



PRESENTS
**MANAGEMENT DEVELOPMENT
PROGRAMME (19TH BATCH)**



The present age of business is extremely competitive and the only tool for survival is adaptability which comes through constant change. Vested deeply in leadership styles, culture and communication, successful change is vital and yet hard to describe. The role of human resource as an active partner, focusing on the company's vision and ensuring open communication channels is fundamental for change in the organization. Change in any organization may be a result of a combination of elements; social, cultural, economic and/or environmental. More and more, change management is perceived as a vital part of every business to boost productivity and maximize profits by ensuring that the organization remains at par with the changes in the surroundings. Also, a lot of companies indulge in the change process to improve their overall efficiency.

It is quite established that any kind of change in the organization, triggers emotions as the employees face the effects and end results of the transformation. The way and extent to which employees may experience emotions is largely shaped and influenced by the culture of the organization. Research suggests that when the employees' values were consistent with the organization, they embrace the changes more easily. However, the emotional response to cultural change is usually of a severe nature. It is known that when emotions were taken into account and respected the employees positively adapt to the change.

The proposed MDP will touch upon critical areas to develop leadership essentials in mid-level professional. The cohort will start as a batch and will undergo 3 days and 5 days rigorous session in Kathmandu followed by 5 days at MDI campus in Gurgaon over the period of 4-6 months. The participants will work on projects where they will have to research, develop & present at the end of each module. This unique program is expected to brush managerial, supervisory & leadership skills.

Program Dates:

Module 1: 27th-29th April, 2022 (3 days), Kathmandu

Module 2: 23rd - 27th May, 2022 (5 days), Gurgaon

Module 3: 20th-24th June, 2022 (5 days), Kathmandu

Target Audience: Middle to senior banking executive (10-12 years of experience)

Registration Deadline: 5 pm/17th April, 2022 (Baisakh 4, 2079)

Module 1

LEADERSHIP AND COMMUNICATION



1st Module: Leadership and Communication

Module Content:

- Understanding Self and Others
- Managerial Communication - 1
- Project Work
- Team Working (Experiential Learning)
- Managerial Communication - 2
- Leadership Style: Empowerment & Motivation
- Negotiating Skills

Teaching Pedagogy:

The session will be largely participatory and experiential in nature thorough:

- Power point presentation
- Films and video
- Business cases
- Reading material
- Simulation Exercises
- Reflecting in one's style of thinking, feeling and motivation
- Context sensitivity
- Project work

Venue: Hotel Manaslu, Kathmandu

<https://goo.gl/maps/7zTHD6MbdMucqVZGA>

Date: 27th - 29th April, 2022– 3 days

NATIONAL BANKING INSTITUTE LTD.

Central Plaza, 6th Floor, Narayanchour, Naxal, Kathmandu, Nepal.

T : 977-1-4415903/905, 4436001 • F: 977-1-4441351

info@nbi.com.np • www.nbi.com.np

Faculty Profile (Module 1)



Dr. Sumita Rai

Professor, Organizational Behavior & Human Resource Management

Lead - Doctoral Level Programmes

Email : sumitar@mdi.ac.in

Phone : +91-124-4560329

Dr. Sumita Rai is a Ph.D in Organizational Behavior from Indian Institute of Technology (IIT) Kanpur, India before joining MDI, Prof. Sumita Rai was a member of faculty of Human Resource Group at Indian Institute of Management (IIM), Indore and Indian Institute of Management (IIM), Lucknow. She taught at BEM/Kedge Management School, France University of Szeged Hungary. Currently she is lead of doctoral program at MDI. She is also Director on the Board of IFCI Infrastructure Development Limited (A Govt. of INDIA undertaking).

She has consulted extensively with various Public, Private, and MNCs in India such as Power Grid Corporation of India Ltd, IOCL, Petronet-LNG, Nestle India Ltd to name a few.

She regularly conducts trainings and Leadership Development Programs for PSUs on Advance Management. IAS & defense officers, PSB officers, PSE Mid to Senior Leaders and MNCs with a focus on competency mapping and profiling; understanding self, Managerial Effectiveness, Negotiation skills and Conflict Management, Team building, cross cultural training and exploring personality. She is a certified trainer of MBTI from CPP Asia Pacific.

Dr. Rai has published more than 40 research papers in various national and international journals. she has co-authored a book titled “Millennials and the workplace: Challenges for Architecting the Organization of Tomorrow” which has been published by Sage International in May 2012. She has also been actively involved in joint research at national and international levels. Prof Rai also works in the area of Ethical Leadership.

She has participated in various international conferences hosted in countries like, Japan, France, Denmark, Germany, Singapore, China, Bangkok and Hong Kong.

