

NEWSLETTER

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"... devoted to making differences positively"

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30th Basic Administration Training (BAT) Closing Program



Photo: Mr. speaking on behalf of the participants during the ceremony

30th BAT program concluded amidst a program at NASC on 3 Ashad 2073 (17 June 2016) Friday. The closing ceremony was attended by Honorable Minister of General Administration - Ms. Rekha Sharma, Chief Secretary of Government of Nepal - Dr. Som Lal Subedi, Secretary of Ministry of General Administration (MoGA) - Mr. Tanka Mani Sharma, Executive Director of NASC - Mr. Punya Prasad Neupane, Deputy Executive Director - Dr. Tarak Bahadur K.C., Senior Director of Public Service Training Department - Mr. Kedar Bahadur Rayamajhi, Senior Director of Research and Consultancy Service Department - Mr. Bharat Thapa, Directors, Officials of the Government of Nepal (GoN), Media persons and Officials of NASC.

The program opened with a flashback video of 30th BAT representing the activities performed by the 172 trainees during the six months training. During the ceremony, Chief Secretary Mr. Subedi encouraged the newly graduated officers to be innovative and dedicated in their work. Secretary (MoGA) Mr. Sharma commended the hard work and enthusiasm of the officials during the training. He also shed light into further opportunities and challenges for the officers. Senior Director (PSTD) Mr. Rayamajhi praised the zeal of the participants and suggested them to leave a legacy in their work. Honorable Minister Ms. Sharma congratulated the participants

"Leadership is intentional influence." — Michael McKinney



Photo: Minister Sharma unveiling 'Sirjanaka Fulharu'

for successful completion of the training. She also advised the officers to be committed and dutiful towards making civil service exemplary. Executive Director of NASC Mr. Neupane expressed the importance of dynamic and enthusiastic workforce in civil service. He also stressed the perseverance of NASC for successful completion of the training despite the challenges and crisis. He thanked the trainee officers for their cooperation and wished them the very best for their future.

Minister Sharma also unveiled the book "Sirjanaka Fulharu" a collection of poetic literature and information of the trainee officers during the ceremony. Mr. Bishnu Sapkota and Ms. Smita Paudel provided their valuable suggestions and appreciation to NASC on behalf of the trainee officers.

Mr. Kiran Thapa was awarded the "Executive Director Gold Medal" for his overall best performance in the training. He was also awarded "Best Performer in Module Learning Test". Mr. Khambaraj Rai and Ms. Yasodha Aryal were awarded the "Best Performer in E.C.A". Mr. Mitra Dev Lamsal was awarded "Best Behavior" and Mr. Suresh Panthi was awarded "Best Performer in Internship" during the program. Trainee officers were also awarded with prizes and certificates for games, quiz, blood donation and training completion during the ceremony. Mr. Basanta Raj Sigdel, Director of Studies hosted the closing program.



Photo: Minister Sharma awarding 'Executive Director Gold Medal and certificate to Mr. Kiran Thapa

Seminar on Building Capacity for Public Sector Governance



Photo: A group photo with Hon'ble PM Mr. K.P.Oli during the seminar

A two-day Colloquium on Managing Transition: Implementing Administrative Federalism was concluded today at Dhulikhel. The program aimed to enrich common understanding and insights of senior level bureaucrats on political and administrative aspects of constitution implementation and broaden their commitment for dealing with key issues pertaining to administrative federalization, transition management and ensuring effective service delivery

through different tiers of the governments. The program targeted to the Secretaries and Special Class Officers of

"A leader is one who influences a specific group of people to move in a God-given direction."
— J. Robert Clinton

the GoN, was organized by NASC in association with Ministry of General Administration. UNDP/PREPARE also supported the program. 54 Secretaries/Special Class Officers of the GoN participated at the program. In the inauguration ceremony Chief Guest Rt. Hon'ble K.P. Sharma Oli, Prime Minister of Nepal instructed the Secretaries, the leaders of 'permanent government' to exert extra efforts for effective and timely implementation of the provisions and spirit of constitution. Minister of General Administration Hon'ble Rekha Sharma chaired the inauguration ceremony. Chairperson of Public Service Commission Hon'ble Umesh Mainali, Chief Secretary Dr. Som Lal Subedi, Executive Director of NASC Mr. Punya Prasad Neupane, Secretary at Ministry of General Administration Mr. Tanka Mani Sharma, and UN Resident Coordinator Ms. Valirie Julliard were present on the occasion.

