for twenty five Class III officers of the GoN with an aim to help the officers to develop core competencies to perform their roles efficiently and to contribute towards effective implementation of development programs as well as take positive initiations in public service delivery.

The training program included eight modules namely, Managing Self and Interpersonal Relationship, Managing Staff Performance, Managing Office Resources, Governance and Service Delivery, Administrative Federalism, Approach to Development, Development Planning, and, Research Methods and Project Works. After the completion of the training the participants were expected to be able to:

- identify the key techniques of self management and interpersonal relationship;
- demonstrate ability in managing staff performance for achieving organizational objectives;
- identify tools and techniques required to manage financial resources efficiently and effectively;
- explain the concept and issues of federalism, governance and transition management for effective service delivery;
- explain the concept and approach to development; policy framework, contemporary development issues and environment and climate change;
- spell out planning process identify and select project and facilitate for effective implementation;
- explain basic research approaches, and carry out project works.

The thirty working days training program was conducted from 10 Shrawan to 23 Bhadra 2073 (25 July to 8 September 2016) and was managed by a team of Mr. Matrika Prasad Rijal and Mr. Hari Lal Gyawali.

Advanced Course on Management and Development

Class II officers of the GoN have vital role to play in executing and managing the routine and development activities successfully in their respective organizations. The role and responsibility of these officers are instrumental in serving people, support their seniors and supervise subordinate's performance capability. Thus, with an aim to help Class II officers working under different ministries of the GoN to develop the core competencies for performing their roles efficiently and to contribute towards effective implementation of development programs as well as improvement in public service delivery, Public Service Training Department (PSTD) of Nepal Administrative Staff College (NASC) conducted a thirty working days training program on 'Advanced Course on Management and Development' from 12 Shrawan to 27 Bhadra 2073 (27 July to 12 September 2016) for twenty four Class II officers of the GoN.

The training program was conducted in a modular basis. It contained seven modules namely, Managing Self and Interpersonal Relationships, Performance Improvement Planning, Organization Development and Change Management, Governance and Service Delivery, Approach to Development, Planning for Development, and Research Methods and Project Works. After the completion of the training program, the participants were expected to be able to:

"Happiness is a butterfly, which when pursued, is always beyond your grasp, but which, if you will sit down quietly, may alight upon you." Nathaniel Hawthorne

- demonstrate key self management and interpersonal skills with positive mindsets, for effective managerial performance;
- identify staff development needs and intervention strategies and manage staff performance for achieving organizational objectives;
- diagnose organizational needs for changes and apply various intervention techniques for enhancing organizational effectiveness;
- explain key development issues and corresponding policies for ensuring public services;
- prepare macro plans and exhibit better understanding of planning mechanism and financial controlling;
- appraise, select, monitor and manage development project for the achievement of national development objectives; and
- integrate concepts with practices through project work for enhancing their understanding and improving organizational functions in Nepal

The training program was managed by a team led by Mr. Bed Prasad Poudyal, Mr. Hari Lal Gyawali and Mr. Krishna Sigdel.

Training for Technical and Managerial Capacity Building

It is obvious that new recruits find difficulty in socializing and performing the task without proper orientation by the organization. While taking new employees on board, making them feel important and welcomed as well as ensuring that they are on the appropriate direction of their career path is crucial. Induction training provides opportunities to new employees in undertaking new job responsibilities effectively and to socialize them with their new work environment and the people working around them. National Tea and Coffee Development Board (NTCDB) is an institution dedicated to promote production and marketing of tea and coffee products. It has recently appointed new staffs to accelerate the process of enhancing institutional capacity. Thus, upon request of NTCDB, Centre for Induction Training (CIT) of Public Service Training Department (PSTD) of Nepal Administrative Staff College (NASC) designed an induction training course for the officers of NTCDB to prepare them for taking on their roles fully and effectively right from the beginning and help them to pursue successful career in the organization with an aim to orient and socialize the newly appointed officers of NTCDB officers with the role, functions and culture of the organization and to develop essential skills for performing better in respective area of responsibilities with enhanced level of commitment, dedication and innovative efforts.

Upon the completion of the program, the participants were expected to be able to:

- draw better understanding of vision, mission, goals, objectives, structure and major functions of NTCDB;
- explain major provisions of rules, regulations and guidelines of the organization;
- explain the service processes, systems, and working procedures;
- develop essential managerial skills;
- demonstrate better understanding of tea/coffee production and processing technologies;

- develop skills of writing memo, proposals and reports;
- describe project development processes and considerations;
- use ICT in performing tasks; and,
- demonstrate professional behavior, dedication and commitment in performing job.

