

NEWSLETTER

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"... devoted to making differences positively"

News Highlights:

NASC – MUN (Model United Nations) – Page 2

NASC Discussion Series 33 – Page 2

Farewell to Mr. Harka Bahadur Bohara – Page 3

Consultative Discourse on Public Policy – Page 3

Gardening at NASC – Page 4

Bagmati Cleaning Campaign – Page 4

Blood Donation Program – Page 5

Debate Competition – Page 5

Aid For Blood Cancer Patient – Page 6

Disaster Risk management Training – Page 6

Quiz Competition – Page 7

Celebrating Udhauri Parva – Page 8

Hike to Namobuddha – Page 8

NASC Discussion Series 35 and 36 – Page 8

Panel Discussion – Page 9

Visit to Nepal Traffic Police Office – Page 10

Heritage Site Visit – Page 10

Know Your Country Visit Plan - Page 10

Training Programs - Page 11

Internal Capacity Development Activities – Page 13

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Trainers' Meet 2073



TRAINER'S MEET - 2073

Nepal Administrative Staff College organized "Trainers' Meet- 2073" as a knowledge sharing forum of public sector training institutions on 10 Poush 2073 (25 December 2016), Sunday.

The program aimed to develop common understanding of the institutions in various issues of capacity building in the changing context; share each other's learning experiences and innovative efforts; and initiate discourse in collaboration and assuming new role of the training institutions in new system of governance. Mr. Punya Prasad Neupane, Executive Director of NASC chaired the program. Secretary of Ministry of General Administration Mr. Purna Chandra Bhattarai was the Chief Guest. Deputy Executive Director Dr. Tarak Bahadur K.C. set context for discussion with a thematic presentation on different dimensions of training management, common concerns of the training institutions and way forward. Chief of public sector training institutions, high level officials of government, training professionals and faculty members of NASC were present on the occasion.

MoU between Nepal Administrative Staff College and Institute for Social and Environmental Transition-Nepal

With the objectives of promoting the exchange of expertise and knowledge on public policy and enhancement of capacity through cooperative endeavor of the two organizations alongside supporting NASC on designing Master's Degree Course on Public Policy and Governance, Memorandum of Understanding (MoU) has been signed, between Nepal Administrative Staff College (NASC) and Institute for Social

"Success is the sum of small efforts, repeated day-in and day-out." Robert Collier



Photo: Officials shaking hands after signing of the MoU

and Environmental Transition - Nepal (ISET-N) on 22 Mangsir 2073 (7 December 2016) at NASC.

Mr. Punya Prasad Neupane- Executive Director, Dr. Tarak Bahadur KC- Deputy Executive Director, Mr. Trilochan Pokharel- Director of Studies and Mr. Rajendra Adhikari - Director of Studies were present during the event from NASC. Similarly, Mr. Ajaya Dixit- Executive Director and Mr. Jayendra Rimal- Chief Operating Officer were present from ISET-N during the MoU signing ceremony.

NASC – MUN (Model United Nations)



Photo: Mr. Neupane and Ms. Julliard addressing the trainee officers during the opening of NASC - MUN

Nepal Administrative Staff College in collaboration with Youth Thinkers' Society organized NASC-MUN for the first residential batch of 31st Basic Administration Training (BAT) on 19 Mangsir 2073 (4 December 2016). The trainee officers from the Account, Revenue, and Legislature-Parliament Secretariat actively participated in the program. Altogether 105 section officers from Narayani, Koshi, Karnali and Gandaki group were divided into 3 committees: Economic and Social (ECOSOC) Committee, Disarmament and International Security (DISEC) and World Food Programme (WFP) for MUN.

The opening ceremony was graced by the presence of Executive Director of NASC Mr. Punya Prasad Neupane and UN Resident Coordinator, Ms. Valerie Julliard. The entire day had 3 committee sessions which helped to discuss and debate on various topics related to the agenda. With active participation and engagement, the discussions were fruitful and were a great learning opportunity to all trainee officers. The best performers were also awarded after the completion of NASC - MUN.

