



Presents

# HR Workshop 2023

## Building a Competency-Based Workforce



### Background

NBI is pleased to announce one and half-day residential program on HR Workshop 2023 for all the HR professionals of Banks, Financial Institutions, corporate houses, governmental and non-governmental institutions, etc.

In today's dynamic business environment, organizations recognize the critical role of Human Resources (HR) in driving employee development, fostering a learning culture, and building future-ready workforces. Adopting a competency-based approach in HR practices is becoming increasingly essential to maximize people's development, unleash the potential of learning cultures, and address current issues and challenges. This program aims to provide insights, strategies, and practical solutions for organizations to effectively build and leverage competency-based HR approaches.

The overall objective of the HR Workshop is to create a forum for HR professionals to discuss best practices and network with peers and equip them with the knowledge, strategies, and practical solutions to effectively build and leverage competency-based HR approaches, foster a learning culture, and address the current challenges in HR management.

We request newer HR managers, representatives, generalists and specialist to join the workshop with an opportunity to benchmark and network with one another through discussions, Q & A and presentations from the speakers.

### Program Details:

**Date & Time:** 23rd (8.30am-5.00pm) & 24th June 2023 (8.00am-2.00pm)

**Venue:** Agantuk Resort, Dhulikhel.

**Methodology:** Presentation, Discussion, Q & A, Interaction and Knowledge and Experience Sharing, Networking, etc.

(Pick up and drop can also be arranged from and to NBI office only on request for which we require prior information)

# Program Itinerary

| Time                                               | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Day 1 (23<sup>rd</sup> June, 2023), Friday</b>  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 8:30am-9:45am                                      | Breakfast & Registration                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>9:45am-10:00am</b>                              | <b>Introduction</b>                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10:00am-11:30am                                    | <b>"Developing a Competency-Based HR Approach: Maximizing People Development" By Mr. Arun Basnet, An Australian Certified Trainer &amp; Assessor</b><br>The session will focus on the importance of adopting a competency-based approach in HR practices and emphasizes maximizing people's development.                                                                                                                                                       |
| <b>11:30am-11:45am</b>                             | <b>Tea/ Coffee Break</b>                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 11:45am to 12:45pm                                 | <b>"Unleashing the Potential of Building a Learning Culture: Overcoming Challenges and Driving Success" By Mr. Arun Basnet, An Australian Certified Trainer &amp; Assessor</b><br>In this interactive session, we will delve into the complexities of building a learning culture within organizations. Rather than focusing solely on why it may be failing, we will explore the challenges that organizations face and identify strategies to overcome them. |
| <b>12:45pm-1:30pm</b>                              | <b>Lunch Break</b>                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 1:30pm to 2:30pm                                   | <b>"Building Future-Ready Workforces: Insights and Experiences in Adopting a Competency-Based Approach"</b><br><b>Expert Practitioner—TBA</b>                                                                                                                                                                                                                                                                                                                  |
| 2:30pm to 2:45pm                                   | <b>Group Division for Group Discussion &amp; Presentation on various Thematic Topics</b> <ol style="list-style-type: none"> <li>1. <i>Holiday Training and Employee Engagement Replacement</i></li> <li>2. <i>Competency Management and Employee Engagement</i></li> <li>3. <i>Challenges and Best Practices in Competency Management</i></li> <li>4. <i>Competency-Based Career Development and Succession Planning</i></li> </ol>                            |
| 2:45pm to 3:00pm                                   | <b>Tea/ Coffee Break</b>                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3:00pm to 4:30pm                                   | <b>Managing Burnout and Stress</b><br><b>By Mr. Rajesh Khadka, FCCA, Executive Coach</b>                                                                                                                                                                                                                                                                                                                                                                       |
| <b>6:30 pm onwards</b>                             | <b>Snacks &amp; Dinner</b>                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Day 2 (24<sup>th</sup> June 2023), Saturday</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>8:00am-9:30am</b>                               | <b>Breakfast</b>                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 9:30am-11:00am                                     | <b>"Regulatory Insights into the Current Issues and Challenges of HR Management"</b><br><b>By Representative from Nepal Rastra Bank</b>                                                                                                                                                                                                                                                                                                                        |
| <b>11:00am-11:15am</b>                             | <b>Tea/ Coffee Break</b>                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 11:15am-12:45pm                                    | Group Discussion & Presentation                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>12:45pm-1:00pm</b>                              | <b>Wrap Up</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1:00pm-2:00pm                                      | Lunch and Disperse                                                                                                                                                                                                                                                                                                                                                                                                                                             |

