



Kabule Newsletter

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Editorial

'KABULE – the Wise Leader' is an international training institute based in Kathmandu, Nepal. Established in 2006, with the aim of supporting individuals and professionals in their development, 'KABULE' facilitates the process through a multitude of diverse and effective methods.

Kabule believes that each of us has immensely powerful potential within us. Through the years, we have specialized in unlocking this potential in both individuals and groups through innovative training courses and one-on-one coaching. Our programs have been attended by hundreds of leaders and thousands of professionals from prestigious organizations in Nepal and around the world. The overwhelming responses we received from participants have inspired us to continually refresh ourselves with innovations and expand our services for higher development of people and organizations.

This newsletter aims to provide insights into training and human development. At the same time, it will inform you what Kabule is doing and its programs. We are happy to share this first issue with you. We would be grateful to receive your feedbacks that would help us to our continuous development .

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“Are you happy?” “Yes, we are.” At the end of a training program.

Training is becoming popular in organizations. It is a part of developing people and continuous improvement of organizations. Training is not given because somebody is not good but because they are good and can be better. Some people or organizations think they are doing well, so do not need training. But the fact is that training is most necessary when one is doing well, so that they can continue doing better.

I have heard different people share different feelings about trainings. Some say training is useful but boring. Some say training is very entertaining but not very useful in the job. So, the question is, should trainings be more useful or enjoyable? I would say for a training program to be successful, it should be both and more. Only then can it become a complete training program.

This brings to the forefront: “What makes a complete training program?” To this, I would ask back: “What makes a complete person?” A person is neither only the body, nor only the mind. A person is the body, the mind, the heart and the spirit. In combination, an individual becomes even more than just the mix of the four components. That is what Gestalt says. Training can be good when it develops one or some parts of a person. Training becomes

What Makes a Training Program Complete

- R. Manandhar

great when it nourishes all four parts of a person and also serves beyond the parts to the quintessence of a human being. Then training turns out to be much more than training. It becomes useful and joyful at the same time. Most importantly, it brings a shift in a person. The effectiveness of training can be measured by the shifts people undergo while acquiring it.



Engaging body is very important during training

Now, let's see what each part of us requires for development:

Body – Body is the foundation. Nothing is complete until body does the work. We are paid for the skills we have and the work we do. When we say, "Training must be practical," we mean we want some immediately applicable skills. Skills are related to body or action. In training, we want to learn some new skills and new way of action.

Moreover, body is linked to the mind. If we sit whole day learning skills, it becomes not only boring but we also find it difficult to learn. It is because when body is inactivated, so is the brain. Active movement of body is prerequisite to activate the mind. That is the reason games, activities and physical exercises are introduced in trainings.

Mind – Mind is always engaged in thinking. But mostly our thinking is guided by certain patterns and structures. That is why it becomes stressed. Training sparkles when crazy ideas and out-of-box thinking are promoted. That is the way to new ideas and creative thinking.

Heart – When beginning his leadership training, my trainer often says, "The heart of the problem is the problem of the heart." In official setting, we rarely talk from and listen to the heart. Many problems that cannot be solved by thinking hard can be solved in no time by the engagement of the heart. It is engagement of the heart that makes trainings beautiful.

Spirit – We are 'human beings'. But in



Work in groups of three to stimulate mind

modern society, we have forgotten that we are human beings and have become 'human doings'. Being is our essence. This is the 'life' of our life. Without it, everything is nothing. That is why people feel lifeless, even when they have everything.

The usual approach of working in an organization is solving the problem. We are so guided by "problem-solving mindset" that whenever a problem appears, we cannot think of any other way. It has been so habitual that if there is no problem, we create one so that we can engage in solving it. It seems like if we have no problem, we have no existence. When we work at being level, the difficult and unsolvable problems are not solved, rather they are dissolved.

However, I have met only few trainers who can really touch the spirit of participants. It requires some kind of awakening. But it is not so much of a complex or mystical task as we would tend to think. When we are willing to connect with the self and ready to learn from our own innate nature, we realize immense wisdom.

An ideal or highly effective training could be the one which addresses the need of all our four parts — the body, mind, heart and spirit. Again, a trainer of higher quality does it not in separation, but in integration, just as all four parts are inseparably united as one in us. When parts and whole is captured in its completeness, the beyond emerges spontaneously.



