

NEWSLETTER

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"... devoted to making differences positively"

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Felicitation of veteran culture expert, littérateur and folklorist Shree Satya Mohan Joshi



Photo: Executive Director Mr. Neupane honoring Shree Satya Mohan Joshi during the program

NASC organized a felicitation program to revere the remarkable contribution made by the veteran culture expert, littérateur and folklorist Shree Satya Mohan Joshi on 26 Magh 2073 (8 February 2017). The program revolved around "Living with the Heritage" theme and was

followed by cultural site visits by the second residential group of newly recruited sections officers of Government of Nepal.

Deputy Director of NASC, Dr. Tarak Bahadur K.C. welcomed the participants with his opening speech. Representatives from three different groups shared their observations at Kathmandu, Bhaktapur and Lalitpur Durbar Squares. Mr. Bhesh Narayan Dahal, Director General of Department of Archeology (DOA) graced the event and shed light on intensive efforts of restorations to preserve the ravaged heritages, undertaken by DOA after the 2072 earthquake.

The program was followed by the enlightening insights of Shree Satya Mohan Joshi. He shared his lifelong experiences including his career progressions, literary voyages, establishments, discoveries of various aspects of culture and efforts to preserve both tangible and intangible manifestations of culture. He conveyed a message to protect the heritages in order to handover them to a new generation which will ultimately be established as an identifier of civilization. He also reminded participants to associate their civic duties with preservation of heritages and showed gratitude for NASC's efforts.

"Motivation is what gets you started. Habit is what keeps you going." Jim Ryun

Shree Satabdi Purush (Man of the Century) was honored with Doshalla and Memento by the Executive Director of NASC, Mr. Punya Prasad Neupane. Mr. Basanta Raj Sigdel hosted the event which was further adorned by the presence of senior directors, directors, faculties, administrative staffs and non-residential trainee participants of NASC

MoU between Nepal Administrative Staff College (NASC) and The Asia Foundation (TAF)



Photo: Officials during the signing of the MOU

With the objectives of enhancing the capacity of NASC on designing and implementing graduate course, carryout research on contemporary issues of public policy and public management, scholarly exchange on matters of public policy and governance and to provide TAF with the opportunity and recognition on exchange of expertise and knowledge services, Memorandum of Understanding has been signed between NASC and TAF on 11 Magh 2073 (24 January 2017).

Mr. Punya Prasad Neupane - Executive Director of NASC and Dr. George Varughese - Country Representative Nepal of The Asia Foundation signed the agreement on behalf of their respective institutions. Dr. Tarak Bahadur KC- Deputy Executive Director, Senior Directors, Mr. Kedar Bahadur Rayamajhi- Public Service Training Department, Mr. Khum Raj Punjali – Governance and Development Management Learning Group, Mr. Bharat Thapa – Research and Consulting Service Department were present along with Director of Studies Ms. Kamal Nayan Pradhan, Mr. Trilochan Pokharel, Mr. Rajendra Adhikari and Mr. Binod Kumar Bista. Mr. Mohan Das Manandhar- Consultant, NASC was also present during the MoU signing ceremony.

Closing Ceremony of the Foundation Course of 31st Basic Administration Training (BAT)

The 'Foundation Course' of 31st Basic Administration Training (BAT) which commenced from 19 Kartik 2073 (4 November 2017) for 120 newly appointed Gazetted Class III Officers of Accounts, Revenue, Audit, Legislature Parliament Secretariat and Foreign Affairs wrapped up successfully on Friday, 28 Magh 2073 (10 February 2017). Mr. Punya Prasad Neupane, Executive Director of Nepal Administrative Staff College (NASC) chaired the program along with Financial Comptroller General, Mr. Rajendra Prasad Nepal, Secretary of Legislature Parliament Secretariat Mr. Him Lal Subedi, Secretary of Ministry of General Administration Mr. Purna Chandra Bhattarai, Revenue Secretary Mr. Rajan Khanal and Senior Director of Public Service Training Department, NASC Mr. Kedar Bahadur Rayamajhi.