NASC Discussion Series 33



Photo: Mr. Bhattarai delivering his speech during the series

Nepal Administrative Staff College organized NASC Discussion Series 33 on 12 Mangsir 2073 (27 November 2016) on the topic "Ensuring Access to Drinking Water: Innovating Water Governance with Reference to Melamchi Water Supply Project". Mr. Ghanashyam Bhattarai, Executive Director of Melamchi Water Supply Development Board, was invited to share his knowledge and experiences in managing the Melamchi Water Supply Project. The series fostered an active discussion on the ongoing works and challenges of much awaited Melamchi Water Supply Project, which will be realized soon next year.

In his closing remarks, Mr. Trilochan Pokharel thanked Mr. Bhattarai for the very informative discussion on the most prominent area of the country. He concluded

"Try not to become a person of success, but rather try to become a person of value." Albert Einstein

the series by thanking all the participants for their active participation. Centre Chief - RCSD, Mr. Trilochan Pokharel facilitated the discussion series. Director of Studies Ms. Kamal Nayan Pradhan, Mr. Trilochan Pokhrel, officials of NASC and trainee officers were present during the series. Around 97 participants benefited from the deliberation.

Farewell to Mr. Harka Bahadur Bohara



Photo: Executive Director Mr. Neupane handing the token of appreciation to Mr. Bohara

A farewell program was conducted at NASC on 3 Mangsir 2073 (18 November 2016) to bid farewell to Office Assistant Mr. Harka Bahadur Bohara. The Executive Director Mr. Punya Prasad Neupane, Deputy Executive Director Dr. Tarak Bahadur K.C., Senior Directors Mr. Kedar Bahadur Rayamajhi – Public Service Training Department, Mr. Khum Raj Punjali – Governance and Development Management Learning Group and Mr. Bharat Thapa – Research, and Consulting Service Department were present along with the officials of NASC during the farewell program.

During the program, Mr. Bohara shared about his 30 years experience at NASC and thanked the officials and the institution for the wonderful years. He had joined NASC on 31 Ashad 2043 as Office Assistant and resigned on citing personal reasons.

Consultative Discourse on Public Policy



Photo: A glimpse of the consultative discourse

Nepal Administrative Staff College (NASC) organized a consultative discourse on how the context of Public Policy development looks like and the contemporary issues affecting the same on 9 Mangsir 2073 (24 November 2016). Mr. Punya Prasad Neupane, Executive Director-NASC expressed his views on the unprecedented changing contexts and therefore additions in the roles of NASC towards designing relevant and customized curriculum for public policy course. He expressed his optimism towards the result of the initiative in public policy course, and welcomed the dignitaries, Ms. Ranju Kumari Jha - Member Legislature-Parliament Secretariat of Nepal, Mr. Balananda Poudel- Chair of Local Body

Restructuring Commission, Former Minister Mr. Madhab Poudel, Mr. Ghanashyam Bhusal - Political Analyst, Mr. Bala Nanda Sharma- Security Expert, Mr. Hari Sharma- Director of Alliance for Social Dialogue and Mr. Subash K.C. – Dean of Kathmandu University School of Management.

The discussion was participated by 15 participants, including senior directors and faculties of NASC. Mr. Mohan Das Manandhar facilitated the consultative discourse. All the participants provided their insight on public policy process in Nepal and supported the need for development of public policy course during the discussion.

"Entrepreneurs average 3.8 failures before final success. What sets the successful ones apart is their amazing persistence." Lisa M. Amos

Executive Director Mr. Neupane commended Mr. Bohara for his contributing at NASC throughout his productive years. He also handed the memento to Mr. Bohara as a token of appreciation for his hard work and dedication. He wished the very best for his future.

Gardening at NASC



Photo: Participants involving themselves in gardening

As part of Extra and Co-curricular activities of 31st Basic Administration Training (BAT), the first residential group were involved in gardening program on 4 Mangsir 2073 (19 November 2016).