Meditation is simple and benign.

Inspiring Leadership and Team Building Training

The training was organized for Energy Sector Assistance Program/AEPC team from April 28 to May 1, 2012 at Hotel Tibet, Lazimpat, Kathmandu. Conducted by Kiran Gulrajani (international trainer from India) and R. Manandhar, the program covered wide array of topics ranging from the doing and being of a leader, listening through the whole body, authentic speaking, the art of influencing, understanding responsibility, et cetera. HR officer of ESAP, Shubha Laxmi Shrestha had participated in a program under the same theme in November, 2011. She found it so useful that she requested Kabule to organize it again so she could have her team gain the experience she had received. This program was the result of that.



Leadership training to senior trainers and managers from Nepal and India

Kabule Activities 2012

Communication and Leadership Training

The two-day training was conducted for branch managers of Nepal SBI Bank, in affiliation with Catalyst for Transformation Pvt. Ltd. Conducted by Josh Niraula and R Manandhar on March 16 and 17, 2012, the venue chosen for the event was Hotel Marsyangdi, Kathmandu. Niraula covered much of NLP principles and tools on developing leadership qualities and communication. Manandhar, on the other hand, presented new understanding on business leadership and developing leadership mindset to address the need of present day challenges. Participants expressed that the training was fun as well as useful. It reportedly filled them with new energy, enthusiasm and equipped them with practical tools for day-to-day dealings.



Group photo of training to Managers of Nepal SBI Bank.

Staff retreat facilitation



"We won the game!" In WWF retreat.

With the theme of team building, the program was organized for 45 staff members of TAL of WWF projects. The two-day event, from April 25 to 27, 2012, was conducted at Hotel Barahi, Pokhara and facilitated by R Manandhar and Josh Niraula. During the program, the participants engaged in indoor and outdoor team building games and activities, cross team building games, fun activities and NLP. Based on the feedbacks received, "It was 100 percent of both fun and learning."

Sales Champions

The training program was conducted for salespeople of Ncell in March and United Telecom Ltd (ULT) in April, 2012.

We were highly encouraged by the overwhelming positive feedback from the participants of both organizations, which continued to trickle in even weeks after the training was over.

Expert at MOD section of Ncell, Prasamsha Sharma, wrote, "Thank you for conducting Sales Champion Training. The participants have shown a very positive response and it has been very effective."

Similarly, Roshani Karki, HR officer of UTL wrote, "The feedbacks of all the trainees are good and they would like similar type of training in the future too. The best part of the training was the level of involvement shown by everyone."

The training to Ncell took place at Gokarna Resort in residential format and to UTL at its own office premises.



Sales Champaign training to United Telecom Ltd.

Finding Joy at Work



Engrossed to devise winning strategy.

This was one of the many training programs that Kabule has delivered to the Ncell team. The program redefined stress management and aided participants to move beyond managing stress to find joy in life and at work. The program started from December 2011 and is continuing with different batches. Till date, more than 100 people have benefited from the course. Owing to encouraging feedback from the participants, Kabule has been offered not only more groups for the course but also asked to conduct other courses on Sales Champions, Communication Excellence and Personality Development.

Programs Kabule conducts

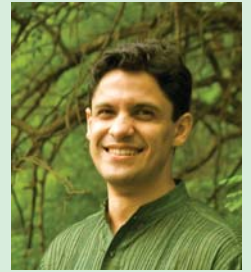
- Neuro-Linguistic Programming (NLP) certification courses
- Personal Effectiveness and Interpersonal Skills
- Happiness Learning Joyshop (Staff treat teambuilding facilitation)
- Youth development and life skills
- Finding Joy at Work (Stress Management redefined)
- Social Mobilization – for social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

Tips for a better life

By Nithya Shanti

Nithya Shanti holds a Post Graduate degree in Human Resources and MBA from the prestigious XLRI, India and has worked in the field of Human Resources and Corporate Strategy. But what's really fascinating about him is that he is a former Buddhist Monk who underwent rigorous training living with meditation masters in remote forests across South East Asia. After 6 years of practice, he stepped out of the monk role and became a trainer, sharing the timeless principles he had learnt in a modern context. His essential teaching is 'Be loving...'