Former Chief Secretary Mr. Leela Mani Paudyal presented paper on the main theme of the Colloquium- Managing Transition and Ensuring Public Service Delivery. Similarly, Hon'ble Umesh Mainali, Chairperson of Public Service Commission presented paper on Diversity Management. Chief Secretary Dr. Som Lal Subedi on Fiscal Decentralization; Mr. Kashi Raj Dahal on Framing Laws to Accelerate Federalization; and Mr. Secretary of MoGA Mr. Tanka Mani Sharma and Dr. Dinesh Pant jointly presented paper on Administrative Restructuring in the context of federalization.

Minister of General Administration Hon'ble Rekha Sharma; Minister of law, justice and parliamentary affairs Hon'ble Agni Kharel; Chairperson of State Affairs Committee of the Legislative Parliament Hon'ble Dil Bahadur Gharti, and Chief Secretary Dr. Som Lal Subedi chaired the different sessions of thematic presentation. Similarly, distinguished personalities including former Minister and Chief Secretary Mr. Mahdav Prasad Ghimire; former Minister Mr. Madhav Prasad Paudel; former Vice Chairperson of National Planning Commission Dr. Shanker Sharma; former Chief Election Commissioner Mr. Bhoj Raj Pokhrel and Professor Krishna Pokhrel were Discussants in different papers presented in the Colloquium.

Seminar on Building Capacity for Public Sector Governance



Photo: Mr. Basanta Raj Sigdel (Director of Studies, NASC) delivering his speech at the seminar

Nepal Administrative Staff College organized a seminar on "Building Capacity for Public Sector Governance" on 20 Ashadh 2073 (4 July 2016). Honorable Minister of General Administration Ms. Rekha Sharma attended

the seminar as one of the panelists. In her speech, she stressed that the seminar was an enlightening experience to understand in deep about the problems and solutions of the Senior Officials of the GoN. She also expressed that the seminar has pointed the areas that need to be focused for further strengthening the capacity of the civil

servants for effective and efficient service. She also acknowledged NASC as the pivotal factor for bringing a positive change in the behavior, attitude and knowledge of Civil Servants. She encouraged the participants to work as a team to achieve the goals of the country. Keynote speaker, Former Chief Secretary Mr. Leela Mani Poudel presented his paper "Public Sector capacity building in changing context" during the seminar which focused on the current environment of the GoN and the changes required based on his experience and study. He also spoke about the development dimensions, resource demand, development deliverables and, safety and security of people. He shared his real life experiences related to proactive and reactive response in high demand situation. He stressed on the importance of NASC as the center for building the capacity of all levels of civil servants. He also shared his vision for NASC to develop as an effective institution for Training, Research and Consultancy with various faculties and educational streams. As a keynote speaker and panelist for the seminar, he also addressed the queries set forward by the participants during the program.

Executive Director of NASC, Mr. Punya Prasad Neupane appreciated the feedback of the Senior Executives for developing NASC as the "Center of Excellence". He spoke about the various reform activities performed by NASC to develop the officials of GoN. He also shared about the rigorous efforts of the institution for conducting effective training needs assessment, so that the course structure and content match the current need of the workstation. Mr. Neupane focused on the evaluation methods currently practiced at NASC and also shared about the evolution of such methods. He highlighted the progress of NASC in the fields of Research and Consultancy and expressed the importance of research led policy making. Concluding, he thanked all the participants for their attention and feedback and also hoped for the same in the years to come.

Deputy Executive Director of NASC, Dr. Tarak Bahadur K.C. facilitated the overall seminar and expressed the main reasons behind conducting such program at NASC. He was thankful to all the panelists, guests and participants for their support and participation to make the program a success. Senior Director of RCSD, Mr. Bharat Thapa welcomed the participants and provided a brief of the seminar. Director of Studies Mr. Basanta Raj Sigdel, Mr. Trilochan Pokharel and Mr. Suwarn Kumar Singh also presented about NASC and its future plans during the seminar. Around 75 Senior Level Executives from various ministries, public sector and private sector participated in the seminar.

Farewell to Training and Research Officer

NASC organized a farewell program on 24 Jestha 2073 (6 June 2016) to bid farewell to Training and Research Officer, Ms. Gaumati Ganga Satyal. Dr. Tarak Bahadur KC appreciated Ms. Satyal for her hard work and dedication at NASC. He also congratulated and wished her the very best for the new beginning of her life. Mr. Basanta Raj Sigdel, Director of Studies also spoke about the valuable contributions of Ms. Satyal while working in various departments of NASC in the field of training, research and consultancy. He extended his best wishes to her for her successful life ahead.