The training conducted from 13 Shrawan to 7 Bhadra 2073 (28 July to 23 August 2016) was concluded on 7 Bhadra, Tuesday.

Executive Director of NASC, Mr. Punya Prasad Neupane, Senior Directors of NASC Mr. Kedar Bahadur Rayamajhi (PSTD) and Mr. Khum Raj Punjali (GDMLG), Director of Studies, NASC Mr. Basanta Raj Sigdel, Executive Director of National Tea and Coffee Development Board (NTCDB) Mr. Sheshkanta Gautam and Mr. Raghupati Chaudhari, Deputy Executive Director of NTCDB were present during the closing ceremony. Mr. Neupane congratulated the participants for the successful completion of the program in his speech and presented the certificate to the participants.



Photo: Executive Director of NASC Mr. Punya Prasad Neupane sharing his closing remarks

The training program was managed by a team of Mr. Suraj Shrestha, Ms. Shushma Manandhar and Ms. Meena Devi Jonchhe.

Procurement of Works and Consulting Services

Delivering results from investment projects and programmes are vital for the development of a nation. In Nepal, performance of development projects and programs seem very poor. It is often blamed that under expenditures of development budget is due to lack of sufficient capacity among officials to manage procurement, contract and other vital areas of project delivery. In consultation with the Ministry of Finance and the Ministry of General Administration, Asian Development Bank (ADB) Nepal Resident Mission conducted a brief training needs assessment (TNA) of executing and implementing agencies of ADB-assisted projects. Based on that, a list of proposed training events has been developed which includes ADB procedures on procurement, consultant recruitment, financial management, safeguards, contract management, project management, and gender equality and social inclusion. A technical assistance TA 8847 - NEP: Enhancing Portfolio Performance was approved by ADB in December 2014. One of its key objectives is to establish the Capacity Development Resource Center (CDRC) to conduct training of staff of ADB-assisted projects covering ADB procedures, project implementation, and thematic topics. As agreed in the approved TA, the Nepal Administrative Staff College (NASC) has been engaged under a TA financed contract to provide the related training program. As per the contract, the CDRC Office has been established in the NASC. During the contract period 20 training programmes will be organized. Among them a five days training program on Procurement of Works and Consulting Services was conducted from 17 to 21 Shrawan 2073 (1 to 5 August 2016) for thirty three participants at Biratnagar.

"If you want to achieve excellence, you can get there today. As of this second, quit doing less-than-excellent work." Thomas J. Watson

The course was conducted with an aim to enhance knowledge and skills of project staff of executing and implementing agencies from project coordination offices and project implementation units on procurement of works and consulting services. Upon the completion of the training, the participants were expected to be able to:

- to improve awareness on policy and procedure on procurement of works and selection of consultants; and
- to enhance knowledge and skills on procurement and consultancy services.

Similarly, another training was conducted from 13 to 17 Bhadra 2073 (29 August to 2 September 2016) for 31 participants at Nepalgunj and another one from 27 to 31 Bhadra 2073 (12 to 16 September 2016) for 26 participants at Pokhara. The trainings were managed by a team of Dr. Raghu Bista, Mr. Shiva Hari Adhikari, Mr. Pratap Aryal and Ms. Manisha Koirala.

Leadership and Management for Women Managers of Public Organizations

Women officers in public organizations need to be equipped with essential managerial skills and competencies to meet the challenging role of a manager in the context of changing public expectations and work environment. Similarly, they require some additional considerations in developing core competencies to lead work organizations since they possess additional responsibilities and difficulties in personal and professional life as compared to male counterparts. In this context, understanding changing context of management, leadership and developing essential managerial skills is critical for better performance of women managers in public organizations. Thus, Center for Organization Development of Management Learning Group (COD) of Management Learning Group (MLG) of Nepal Administrative Staff College (NASC) designed a five working days training program from 23 to 29 Bhadra 2073 (8 to 14 September 2016) for women officers of the government organizations and public enterprises with a view to develop key skills in managing and leading their work organizations successfully. The aim of the training was to develop essential managerial skills and competencies of women managers in public organizations.