Nithya Shanti has been to Nepal in the invitation of Kabule in 2007 to conduct two Leadership programs in Kathmandu and Bhaktapur.



- ✦ Take a 10-30 minute walk every day. And while you walk, smile.
- ✦ Sit in silence for at least 10 minutes each day.
- ✦ Sleep for 7 hours.
- ✦ Live with the 3 E's — Energy, Enthusiasm, and Empathy.
- ✦ Play more games.
- ✦ Read more books than you did the previous year.
- ✦ Make time to practice meditation, yoga, and prayer. They provide us with daily fuel for our busy lives.
- ✦ Spend time with people over the age of 70 & under the age of 6.
- ✦ Dream more while you are awake.
- ✦ Eat more foods that grow on trees and plants and eat less food that is manufactured in plants.
- ✦ Drink plenty of water.
- ✦ Try to make at least three people smile each day.
- ✦ Don't waste your precious energy on gossip.
- ✦ Forget issues of the past. Don't remind your partner with his/her mistakes of the past. That will ruin your present happiness.
- ✦ Don't have negative thoughts or things you cannot control. Instead invest your energy in the positive present moment.
- ✦ Realize that life is a school and you are here to learn. Problems are simply part of the curriculum that appear and fade away like algebra class but the lessons you learn will last a lifetime.
- ✦ Eat breakfast like a king, lunch like a prince and dinner like a beggar.
- ✦ Smile and laugh more.
- ✦ Life is too short to waste time hating anyone. Don't hate others.
- ✦ Don't take yourself so seriously. No one else does.
- ✦ You don't have to win every argument. Agree to disagree.
- ✦ Make peace with your past so it won't spoil the present.
- ✦ Don't compare your life to others'. You have no idea what their journey is all about. Don't compare your partner with others.
- ✦ No one is in charge of your happiness except you.
- ✦ Forgive everyone for everything.
- ✦ What other people think of you is none of your business.
- ✦ However good or bad a situation is, it will change.
- ✦ Your job won't take care of you when you are sick. Your friends will. Stay in touch.
- ✦ Get rid of anything that isn't useful, beautiful or joyful.
- ✦ Envy is a waste of time. You already have all you need.
- ✦ The best is yet to come.
- ✦ No matter how you feel, get up, dress up and show up.
- ✦ Do the right thing!
- ✦ Call your family often.
- ✦ Your inner most is always happy. So be happy.
- ✦ Each day give something good to others.
- ✦ Don't overdo. Keep your limits.
- ✦ Share this with someone you care about.



Kabule - the Wise Leader

Kabule: A Mission

Kabule's objective is to unleash the potentials within — as individuals or organizations. Our aim is in two folds — we facilitate you to discover the greatness that lies within you and at the same time, we equip you with the skills that will put you miles ahead of the competition in the market.

Our expertise is in following three areas:

Leadership and Management Excellence: We deliver one-day and longer programs on leadership, management, communication, teambuilding,

The meaning of 'Kabule'

'Kabule' means 'tortoise' in one of the indigenous languages of Nepal. Tortoise has many symbolic meanings in the East. In Hindu mythology, tortoise is the second avatar (incarnation) of Lord Vishnu.

As the story goes, demons and deities were constantly engaged in battles. So, in order to transform their conflict into construction, Lord Vishnu asked both parties to churn the sea so that they could extract many valuables. When they started churning, the log they used for churning could not stand upright because the seabed was too soft. When they went to Lord Vishnu for a solution, he incarnated as a tortoise and rest on the seabed. The log was put on the tortoise's back and thus churning was possible.

The morale of the story is that true leaders need not always stay on the top. They are willing to put themselves at the very bottom, depending upon the situation. A tortoise moves slowly, but it manages to catch fish. It outlives all creatures.



As training goes on the dualism of trainer and participant disappears.



An outdoor game in "Finding Joy At Work" training to Ncell.



Cheerful women participants at the end of Learning Joyshop retreat.

motivation, responsibility, et cetera using NLP (Neurolinguistic Programming) and a host of innovative methods.

Social Development: Our trainers and experts have long experiences in community development. They deliver training and consultancy on different topics related to community development, such as project designing, social mobilization, child rights, organizational development, monitoring and documentation, report writing, et cetera.

Corporate Coaching and counseling: Many of our trainers are also corporate coaches, psychological counselors and psychosocial workers. We coach and counsel professionals one-on-one to cater to their specific development needs.