Participants from Narayani, Koshi, Karnali and Gandaki groups actively participated in the gardening and enjoyed putting their effort towards maintaining greenery beside Sahara Sadan of NASC premises.

Bagmati Cleaning Campaign



Photo: Chief Secretary Dr. Subedi speaking during the opening of the campaign

NASC and 31st Basic Administration Training (BAT) participants continued the trend of participating actively in the "Clean Bagmati" campaign. The first residential BAT participants from the fields of Accounts, Revenue, Legislature-Parliament and Audit of the Government of Nepal participated in the campaign. The campaign was led by Chief Secretary Dr. Som Lal Subedi on 4 Mangsir 2073 (19 November 2016). This occasion also gave an opportunity for the trainees to understand the social issue and develop culture of volunteerism. The campaign is organized every Saturday morning which is attended by large group of governmental,

non-profit organizations and civil society. NASC officials along with 108 newly recruited Class III officers actively engaged in the cleaning of the holy river Bagmati around Thapathali area as a part of social responsibility. Senior Directors Mr. Kedar Bahadur Rayamajhi - Public Service Training Department, Mr. Bharat Thapa – Research and Consulting Service Department, Director of Studies Mr. Basanta Raj Sigdel and respective coordinators of Narayani, Koshi, Karnali and Gandaki were present during the program.

Similarly, ninety eight newly appointed section officers under second residential group (Prithvi, Khaptad and Bhrikuti) of 31st Basic Administration Training (BAT) actively participated in "Clean Bagmati Campaign" on 2 Poush 2073 (17 December 2016), Saturday along with other campaigners. The officials portrayed



Photo: Participants cleaning Bagmati river

"If you genuinely want something, don't wait for it--teach yourself to be impatient." Gurbaksh Chahal

enthusiasm and positive energy during the cleaning which was truly amazing. They lived up to the slogan of "अहिले नगरे कहिले? हामीले नगरे कसले?" which means "If Not Now, When? If Not Us, Who?". They worked collaboratively in a dedicated manner to construct a cleaner and better society.

Blood Donation Program



Photo: Participants donating blood

Blood donation program was organized at NASC on Saturday 11 Mangsir 2073 (26 November 2016) under the initiation of 31st Basic Administration Training (BAT) participants. The program was conducted collaboratively as a part of Corporate Social Responsibility of NASC.

Nepal Redcross Society, Balkumari facilitated the donation program which was attended by the first residential trainee officers from Narayani, Koshi, Karnali and Gandaki group respectively. NASC officials and non-residential BAT participants also attended the program to make it a success. Altogether thirty one participants

donated blood on that day.

Debate Competition



Photo: Glimpse of the debate competition

As part of extra and co-curricular activities of 31st Basic Administration Training (BAT), Nepal Administrative Staff College organized a debate competition on 12 Mangsir 2073 (27 November 2016) for the first residential trainee officers from Narayani, Koshi, Karnali and Gandaki group. The topic of the competition was "Personal or Professional Development in Public Service".

Mr. Trilochan Pokharel, Director- NASC initiated the program by briefing the rules of the program to participants. There were eight participants, four of them in each side of the debate. Participants confidently presented their strong arguments in their respective areas.

Mr Khumraj Punjali, Senior Director- NASC and Mr. Kedar Rayamajhi, Senior Director- NASC were judges of the competition. Mr. Bishnuhari Regmi stood first and Ms. Bindu Pandit stood second in the debate competition. At the end of the program, judges awarded trophies to both the winner and first runner up of the competition.

Similarly, another debate competition was organized by NASC on the topic "Process v/s Result



Photo: Glimpse of the debate competition

"All progress takes place outside the comfort zone." Michael John Bobak

oriented civil service" for its second residential group of newly appointed section officers on 3 Poush 2073 (18 December 2016).

