



Kabule-the Wise Leader



Catalyst for Transformation Pvt. Ltd.

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Creative Leadership and Team Building

*Artists and writers put down their ideas in papers.
Leaders make them happen in the real world.*

HIGHLIGHTS

- Organization and Leadership in present day context
- Developing leadership mindset using NLP (Neuro-Linguistic Programming)
- Vital attitude skills in communication
- Understanding Responsibility
- Emotional Intelligence (EQ) and interpersonal effectiveness
- Team effectiveness
- Facilitating and empowering people
- Feedback – the breakfast of champions
- Self-Leadership : The ultimate leadership task

CONTEXT

We are living in a difficult and increasingly complex world. Work cultures and values, across societies are rapidly changing. These are challenging times, and yet exciting—in terms of real growth opportunities.

Today, the biggest issues revolve around the area of leadership. When referring to leadership, it is no more the position but the qualities people demonstrate in a team. Clearly, the need of today's organization is teams of people with subtle and sterling qualities of leadership at every level.

When the qualities are developed, these people can be powerful change catalysts in transforming the organization to a higher order of excellence. Collectively, such agents of change across different functions and hierarchies weave a robust network within the organization to embed and sustain a culture of high performance and a committed workforce.

In order to help manifest leadership qualities to meet the demands of organizational effectiveness, we would need to work at a rudimentary level of the 'SELF'. When the core of the individuals has been tapped it has a direct bearing on the qualities they manifest and the actions they take.

The program sets the objectives to:

- Enhance self-insight and personal effectiveness
- Build rapport and develop quality relationships to influence, negotiate and resolve conflict easily
- Eliminate limiting beliefs, resolving inner and outer conflicts and reduce stress levels for a more joyful and fulfilling life
- Become an active part of the co-creation of desired change in our environment
- Learn practical magic for energizing participation and commitment in groups and to enable huge shifts in self in terms of smoothening the whole process of leadership and key areas of responsibility, accountabilities in teams
- Learn how to build teams and communicate effectively such that the communication produces results

The program will traverse a dual journey of –

- 'Doing' of a Leader: The key skill sets required to be a more facilitating, enabling and empowering leader
- 'Being' of a Leader: Self Mastery, Creativity, Values & Vision Empowering Mindsets

CONTENTS

- Building leadership mind-set
- Vital attitude skills in communication (verbal and non-verbal)
- The art of genuine influencing
- Assertiveness and Transactional analysis
- The art of giving and receiving feedback (using Johari Window)
- Dealing with difficult emotions; Being emotionally smart
- An awakening on Adversity Intelligence (AQ) and Spiritual Intelligence (SQ)
- Responsibility – from compliance to commitment
- Time management (managing self and energy)

Methodology:

- Conventional Methods (role plays, live case studies, team games, energizers & ice-breakers, lively dialogues)
- Individual reflection exercises
- Peer coaching sessions
- Brainstorming in subgroups and plenary
- Awakening meditative flow and play
- Out-door activities
- NLP (Neuro-Linguistic Programming)
- Action Planning

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

Venue: Hotel Marshyangdi, Thamel, Kathmandu

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

(This includes training, course materials, breakfast, lunch and refreshments)
Group discount: Four people can enroll at the price of three. Special discount offer for enrollment of 10 and above from an organization.

For queries and registration, email: kabule@mos.com.np, kabuleader@gmail.com

For more programs of Kabule, please visit: www.kabule.com.np

Learner-Facilitator:



R. Manandhar works as a trainer and development consultant. He has been at senior management positions in INGOs and UN projects for 20 years. Now he is fully devoting himself to developing people. Hence, he has become the pivotal person in creating training organizations "*Kabule– the Wise Leader*" and "*Catalyst for Transformation*". Having taken up leadership of the organizations, he is also involved in many of the assignments as a Resource Person and Facilitator particularly on leadership, team building, communication and personal development.

Manandhar has received trainings from many international trainers. He received training on leadership and facilitation from KiranGulrajani (www.CoEvolve.in), NLP training from Jack and Helen Makani (<http://www.makani.com>), Gestalt from Dr. Richard P. McHugh, Mindfulness from Nithya Shanti (www.lovingssilence.org), and Positive Psychology from Barbara U. Jones, Ph. D. (<http://www.barbaraujones.com>). Manandhar is an ICTA certified NLP trainer graduated from Makani Academy, Cyprus.

Besides being a trainer, Manandhar is a professional psychological counselor and delivers counseling and executive life coaching sessions to individuals and groups. He has also developed several training manuals on life skills and other themes to different target groups.

He has also been a regular columnist in several magazines on leadership and personal development. He has contributed to Yubamunchmonthly for two years and at present he is contributing to The Himalayan Times (Nepal's No. 1 English daily) as a columnist of the 'Leadership League'.