Mr. Bishnu Hari Regmi and Ms. Bindu Pandit spoke on behalf of the participants during the program. They spoke about their experiences at NASC and appreciated the efforts of the faculties, coordinators and management. They also provided their valuable suggestions for NASC to conduct effective BAT programs in future.

"Successful people do what unsuccessful people are not willing to do. Don't wish it were easier; wish you were better." Jim Rohn

During the ceremony Mr. Neupane and the esteemed guests released the book 'Srijanaka Fulharu', a compilation of literary works of the participants along with their personal profile. The "Value Commitment" constructed by all the Class III trainee officers was also handed over to the esteemed guests after the recital of the commitments by the graduating officers in the program.

During their speech, the honorable guests of the program congratulated the participants and shared their experiences. They motivated the participants to demonstrate high level of dedication in work and also provided implementable suggestions to deliver effective and efficient service in future.



Photo: The delegates and officials of NASC posing for a group photo along with the awardees of the "Foundation Course" of 31st BAT

Certificates were awarded to the graduating officers during the program. Among 120 trainee officers, Mr. Himlal Gautam was awarded with two titles "Overall Best Performer" and "Best Performer in Module Test". Mr. Milan Kumar Bhattarai was awarded in the category of "Best Behavior" and Mr. Gopal Limbu was awarded in

the category of "Best Performer in Extra Curricular Activities".

Senior Director Mr. Kedar Bahadur Rayamajhi and Director of Studies Mr. Basanta Raj Sigdel expressed their gratitude to the participants for their constant dedication and support throughout the program. They also explained about the various changes introduced this year for making the training more fruitful for the participants in the changing context of Nepal.

Chairperson of the program, Mr. Neupane congratulated all the participants for their successful completion of the training. He appreciated the active participation of the trainee officers and hoped that the Knowledge, Skill and Attitude (KSA) learnt at NASC would be implemented by them to shape the nation in right direction. He also commended the efforts of NASC officials for their continued efforts. Closing his speech, he wished the graduates a successful career ahead and thanked them for their cooperation during the training at NASC.

A short documentary was also presented during the program to commemorate the learning and achievements of the graduating officers. Secretaries, Joint Secretaries and officials of the Nepal Government, Senior Directors, Directors and officials of Public Institutions and Nepal Administrative Staff College were present in the ceremony to congratulate and celebrate the successful completion of the training program. The emcee of the program Ms. Shital Moktan Tamang, Training and Research Officer expressed her gratitude on behalf of NASC to all the delegates and invitees for their participation and support during the closing ceremony.

"Rarely have I seen a situation where doing less than the other guy is a good strategy." Jimmy Spithill

NASC Discussion Series 37

Mr. Dipendra Purush Dhakal was invited for NASC Discussion Series 37 on 2 Magh 2073 (15 January 2017), Sunday to share his insights from his years' long experiences in promoting integrity in Nepal's public sector. He spoke on the topic "Performing with Dignity in Civil Service of Nepal" during the series. He inspired the participants by sharing examples of sustaining the philosophy of integrity, ethos and values which is an encouraging agenda that will be instrumental take in Nepal's public sector into value-based and pride. He shared the public meaning of performing with dignity and also recognized those serving with integrity to create a synergy among those having similar spirit. The trainee officers of 31st Basic Administration Training (BAT) and officials of NASC were present during the series.

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 2 Magh 2073 (15 January 2017) for the third residential trainee officers from Rara, Janaki and Lumbini group. The topic for the debate competition was "Centralization Vs



Photo: A glimpse of the debate competition

Decentralization".

The debate competition was organized in presence of Joint Secretary, MoFALD, Reshmi Raj Pandey and Senior director of studies, NASC, Kedar Bahadur Rayamajhi. The participants effectively presented their views and arguments based on the set guidelines during the debate.

Out of 15 participants who spoke for and against the topic during the debate competition, Ms. Sabitri Panta stood first and Mr. Pradip Khadka stood second in the. At the end of the program, judges

awarded trophies to both the winner and first runner up of the competition.

