



KABULE NEWSLETTER

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EDITORIAL

In recent years, mindfulness has moved beyond meditation halls and found a meaningful place in modern workplaces around the world. Once seen mainly as a spiritual practice, mindfulness is now widely recognized as a practical skill for handling the everyday demands of professional life.

Research and real-world results show that mindfulness helps people manage stress, stay focused, communicate better, and build positive relationships at work. For organizations, this means healthier, more engaged employees and stronger, more resilient teams. For individuals, it means working with greater calm, clarity, and satisfaction.

At our training institute, we use mindfulness not just as a relaxation technique, but as a core approach to develop leadership, strengthen teamwork, improve communication, and support overall well-being. We design our courses and workshops to help people apply mindfulness directly in meetings, interactions, and daily tasks — making it a practical foundation for personal and organizational growth.

However, mindfulness, like any valuable skill, grows with consistent practice and good guidance. This is why more and more organizations now include mindfulness training as part of their staff development and wellness programs.

We invite you to explore and experience how mindfulness can enrich your work and life. Together, let's build workplaces that are productive, balanced, and truly supportive for everyone.



A team building retreat to Renewable Energy

MINDFUL MANAGEMENT

• R. Manandhar

Without mindfulness, we operate on autopilot, driven by ingrained habits and mental reactions —much like lifeless matter reacting to external stimuli.

About a decade ago, I was attending an NLP training with a Danish trainer. NLP—short for Neuro-Linguistic Programming—was once highly popular in Western business circles. Curious, I asked him how popular it still was in the West.

Though he was an NLP trainer, he replied honestly that NLP had largely fallen out of favor. I asked what was gaining popularity in its place. He said that 'mindfulness' was sweeping through the Western world.

Mindfulness! That struck a chord with me. I had lived as a Buddhist monk for five years during my childhood. I was intimately familiar with mindfulness from my time in monasteries, where it is cultivated as a path to inner peace and spiritual liberation.

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But I was intrigued: how could mindfulness be relevant in the business world? This curiosity led me to revisit mindfulness, now through the eyes of a manager and professional. I discovered that mindfulness not only supports spiritual growth but also enhances effectiveness in personal and professional life. Wherever it is practiced, it boosts efficiency and clarity.

What is Mindfulness?

Mindfulness is the cultivation of awareness and focused attention. In the Dhammapada, the Buddha says:

*Appamado amatapadam
Pamado maccuno padam
Appamatta na miyanti
Ye pamatta yatha mata*

In essence: Mindfulness is the path to the deathless; heedlessness is the path to death. The mindful never die; the heedless are as if dead already.

When we live without awareness, we function mechanically, no longer like conscious, living beings. Without mindfulness, we operate on autopilot, driven by ingrained habits and mental reactions—much like lifeless matter reacting to external stimuli. To act as truly conscious beings, we must be aware of our thoughts and emotions—this is self-awareness.

Observe your daily life: much of it runs on patterns. Our habitual behaviors are more reactions than conscious actions. In science, the term reaction is used for predictable interactions of non-living matter. When we react without awareness, we reduce ourselves to that same level of automatic response.

How to Practice Mindfulness

Unlike inert matter, we humans have awareness—and we can train it. When awareness is deliberately focused, it becomes attention. Students, parents, managers, salespeople, workers—everyone benefits from sharpening their attention.

Mindfulness meditation is a mental exercise to strengthen awareness, much like going to the gym strengthens our muscles. Sitting meditation is the formal training ground; daily life is the real playing field.

In a mindfulness course, teachers often introduce iriyapatha—the practice of being mindful in all activities: walking, working, interacting with people. Meditation techniques help you build this capacity. For example, mindfulness of breathing, listening, or bodily movements are foundational exercises. They are like driving lessons: you learn in a controlled setting so you can navigate real roads confidently.

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Retreat of Unihealth at Chandragiri



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Benefits of Mindfulness

Why are so many professionals—from executives to frontline staff—embracing mindfulness training? Because it not only cultivates inner peace but also brings practical benefits: improved communication, better stress management, stronger teamwork, and wiser decision-making. Research and personal testimony show mindfulness enhances conflict resolution, resilience, and overall performance.

With mindfulness, our minds become calmer and our senses sharper. We listen more deeply, speak more thoughtfully, and act with greater integrity. We perceive situations and emotions—our own and others'—with greater clarity. This makes us better teammates and leaders. Mindfulness awakens various forms of intelligence within us: emotional intelligence, adversity intelligence, and even the innate wisdom of the body and the heart. We often lose touch with this inner wisdom because we over-rely on a restless, overthinking mind. Mindfulness reconnects thinking with feeling and embodiment, allowing us to respond rather than react—wisely and compassionately.



