



CONTEXT

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.

FOR TESTIMONIALS FORM PREVIOUS BATCH PARTICIPANTS, PLEASE CHECK PAGE - 4

**1ST MODULE
KATHMANDU
3 DAYS**

+

**2ND MODULE
GURGAON
5 DAYS**

+

**3RD MODULE
KATHMANDU
5 DAYS**

1st Module: Leadership and Communication



For Whom	The Program is designed for middle to senior banking executive (10-12 years of experience)
Contents	<ul style="list-style-type: none"> • Understanding Self and Others • Managerial Communication - 1 • Project Work • Team Working (Experiential Learning) • Managerial Communication - 2 • Leadership Style: Empowerment & Motivation • Negotiating Skills
Teaching Pedagogy	<p>The session will be largely participatory and experiential in nature through the following ways:</p> <ul style="list-style-type: none"> • 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 & Duration	<p>19th to 21st August, 2019 9:00 am to 5:30 pm NBI Hall, Kathmandu</p>
Discount Policy	<p>With a view to our long term relationship with your esteemed organization, we are pleased to introduce the discount policy in particular program. The discount will be observed in the following conditions:</p> <p>Discount: 7 % Discount for Ladies Participants 5 % Discount for group of 3 & above participations on Module Basis</p>
Registration Deadline	The last date for receipt of nomination is 5:00 pm, 5th August, 2019.

Faculty Profile



Dr. Niva Bhandari
Assistant Professor – Business Communications
Email: niva.bhandari@mdi.ac.in
Phone: +91 9999830960

Dr. Bhandari is a certified SHL Occupational Personality Questionnaire (32) assessor and certified Learning and Development professional. She offers Managerial and Executive development programmes on People Management, Leadership skills, General Management, Gender diversity/ Gender communication at workplaces and has been consistent in nurturing goals towards positive results. She is a facilitator for Training programmes on a gamut of topics of Managerial Importance. She runs workshops and facilitates seminars to help customers develop practical skills in leadership, management, and communication. Her facilitation style is engaging, entertaining and highly interactive. She uses Accelerated Learning Methodologies to enable participants to integrate the new learning quickly and efficiently so they can immediately apply these new learning effectively in their work place and throughout all aspects of their lives. For her trainings she has received appreciation honours including the “Femina Super Women Achiever Award 2017” by World Women Leadership Congress.

With a career spanning 15 years into Business Communication and Soft Skills, Dr Bhandari is also a visiting faculty to IIM Rohtak, IIM Sambalpur, Great Lakes, O P Jindal University, and Himalayan WhiteHouse International College, Nepal. Dr Bhandari has presented research papers at prestigious National and International conferences and has co-authored a book. She has been a Gold Medalist both in her Graduation and Human Resource Management course, a silver medalist in her post graduation. A senator at her University, she finished her doctorate on Merit Research Scholarship. She has to her credit honours and awards from Ministry of Education and Youth Services and the Ministry of Human Resources and Development, Dept of Education, Govt. of India.

Ajay K. Jain, PhD IIT Kanpur
Professor of Leadership and Organizational Design
Post Doc Fellowships, Aarhus University Denmark &
Indian School of Business Hyderabad
Former Director, Institute of Management Studies Ghaziabad
E-mail: akjain@mdi.ac.in; mobile 09873018480, 8717098480



Professor Jain is working as a full Professor with Management Development Institute Gurgaon and he has earned his PhD from Indian Institute of Technology Kanpur and post doc from Indian School of Business Hyderabad. Prior to this, he worked as the Director at Institute of Management Studies Ghaziabad. During his tenure at IMS, he is conferred with “the most charismatic leader in management education” award presented by ASSOCHAM and the Education Post.

Overall, he has more than 17-years of teaching, training, research and consulting experience. Prof Jain is a visiting to several global business schools e.g., Aarhus School of Business, Denmark (2010 onwards), University of Free State (2009), South Africa, IULM University Milano, Italy (2013), Indian Institute of Management Lucknow (2007 -2009) & Ranchi (2017), and All Indian Management Association New Delhi. He has been a visiting scholar to Lancaster University, UK, Verona University Italy, UPM Madrid, Queensland University of Technology Brisbane etc. He is the recipient of the award for his outstanding research contribution by Aarhus University, UK based Emerald publisher and National Academy of Psychology India. He is a keen researcher and published 50 articles in peer reviewed National and International Journals for example, Journal of Managerial Psychology, Leadership journal, Psychology and Marketing, Personnel Review, Cross Cultural Management etc. He teaches courses on emotional intelligence and leading organization transformation.