NASC – MUN (Model United Nations)



Photo: A glimpse of NASC-MUN

Nepal Administrative Staff College in collaboration with Youth Thinkers' Society organized NASC-MUN (Model United Nations) for the third residential batch of 31st Basic Administration Training (BAT) on 2 Magh 2073 (15 January 2017). The third residential trainee officers from Rara, Janaki and Lumbini group actively participated in the program. The participants were divided into 3 committees: United Nations Office on Drugs and Crime (UNODC), United Nations Permanent Forum on Indigenous Issues (UNPFII) and Economic

and Finance Committee (ECOFIN) for the MUN session.

The participants actively engaged themselves in discussed and presented their ideas on the specified topics. The best performers were also awarded after the completion of NASC - MUN.

"Logic will get you from A to B. Imagination will take you everywhere." Albert Einstein

Clean Bagmati Campaign and Gardening at NASC



Photo: Officials cleaning around Bagmati premises

The third residential group of trainee officers of 31st Basic Administration Training (BAT) actively participated in "Clean Bagmati Campaign" on 29 Magh 2073 (11 February 2017) as a part of corporate social responsibility.

The officials from Rara, Janaki and Lumbini group worked collaboratively to save the natural beauty of the Holy River, Bagmati marking the 196 week of the Bagmati Cleaning Campaign.

After the Bagmati Cleaning campaign the participants actively

participated in gardening at NASC premises as a part of Extra and Co-curricular activities of 31st Basic Administration Training (BAT). The participants planted flowers and shrubs beside the cafeteria area of NASC. Director of Studies Mr. Rajendra Adhikari, Admin and Finance Director Mr. Shiva Ram K.C., trainers from Nepal Police Academy, coordinators and faculties of NASC were also involved in gardening.



Photo: Officials gardening at NASC

Disaster Risk Management Training



Photo: Participants observing the rescue demo

Nepal Administrative Staff College in collaboration with Armed Police Force Disaster Management Training Center (APF DMTC), Kurintar, Chitwan managed a one-day training on "Disaster Risk Management" on 11 Magh 2073 (24 January 2017) for the third residential group (Rara, Lumbini and Janaki) of 31st Basic Administration Training (BAT). ter Rescue". During the training the participants observed a demo of Rescue activity which was demonstrated by APF. They also practically involved themselves in the activity of water rescue.

Farewell to Mr. Narayan Bahadur Bista

Mr. Narayan Bahadur Bista, Office Assistant was bid farewell amidst a program organized by NASC on 2 Falgun 2073 (13 February 2017). The Executive Director Mr. Punya Prasad Neupane, 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.

"What would you attempt to do if you knew you would not fail?" Robert Schuller



Photo: Executive Director Mr. Neupane handing the bouquet to Mr. Bista

During the program, Mr. Bista thanked NASC and all the officials for making his journey at NASC a memorable one. He said that NASC will always remain in his memories.

The Executive Director of NASC Mr. Punya Prasad Neupane handed over the Memento to Mr. Bista and said that Mr. Bista was well known to successfully complete the tasks handed over to him. Mr. Neupane also thanked him for his twenty years of service at NASC and wished him all the best for this future.

Mr. Bista had joined NASC on 29 Ashad 2057 as Office Assistant.

WOW (Women of the World) Festival



Photo: Ms. Jiwan Prabha Lama sharing her experience

Women of The World Kathmandu (WOW KTM) festival was organized by British Council Nepal in partnership with the Southbank Centre along with Nepal Administrative Staff College (NASC) as organizing partner on 6 Falgun 2073 (18 February 2017), Saturday. The program celebrated women and girls and indicated the obstacles they face across the world. It was conducted from 11 am to 8 pm for all invitees and participants.

A specialized program was conducted at NASC from 9.00-11.00 am for the residential trainee officers of NASC before the gates opened for other guests and participants. The specialized program opened with an interactive session conducted by honorable Ms. Jiwan Prabha Lama (Former Secretary, Government of Nepal) who shared her experiences on "Gender Issues in Civil Service of Nepal: Sharing of Experiences". The participants also actively asked queries about her experiences during the session. Ms. Achala Dahal, Director of Studies facilitated the program. This was followed by an active self-defence class led by Fight Back where the participants learnt various techniques to defend themselves in unsafe situations. Ms. Delphine Pawlik, South Asia Programme Director, Culture and Development of British Council briefed the participants about WOW and its importance. The trainee officers also filled a pre – WOW questionnaire during the session.

