



Some clients we served in 2013

- UNESCO
- Room-to-Read
- Handicap International
- ICCO Cooperation
- ENPHO
- NNDSWO
- Voice of Children (VoC)
- RIDS-Nepal
- Micronutrients Initiative
- HDPS, Pakistan

In 2014 (Jan-Feb)

- RAS/GIZ
- Embassy of Switzerland in Nepal/SDC
- CVICT

Reflection



Razia Waseem
President
HPDS, Pakistan

“Dear R.,

From age to age you gather a people to yourself, so that from east to west a perfect offering may be made to the glory of your name.”



A team building exercise

Is correct hiring, training and laying off sufficient for today's human resource (HR) managers? Can human be treated as other resources like money, material and machines? Humans have a heart which other resources do not have. Rather than just being a resource, humans are resourceful also. The purpose of an organization and its HR department should be to unleash and tap the resourcefulness.

Colleen Barrett, President of Southwest Airlines, says in her book *Lead with Luv*, coauthored with Ken Blanchard, “I think the entire success of a company begins with being the employer of choice.” Surely, here being employer of choice does not mean only smart pay. They add, “Being the employer of choice today is challenging. With highly mobile, competent workers in demand, employers must find ways to attract and keep their best people. Good pay is no longer the only answer.” They continue, “Today's workers generally want more than pay. They seek opportunities where

HR FROM THE HEART

- R. Manandhar

they feel that their contributions are valued and rewarded—where they are involved and empowered, can develop skills, can see advancement opportunities, and can believe they are making a difference.”

Barrett is proud of her organization's consistent low turnover rate. How can we keep employees not only working but also happily working? Is happiness is the common factor that all humans are striving for? Here happiness should not be mistaken for pleasure. The comforts and relaxation that a company provides are pleasures, not happiness.

In the agriculture age, people needed hands to work. In modern age, people need brains to increase productivity and profit. But what is still lacking is heart at work. Today's question is how we can listen to people's heart. Mostly it is also

A special issue on: Looking back at 2013 & Moving ahead to 2014

HR means helping humans returning to Source

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true that people are not listening to their own hearts. The voice is deeply suppressed. So, how can we facilitate people to find the voice of their heart? This could be a worthy task for HR professionals. Nithya Shanti, an HR person and meditator says, "HR means helping humans returning to Source". All the heart needs is love. By learning to love and be loved, people can find love in their work.

Deeper than heart, in human beings, is the soul. As the heart goes for love, the soul is in search of purpose. Soul dies down when it does not find meaningful purpose in the work the body is involved in everyday. People need to believe that by working they are making a difference. That is the purpose. We feel fulfilled when we find our work and life is purposeful. This purpose is certainly not only meeting daily needs, or buying a big house or a car.

How can we assist people to find their purpose? We can discover our life purpose in our work and we can see the work we are in is fulfilling our purpose. However, this could be a challenging task for HR department to carry out.

For body and mind, success may be sufficient. But for heart and soul happiness is essential, for which love and purpose is essential.

(The writer is a regular contributor to "Leadership League" column in The Himalayan Times daily. He can be contacted through facebook at www.facebook.com/raj.kabule)

Reflection



"Great to be a part of this three day training. Now want to change myself by being more positive & energetic. Keep up the great work!"

Kala Adhikari
Room-to-Read

Gallery of training and teambuilding in 2013



Yes, we made it!



An inter-team building game in process



Creative Leadership and Teambuilding training

Reflections

"Many thanks for delivering the training in a unique way. My sincere appreciation for your great ability to take feedback positively, persistence and confidence in following your own unique approach."



Jyotshna Malla
HR & Training Officer
Handicap International



"You are a great trainer! I like your way of facilitation."

Jamuna Poudyal
Programme Co-ordinator
CVICT

"This class and presentation has been so special. Thank you so very much for giving so many insights."



Dr. Rubby Das
Project Co-ordinator
CVICT

"It has been a distinct experience of team building exercises. A balanced of games, activities, exercises, learning and reflections. As you promised, it has been 100% fun and 100% learning."

Dhruba Chhetri
UNESCO

Gallery of training and teambuilding in 2013



A fun game in Leadership Training to HII and other organizations



Engaged Participants of Room-to-Read in Creative Leadership and Teambuilding training



Partners meeting of ICCO Cooperation moderated by Kabule

Executive Life Coaching

Executive Life Coaching is a one-on-one program designed to fulfill your individual development needs. It helps you identify and achieve your personal and professional goals. This program has aided people in developing the excellence in their personality as per their need and desire.

Personal development

- Confidence building
- Personality enhancement
- Emotional intelligence
- Career Counselling
- Life Purpose

Professional development

- Communication
- Interpersonal skills
- Leadership development
- Managerial skills
- Stress management

Spiritual Quest

- Understanding Spirituality
- Spirityal Intelligence
- Guided Meditation
- Happines and peace
- Fulfilling life

.. ... 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 eight years. His programs have touched the lives of hundreds of people, who claim to have been positively transformed following their participation.

Programs Kabule conducts

- Neuro-Linguistic Programming (NLP) certification courses
- Happiness Learning Joyshop (Staff treat teambuilding facilitation)
- Finding Joy at Work (Stress Management redefined)
- Leadership development programs
- Management development programs
- Sales Champions
- Communication Excellence
- Managing Diversity
- Coaching for Performance
- Personal Effectiveness and Interpersonal Skills
- Youth development and life skills
- Social Mobilization – for social transformation
- Organizational Development
- Advocacy and Influencing
- Project designing and proposal writing
- Report writing
- Professional writing
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Contact

Call:
+977-1-4880149; 4880596
9841 33 95 85

E-mail:
kabule@mos.com.np
kabuleader@gmail.com

Visit:
Kabule.com.np
k-wiseleader.com