# Program Outline

## Highlights of the Program

- Expert sessions by industry leaders and regulatory professionals providing insights on competency-based HR approaches to build future-ready workforces and maximize people's development.
- Interactive sessions on overcoming challenges and driving success in building a learning culture within organizations.
- Expert session on managing burnout and stress, focusing on supporting employee well-being.
- Group discussions and presentations on thematic topics related to competency management, fostering collaboration and knowledge sharing among participants.
- Regulatory insights into current issues and challenges in HR management, providing valuable guidance for aligning practices with regulatory requirements.
- Networking opportunities to connect with HR professionals, and peers, exchange experiences & best practices, and gain valuable insights from diverse perspectives.

## Facilitator for Session 1 & 2



### 1. Mr. Arun Basnet

#### An Australian Certified Trainer & Assessor

Organizational Development and Learning & Development have been Arun's core expertise while providing his training and consulting services to corporates and non-profit organizations. Arun Basnet has been actively engaged developing leaders and teams through his several leadership roles as a Managing Director, Director, CEO, COO, OD, and L&D Consultant. Being a certified Trainer and Assessor, Arun believes the process of Training and

Assessment is a crucial component of making any learning program a success. Similarly, Arun focuses a lot in organization alignment, to create a successful L&D initiatives in any successful organization.

For the last 7 years, Arun has been working actively with Nepali organizations at strategic and operational levels to improve organizational performance through developing Coaches, Mentors, Managers and Community-based Influential Leaders.

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# Content

## Session1:

### **"Developing a Competency-Based HR Approach: Maximizing People Development"**

The session will focus on the importance of adopting a competency-based approach in HR practices and emphasizes maximizing people's development.

Session Objectives:

- Relevance to the banking industry: The session will address on the current specific needs and challenges faced by HR professionals in the banking industry in Nepal. It will highlight the significance of competencies in driving employee development and aligning HR practices with industry requirements;
- Emphasis on strategic HR approach: The session will promote a strategic mindset by emphasizing the need to develop competencies as a foundation for HR practices. It will help HR professionals understand the role of competencies in driving organizational success and performance in the banking industry;
- Practical application: The session will provide quick and brief practical insights and strategies for implementing a competency-based HR approach. It can offer actionable steps, case studies, and best practices relevant to the banking industry in Nepal, enabling participants to apply their learning directly to their roles;
- Professional development focus: The session will contribute to the professional growth of HR professionals by enhancing their knowledge and skills in competency-based HR practices. It equips them with the tools and understanding necessary to excel in their roles and make a positive impact on people development within their organizations;

## Session2:

### **"Unleashing the Potential of Building a Learning Culture: Overcoming Challenges and Driving Success"**

In this interactive session, we will delve into the complexities of building a learning culture within organizations. Rather than focusing solely on why it may be failing, we will explore the challenges that organizations face and identify strategies to overcome them.

Session Objectives:

- Understand the importance of a learning culture in today's rapidly evolving workplace;
- Identify common challenges and barriers that hinder the development of a learning culture, in today's workforce lifestyle;
- Explore strategies and best practices to overcome these challenges and create an environment conducive to continuous learning and growth;
- Discuss the role of HR in driving the learning culture agenda and implementing effective policies and procedures.
- Foster a collaborative learning environment where the workforce is equally accountable for their own growth.

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# Facilitators' Profile



## 2. Mr. Rajesh Khadka FCCA, Executive Coach

**Leadership Behavioral Awareness**

**Personal Development Mindfulness**

Mr. Rajesh is a Buddhist meditation teacher and has been teaching, training and guiding people in the UK, Belgium, Denmark, Australia, USA, Chile and Nepal for over two decades.

### Certification

Emotional Freedom Technique (EFT)

Neuro- Linguistic Programming (NLP)

Practical Appreciative Inquiry (PAI)

Non-Violent Communication (NVC)

Behavioural Science for Leadership in Safety (BSLS)

Acceptance and Commitment Therapy (ACT)

As a professional Chartered Accountant with experience of working in the corporate and banking sectors as Vice President in the UK for twenty years, he has made an impact on the personal and professional lives of many across the globe. He runs a business as an executive coach and change specialist.

Mr. Rajesh has the rare ability to captivate an audience whilst delivering highly engaging, and insightful learning to those seeking innovative and effective personal development skills that work. His sessions have helped many individuals create new and exciting life opportunities, whilst assisting many individuals to become better versions of themselves.

## 3. Representative from Nepal Rastra Bank

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