Measurement of Impact

- ❑ *'Kabule' has been into training and developing people from 2006 and it is continuously growing. It has conducted programs for I/NGOs and corporate houses which have been appreciated by hundreds of professionals for making them behave spontaneously as an effective leader and team player. Some have expressed 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.*
- ❑ *Many organizations have repeatedly hired our services 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.*



All hands join together in a teamwork.

At Kabule, the trainers and facilitators move beyond space and structure for better service delivery. This openness makes us more versatile and accessible. Therefore, instead of staffs, we have a rich network of over 30 national and international trainers and coaches. We can offer you the services of ones who will best suit your needs and budget. This flexible structure has made us much effective in terms of cost and quality in terms of program delivery.



Participants preparing for a learning game.



Gallery walk in a small group

Upcoming Training Highlight

Creative Leadership and Team Building

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

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 in a team demonstrate. 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 objectives to:

- Enhance self-insight and personal effectiveness
- Build rapport and develop quality relationships to influence, negotiate and resolve conflict easily
- Eliminate limiting beliefs and reduce stress levels for a more

HIGHLIGHTS

- ❖ **Organization and Leadership in present day context**
- ❖ **Vital attitude skills in communication**
- ❖ **Understanding Responsibility**
- ❖ **Emotional Intelligence (EQ) and interpersonal effectiveness**
- ❖ **Team building**
- ❖ **Facilitating and empowering people**
- ❖ **Feedback – the breakfast of champions**
- ❖ **Transactional Analysis**

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

Date

October 3 to 5, 2012 (3 days)

Venue

Hotel Tibet, Lazimpat, Kathmandu

Cost of the Course

NPR 12,000 (US \$ 150) plus 13% VAT

For queries and registration email:

kabule@mos.com.np
kabuleader@gmail.com

For details, pls visit:
www.kabule.com.np

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
- Mastering vital attitude skills in communication
- Core Quadrants – a tool for brining self and other awareness
- The art of genuine influencing and negotiation
- Transactional analysis
- The art of giving and receiving feedback
- 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)
 - Self-Leadership : The ultimate leadership task

Methodology:

- Conventional Methods (role plays, live case studies, team games, energizers)
- Individual reflection exercises
- Peer coaching sessions
- Brainstorming in subgroups and plenary
- Awakening meditative flow and play
- NLP (Neuro-Linguistic Programming)
- Action Planning.

Trainers at Kabule



Kiran is a profound yet humble trainer.

Kiran Gulrajani is the founder CEO of Co-Evolve (www.coevolve.in), Pune, India. He has designed and facilitated near to 500 programs over the last 12 years. His programs have touched people in more than 70 leading companies & 6500 people in diverse sectors and in different countries. His singular contribution has been developing over 500 facilitators and leaders at senior levels in major organizations.

Kiran's programs unfold aliveness and enthusiasm in people and teams which is enduring. He combines the best of Western practical richness (www.hendricks.com, www.danmillman.com, etc) and Eastern wisdom (Taoist, Vedanta, Zen and Sufi teachings) to bring a very alive experience for the participants.

Kiran believes in continuously enhancing his programs. In the recent past he has expanded and deepened the program to include: Whole Body Learning™ (Do Visit www.hendricks.com to know more.), Radical Coaching – The fascinating work of Mike Jay and the Leadership University (www.leadu.com and www.cprforthesoul.com) and Creating Learning Organizations. Kiran has been a consultant member of the founding SOL (Society for Organizational Learning), which is a global community chaired by Peter Senge. Kiran has been trained by Peter Senge who has been named as one of the 24 people who have had the greatest influence on business strategy in the last 100 years. To Know more do visit www.fieldbook.com and www.solonline.org.

Kiran received a B.Tech from IIT Bombay and MBA from XLRI Jamshedpur. He is a certified NLP Practitioner by the creator, Dr. Richard Bandler. He has close to 15 years of experience in training, consulting, marketing and leading change and has previously worked with ITC's Packaging and HCL's InfoTech business.

R. Manandhar works as a trainer and development consultant. He has been at senior management positions in INGOs and UN projects for 18 years. Now he is fully devoting himself to developing people. Hence, he has become the pivotal person in training organizations "*Kabule– the Wise Leader*" and "*Catalyst for Transformation*". Having taken up the overall management of the organizations, he is also involved in many of the assignments as a Resource Person and Facilitator particularly on leadership, team building, management and personal development.