Upon completion of the training program, participants were expected to be able to:

- demonstrate better understanding of Leadership and Management and its changing dimensions;
- acknowledge the changing role of a manager in public organizations
- analyze opportunities and difficulties for women managers in public organizations as compared to male counterpart; and
- develop essential skills required to perform managerial functions

Twenty eight women officers participated in the training program which was managed by a team of Ms. Achala Dahal, Ms. Pratibha Dhungana and Mr. Lila Nath Sapkota.

Environmental and Social Safeguards

Delivering results from investment projects and programmes are vital for the development of a nation. In Nepal, performance of development projects and programs seem very poor. It is often blamed that under expenditures of development budget is due to lack of sufficient capacity among officials to manage

"Only put off until tomorrow what you are willing to die having left undone." Pablo Picasso

procurement, contract and other vital areas of project delivery. In consultation with the Ministry of Finance and the Ministry of General Administration, Asian Development Bank (ADB) Nepal Resident Mission conducted a brief training needs assessment (TNA) of executing and implementing agencies of ADB-assisted projects. A technical assistance TA 8847 - NEP: Enhancing Portfolio Performance was approved by ADB in December 2014. As agreed in the approved TA, the Nepal Administrative Staff College (NASC) has been engaged under a TA financed contract to provide training of staff of ADB-assisted projects covering ADB procedures, project implementation, and thematic topics. As per the contract, the CDRC Office has been established in the NASC. During the contract period 20 training programmes will be organized. Among them a five days training program on Environmental and Social Safeguards was conducted from 24 to 28 Shrawan 2073 (8 to 12 August 2016) for 41 participants at Biratnagar, Morang.

The aim of the course is to enhance knowledge and skills of project staffs of executing and implementing agencies; coordination offices; and implementation units on environmental and social safeguards. Upon the completion of the training, the participants were expected to be able to:

- To enable the capacity of the participants in applying GoN and ADB policies and procedures for smooth planning, implementation and monitoring of safeguards;
- To update on safeguards mechanisms; and
- To be able to demonstrate enhanced capabilities on identification, and management of grievances.

The training was managed by a team of Dr. Raghu Bista, Mr. Shiva Hari Adhikari, Mr. Pratap Aryal and Ms. Manisha Koirala.

Ongoing Trainings

Advanced Course on Project Management

Projects are the means to execute the development plan and programs. They help to achieve development goals within given time frame and thereby enhance competitiveness of nations. Considering the instrumental role of projects for the development of nation, the Government of Nepal (GoN) has given much emphasis on effective management of development projects. Accordingly, officers working in the government organizations are involved in the different phases of project cycle management ranging from project concept development to the post –completion of projects. Therefore, they require sound knowledge and skills in the areas of project management. Evidences have also suggested that capacity of the government officers need to be enhanced in the light of changing environment so as to manage projects effectively and efficiently. Thus, as a response to these requirements, Center for Project Management (CPM) of the Governance and Development Management Learning Group (GDMLG) of Nepal Administrative Staff College (NASC) is conducting a thirty working-days training program on "Project Management" from 19 Shrawan 2073 to 6 Asoj (3 August to 22 September 2016) with an aim to enhance knowledge and skills of Class II officers of the GoN in the area of project management.

After the completion of the training program, the participants are expected to be able to:

- formulate and appraise projects for development;

"You may only succeed if you desire succeeding; you may only fail if you do not mind failing." Philippos

- develop project plan; and
- implement projects effectively and efficiently.

The training program will be conducted in a modular basis with modules such as Project Formulation and Appraisal, Project Planning, Project Implementation, Monitoring and Evaluation, and Field Visits, Report Writing and Presentation.

Twenty seven Class II officers are participating in the training which consists of five modules namely: Project Formulation and Appraisal, Project Planning, Project Implementation, Monitoring and Evaluation, Field Visits, Report Writing and Presentation. The training program is being conducted by a team of Mr. Trilochan Poudel, Mr. Devi Dutta Bhatta, Dr. Raghu Bista, Mr. Shiva Hari Adhikari and Ms. Meena Jonchhe.