After the conclusion of the specialized session, the trainee officers joined in the main stage along with other participants of WOW from different parts of the world. The programs included panels and talks, Bites, Workshops, a WOW Marketplace and performances from prominent speakers, achievers and artists from



Photo: Ms. Jude Kelly addressing the event

"My tombstone? I'm thinking something along the lines of, 'Geez, he was just here a minute ago.'" George Carlin

Nepal and abroad. Jude Kelly, Founder of WOW and Artistic Director of Southbank Centre was also present during the program to celebrate women and girls. On behalf of NASC, Director of Studies, Ms. Achala Dahal presented her speech on why Nepal should be ready for the next disaster and how women are disproportionately affected. Training and Research Officer, Ms. Shital Moktan Tamang also presented her song "K Ma Swatantra Chu" during the program. The program concluded with musical performances by The Kathmandu Killers and Abhaya and the Steam Injuns.

Cultural Heritage Site Visit



Photo: Participants of Manjushree group during the visit

As a part of the Extra & Co-curricular Activities (ECCA) of 31st Basic Administrative Training (BAT), the fourth residential groups were taken to the Cultural Heritage Site visit. The trainee officers of the groups Manjushree, Pathivara, Malika and Swayambhu actively participated in understanding the cultural importance and value of the heritage sites and monuments on 8 Falgun, 2073 (19 February 2017) Sunday. The group Manjushree was taken to Basantapur Durbar Square while other groups visited cultural heritage sites around Bhaktapur and Patan as a part of the cultural visit.

Consultative Discourse (Round 4) on comparative insights of various Nepali policy actors

Nepal Administrative Staff College (NASC) has initiated to develop Masters Course in Public Policy and Governance and generate discourse on the evolving role of policy actors in the changed context of Nepal. The course is aimed at enhancing the capacities of the policy actors (policy makers and decision makers) in various tiers of government. In the course of developing the Masters course, NASC seeks to identify and define the direction and desired value and competencies of new policy actors. In the process of gaining views on the same



Photo: A glimpse of the Consultative Discourse

by the policy actors, NASC organized a consultative discourse (Round 4) on comparative insights of various Nepali policy actors in context of changing state society relations after the promulgation of new constitution and restructuring of state that redefines governance structures on 9 Falgun 2073 (20 February 2017) at Maitri Hall, NASC.

Dr. Tarak Bahadur KC, officiating Executive Director-NASC expressed his views on the unprecedented changing contexts and therefore

additions in the roles of NASC. He expressed his optimism towards the result of the initiative in public policy course and welcomed the dignitaries, Dr. Prithvi Raj Ligal- PFM expert, former VC, National Planning

"Always bear in mind that your own resolution to success is more important than any other one thing." Abraham Lincoln

Commission (NPC), Dr. Jagadish Chandra Pokharel- Former VC, NPC, Mr. Chandra Kumar Ghimire-Secretary, Office of Prime Minister, Dr. Bimala Rai Paudyal-Former member, NPC, Dr. Mahendra Bahadur Singh ,Prof. Shree Krishna Shrestha -TU, Prof. Puskar Bajracharya, Prof Pitambar Sharma, Mr. Ajay Dixit ISET-Nepal.

The discussion was participated by a total of 23 participants, including senior directors and faculties of NASC. Mr Mohan Das Manandhar had facilitated the discussion. All of the participants provided their contextual vista and supported the need for development of public policy course.

Training Programs

Completed Trainings

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, Nepal Administrative Staff College (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. The flagship program of NASC was structured on modular blocks of Leadership, Integrity, Strategic Management, Governance and Policy Management with action learning in modular breaks. The aim of the program was 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 were 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.

"The greater the artist, the greater the doubt. Perfect confidence is granted to the less talented as a consolation prize." Robert Hughes

The training program was conducted from 24 Shrawan to 10 Magh 2073 (8 August 2016 to 23 January 2017) which was managed by a team of Mr. Kedar Bahadur Rayamajhi.