Mr. Chandra Kumar Ghimire, Member Secretary of National Planning Commission and Dr. Tarak Bahadur K.C., Deputy Director of NASC judged of the participants based on set rules and guidelines for the competition. The representatives from Prithvi, Khaptad and Bhrikuti group participated in the debate. Mr. Arjun Sen Oli won the first position and Mr. Lokendra Singh Negi stood second in the debate. Twelve participants from three different groups presented distinct individual viewpoints and enriched the program by their strong arguments. At the end, both the winner and first runner up were awarded with Trophies and Certificates by the respected judges.

Aid For Blood Cancer Patient



Photo: Dr. K.C. handing the fund to the father of the patient

The participants of 31st Basic Administration Training (BAT) initiated a program to collect funds for helping a blood cancer patient who is undergoing treatment in BP Koirala Memorial Cancer Hospital, Bharatpur. All 397 participants of BAT contributed for the cause.

Dr. Tarak Bahadur K.C, Deputy Executive Director and Mr. Kedar Bahadur Rayamajhi, Senior Director of Public Service Training Department were present in the organized event along with BAT participants on 22 Mangsir, 2073 (7 December 2016). Dr. K.C. handed the amount to the patient's father and also appreciated the collective effort of the officers for being compassionate towards the society. Mr. Rayamajhi commended the work of the participants and encouraged

them to contribute more towards the society. A collection amount of NRs. 100,600 was handed amid a formal program to father of the blood cancer patient.

Disaster Risk Management Training



Photo: Participants after the visit to DMTC

As a part of field visit and practical learning, Nepal Administrative Staff College managed a one-day training on "Disaster Risk Management" in collaboration with Armed Police Force Disaster Management Training Center (APF DMTC), Kurintar, Chitwan on 5 Mangsir 2073 (20 November 2016) for the first residential group of 31st Basic Administration Training (BAT). The trainee officers from Narayani, Koshi, Karnali and Gandaki group attended two different training sessions on Disaster Management followed

by real practical sessions on "Water Rescue".

"Keep on going, and the chances are that you will stumble on something, perhaps when you are least expecting it. I never heard of anyone ever stumbling on something sitting down." Charles F. Kettering



Photo: Official from DMTC sharing about DMTC and its works

Similarly another visit to Armed Police Force Disaster Management Training Center (APF DMTC) was organized by NASC 10 Poush 2073 (25 December 2016) for a team of 100 trainee officers of second residential group of 31st Basic Administration Training and NASC officials. The team from was welcomed by SSP Ganesh Bahadur Thapa and DSP Naresh Kumar Rawat at APF DMTC.

The entire day was focused on presentation and demonstration of rescue techniques and tasks performed by APF. Furthermore, trainee officers from Prithvi, Khaptad and Bhrikuti group actively participated in rafting along with

APF officials as a part of the water rescue demonstration.

Quiz Competition



Photo: Glimpse of the quiz competition conducted for first residential BAT

Nepal Administrative Staff College organized a quiz competition on Saturday 11 Mangsir 2073 (26 November 2016) among the participants of Gandaki, Karnali, Koshi and Narayani as a part of Extra Curricular Activities. The four teams from the first residential group of 31st Basic Administration Training included four participants in each team. The participants of the respective sections were present during the competition to

boost the energy of their team. After a series of rounds in the competition, Narayani won the first prize. Gandaki and Koshi won the second and third prize respectively.

Another quiz competition was also organized at NASC as a part of Extra- Curricular Activities on 9 Poush 2073 (24 December 2015). A total of six groups, two from each residential group i.e. from Prithvi, Khaptad and Bhrikuti, participated in the competition.. Prithvi 1 was the winner of the quiz while Khaptad 1 was the first runner-up.

Mr. Kedar Bahadur Raymajhi - Senior Director of Public Service Training Department, awarded the participants with certificates and mementos. The competition was conducted in a series of 7 rounds.



Photo: Second residential BAT participants together after quiz competition

"Successful and unsuccessful people do not vary greatly in their abilities. They vary in their desires to reach their potential." John Maxwell

Celebrating Udhauli Parva



Photo: Trainee officers dancing and playing instruments while celebrating Udhauli Parva

On the occasion of "Sakela Udhauli Parva" on 28 Mangsir 2073 (13 December 2016), second residential group of 31st Basic Administration Training (BAT) celebrated Sakela Udhauli Parva to mark the occasion.

