



## 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 4-5 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 - 5

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

+

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

+

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







## 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



## 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 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.

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