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) conducted 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 were 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,
- discuss federalism and power sharing in the federal context.

The training program was 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 was managed by a team of Mr. Basanta Raj Sigdel, Ms. Achala Dahal, Ms. Pratibha Dhungana and Mr. Nischal Baaniya.

Public Private Partnership

Public private partnership (PPP) is a long-term contractual arrangement between public authority and private or non-profit partners to plan, finance, deliver and operate public infrastructure or services. PPP is mechanism to cope with revenue shortfalls, to diffuse risks, to improve quality and efficiency of infrastructure and catalyze

"Many of life's failures are people who did not realize how close they were to success when they gave up." Thomas A. Edison

transformative infrastructure. It is said that successful partnerships can accomplish goals that individual agencies cannot. Such partnership can work at macro level, meso level, or service users' level. In this regard, Government of Nepal has also prioritized development of PPP in Nepal and has introduced PPP Policy 2072. However, PPP has not been practiced and progressed well in public sectors to manage infrastructure gaps. So as an initiation, it is required to enhance the capacity of both public and private sectors for successfully implementing PPP policies, acts and regulations for developing infrastructures. Thus, considering the above requirements and request of Nepal Planning Commission, Center for Project Management (CPM) of Governance and Development Management Learning Group (GDMLG) of Nepal Administrative Staff College (NASC) conducted a five-days training for public and private sector officials on Public Private Partnership from 3 to 7 Magh 2073 (16 to 20 January 2017) with an aim to enhance basic knowledge of the public and private sector officials on public private partnership.

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

- explain the concepts, processes and practices of PPP;
- demonstrate analytical tools and methodological skills needed for the identification, development and execution of PPP projects; and
- identify different risks and mitigating measures related to PPP.

Twenty five participants participated in the training program which was managed by a team of Mr. Khum Raj Punjali, Mr. Suwarn Kumar Singh, Dr. Raghu Bista, Mr. Shiva Hari Adhikari and Mr. Pratap Aryal.

Procurement of Works and Consulting Services

Delivering results from investment projects and programs 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. 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. Thus, Nepal Administrative Staff College (NASC) has been engaged under a TA financed contract to provide Procurement of Works and Consulting Services training program 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.

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

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

"The first step toward success is taken when you refuse to be a captive of the environment in which you first find yourself." Mark Caine

The training program was conducted from 17 to 21 Magh 2073 (30 January to 3 February 2017) included thirty two ADB project staffs. It was managed by a team of Dr. Raghu Bistam Mr. Shiva Hari Adhikari, Mr. Pratap Aryal and Ms. Manisha Koirala.

Financial Management

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 three days training program on Financial Management was conducted from 24 to 25 Magh 2073 (6 to 7 February 2017) for thirty four participants.

The course was conducted with an aim to enhance knowledge and skills of project staffs of executing and implementing agencies; coordination office; and implementation units on financial management. Upon the completion of the training, the participants were expected to be able to:

- to increase awareness in ADB disbursement principles, policies and guidelines; project accounts and audit requirement; and
- to enhance capacity in financial management.

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

Training of Trainers

Training is one of the effective means of knowledge and skills development of a person. It involves planned interventions to enhance knowledge, and develop skills and positive attitude to help them change in behavior. The role of a person as a trainer is crucial to create learning environment and make participants learn effectively to achieve objectives of a particular training. The trainer should have clear orientation of adult learning principles, conceptual dimensions of training and development, and be capable enough in designing and delivering training programs successfully. A pool of competent trainers in an organization is essential to conduct effective in-house training. Training of Trainers (ToT) program offered at NASC would provide opportunities for a trainer or potential trainer, training coordinators and training professionals to develop their core

"I find that when you have a real interest in life and a curious life, that sleep is not the most important thing." Martha Stewart

competencies in training. Thus, Center for Human Resource Management (CHRM) of Management Learning Group (MLG) of Nepal Administrative Staff College (NASC) conducted a three-day demand based Training of Trainers (ToT) program for the officials of different organizations from 4 to 6 Falgun 2073 (15 to 17 February 2017).