Photo: Dr. Tarak Bahadur K.C. presenting the token of appreciation to Ms. Satyal

"People ask the difference between a leader and a boss. The leader leads, and the boss drives."
— Theodore Roosevelt

Senior Directors Mr. Kedar Bahadur Rayamajhi (Public Service Training Department) and Mr. Bharat Thapa (Research and Consultancy Service Department) were present during the program. Officials of NASC also attended the formal program to bid farewell to Ms. Satyal.

Ms. Satyal reflected back on the challenges and achievements during her tenure at NASC. She expressed her gratefulness to NASC for the experience and opportunities offered during her 14 month journey as Training and Research Officer. Dr. Tarak Bahadur K.C. also presented her a token of appreciation to commemorate her journey at NASC during the program. Ms. Satyal resigned from NASC to continue her further studies in the United States after her recently held nuptials.

Blood Donation Program



Photo: Mr. Neupane inspecting and uplifting the blood donors during the program

NASC in collaboration with the participants of 30th BAT organized a blood donation program to mark the 'World Blood Donor Day 2016' and also as a part of Corporate Social Responsibility (CSR) on 32 Jestha 2073 (14 June 2016), Tuesday. Altogether 35 NASC employees and BAT participants donated blood during the event which was graced by the presence of the Executive Director of NASC, Mr. Punya Prasad Neupane; Deputy Executive Director, Dr. Tarak Bahadur K.C.; Senior Director of PSTD, Mr. Kedar Bahadur Rayamajhi; Senior Director of MLG, Mr. Khum Raj Punjali along with the Directors of NASC. Senior Director of RCSD and E.C.A. Coordinator, Mr. Bharat Thapa

coordinated the blood donation program. The program was conducted collaboratively with Public Service Training Department (PSTD) of NASC Nepal Redcross Society, Lalitpur facilitated the blood donation program.

NASC Discussion Series - 27

NASC invited Dr. Hemant Ojha, an action researcher, activist and policy analyst in forest sector (1996 - 2010), founder of Southasia Institute of Advanced Studies (SIAS) and Senior Fellow at University of Melbourne (2011 - 2015) for delivering his speech on 'Rethinking Public Administration for Deepening Deliberate Governance: Insights from forest governance practices in Nepal'. Dr. Ojha demonstrated about forest governance, its development and environmental sustainability on the 27th NASC Discussion Series which was held on 17 Jestha 2073 (30 May 2016). He explained about the practices advocated by deliberative democratic scholars and how it has influenced attitudes, behaviors and institutional practices. He also shared his knowledge and experience related to the challenges and opportunities to strengthen deliberative governance across all sectors including the disaster recovery efforts during the series.

"The function of a leader within any institution: to provide that regulation through his or her non-anxious, self-defined presence." — Edwin H. Friedman, *A Failure of Nerve*

Training Programs

Advanced Course on Human Resource Management

The human factor has been recognized as one of the key elements for organizational success. The growing importance of the human factor and of human resource management (HRM) due to its pervasive nature have tended to change the role of today's managers-line and specialist, in terms of handling human resource issues. In this context, Centre for Human Resource Management of NASC organized a thirty working days HRM related training program for the class II officers of the Government of Nepal with an aim to help participants in improving their knowledge, understandings and skills relating to the management of human resources in government organizations.

Upon the completion of the training program, the participants were expected to be able to:

- Explain the dimensions and recent trends in human resource management;
- Explain the importance and steps of human resource planning;
- Identify system and practices of performance management;
- Analyze contemporary issues of HR; and
- Demonstrate basic HR skills at work.

The program was conducted in modular format and included modules such as: Human Resource Management (HRM) and Development (HRD), Human Resource Planning (HRP), Performance Management and Effectiveness and Contemporary HR issues. Mr. Binod Kumar Bista, Mr. Uttam Acharya and Ms. Saroja Shakya managed the training program which was conducted from 17 Chaitra 2072 to 31 Baisakh 2073 (20 March to 13 May 2016). Twenty six Class II officers participated in the training.

Professional Course on Management and Development

The demands for quality services from public organizations are yet growing. To make public service delivery effective and inclusive, it is necessary to enhance core and functional competencies of service providers. Class III Officers of the GoN have key role to play in executing and managing regular and development functions effectively. The role and responsibilities of those officers are instrumental that they have to support seniors, supervise subordinates and deliver public services in efficient manner. In this context, training is one of the best means that helps employees to broaden knowledge and skills and enhance professional excellence as well as positive mindset that requires on the job. Thus, Public Service Training Department of NASC conducted a 'Professional Course on Management and Development' for twenty eight Class III officers of the GoN with an aim to help the officers to develop core competencies to perform their roles efficiently and to contribute towards effective implementation of development programs as well as take positive initiations in public service delivery.

"Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall." — Stephen R. Covey

The training program included seven modules namely, Managing Self and Interpersonal Relationship, Managing Staff Performance, Managing Financial Resources, Governance and Service Delivery, Approach to Development, Development Planning, Research Methods and Project Works. After the completion of the training the participants were expected to be able to:

- identify the key techniques of self management and interpersonal relationship;
- demonstrate ability in managing staff performance for achieving organizational objectives;
- identify tools and techniques required to manage financial resources efficiently and effectively;
- explain the concept and issues of federalism, governance and transition management for effective service delivery;
- explain the concept and approach to development; policy framework, contemporary development issues and environment and climate change;
- spell out planning process identify and select project and facilitate for effective implementation;
- explain basic research approaches, and carry out project works.

The thirty working days training program was conducted from 6 Baisakh to 14 Jestha 2073 (18 April to 27 May 2016) and was managed by a team of Mr. Suraj Shrestha and Ms. Shushma Manandhar.

Professional training on ICT and E-Governance

The implementation of ICT in public organization is increasing in the form of computerization or information system implementation. The knowledge on ICT needs to be enhanced with training and education. This will make easy for the implementation of such ICT based system in public organizations. Thus it is necessary to impart knowledge related ICT and e-Governance to the all levels of civil servants which will facilitate the government and public institutions to successfully implement the technology in their organizational business process. The growing essence of e-Plus function in all areas and sectors of public and private institutions in order to enable the government to achieve the mission of e-Governance also calls for intervention in capacity development of officers working for government in the area of ICT. Thus, with an aim to developing participants' knowledge and skill as ICT trainer, Centre for Knowledge Management and Information Technology (CKMIT) of NASC conducted the thirty working days training program from 27 Baisakh to 3 Ashadh 2073 (9 May to 17 June 2016).

Upon the completion of the training program, the participants were expected to be able to:

- describe current and emerging technologies and their impact on business/government process ;
- describe the implementation process and enabling factors of ICT in management and development;
- use office automation managerial communication tools to deliver the business functions of government;
- use social media for personal and official purpose and growth;
- perform the basic desktop administration and maintenance jobs;

- define information management its security, privacy and related concepts;
- relate ICT and E-Governance, its issues and challenges in implementing G-Government;
- describe the concept of internet governance, the issues and challenges of computer and cyber security and knowledge management concepts.

The training was divided into five different modules namely: Module 1: Introduction to Information and Communication Technology (ICT) and its business application, Module 2: Introduction to Office Automation and Managerial Communication Tools, Module 3: Desktop Administration and Basics of Network, Module 4: Information Management, Computer and Cyber Security and Module 5: E-Governance and Knowledge Management. Twenty Class III non-IT officers participated in the training which was managed by a team of Mr. Suwarn Kumar Singh, Mr. Binaya Hari Maskey, Ms. Goumati Ganga Satyal and Ms. Saroja Shakya.

Advanced Course on Management and Development

Class II officers of the GoN have vital role to play in executing and managing the routine and development activities successfully in their respective organizations. The role and responsibility of these officers are instrumental in serving people, support their seniors and supervise subordinate's performance capability. Thus, with an aim to help Class II officers working under different ministries of the GoN to develop the core competencies for performing their roles efficiently and to contribute towards effective implementation of development programs as well as improvement in public service delivery, Public Service Training Department (PSTD) of NASC conducted a thirty working days training program on 'Advanced Course on Management and Development' from 21 Baisakh to 31 Jestha 2073 (3 May to 13 June 2016) for twenty three Class II officers of the GoN.

The training program was conducted in a modular basis. It contained seven modules namely, Managing Self and Interpersonal Relationships, Performance Improvement Planning, Organization Development and Change Management, Governance and Service Delivery, Approach to Development and Research Methods and Project Works. After the completion of the training program, the participants were expected to be able to:

- demonstrate key self management and interpersonal skills with positive mindsets, for effective managerial performance;
- identify staff development needs and intervention strategies and manage staff performance for achieving organizational objectives;
- diagnose organizational needs for changes and apply various intervention techniques for enhancing organizational effectiveness;
- explain key development issues and corresponding policies for ensuring public services;
- prepare macro plans and exhibit better understanding of planning mechanism and financial controlling;
- appraise, select, monitor and manage development project for the achievement of national development objectives; and

- integrate concepts with practices through project work for enhancing their understanding and improving organizational functions in Nepal

The training program was managed by a team led by Mr. Kedar Bahadur Rayamajhi, Senior Director of PSTD.