Some of our clients have been:

VSO-Nepal	Action Aid	AED/FHI
Ncell Pvt. Ltd.	Nepal SBI Bank Ltd.	United Telecom (UTL)
ESAP/AEPC	Pragya Management	Sunflower Coaching
PLAN Nepal	Save the Children	USAID
CMC-Nepal	Room-to-Read	KIRDARC
NEWAH	Peacewin	Lumanti
WWF – Nepal Program	NGO Forum	Global Action Network
BIJAM	Birgunj Finance Company Ltd.	Search For Common Ground
Afghanaid, Afghanistan	Kiran Village, India	Women's Cooperative Society Ltd. (WCS)

Measurement of Impact:

- *'Kabule'* has been into leadership development from 2006 and further enlarged to *Catalyst for Transformation Pvt. Ltd.* in 2010. It has conducted over fifty programs for I/NGOs and corporate houses and over 20 Leadership & Teambuilding programs which have been appreciated by more than 200 professionals for making them behave spontaneously as an effective leader and team player. Some have shared that the course has opened up new insights in their life. And some have also shared the program as a transformational experience – profoundly revealing and life-changing in a very precious way.
- We have worked with professionals at different levels – senior professionals including CEOs/Country Directors and functional heads of organisations, mid level managers and frontline workers. Some in-house programs include the Country Director to Drivers and Guards. The beauty is that the feedbacks from all were equally positive.

- ‘Leadership Development’ is the main theme of Kabule. Many organizations have repeatedly hired our services for leadership training and many others have been sending participants on a regular basis.
- Some large organizations have been hiring us on a regular basis for different themes: e.g. stress management, sales, personal development, staff retreat facilitation, etc.

Words of appreciation to the last program of Creative Leadership & Team Building

“I am highly grateful for providing such a soulful insight in various aspects of life such as creative leadership, responsibility, personal excellence, communication skills, etc. I believe that even if a little bit of this can be implemented in our real life will be really meaningful and fulfilling.”

 Gaurab S. Thapa, United Telecom

“Sincerely saying, the training was really fantastic and creative. Creative in this way like all the qualities that are required for team building and leading are already resided within our heart. What this training did for me is, it re-energized those qualities inside me and I not only hope but also assure you that they will be beating in rhythm of my heart in every step in my life.”

 PrakashKoju, United Telecom

“Thank you so much for these 3 days. It has been wonderful experience.

 Nima Lama, The Last Resort

“You are a very good trainer. You gave us quality of life and how we build relationship. Thanks for your kind support.”

 SitaSiwakoti, N. M. E. S.

“Appreciate your patience. Appreciate your time management. Appreciate your creativeness and talent.”

 Tara Nepal, UTL

Some reflections from participants of Kabule's previous programs:

"The best learning session of my life!"

✚ ReshmaShrestha, Association of INGOs in Nepal (AIN)

"Dear R. Manandhar and Kiran, this training has been very insightful. For me, it really touched the essence of being with oneself and working with people. Good balance between fun, deep insights, knowledge and practice of skills."

✚ Miriam Lindware, Trainer and Coach, Sunflower Coaching(Presently in ICIMOD)

"I feel I got so many tips to implement in my practical life. I would like to express my sincere gratitude to Kiran for his new techniques which I can adopt in my family and work life for better an effective teaching/learning."

✚ Pushpa Raj Bhandari, Director, Birgunj Finance Company Ltd. (BFCL)
(Presently in Bank of Kathmandu)

"Really it was wonderful four days for me and I would like to thank and express gratitude to Kiran and R. Manandhar and my organization for this opportunity. It has helped me to revitalize my knowledge, skill, attitude and enhanced the professional quality."

✚ Netra pd. Upadhaya, Plan Nepal

"This training has been really helpful to me to explore myself, the brighter side of life and develop positive attitude in my days to come. I would like to thank everyone for providing me this opportunity. I believe I can have a brighter tomorrow and positive attitude towards life after attending this training."

✚ ReshmaBajracharya, Ncell

"I have not speculated that training can be in this form. There is not much framework and guidelines. Still it was wonderful. It will surely bring change in my life."

✚ KopilaDangol, Actionaid

"The experience has been wonderful and thoroughly enjoyed by all the participants. I am amazed by how deep insights were realized in a playful way. Thanks R. Manandhar and Kabule for giving us such a wonderful experience."

✚ SumitraManandharGurung (Ph. D.)
Chairperson, MahilaSahayatra Microfinance BittiyaSanstha

"It has been a wise decision choosing Kabule for facilitating the annual staff retreat program. Everyone was amazed how so many activities (indoor, outdoor) were possible in a short time. It has been both entertaining and useful for enhancing leadership quality and team work. Thanks R., my dear friend."

✚ Mr. Shiva Acharya, HR & Administration Manager, Room-to-Read