



## 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 rigorous session in Kathmandu followed by 5 days at MDI campus in Gurgaon and one more round of 5 days session at Kathmandu 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

1<sup>ST</sup> MODULE  
KATHMANDU  
5 DAYS

+

2<sup>ND</sup> MODULE  
GRUGAON, INDIA  
5 DAYS

+

3<sup>RD</sup> MODULE  
KATHMANDU  
3 DAYS

# 1<sup>st</sup> Module: Economics and Strategy



For Whom	The Program is designed for middle to senior banking executive (10-12 years of experience )
Contents	<ul style="list-style-type: none"> <li>• Principles of Micro-Economics</li> <li>• Principles of Macro-economics</li> <li>• Economic Environment</li> <li>• Strategy Formulation</li> <li>• Strategy Implementation</li> <li>• Strategic Failure : Analysis, Causes &amp; Learning</li> </ul>
Teaching Pedagogy	<p>The session will be largely participatory and experiential in nature through the following ways:</p> <ul style="list-style-type: none"> <li>• Power point presentation</li> <li>• Films and video</li> <li>• Business cases</li> <li>• Reading material</li> <li>• Simulation Exercises</li> <li>• <b>Reflecting in one's style of thinking, feeling and motivation</b></li> <li>• Context sensitivity</li> <li>• Project work</li> </ul>
Venue & Duration	The program will be conducted for 5 days during 23rd to 27th April 2018 at Hotel Mulberry, Kathmandu.
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 &amp; above participations.</p>
Registration Deadline	The last date for receipt of nomination is 5:00 pm, 16th April 2018.
Regarding Cancellation	There will be no cancellation requests entertained after 18th April 2018, however replacement of nomination can be done.

## Faculty Profile



### Dr. Sunil Ashra

Professor & Chairperson (Economics Area),  
Management Development Institute (MDI),

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Sunil Ashra is currently the Chairperson & professor (Economic Area) at the Management Development Institute (MDI), Gurgaon from April, 2013. As a Chairperson he has launched the FPM program in Economics as independent discipline at MDI. A number of new electives were introduced during this period, bringing in the possibility of students majoring in economics in the near future. He is heading the Economics Department at MDI and he is also teaching as Professor (Economics) at MDI. He has 13 years of experience in teaching where he taught MBA, MBE, M. Phil, Macroeconomics, etc.

He has completed his Ph.D. Economics, M.Phil. Economics, M.A. Economics, B.A. (Hons.) Economics.

His area of specialization is macroeconomics, microeconomics, transport and energy (biofuels) sector, agriculture industry interactions, international economics, econometrics, poverty and inequality.

He has spent 7 years in research at Indian Council for Research on International Economic Relations (October 1999 to May 2001), Indian Statistical Institute (Aug. to Oct. 1997): Project on "Interregional Disparities in Growth", National Institute of Public Finance & Policy (Nov.1995 to July 1997): "Macro model for Indian economy with poverty as an initial constraint", Indian Council for Research on International Economic Relations (from September 1992 to October 1995) Worked on three research projects. His outputs include Research Papers & Cases (8+1), Research Reports (8), and Seminar Presentations (8). He has also presented several research papers in Conference presentation.

He is involved in handling of various statistical/econometric packages, like EViews, MicroTSP, Eureka, STATA, MicroFit, MS-EXCEL, ETC. He is the co-director of the India program for the prestigious One MBA programme hosted in India for the first time by MDI. He is also the co-director of the India Module for the ESCP Masters in Energy Management programme for 3 years.

### Prof. Shiv S Tripathi

Associate Professor, Strategic Management  
Coordinator- Placements Executive Graduate Programs

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Prof. Tripathi is a PhD from Vinod Gupta School of Management, IIT Kharagpur. He has over 13 years of corporate and academic experience in organisations like Exide, ICFAI and Century Plyboards. He has presented several papers at the Indian School of Business, IIMs and IITs and conducted MDPs, workshops and seminars on strategic innovation, managing growth and new business plans and several market research assignments helping the industry. Some of the organisations for whom he has undertaken any research assignment, conducted MDPs or provided consultancy include ICSI, National Academy of Indian Railways, BEL, IOCL, BSF, CRPF, Exide, Ministry of Defence, Sri Aurobindo Institute of Culture, CESC, HCL, IETE, CMRI Multi-specialty hospital, BM Birla Heart research institute etc. His research interests include open innovation, innovation strategy, growth strategies and sustainability. He is a member of Strategic Management Society, USA; International Society of Professional Innovation Management, UK and Academy of Management, USA.

## Testimonials



Mr. Arjun Bhadra Khanal  
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.

Ms. Kalpana Manandhar  
Employees Provident Fund



When I was nominated for participation in Management Development Program (MDP) jointly conducted by National Banking Institute (NBI) and Management Development Institute (MDI), I was quite sceptical about how the program would fare. I thought it would just be a waste of time and would have no value addition. However, to my great surprise after having participated in the program I felt that I had been gifted with great learning opportunity. It was both mix of theoretical & practical works which kept us very engaged in our learning process. I personally feel that the program was very fruitful in giving us valuable insights which can be put into use in both professional and personal life.

Further, I would like to express my heartfelt gratitude to the prominent facilitators Dr. Daisy Chauhan and Dr. Neera Jain who taught us in a very friendly manner.



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

Mr. Mohan KC  
NMB Bank Ltd.



It was a great experience to get acquainted with various concepts of leadership and its implication in workplace. I was not aware of how I could sharpen my communication more. The trainer has a high degree of behavior aspects to deliver and mould as accordingly. They used simple activities and case studies in order to make the concept clear and put it in our minds as if we have it all in our life. After the training I feel that I could be a more happier person back in my office and be more efficient in dealing with my staff at work.



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

### 1<sup>st</sup> Module: Economics & Strategy Date: 23rd to 27th April 2018, Venue: Hotel Mulberry, Kathmandu

<b>Day</b>	<b>9:00 am to 17:15</b>
<b>Day 1</b>	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

### 2<sup>nd</sup> Module: Finance and Banking Date: 21<sup>st</sup> to 25<sup>th</sup> May 2018, Venue: MDI Campus, Gurgaon, India

Day	9:30 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

### 3<sup>rd</sup> Module: Leadership & Communication Date: 18th to 20th June 2018, 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



NATIONAL BANKING INSTITUTE  
"The Banking Academy of Nepal"

## About NBI

National Banking Institute Limited (NBI) is national level apex banking and finance academy. It was established in year 2009 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.

NBI is in operation under the existing laws of the Federal Democratic Republic of Nepal and aim to provide 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.

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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

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