Senior Executive Development Program (SEDP)

Leadership has always been critical for the transformation of organizations. Civil Service of Nepal cannot be the exception. The ongoing political transformation, changing socio-economic landscape of the country, and technological innovations worldwide have been exerting pressure on the role of civil service to meet increasing service expectations of the people. To meet the challenges, Government of Nepal has continued structural reforms and capacity building in civil service, and other major sectors of economy for decades. Such reforms have always emphasized the role of leadership and managerial efficiency for effective functioning of bureaucracy to achieve desirable transformation in governance system of the country. As senior executive or a leader of public administration, the Joint Secretaries have crucial role in designing and implementing strategies of the government for socio-economic transformation and effective service delivery. Thus, NASC designed Senior Executive Development Program (SEDP) to enhance core competencies of the Joint Secretaries so that they can assume leadership role effectively and make a difference in civil service. It is a flagship program of NASC structured on modular blocks of Leadership, Integrity, Strategic Management, Governance and Policy Management with action learning in modular breaks. The aim of the program is to enhance core competencies of the Joint Secretaries to develop them as a transformational leader and integrity builder with strategic thinking and policy management skills required to strengthen governance system and improve public service delivery.

Upon the completion of the program, the participants are expected to:

- recognize the leadership as a process, and analyze their leadership potential in a given framework of map reading, map testing and map making of leadership,
- apply the ways of fixing integrity problems and practical approaches of integrity building in their organizational context,
- formulate a strategic plan of their organization and analyze major considerations in strategic implementation and control,
- develop a policy proposal with precisely framed policy problems, appropriate choices, and framework of implementation, and
- analyze the inter-relationship among major actors of governance, their role and influences, and apply new ways to design and deliver service to meet changing expectations of people.

"Though no one can go back and make a brand-new start, anyone can start from now and make a brand-new ending." Carl Bard

The opening ceremony was graced by the presence of Secretary of Ministry of General Administration Mr. Tanka Mani Sharma, Executive Director, NASC Mr. Punya Prasad Neupane, Deputy Executive Director, NASC Dr. Tarak Bahadur K.C., Senior Director, PSTD Mr. Kedar Bahadur Rayamajhi, Senior Director, RCSD Mr. Bharat Thapa, Directors and officials of NASC.

During the opening ceremony, Senior Director, PSTD Mr. Rayamajhi welcomed the participants and shared the significance of the course. He said that the course is directed towards paving a path to effective leadership skills essential for the policy makers of GoN.

Secretary, MoGA Mr. Sharma expressed that the training is composed of a rigorous course structure that includes various modules, which would strengthen the leadership capabilities of the Joint Secretaries. He shared the positive learning experiences of the 34th batch and encouraged the senior officials to actively participate in the training.



Photo: Glimpse of the opening ceremony

Executive Director, NASC Mr. Neupane explained about the rationale behind the course contents and module formation. He also stressed on the importance of the course and the action learning process. He concluded by wishing the participants a fruitful and rewarding learning experience.

Director of Studies, Ms. Kamal Nayan Pradhan facilitated the opening ceremony. The training will be conducted under a span of six months.

Professional Course on Management and Development

Class III Officers of the GoN have key role to play in executing and managing regular and development functions effectively. Their role and responsibilities are instrumental to support seniors, supervise subordinates and deliver public services in efficient manner to provide quality services and make public service delivery effective and inclusive. So, it is necessary to enhance core and functional competencies of service providers. In this context, training is one of the best means that helps employees to broaden knowledge and skills and enhance professional excellence as well as positive mindset that requires on the job. Thus, Public Service Training Department (PSTD) of Nepal Administrative Staff College (NASC) is conducting a 'Professional Course on Management and Development' for twenty five Class III officers of the GoN with an aim to help the officers to develop core competencies to perform their roles efficiently and to contribute towards effective implementation of development programs as well as take positive initiations in public service delivery.

The training program includes seven modules namely, Managing Self and Interpersonal Relationship, Managing Staff Performance, Managing Financial Resources, Governance and Service Delivery, Approach to Development, Development Planning, Research Methods and Project Works. After the completion of the training the participants are expected to be able to:

- identify the key techniques of self management and interpersonal relationship;
- demonstrate ability in managing staff performance for achieving organizational objectives;
- identify tools and techniques required to manage financial resources efficiently and effectively;

"If you can't explain it simply, you don't understand it well enough." Albert Einstein

- explain the concept and issues of federalism, governance and transition management for effective service delivery;
- explain the concept and approach to development; policy framework, contemporary development issues and environment and climate change;
- spell out planning process identify and select project and facilitate for effective implementation;
- explain basic research approaches, and carry out project works.

The thirty working days training program is conducted from 31 Shrawan to 18 Asoj 2073 (15 August to 4 October 2016) and is managed by a team of Mr. Suraj Shrestha, Ms. Shushma Manandhar, Ms. Meena Devi Jonchhe and Mr. Ashish Rai.

