

PRESENTS
**MANAGEMENT DEVELOPMENT
PROGRAMME**



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 5 days rigorous session in Kathmandu followed by 3 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

1ST MODULE
KATHMANDU
5 DAYS

+

2ND MODULE
GURGAON
3 DAYS

+

3RD MODULE
KATHMANDU
5 DAYS

1st Module: Leadership & Communication



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|-------------------------------|--|
| For Whom | The Program is designed for middle to senior banking executive (10-12 years of experience) |
| Contents | <ul style="list-style-type: none"> • Leadership Style • Emotional Intelligence • Managerial Communication 1 • Empowerment & Motivation • Negotiating Skills • Team Working (Outbound Experience) • Understanding Self & Other • Managerial Communication (2) • Cross culture communication • Leadership communication for managing change • Personality Profiling • Managing Change |
| Teaching Pedagogy | <p>The session will be largely participatory and experiential in nature thorough 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 | The program will be conducted for 5 days during 15th to 19th March 2017 at Hotel Shambala, Bansbari Road, 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>3% Early Bird Discount of nominations received within 28th February 2017</p> <p>Group Discount:</p> <p>5 % Discount against 3-5 Nomination</p> <p>7 % Discount against 6– 10 Nomination</p> |
| Registration Deadline | The last date for receipt of nomination is 5:00 pm, 10th March 2017. |
| Regarding Cancellation | There will be no cancellation requests entertained after 10th March, however replacement of nominaiton can be done. |

Faculty Profile



Prof. Neera Jain
Associate Professor and Area Chairperson
Business Communication
Chairperson, Corporate Communication
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Dr. Neera Jain obtained her M. Phil and Ph.D degrees from Aligarh Muslim University, Aligarh, India in 1990 and 1993 respectively. She is a licensed Practitioner of Neuro Linguistics Programming (NLP). She is also an accredited trainer on MBTI and FIRO-B from APP. She has been certified for the use of CPI 260 - a leadership development tool by California Psychologists (CPP). She has a Post Graduate Certificate in the Teaching of English (PGCTE) from the Central Institute of English and Foreign Languages (CIEFL), Hyderabad and has qualified the National Eligibility Test (NET) of UGC.

Dr. Jain has taught and researched at reputed colleges including engineering and management institutes for about 26 years. She is actively involved in research, teaching, training and development at MDI. Her publications include research papers and case studies in reputed national and international journals. She has completed two externally funded research projects: "Communication Patterns and Personality Types of Indian Women Leaders" and "Crisis Communication in Organizations". Her book on "Effective Business Communication" by McGraw Hill has widely been appreciated. She is a prolific trainer and her training modules on Managerial and Leadership Communication, Effective Business Writing, Oral Communication and Presentation Skills, Interpersonal Communication in Organizations, Cross Cultural Communication, Negotiation and Business Etiquette have received overwhelming appreciation from participants across various levels in Public and Private Sector organizations like Hyundai Motors, Barclays, Coca Cola, Oberoi Groups, Vodafone, Claris Injectibles, NSPCL (NTPC), RITES, JK Laxmi Cement, NK MINDA, NIC, BEL, ONGC, JINDAL Steel, BPCL, Central Electricity Authority, Oil India Ltd, Bureau of Police Research and Development etc. She has been conducting Training Programme for Japanese Company, Teijin for two years. Participants from other countries like Sri Lanka and Afghanistan attended her Open Programmes on Leadership Communication. She has been a visiting faculty at IAE-AIX Graduate School of Management, France during the year 2012 and 2013. Prof. Jain has received the coveted Award for "Excellence in Teaching" (2011) at MDI.



Dr. Daisy Chauhan
Associate Professor (OB)
Chairperson (Admissions)
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B.Sc. M.A., Ph.D. (Psychology), Punjab University, Chandigarh.

Dr. Daisy Chauhan is Associate Professor at Management Development Institute, Gurgaon in the area of Organizational Behavior. She is a Science graduate from Bhopal University and has done her Masters, and Ph.D. in Psychology from Punjab University, Chandigarh. Her Ph.D. has been in the area of Executive Stress.