The trainee officials were taken to Nakhipot, Patan to celebrate Udhauli Parva with Kirat community where they were briefed on its importance. The officials also learnt the different styles of dancing as a form of cultural exchange and experience. The officials danced 'Sakela' and played instruments along with the community during the occasion. Group coordinators from NASC also participated in the celebration.

Hike to Namobuddha



Photo: Trainee officers during the hike

As a part of Extra Curricular Activities, 98 trainee officers under second residential group i.e. participants from Prithvi, Khaptad and Bhrikuti of 31st Basic Administration Training (BAT) went hiking to Namobuddha on 25 Mangsir 2073 (December 10, 2016), Saturday.

During the visit, the participants were also briefed by Lama on the historical perspective of the place. Group coordinators and ECA team members also joined the hiking.

NASC Discussion Series 35 and 36



Photo: Prof. Dr. Jay Raj Acharya speaking during the series

Nepal Administrative Staff College organized its 35th NASC Discussion Series on a theme of "Envisioning better Nepal" on 3 Poush 2073 (18 December 2016). Prof. Dr. Jay Raj Acharya, a renowned diplomat, scholar and development architect, facilitated the discussion through his knowledge and experience. He inspired the audience with his thought provoking insights on leadership.

He identified health, education and employment as three major foundations of development in Nepalese context and urged to value the local and indigenous approaches of development. He also shared his memories and stories of renowned leaders and

"The successful warrior is the average man, with laser-like focus." Bruce Lee

their peculiarities. Through his simple, yet effective delivery, he encouraged the trainee participants to take a strong stand and strive continuously towards being a visionary leader.



Photo: Glimpse of the discussion series

The program was organized as a part of Extra Curricular Activities and was attended by NASC faculties and second residential group i.e. Prithvi, Khaptad and Bhrikuti group of 31st Basic Administration Training.

Nepal Administrative Staff College and Accountability Lab convened a group of governance experts including Deputy Executive Director of NASC, Dr. Tarak Bahadur K.C. to be a part of small round-table event with the Integrity Idols to conduct NASC Discussion Series – 36. The series conducted on 22 Poush 2073 (6 January 2017) was on the topic Serving with Integrity in Nepal's Public Sector with a theme of Governance in Nepal: What can we learn from local integrity champions.

In the series, the speakers brought insights from their years' long experiences, in promoting integrity in Nepal's public sector. Living with example and sustaining the whole philosophy of integrity, these idols inspired the audience by sharing their ethos and values. "Serving with Integrity in Nepal's Public Sector" is an encouraging agenda that is instrumental to take Nepal's public sector into value-based and pride. The Integrity Idols (from all over the country) shared about their incredible work to the newly appointed section officers and NASC faculties. Significant lessons were learnt from their experiences demonstrating accountability within systems in which it is extremely difficult. The Staff College and the Accountability Lab jointly co-facilitated an interactive panel to understand larger principles drawn from their experiences.

Panel Discussion



Photo: Glimpse of the Panel Discussion

Nepal Administrative Staff College invited Hon'ble Rabindra Adhikari, President; Development Committee and Mr. Hari Sharma, Political Analyst to share their knowledge and experiences with the participants of 35th Senior Executive Development Program (SEDP). A panel discussion on 'Power, Politics and Governance' was organized on 8 Poush 2073 (23 December 2016) where all the components mentioned in the topic were compared along with their relation and significance.

Interaction with the dignitaries helped the training participants to further clarify themselves in the subject matter. NASC thanked the SEDP participants and the resource persons for such lively discussion.

