

Activities 2012

- ★ Finding Joy at Work (Stress Management redefined) to Ncell (9 groups)
- ★ Inspiring Leadership and Team Building to ESAP/AEPC
- ★ Creative Leadership and Team Building to UTL, PSI and others
- ★ Staff Retreat Team Building Facilitation to WWF, CARE, FECOFUN, NTNC, PSI, UNHCR, The Royal Norwegian Embassy, UNHCR



Interaction in relaxed setting

- ★ Diploma in NLP
- ★ Personal Excellence – innovative approach to Personality Development to Ncell (3 groups)
- ★ Joy of Communication to Ncell
- ★ Sales Champions Training to Ncell and UTL Salespeople
- ★ Communication and Leadership Training to Managers of Nepal SBI Bank



Deep reflection for insights



Participants captivated by an interesting presentation

Know Thy Approach

- R. Manandhar

We have the idioms of "English time" and "Nepali time". The phrases have no relation with GMT but attitude regarding keeping time. They are guided by the general belief that Nepalese are never on time. That is why "Nepali time" stands for being late. We call "English time" being punctual, as if that practice belongs only to the West. Here, I want to challenge the belief. We have many national jatras (festivals).

For example, we have been observing Kumari jatra and Machhindranath Jatra for centuries. There is an auspicious time to start these jatras, which is determined astrologically and has to be very precise just like the time for a rocket

launch. The jatras need lots of preparation and team work. The preparation is so complicated that it involves collaborative effort of many



Run-run-run, it's great fun.

different teams. Still we have never seen or ever heard of delay from any team. For Kumari jatra, the chariot is always ready beforehand. Lakhes, tanakisi, bhairab with all the musician teams come on time for performance. All the offerings are ready at the exact time when needed.

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Know Thy Approach *Cont... from p. 1*

Just like "Nepali time", another label given to Nepalis is that they are lazy people. From the Western standard, Nepalis are less hard working. When I travel to the hills, I am amazed at the terracing in the hills. In offices, one may find Nepalis hardly working. But the same people become hard working in Jatras and during farming. What could be the factor affecting their attitude? From my reading, Nepalis may not be hard working, but they are heart-working people. They work hard when and where their heart is involved.

So, rather than we labeling ourselves of being late and lazy, we need to explore what our motivations and working styles are. Wonderful facts can be revealed if we study how leadership and team spirit work in all these festivals and traditional works. It may be worthwhile to examine the factors for the people involved in jatras that motivate them to always work on time and in coordination with the teams. We need to find what our approach is towards work. We may then find our own approaches to leadership and teambuilding, which can be entirely different from western approaches.

(The author is a regular columnist in The Himalayan Times daily. The article has been published in the paper on October 3, 2010.)



Joy of winning awards in a retreat

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... .. and many more that you wish to achieve for a more fulfilling personal and professional life.



R. Manandhar is a professional coach, certified NLP trainer and psychological counselor. With two decades of leadership and managerial experience in international organizations under his belt, he has been helping people better develop their personalities through training, coaching and counseling for the last six years. His programs have touched the lives of hundreds of people, who claim to have been positively transformed following their participation.

Manandhar is also trained in Gestalt, Mindfulness and Positive Psychology.

Upcoming Programs

Creative Leadership and Team Building

By trainer: R. Manandhar

Date: April 16 to 18, 2013 (3 days)

Venue: Hotel Marshyangdi, Thamel, Kathmandu

Cost: NPR 14,500 (US\$ 190)

NLP Practitioner Certification Course

Trainer: Josh B. Niraula and R. Manandhar

Venue: in Kathmandu (hotel soon deciding)

Cost: NPR 25,000 (US \$ 315)

Remarks: only few seats remaining

Date: April 23 to 27, 2013 (5 days)

If you want similar programs in your organization, please contact us.

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REFLECTIONS

testimonials from those, who have experienced Kabule

It gave insight to me to redesign my career path and to internalize the issues by making myself aware of the heart of problems.

Bhola Dahal, Programme Director
Save the Children Norway
(now in The Royal Norwegian Embassy)



It's amazing! It's really wonderful! The process was so simple yet very powerful. It helped me to awaken myself. Thank you so much. I am so happy that I have participated the training.

Sangeeta Shrestha, Chairperson, SHLEESHA and reputed trainer