Experience

Dr. Chauhan has over 25 years of experience in academics. She has taken part in several research/consultancy assignments and is actively involved in the teaching and training activities at MDI. She has designed and conducted training programmes for several organizations such as BEL, ONGC, IOC, IIPA, IIFCL, DGR (Armed Forces), BSF, MES, Cairn India, Oberoi Group of Hotels, Coca-cola, IRCON, Usha International etc.

Dr. Chauhan has six books to her credit: (1) "Managing Executive Stress: An Approach to Self Development"; (2) "Creating Value through People"; (3) "Developing Leaders, Teams & Organizations". (4) Effective Leadership; (5) Stress Mastery: The Art of Coping Gracefully; (6) Motivating Yourself for Achievement. She has contributed more than 30 research papers and articles in well-known refereed journals on varied topics like stress, leadership, motivation, career couples, professional obsolescence, personality, emotional intelligence, conflict management etc. She has presented papers at national and international conferences.

Areas of Interest

Stress Management, Personality Profiling, Leadership & Decision Making, Emotional Intelligence, Understanding & Developing Self, Interpersonal Skills, Team Building, Conflict Management, Managing Self for Work-life Balance, Time Management etc.

Awards & Honor

Dr. Daisy Chauhan was awarded the Excellence in Continuation Education (Best Trainer) Award four times by MDI – 2009, 2010, 2013 and 2014.

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 skeptical 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.



Mr. Chesang Lama
Sunrise Bank Ltd.

Blend of theoretical and practical delivery in professional manner by excellent resource persons enabled us to understand from the basics to core level of leadership and communication. The objective of the course was well met through conceptual, experiential and participative learning approach. I must thank NBI for conducting such an excellent program and my management for giving me a great learning opportunity.

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.



Ms. Binita Jain
Sunrise Bank Ltd.

I feel very privileged to have been selected as a participant for such a wonderful package of management development programme. I hope, as I did, others too must have had an impression that sitting in the training hall for 5 continuous days would be boring and dull. However now after having completed the program, I never felt bored for even a fraction of second. The facilitators made it so lively and happening with their positive attitude. The very positive vibes filled the day with so much of practical workouts and learning. Now our expectations on module 2 and module 3 have even increased.

We really want to thank Dr. Daisy Chauhan and Dr. Neera Jain, who had so detailed understanding of their subject area and were so easy and approachable with perfect answer to our queries. They have equipped us with what is required for us to be an effective leader of our organization.

I would take this opportunity to thank Sanjib sir and his NBI team for coming up with this brilliant idea of such a specific/hand some program.

Program Details

1st Module Program Itinerary

| Day/ Date | Time Hours | Topic | Speaker (Prof./ Dr) |
|--------------------------|------------|---|----------------------|
| Wednesday, 15th Mar 2017 | 0930-0945 | registration followed by journey to the program | |
| | 0945-1300 | Understanding Self and Others | Daisy Chauhan |
| | 1400-1715 | Managerial Communication 1 | Neera Jain |
| Thrusday, 16th Mar 2017 | 0945-1300 | Team Working (Experiential Learning) | Daisy Chauhan |
| | 1400-1715 | Managerial Communication 2 | Neera Jain |
| Friday 17th Mar 2017 | 0945-1300 | Negotiating Skills | Neera Jain |
| | 1400-1715 | Personal Profiling | Daisy Chauhan |
| Saturday 18th Mar 2017 | 0945-1300 | Leadership Styles: Empowerment & Motovation | Daisy Chauhan |
| | 1400 1715 | Cross Culture Communication | Neera Jain |
| Sunday 19th Mar 2017 | 0945- 1115 | Leadership comminication for managing change | Neera Jain |
| | 1130-1300 | Emotional Intelligence for Effective Leadership | Daisy Chauhan |
| | 1715-1730 | Feedback Followed by Group Photograph | |

2nd Module: Economic and Strategic Date: To be advised later

| Day | 9:30 am to 13:00 | 14:00 to 17:15 |
|-----|-------------------------------|--|
| 1 | Principles of Micro-Economics | Principles of Macro-economics |
| 2 | Economic Environment | Strategy Formulation |
| 3 | Strategy Implementation | Strategic Failure : Analysis, Causes & Learnings |

3rd Module: Finance and Banking Date: To be advised later

| 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 |



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.

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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 from industry. Over 3000 managers participate 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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