Besides, he is a psychological counselor and delivers counseling sessions to individuals and groups. He has also been a regular columnist in several magazines on leadership and personal development. He has contributed to Yuba Manch 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'.



Remaining relaxed and silent, R. Manandhar moves everyone and everything.

Joseph Niraula is a trainer of international repute. He has organized and conducted a number of training programs in Nepal and abroad. Besides, he has been the HR Head & Training and Development Director of World Vision Nepal and Asia Director of Caritas Internationalis responsible for 22 caritas offices in Asia.

Josh is the first and only Nepali to be a certified NLP Trainer and Coach and a practitioner of Timeline and Hypnotherapy. Trained by Master trainers Dr. David J Lincoln and Ralf Watson of UK, Dr. Richard McHugh of US and Barney Wee of Singapore, Josh brings a lot of depth, passion and joy in his training programs.

Josh has more than 25 years of experience in training and development and has travelled extensively conducting training programs on various subjects. He is also a profound trainer of Managing Diversity, Coaching for Performance, Communication Excellence, Do No Harm (Local Capacity for Peace), Stress Management (Using Eastern and Western Meditation Techniques), School Management and Street Theatre. He uses NLP as tools for effective communication, leadership and teambuilding.



Josh is a lively and rocking trainer.

(Profiles of more trainers of Kabule are coming in next issue.)

REFLECTIONS *Some testimonials from those, who have experienced Kabule*

"Now we are seeing the changes in our office – the result of the retreat you facilitated."

**- Khadga Pandey
Impact and Operation
Manager, VSO Nepal**

(After a month of 3-day retreat program facilitated by Kabule)

"This training has been very insightful. For me, it really touched the essence of being with oneself and working with people. You have been very well able to bridge differences between languages, cultures and work experiences. Good balance between fun, deep insights, knowledge and practice of skills. If possible, I will definitely join its second module."

**- Miriam Lindware, Trainer and Coach, Sunflower Coaching
(Now Sr. HR Officer Recruitment and Capacity Dev. at ICIMOD)**



"I have had an opportunity to attend Kabule's training on Leadership & Teambuilding. It was interesting and very unconventional training than those I have attended so far. It is so profound and yet so simple. The warm-hearted nature and facilitation style of the trainers added much value to the training. It led me to seek Kabule to facilitate retreat in 'Joyshop' of 'Women's Cooperative Society Ltd. (WCS)' and 'Strategic Planning' of National Coalition Against Racial Discrimination (NCARD). 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."

- Sumitra Manandhar Gurung (Ph. D.), Chairperson, Mahila Sahayatra Microfinance Bittiya Sanstha

"Some of this was not new to me but I'd never seen it as a whole before. As you know I love making connections & I made many here ...between ideas, between ideas and practice, between ideas and people, between people and people, between people and books. And also between myself + ideas + practice + people and books."

**- Tracey Martin
Chief, VSO Nepal**



"The presence of Kiran and R. Manandhar, and their way of being touched us greatly. It was full of so many learning insights! I am simply grateful for these four days."

**- Sahadev Mahat
Pragya Management**

"Things taught was strong. Hope we can carry it for long. Stress Management and Joy At Work was learnt. All the stress and depression burnt."

Thank you for sharing ideas and training us. It was a wonderful experience."

**- Pranindra Prajapati
Ncell**



"Great training! Great experience!! Trainers have given me a lot. Now it is my turn to apply them. Many thanks. It's wonderful having this training and to know that such wonderful trainers are here in Nepal!"

**- Binod Adhikari
Branch Manager, Nepal SBI Bank**

Partners in development



Catalyst for Transformation



WWW.CoEvolve.in
Pune, India

Last Bit

By: Yajyu

HR MANAGER



I need a half day leave, ma'm! Yesterday's stress management training has been so stressful, I need some rest.

Contact

Kabule - the Wise Leader
Phone: +977-1-4880149; 4880596
E-mail: kabule@mos.com.np
kabuleader@gmail.com
Website: www.kabule.com.np
www.k-wiseleader.com
Facebook: raj.kabule, and
kabulethewiseleader