



PRESENTS

PERSONAL CHANGE & TRANSFORMATION

Program Layout

Motivation

Employees are motivated;

In part by the need to earn a living and partly

By human needs for job satisfaction, security of tenure, and the respect of colleagues.

The organization's reward system (pay fringe benefits, job security, promotion opportunities, etc) may be applied to the first motive and job *design* to the latter. Much research has brought to discover the sources of motivation at work, but no definitive conclusions have emerged—it seems that many factors motivate individuals. Central to all theories in motivation is the concept of *need*, and how people seek to justify their perceived requirements.

Objectives

Participants will be able to:

1. Analyze the reasons why people work and recognize the implications for motivation and performance in the work place.
2. Recognize the symptoms
3. Apply the principles of quality management of work space to improve staff motivation.

Identify the role (leadership style) of the manager in the work place.

Target Group : Up to Senior Assistant Level

Date & Time : 5th Sept, 2015 (9:30am to 5:00pm)

Venue : NBI Hall

Early Bird till 31st Aug, 2015



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Course Outline

PERSONAL CHANGE & TRANSFORMATION

	Topics	Methodology
Session: I	Personal Change & Transformation -Problem versus Solution -Why Change? -Change Versus Transformation -Self as the Source of change/transformation -Great Minds on Change -Analogy of the Eagle -Knowledge-Skills-Desire: Sustainable Change	Group Exercises Brainstorming Presentation
Session: II	Motivation -Objectives -The process of Motivation -Types of Motivation -Motivation Versus Empowerment -Different Folks-Different Strokes -Basic Concepts of Motivation -Financial/Non-Financial Rewards for Motivation -Basic Needs genetically structured -Achieving High levels of Motivations	Interactions Small Group Exercises Brainstorming Sharing
Session: III	Attitude Towards Work (Behavior) -Attitude & Behavior are Interrelated -Concept Versus Reality -Attitude towards work: Boredom-Frustration-Alienation -The Choice Theory (Taking responsibility for one's own actions)	Brainstorming Small group discussion Presentation
Session: IV	The Nature of Work: -individual differences—Managerial Work -The Impact of Individual/Group Counseling at work -Job design -Participation -Promotion -The Human Mind-Brain Interrelated -Managing your emotions Self-Talk: From Negative Thinking to Positive Thinking Mindfulness: Presence of Mind	Mindfulness Practices Self-Talk Exercises

Trainers

Mr. Bikal Prasad Sherchan

Life Coach/ Consultant Personal & Leadership Development



Mr. Sherchan is an educator, motivator, and a Life Coach. He has founded the Mount Annapurna School, Junior Citizen's Academy, Mount Annapurna Science Campus in Pokhara, under personal funding and initiative and is one of the Promoters of the Gandaki Medical College in Lekhnath Municipality, Kaski, Nepal. After having served as the Founder, Principal and Director in the above three educational institutions for 28 years, he has co-founded the National Institute for Leadership Development Pvt. Ltd. with Mrs. Usha Malla Singh in Kathmandu with the mission to design, educate, and develop new generation of conscious, visionary, audacious, and committed leaders since Nov. 2005. His passion to individual and organizational transformation is an extension of his 30 years of active participation and experience in the field of education, personal and leadership transformation, and commitment to strengthen and institutionalize democracy in Nepal.

Mr. Sherchan has been actively involved and served Nepal Jaycees from his founding days of Pokhara Jaycees in April 1975 as the Chapter Secretary to the post of the National President in 1990. He has a Masters of Sociology degree from the Agra University, India. He has travelled to the U.S.A, Japan, Hong Kong, Singapore, Bangkok, and India, in order to train and educate himself. His current area of interest, study involves consulting and coaching corporate, educational, social, and political leaders to succeed in coaching their team members to perform at their peak. He is also passionately involved in designing and leading workshops for couples and those in committed relationships to reinvent the meaning of love so as to experience intimacy in their relationships, which he believes is the critical for peace and happiness.

Mrs. Usha Malla Singh

Coach/Consultant Women & Youth Leadership Development



Mrs. Singh is a Motivator, Coach and Consultant and focuses on women & youth leadership development programs. She is the Co-Founder, Senior Partner & Director of the National Institute for Leadership Development Pvt. Ltd. in Kathmandu. She has undergone trainings in communications, leadership, quality school program, personal and organizational development and direct experience in media marketing from various mentors and organizations over the past decade.

She has an excellent communication, relationships and presentation skills with 12 years of experience/expertise from the field of entrepreneurship, education and human resource

development. She is a consultant to Demo-Finland on consulting and training women's political leadership development. Inspired and passionately involved in developing the next generation of conscious youth leaders today.