Faculty Profile (Module 1)



Dr. Vidhu Gaur

Assistant Professor, Strategy & General Management

Student Affairs & Outreach

Email : vidhu.gaur@mdi.ac.in

Phone : +91-124-4560182

Dr. Vidhu Gaur is an MBA and holds Doctorate Degree in English Literature from University of Kota, Rajasthan. She also holds a Post Graduate Diploma in Communication Management from ISC Pune. She is a certified Soft Skill Trainer and a Life Member of Indian Society of Training & Development, Bangalore Chapter. She has more than ten years of experience in teaching Communication and Soft Skills. She has both critical and creative writings to her credit published in reputed journals and leading newspapers. She has published one book with ISBN and has more than two dozens of Research Papers to her credit. She has presented Papers in National and International Conferences in India including prestigious institutes like IIM Bangalore, IIT Delhi & Curtin University, Australia. She is on the editorial board of many International journals and reviews case studies, research papers and chapters of books published by renowned houses.

Her main areas of interest and specialization include: Communication, Business and Managerial Communication, Corporate and Reputation Management, Digital Communication, Soft Skills, and Personal Effectiveness, Management and Spirituality. As a professional speaker and corporate trainer she has motivated and educated hundreds of students of both academic and management fields and people of industry in various states of India.

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Module 2

ECONOMICS AND STRATEGY



2nd Module: Economics and Strategy

Module Content:

- Principles of Micro-Economics
- Principles of Macro-economics
- Economic Environment
- Strategy Formulation
- Strategy Implementation
- Strategic Failure : Analysis, Causes & Learning

Teaching Pedagogy:

The session will be largely participatory and experiential in nature thorough:

- Power point presentation
- Films and video
- Business cases
- Reading material
- Simulation Exercises
- Reflecting in one's style of thinking, feeling and motivation
- Context sensitivity
- Project work

Venue: Management Development Institute (MDI), Gurgaon

Date: 23rd to 27th May 2022- 5 days

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Module 3

BANKING & FINANCE



3rd Module: Banking & Finance

Module Content:

- Understanding and analysis of financial statement
- Basics of working capital management
- Emerging Economic and Business Environments for Indian Banks
- Project Financing
- Capital Investment Decisions
- Financial Markets and Risk Management
- International Financial Management
- Cost Management
- Investment Management
- Project Presentation by Participants

Teaching Pedagogy:

The session will be largely participatory and experiential in nature thorough:

- Power point presentation
- Films and video
- Business cases
- Reading material
- Simulation Exercises
- Reflecting in one's style of thinking, feeling and motivation
- Context sensitivity
- Project work

Venue: Hotel Mulberry, Jyatha, Kathmandu

<https://g.page/MulberryNepal?share>

Date: 20th to 24th June 2022- 5 days

Testimonials



Ritesh Lamichhane

**Head-Research, Product Development, Marketing & IT
Bank Of Kathmandu Ltd.**

I am grateful to be a part of the recent MDP program organized by NBI in collaboration with MDI, Gurgaon India. The training program was comprehensive as it was conducted in 3 modules and covered aspects that are critical in helping shape the careers of Mid-Level & Senior Level banking professionals. Modern pedagogical techniques used by the trainers from MDI made our learning innovative as the overall training program was very fruitful. I recommend NBI to design and execute more knowledge and skill based trainings like MDP in the future



Mr. Arjun Bhadra Khanal

**Head SME & Consumer Banking Division
Siddhartha Bank Ltd.**

All participants were from different organizations, different working culture, varied level of experience, different age group, different gender and from different geographical area of the country. In spite of having such a heterogeneous group, each and every participant had something new to learn.

NBI has provided us with very good trainers/coaches with a vast experience. We have gained a lot of knowledge and I hope to go back to my workplace and at least apply something that I have learnt from this training.

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About MDI



The Management Development Institute (MDI) was established in 1973 with the active support of IFCI followed an initial grant received from KFW, West Germany. The Institute soon Established itself as one of the earliest Centers for continuing education in India.

MDI has been a pioneer as well as a market leader in the area of continuing education in management. With over 43 years in this Field, MDI conducts nearly 200 weeks of intensive short term training program each year, aimed at executive and managers form industry. Over 3000 managers participant in these program each year. These include open program, as well as customized organization specific training modules. The approach integrates latest knowledge with best practices through integrated business school activities enabling organizations in pursuit of excellence.

MANAGEMENT DEVELOPMENT INSTITUTE

Mehrauli Road, Sukhrali, Gurgaon-122 007, India.

T: +91 124 456000 | F: +91 124 4560456

www.mdi.ac.in

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