Retreat of Unihealth at Chandragiri



Team building event of Intersex Asia at Park Village

A Reward for the Future

Another unexpected benefit of practicing mindfulness during your working years is this: when you eventually retire, you will enjoy your own company. You won't feel lonely or restless when alone; instead, you'll cherish the opportunity to deepen your practice. This has been my own experience. Since retiring, I have continued to practice mindfulness, and free time, rather than feeling empty or dull, has become precious time to deepen my awareness. With dedication, you may even glimpse true liberation in this lifetime.

(R. Manandhar has spent five years as a Buddhist novice in Thailand as a child. Later, with over two decades of experience in senior management roles in international organizations, he bridges mindfulness and the practical world of business.)



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WORDS FROM CLIENTS :

PROGRAMS

KABULE CONDUCTS

Flagship programs

- Conscious Leadership and Team Building
- Happiness Learning Joyshop (staff retreat/team building)

MINDFULNESS BASED PROGRAMS

- Mindful Leader
- Stress management (Joy at work)
- Mindfulness for well-being
- Communication Excellence
- Conflict handling
- Time management
- Managing diversity
- Mindfulness retreat

DEVELOPMENT SECTOR TRAINING

- Social mobilization
- Project planning and management
- Report writing
- Professional writing
- Presentation and public speaking
- Facilitation skills
- Trainer's Training (general)

BESPOKE COURSES TO BEST SUIT YOUR NEEDS

"We first experienced R. Manandhar from *Kabule – the Wise Leader* a few years ago. His program left such a lasting impression that we were eager to invite him again. Last year, we had the pleasure of welcoming him to our staff retreat and team-building event. The retreat was a wonderful experience and thoroughly enjoyed by everyone."

Sanad Shakya
Sr. Finance & Operations Manager
Jhpiego Nepal

"We recently organized a two-day team building event in Kathmandu where our people from 13 countries joined together. The participants enjoyed the physical activities incorporated into the team-building experience. These activities have not only fostered camaraderie but also encouraged collaboration and effective communication among team members. The engaging nature of these activities has not only made the experience enjoyable but has also contributed significantly to building stronger interpersonal relationships and improving overall teamwork dynamics."

Selvan Antony
Program Manager
Intersex Asia

"A powerful way to bring awareness to body and breathing. It helps being in the present moment and relieves stress through physical activities and relaxation."

Nirmal K. Roka
WHO



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WE PROVIDE COACHING AND COUNSELING TO INDIVIDUALS AND GROUPS

R. Manandhar is a dedicated life coach and psychological counselor, committed to supporting individuals on their journey toward personal fulfillment and professional growth. Through individual coaching and counseling, Manandhar helps clients overcome challenges such as stress, anxiety, anger, low self-confidence, lack of focus, and an unclear sense of direction. His approach is holistic and empowering, combining mindfulness, Neuro-Linguistic Programming (NLP), and spiritual intelligence to help each person gain clarity, stay in control of their choices, and move forward with purpose. Above all, he guides individuals towards inner peace and mental well-being throughout the journey.

Manandhar holds a postgraduate degree in counseling psychology and has advanced training in NLP, Mindfulness, Gestalt Therapy, and Positive Psychology from internationally renowned trainers. He is also the author of *Conscious Leadership: A Journey Within*, a book that reflects his deep commitment to fostering self-awareness and authentic leadership.

INSIGHT SPACE DIALOGUE

Insight Space Dialogue is a transformative counseling experience designed to help you access the deeper wisdom within. Rooted in the principles of spiritual intelligence, meditation, and mindfulness, this approach creates a safe and sacred space where you can explore your inner world with clarity and compassion. Rather than offering quick fixes, Insight Space Dialogue invites you to slow down, reflect, and reconnect with your authentic self. Through gentle yet profound conversations, you'll be guided to listen to your inner knowing, release limiting patterns, and align with what truly matters in your life. Whether you're navigating personal challenges, seeking emotional balance, or longing for a more meaningful life path, Insight Space Dialogue supports your journey toward wholeness, presence, and inner peace.

LIFE SKILLS GUIDANCE

Manandhar's life skills guidance helps clients build practical tools for daily living and personal effectiveness. Key focus areas include:

- Goal Setting & Motivation
- Stress Management & Relaxation Techniques
- Decision Making
- Time & Energy Management
- Emotional Regulation & Resilience
- Coping with Change & Uncertainty
- Overcoming Real-Life Hurdles



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PARTICIPANTS ENGAGED IN AN INTERESTING
TEAM-BUILDING GAME.

YOUTHS PARTICIPATING IN A
MOTIVATIONAL PROGRAM AT
THE STAFF COLLEGE.



A CHALLENGING TEAM-BUILDING GAME WITH
PARTICIPANTS FROM NCELL AT CHITWAN.