Similarly another training programs on Management and Development is being conducted for twenty seven Class III officers from 1 Bhadra to 20 Asoj 2073 (17 August to 6 October 2016) which is managed by a team of Mr. Suraj Shrestha, Ms. Shushma Manandhar, Ms. Meena Devi Jonchhe and Ms. Sheelu Pradhan.

Another training on Management and Development is also being conducted from 27 Bhadra to 19 Kartik 2073 (12 September to 4 November 2016) for twenty six Class III officers which is managed by a team of Mr. Sundar Shrestha, Mr. Nabin Chapagain, Mr. Damodar Basyal and Mr. Mishree Lal Shah.

Professional Course on Human Resource Management

The human factor has been recognized as one of the key elements for organizational success. The growing importance of human factor and of human resource management (HRM) due to its pervasive nature have tended to change the role of today's managers both line and specialist, in terms of handling human resource issues. In this context, Centre for Human Resource Management (CHRM) of Management Learning Group (MLG) of Nepal Administrative Staff College (NASC) is organizing a thirty working-days training program on "Human Resource Management" for Class III officers of the GoN with an aim to help participants in improving their knowledge, understandings and skills relating to the management of human resources in government organizations.

After the completion of the training program, the participants are expected to be able to:

- explain the dimensions and recent trends in human resource management;
- explain the importance and steps of human resource planning;
- identify system and practices of Performance Management; analyze
- contemporary issues of human resource management; and
- demonstrate basic HR skills at work.

Twenty six Class III officers are participating in the training program which includes five different modules namely: Human Resource Management (HRM) and Development, Human Resource Planning, Performance Management and Effectiveness, Contemporary issues of HRM and Developing basic HR Skills. The participants will also be involved in project work during the training. Mr. Binod Kumar Bista and his team are managing the training program which is being conducted from 31 Shrawan to 20 Asoj 2073 (15 August to 6 October 2016).

Professional Course on Information Communication Technology and E-Governance

ICT plays a critical role in speeding up the flow of information and knowledge between government and citizens and transforming the way in which governments and citizens interact. The implementation of ICT in public organization is increasing in the form of computerization or information system implementation. The knowledge on ICT needs to be enhanced with training and education. This will make easy for the implementation of such ICT based system in public organizations. Thus it is necessary to impart knowledge related ICT and E-Governance to all levels of civil servants which will facilitate the government and public institutions to successfully implement the technology in their organizational business process. The growing essence of E-Plus function in all areas and sectors of public and private institutions in order to enable the government to achieve the mission of E-Governance also calls for intervention in capacity development of officers working for government in the area of ICT. Thus, with an aim to develop the participants' knowledge and skills as ICT trainer "Professional Course on Information Communication Technology and E-Governance" was conducted from from 8 Bhadra 2073 (24 August 2016) for twenty five Class III officers of the government of Nepal from the Center for Knowledge Management and Information Technology (CKMIT) of Management Learning Group (MLG) of Nepal Administrative Staff College (NASC).

The training program has been divided into Five (5) different modules spread over 30 working days which are Introduction to Information and Communication Technology (ICT) and its business application, Introduction to Office Automation and Managerial Communication Tools, Desktop Administration and Basics of Network, Information Management, Computer and Cyber Security and E-Governance and Knowledge Management.

Upon the completion of the training program, the participants are expected to be able to:

- describe current and emerging technologies and their impact on business/government process;
- describe the implementation process and enabling factors of ICT in management and development;
- use office automation and managerial communication tools to deliver the business functions of government;
- use social media for personal and official purpose and growth;
- perform the basic desktop administration and maintenance jobs;
- define information management, its security, privacy and related concepts;
- relate ICT and E-Governance, its issues and challenges in implementing E-Government services;
- describe the concept of computer and cyber security, its issues and challenges;
- define the concept of Knowledge Management (KM) and use of ICT in KM;

The training program was inaugurated by Deputy Executive Director and Senior Director of Management Learning Group, NASC, Dr. Tarak Bahadur KC.



Photo: Dr. Tarak Bahadur K.C. speaking during the opening ceremony

"Success does not consist in never making mistakes but in never making the same one a second time." George Bernard Shaw

He spoke about the importance of knowledge and skills on ICT and e-governance for the officials of the Government of Nepal. He also encouraged the participants to learn collaboratively and expressed that learning never ends. He concluded by wishing a successful training experience for the participants. Director of Studies, Center for Knowledge Management and Information Technology, Mr. Suwarn Kumar Singh provided a brief about the program course to the participants during the opening. He also spoke about the emerging trends in ICT and its need for effective and efficient service.