"Would you like me to give you a formula for success? It's quite simple, really: Double your rate of failure. You are thinking of failure as the enemy of success. But it isn't at all. You can be discouraged by failure or you can learn from it, so go ahead and make mistakes. Make all you can. Because remember that's where you will find success." Thomas J. Watson

Visit to Nepal Traffic Police Office



Photo: Trainee officers interacting with traffic officers

Nepal Administrative Staff College organized a visit to Nepal Traffic Police Office, at Bagghikhana, Kathmandu on 15 Poush 2073 (30 December 2016), Friday. A team of hundred trainee officers of second residential group (Prithvi, Khaptad and Bhrikuti) of 31st Basic Administration Training (BAT) and NASC officials were welcomed by DIGP Prakash Aryal at traffic police premises.

The visit was mainly focused on interaction and presentation by traffic officials on the tasks being performed by them in the valley to manage and control the traffic and reduce accidents. DIGP Aryal briefed the participants on the challenges and opportunities along with current legal framework of traffic management in Nepal. The trainee officers were actively engaged in the interactive session.

Heritage Site Visit



Photo: Participants at Bhaktapur Durbar Square

The trainee participants of Rara group of the 31st Basic Administration Training (BAT) visited Bhaktapur Durbar Square on 24 Poush 2073 (8 Jan 2017) in the motive to enhance their knowledge on National Heritage sites. The team was led by Deputy Director of Studies, Mr Suraj Shrestha and Ms. Meena Jonche including the group coordinators Ms. Gyan Laxmi Shrestha and Mr. Tara Prasad Kharel. The group observed the sites where they were acquainted to the historical, cultural and value perspectives of National Heritage. They were guided by Mr. Bikash Nakarmi at the area while the group enthusiastically

participated in all of the activities including the understanding and observation of renovation process after earthquake and interaction with locals and personnel.

Similarly, the trainee participants of Janaki group visited Kathmandu Durbar Square and Lumbini group visited Patan Durbar Square to enhance their knowledge on the National Heritage Sites of Nepal. The coordinator of the group Mr. Krishna Sigdel and Mr. Anil Gupta accompanied the participants during the visit respectively.

Know Your Country Visit Plan

Representatives from 14 groups namely Narayani, Koshi, Karnali, Gandaki, Prithvi, Janaki, Pathivara, Swoyambhu, Lumbini, Rara, Khaptad, Malika, Manjushree and Bhrikuti of 31st Basic Administration Training (BAT) participated in the understanding and planning of Know Your Country visit on 28 Poush 2073 (12 January 2017). During the event, Director of Studies, Mr. Trilochan Pokharel explained the officer trainees about the objectives of Know Your Country visit. He said that the groups had been divided into two clusters and that Cluster 1 included places like Makawanpur, Chitwan; Nawalparasi, Rupandehi; Parsa, Chitwan; Dhanusha,

"Things work out best for those who make the best of how things work out." John Wooden



Photo: Representatives of the 14 groups of 31st Basic Administration Training during the orientation

Mahottari; Rupandehi, Kapilvastu; Siraha, Udaypur and Cluster 2 included places like Nuwakot, Rasuwa; Ramechhap, Sindhuli; Sindhupalchowk, Kavre; Dolakha, Kavre; Palpa, Syangja; Baglung, Myagdi; Kaski, Parbat and Gorkha, Lamjung. The officials from their respective groups drew the notes that included the names of the places to select their place of visit.

The trainee officers will visit different parts of the the country to learn about geography, people, culture and economy and enhance their

understanding towards people and nation.

Training Programs

Completed Trainings

Leadership and Management

Leadership has always been considered as a critical element for organizational transformation, growth and success. This is equally true for all organizations regardless of their nature, size and areas of operation. An armed force organization has some unique features and culture to achieve its broader goal of national security, harmony and peace keeping. Nepal Army, a historical institution is going through reforms and capacity building for consolidating its strategic capabilities and competency of the force. Such reforms have always emphasized the role of leadership and managerial efficiency for effective functioning to achieve desirable transformation in governance system of the armed force. As the officers of Armed Force, there is the need to understand the mindset of high performance leaders, and tap into their own strengths to influence and lead with impact. Competencies in leading people and managing resources are the bare bones for enhancing their own performance as well as making their efforts instrumental for cultural transformation and consolidation of Nepal army making the organization more capable, accountable, result oriented, innovative, and efficient. Thus, in this connection, upon request of Nepal Army, Center for Organization Development of Management Learning Group of Nepal Administrative Staff College (NASC) designed the course module on Leadership and Management as an integral component of High Command Course for the Officers of Nepal Army with an aim at enhancing leadership and managerial competencies of the army officers for enhancing overall performance of their organization.