Prof Jain has successfully trained more than 10,000 managers, among others, from organizations like ABB, Denso, iQor, Voith Hydro, Apollo, Nestle, Hero Future Energies, AVIVA, HP, DCM, Jindal Steel, Vedanta, State Bank of India, Bank of Baroda, Punjab National Bank, UCO Bank, OBC, ONGC, Indian Oil, Petronet LNG, NTPC, NHPC, NSPCL, PDIL, NPCCL, CPWD, GSI, Power Grid, LIC, NIC, BEL, BSF, CRPF, IB etc. in different areas of Organizational Behavior. He has been invited by several training institutes to deliver training programs like CPWD Academy, Haryana Institute of Public Administration, Gurgaon Rafi Ahmad Kidwai National Academy for Postal Services, Ghaziabad, Institute for Government Accounts and Finance, Indian Institute of Public Administration New Delhi, ONGC Academy, Institute of Chartered Account of India, Nepal Banking Institute etc. His training sessions on “Emotional Intelligence & Leading from within” are highly appreciated by the industry. Moreover, he has trained people of various nationalities including, Americans, Afghans, Russians, Japanese, Europeans and South Asians, especially Nepalese.

Testimonials



Mr. Subarna Budhathoki
Branch Manager
Citizens Bank International Ltd.

“The beauty of MDP is the combination of different areas of management theories with workplace application. As the participants were from different organizations, we got a platform to share differing organizational cultures within the Banking Industry. The different modules of the program were beautifully designed which has helped me develop my conceptual as well as interpersonal skills required to succeed as a Manager in the Banking Industry. I truly believe that such management development interventions would be beneficial for overall HR development in the Banking Industry.

Archana Thapa
Manager – Credit RFS
Laxmi Bank Limited



The journey through MDP had been quite exhilarating. It has so much helped us refresh our skills and this surely would have a reflection on our day to day task. I consider this a well constructed program which has used methodologies, interactions and examples that have all been quite relevant and would be helpful in our personal and professional growth. Overall, it was a wonderful experience being a part of it.



Bibhushan Shrestha
Manager Central Operations, Corporate Office
Global IME Bank Ltd.

The "Management Development Program" organized by National Banking Institute (NBI) is very effective in terms of personal development in relation to communication, leadership and managerial skill which is supposed to be a prime quality required in field of management. The way of participatory approach, projects analysis and paper work presentations during the program is very interesting from academic as well as professional point of view. Moreover, the area covered by the program especially in banking and financial sector is supposed to be more effective to the people working in the field, especially in the areas of branch management, financial and planning, though its effectiveness can be observed in other areas of management development as well.

Ritesh Lamichhane
Head- Research, Product Development & Marketing
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

Program Details

1st Module: Leadership & Communication 19th to 21st August 2019, Kathmandu

Day/ Date	Topic
Day 1	registration followed by journey to the program
	Understanding Self and Others
	Managerial Communication 1
	Project Work
Day 2	Team Working (Experiential Learning)
	Managerial Communication 2
	Project Work
Day 3	Leadership Styles: Empowerment & Motivation
	Negotiating Skills

2nd Module: Finance and Banking Date will be announced later, Gurgaun, India

Day	9:00 am to 13:00	14:00 to 17:15
1	Understanding and analysis of financial statement	Financial Markets and Risk Management
2	Basics of working capital management	International Financial Management
3	Emerging Economic and Business Environments for Indian Banks	Cost Management
4	Project Financing	Investment Management
5	Capital Investment Decisions	Project Presentations by Participants

3rd Module: Economic and Strategic Date will be announced later, Kathmandu, Nepal

Day	9:30 am to 17:00
Day 1	Market Structure - Economics of Scale and Pricing
Day 2	Economics of Money & Banking
Day 3	Monetary Policy and Tools of Monetary Policy
Day 4	Banking Regulation and its Importance
Day 5	International Banking & Financial System



About NBI

National Banking Institute Limited (NBI) is national level apex banking and finance academy. It was established under the aegis of Nepal Bankers' Association with support from Asian Development Bank. Apart from Nepal Banker's Association member banks, its promoters include Nepal Rastra Bank and Rural Microfinance Development Center (RMDC). The institute is registered under the Nepal's Company Act, 2063.

It was established in the year 2009 and is in operation under the existing laws of the Federal Democratic Republic of Nepal. It was established with an aim of providing quality training and academic programs in the financial sector of the region. NBI actually started its operation sometimes in March, 2010 with delivery of training programs as its core function.

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



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