The training is being managed by a team of Mr. Suwarn Kumar Singh, Mr. Binaya Hari Maskey and Ms. Shital Moktan. The program will conclude on 21 Ashoj 2073 (7 September 2016).

Professional Course on Governance and Development

Governance and development are two important elements of state management. Development is an essential aspect of a country for economic growth, poverty reduction, distribution of public welfare and improved livelihood. Good governance is the system that ensures equitable development of people from all sects and eventually enhances peace and prosperity. Inclusive governance is one of the key elements of good governance that examines the extent to which government institutions provide space to overcome the systematic exclusion of disadvantaged groups seeking to participate in decisions affecting them. It applies the principles of affirmative action, participation, responsiveness and empowerment of the disadvantaged groups in the governance process. Hence, it ensures everyone's human rights and equal opportunities. This interrelationship can only be strengthened when the state institutions demonstrate capacity to deliver good governance and appropriately manage development functions. Thus, with a view to enhance the capacity of government institutions relating to governance and development, Centre for Governance and State Management (CGSM) of Governance and Development Management Learning Group (GDMLG) of Nepal Administrative Staff College (NASC), conducted a training program entitled "Professional Course on Governance and Development" for twenty six Class III officers of the government of Nepal from 6 Bhadra 2073 (22 August 2016).

Upon the completion of the training, the participants are expected to:

- explain the conceptual understanding of governance and development;
- acknowledge to the fundamental of federalism, state restructuring, power sharing as well as issues related to administrative and fiscal federalization;
- explain the issues relating to efficient public service delivery;
- demonstrate good governance practice in work situation;
- identify approaches to development;
- analyze contemporary issues and challenges of governance and service delivery with due acknowledgement to the contest of federalism implementation;
- analyze the fundamental approaches, methods, techniques and considerations for development planning and its implementation in Nepal;
- develop on fundamentals of research methods and writing the project works applicable to their day to day works.

"Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall." — Stephen R. Covey

The training is being conducted in a modular approach with modules such as: Governance, State Management in Federal Context of Nepal, Approach to Development, Development Planning and Process and Research Method and Project Work. Ms. Gyan Laxmi Shrestha, Mr. Anil Kumar Gupta, Mr. Tara Prasad Kharel and Mr. Pratap Aryal are managing the training program which will conclude on 21 Asoj 2073 (7 October 2016).

Internal Capacity Development Activities

S.N.	Name	Training	Place	Organizer	Duration
1	Mr. Basanta Raj Sigdel	Short Course of Harvard University	NASC	Harvard University and NASC	4 to 5 Shrawan 2073
2	Mr. Suwarn Kumar Singh				
3	Ms. Achala Dahal				
4	Mr. Trilochan Pokharel				
5	Mr. Rajendra Adhikari				
6	Mr. Trilochan Poudyal				
7	Mr. Uttam Acharya				
8	Mr. Shiva Hari Adhikari				
9	Mr. Krishna Sigdel				
10	Ms. Gyan Laxmi Shrestha				
11	Mr. Anil Kumar Gupta				
12	Ms. Shailaja Upadhyaya				
13	Ms. Saroja Shakya	Human Resource Development and Entrepreneurship Edu Training	NOIDA, India	TCS/Colombo Plan, India	24 Shrawan to 14 Asoj 2073
14	Mr. Shiva Hari Adhikari	Management Skill for Administrator and Office Managers	Kathmandu	Management Association of Nepal	27 to 28 Shrawan 2073
15	Mr. Madhav Prasad Niraula				
16	Mr. Shiva Hari Adhikari	Curriculum Development	Kathmandu	Agricultural Training Centre (Krishi Talim Kendra)	10 Bhadra 2073
17	Ms. Anju Maharjan	TAX	Kathmandu	Management Association of Nepal	17 Bhadra 2073
18	Mr. Trilochan Poudyal	Capacity Development Training on Employee	Kathmandu	Department of Labor	13 to 17 Bhadra 2073
19	Mr. Binod Kumar Bista	Transitioning to Leadership	Kathmandu	Management Association of Nepal	31 Bhadra to 1 Asoj 2073

"In my experience, there is only one motivation, and that is desire. No reasons or principle contain it or stand against it." Jane Smiley