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

- recognize the leadership as a process, and analyze their leadership potential in given situations,
- analyze the core competencies required for a leader to bring about change and transformation in the organizational systems, process and people,
- identify practical ways to develop interpersonal relationship skills,
- analyse the different situations resulting into conflicts and implementation of the negotiation skills to

"You may have to fight a battle more than once to win it." Margaret Thatcher

resolve it,

- illustrate the process of strategic planning and major considerations in strategic implementation and control,
- demonstrate better understanding of decision making techniques in different situations (e.g. uncertainty, complexities, high risk consequences etc.),
- discover practical creativity techniques to foster innovation at workplace.

The training program was conducted from 19 Mangsir to 3 Poush, 2073 (4 to 18 December 2016) for 13 working days. Fifty four Officers of Nepal Army and other countries participated in the training program which was managed by a team of Ms. Achala Dahal, Ms. Pratibha Dhungana and Mr. Lila Nath Sapkota

Ongoing Trainings

Leadership and Management for Operational Command and Management Course

Leadership has always been considered as a critical element for organizational transformation, growth and success. This is equally true for all organizations regardless of their nature, size and areas of operation. Security Organization has some unique features and culture to achieve its broader goal of social security, harmony and peace keeping. Unprecedented changes in social level have created unique context for the police officers to perform efficiently and effectively in achieving the vision. Nepal Police, a historical institution is going through reforms and capacity building for consolidating its strategic capabilities and competencies. Such reforms have always emphasized the role of leadership and managerial efficiency for effective functioning to achieve desirable transformation in governance system of the Nepal Police. As the officers of Nepal Police, there is the need to understand the mindset of high performance leaders, and tap into their own strengths to influence and lead with impact. Resource management and competencies to lead people are the crucial factors for enhancing the performance of Nepal Police. It also helps to make the efforts instrumental for cultural transformation and consolidation of Nepal Police and make the organization more capable, accountable, result oriented, innovative, and efficient. Thus, with an aim at enhancing leadership and managerial competencies of the officers for enhancing overall performance of their organization, Center for Organization Development of Management Learning Group of Nepal Administrative Staff College (NASC) is conducting a course module on Leadership and Management as an integral component of Operational Command and management course (level 3) for Officers of Nepal Police.

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

- identify the managerial roles and skills required to manage the situation effectively,
- recognize the leadership as the process and analyze the leadership potential in given situation,
- analyze the core competencies required for a leader to bring about the change and transformation in the organizational system, process and people,
- recognize the positive attitude to be an effective leader and manager,
- identify the communication and interpersonal skills in order to boost up the relationship with people,
- analyze the governance issues and challenges,

"I owe my success to having listened respectfully to the very best advice, and then going away and doing the exact opposite." G. K. Chesterton

- discuss federalism and power sharing in the federal context.

The training program is being conducted for twenty five officers of Nepal Police from 19 Poush to 3 Magh, 2073 (3 to 16 January 2017) for 10 working days. The program is being managed by a team of Mr. Basanta Raj Sigdel, Ms. Achala Dahal, Ms. Pratibha Dhungana and Mr. Nischal Baaniya.

Internal Capacity Development Activities

S.N.	Name	Training	Place	Organizer	Duration
1	Mr. Uttam Acharya	Rastriya Swasthya Talim Rananiti 2004	Kathmandu	Rastriya Swasthya Talim Kendra	20 Poush 2073



"You can't connect the dots looking forward; you can only connect them looking backward. So you have to trust that the dots will somehow connect in your future. You have to trust in something--your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life." Steve Jobs