

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 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**

**1<sup>ST</sup> MODULE  
KATHMANDU  
3 DAYS**

+

**2<sup>ND</sup> MODULE  
GURGAON  
5 DAYS**

+

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

## 1<sup>st</sup> Module: Leadership and Communication



<b>For Whom</b>	The Program is designed for middle to senior banking executive (10-12 years of experience )
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Understanding Self and Others</li> <li>• Managerial Communication - 1</li> <li>• Project Work</li> <li>• Team Working (Experiential Learning)</li> <li>• Managerial Communication - 2</li> <li>• Leadership Style: Empowerment &amp; Motivation</li> <li>• Negotiating Skills</li> </ul>
<b>Teaching Pedagogy</b>	<p>The session will be largely participatory and experiential in nature thorough 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>• Reflecting in one's style of thinking, feeling and motivation</li> <li>• Context sensitivity</li> <li>• Project work</li> </ul>
<b>Venue &amp; Duration</b>	<p><b>11th to 13th November, 2019</b>  <b>9:00 am to 5:30 pm</b>  <b>NBI Hall, Kathmandu</b></p>
<b>Discount Policy</b>	<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><b>Discount:</b>  7 % Discount for Ladies Participants  5 % Discount for group of 3 &amp; above participations on Module Basis</p>
<b>Registration Deadline</b>	The last date for receipt of nomination is 5:00 pm, 25th October, 2019.
<b>Fee</b> <i>(This excludes the Ktm -Del-Ktm air fare)</i>	<p>NPR. 220,000.00 + VAT per person for all the 3 modules.</p> <p>Module 1: Leadership &amp; Communication, Nrs. 50,000 + VAT (Kathmandu)</p> <p>Module 2: Economics &amp; Strategy, Nrs. 95,000 + VAT (Gurgaon, India)</p> <p>Module 3: Finance &amp; Banking, Nrs. 75,000 + VAT (Kathmandu)</p> <p>* Fee will be charged on Module Basis</p>

## Faculty Profile



**Dr. Sumita Rai**  
**Professor, Organizational Behavior**  
**Email : [sumitar@mdi.ac.in](mailto: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 Professor and Chairperson of Post-Graduate Program in Human Resource Management 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.

**Dr. Vidhu Gaur**  
**Chair - Business Communication Area**  
**Coordinator - Corporate and Marketing Communications**  
**Management Development Institute, Gurugram.**  
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A permanent resident of Australia, Vidhu is an accomplished professional and educationist with more than 13 years of experience in teaching, training, industry, and research. She brings with her wide range of experience in teaching managerial and corporate communication to PG students (9 years), teaching English, Linguistics & Soft Skills to UG students (2 years), and industry experience in corporate communication and advertising (2 years + continuing experience as an Online Consultant). With a fine flair and study on Vedas and spirituality, her doctoral thesis is "Reflections of Indian Philosophy in Select Plays of Tennessee Williams with special reference to Vedanta. "

She has been actively associated in the research activities and presented papers in prestigious conferences at Massachusetts Institute of Technology, Cambridge, MA USA, New York, USA, University of South Australia, Adelaide, IIM Bangalore (two times), IIT Delhi and Curtin University, Australia. She has written a book ISBN 978-3-8433-9140-5 and has 34 research papers on her credit. She is a certified Trainer and a life member of ISTD (Indian Society of Training & Development), Bangalore Chapter, with Membership No: G801/2011.

A professor, a skilled trainer, a certified NLP Trainer, and a corporate communicator with an entrepreneur work style; she possesses strong interpersonal ability and excellent communication skills. She is an excellent team player and has vast experience in multi tasking and working with cross functional teams.

## 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 11th to 13th November 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: Economic and Strategic Date will be announced later, Gurgaun, India

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

### 3rd Module: Finance and Banking Date will be announced later, Kathmandu, Nepal

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



## 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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