The training was conducted with an aim to develop a pool of in-house trainers/Facilitators who will deliver capacity building programme in various areas and cascade the effect to different functional stream and level. Upon the completion of the training program, the participants were expected to be able to:

- explain the systematic approach to training and adult learning principles,
- select appropriate training methods to deliver the training sessions, and
- demonstrate facilitation and presentation skills in session delivery.



Photo: Dr. K.C. speaking during the closing ceremony

The training program was conducted for two groups simultaneously at Narayani Hall for twenty participants and Koshi Hall for twenty two participants. Altogether 42 prospective trainers of different organizations participated in the training which was managed by a team of Mr. Binod Kumar Bista, Mr. Devi Dutt Bhatta, Mr. Uttam Acharya and Ms. Shital Moktan Tamang. Officiating Executive Director Dr. Tarak Bahadur K.C. awarded the certificate of completion to the participants during the closing ceremony. He congratulated the participants and hoped that they learnt about the training methodologies, preparation and planning from the sessions and also through observation process. He appreciated their active participation during the training and wished them the very best in the days to come.

Ongoing Trainings

Advanced Course on Management and Development

The demand for high quality service from public organizations is ever growing and so is the need for highly competent and committed human resources. Organizations must create new opportunities for employees to develop their knowledge and skills to meet the present challenges. Besides the pertinent competencies, employees must also possess positive attitude to demonstrate such level of performance and achieve organizational goal. Civil Aviation Authority of Nepal (CAAN) is the regulator of civil aviation as well as the service provider in the areas of Air Navigation Services and Aerodrome Operations. The Deputy Directors (10th level officers) of CAAN feature a key position in achieving organizational mission and objectives. They deliver the organizational strategy through their teams and support the senior managers to maximize their subordinate's performance so they deliver consistent public services. Thus, upon the request of Aviation Authority, Public Service Training Department (PSTD) of NASC is conducting a thirty working days training program on 'Advanced Course on Management and Development' from 26 Magh to 11 Chaitra 2073 (8 February to 24 March 2017) for twenty four Deputy Directors (10th Level) of Civil Aviation Authority of Nepal.

You should never regret anything in life. If it's good, it's wonderful. If it's bad, it's experience.

The training program is being conducted in a modular basis with an aim to help Deputy Directors of the Civil Aviation Authority of Nepal develop core competencies to perform their roles efficiently and to contribute towards effective implementation of development programs as well as improvement in public service. It contains seven modules namely, Managing Self and Interpersonal Relationships, Performance Improvement Planning, Organization Development and Change Management, Policy and Development Management, Governance and Contemporary Issues, Aviation Management, and Research Methods and Project Work. After the completion of the training program, the participants are expected to be able to:

- 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;
- identify key issues related to airport development and safety management for air navigation services; and
- integrate concepts with practices through project work for enhancing their understanding and improving organizational functions in Nepal

The training program is being managed by a team of Ms. Kamal Nayan Pradhan, Mr. Suraj Shrestha, Ms. Meena Devi Jonchhe, Mr. Damodar Basyal and Mr. Mishree Lal Shah. Twenty one officers of CAAN are participating in the training program.

Internal Capacity Development Activities

S.N.	Name	Training	Place	Organizer	Duration
1	Mr. Gobinda Bhandari	MA in Governance and Development	Dhaka, Bangladesh	BRAC University, Dhaka	9 Magh 2073 to 9 Magh 2074
2	Dr. Tarak Bahadur K.C.	Unpacking Participatory Democracy: Practice to theory to theory to practice	Kerala, India	ISID (India)	16 to 20 Magh 2073
3	Ms. Kamal Nayan Pradhan	36 Rastriya Byawasthapan tatha Sadharan Sabha	Kathmandu	Management Association of Nepal	28 Magh 2073
4	Mr. Uttam Acharya	Residential Training	Kathmandu	Ministry of Defense	17 to 27 Falgun 2073

"Success is just a war of attrition. Sure, there's an element of talent you should probably possess. But if you just stick around long enough, eventually something is going to happen." Dax Shepard