Training on Financial Management

In Nepal, performance of development projects and programs seem very poor. It is often blamed that under expenditures of development budget is due to lack of sufficient capacity among officials to manage procurement, contract and other vital areas of project delivery. In consultation with the Ministry of Finance and the Ministry of General Administration, Asian Development Bank (ADB) Nepal Resident Mission conducted a brief Training Needs Assessment (TNA) of executing and implementing agencies of ADB-assisted projects. Based on that, a list of proposed training events has been developed which includes ADB procedures on procurement, consultant recruitment, financial management, safeguards, contract management, project management, and gender equality and social inclusion. Nepal Administrative Staff College (NASC) has been engaged under a TA financed contract to provide the related training program through CDRC office at NASC. Based on this initial TNA, an indicative training calendar to be implemented through the NASC contract has been prepared up to the end of 2016. During the contract period 20 training programmes will be organized. Out of them, the seventh (two days) training program on Financial Management was conducted from 03 to 04 Jestha 2073 (16 to 17 May 2016) with an aim to enhance knowledge and skills of project staffs of executing and implementing agencies; coordination office; and implementation units on financial management.

The objectives of this training program were:

- to increase awareness in ADB disbursement principles, policies and guidelines; project accounts and audit requirement; and
- to enhance capacity in financial management

Dr. Raghu Bista, Mr. Shiva Hari Adhikari, Mr. Pratap Aryal and Ms. Manisha Koirala managed the training program which included twenty eight ADB project staff.

Training of Trainers for Trainers of Buddha Air

Buddha Air is on the leading airlines of Nepal which is running successfully because of the coordination and cooperation among its departments. To reciprocate the dynamic needs of the market as well as to retain its leadership role in domestic airline industry, ownership and commitment of its valued employees is necessary. In this regard, Buddha Air has also established a separate human resource department to plan and manage human resource functions to ensure regular availability, continuous development and its full utilization to get effective results. Considering the above issues and needs, a pool of competent trainers in Buddha Air is essential to

"You don't lead by pointing and telling people some place to go. You lead by going to that place and making a case." — Ken Kesey

conduct effective in-house training. In this context, Centre for Human Resource Management of NASC conducted a four-day Training of Trainers (ToT) program on demand of Buddha Air.

Sixteen trainers of Buddha Air participated in the ToT which was managed by a team of Mr. Binod Kumar Bista, Mr. Uttam Acharya and Ms. Saroja Shakya. The training was conducted from 03 to 06 Jestha 2073 (16 to 19 May 2016).

Training on Contract Management (Works - Small)

Delivering results from investment projects and programs are vital for the development of a nation. In Nepal, performance of development projects and programs seem very poor. It is often blamed that under expenditures of development budget is due to lack of sufficient capacity among officials to manage procurement, contract and other vital areas of project delivery. In consultation with the Ministry of Finance and the Ministry of General Administration, Asian Development Bank (ADB) Nepal Resident Mission conducted a brief training needs assessment (TNA) of executing and implementing agencies of ADB-assisted projects. A technical assistance TA 8847 - NEP: Enhancing Portfolio Performance was approved by ADB in December 2014. One of its key objectives is to establish the Capacity Development Resource Center (CDRC) to conduct training of staff of ADB-assisted projects covering ADB procedures, project implementation, and thematic topics. Thus, Nepal Administrative Staff College (NASC) has been engaged under a TA financed contract to provide the Contract Management (Works - Small) training program with an aim to enhance knowledge and skills of project staffs of executing and implementing agencies; coordination office; and implementation units on contract management (works - small). Out of 20 training programs to be organized, the eighth (three days) training program was conducted from 16 to 18 Jestha 2073 (29 to 31 May 2016).

After the completion of the training program, the participants were expected to be able to:

- to improve awareness on conditions of contract provisions for works - small; and
- to enhance skills on administering the contract effectively and efficiently .

The training program included twenty six ADB project staffs. It was managed by a team of Dr. Raghu Bista, Mr. Shiva Hari Adhikari, Mr. Pratap Aryal and Ms. Manisha Koirala.

Information and Communication Technology (ICT) and E-Governance

The use of information and communication technology (ICT) has been transforming our life style and work life. ICT plays a critical role in speeding up the flow of information and knowledge between government and citizens and transforming the way in which governments and citizens interact. The implementation of ICT in public organization is increasing in the form of computerization or information system implementation. Thus it is necessary to impart knowledge related to ICT and E-Governance to all levels of civil servants which will facilitate the government and public institutions to successfully implement the technology in their organizational

business process. The growing essence of e-Plus function in all areas and sectors of public and private institutions in order to enable the government to achieve the mission of E-Governance also calls for intervention in capacity development of officers working for government in the area of ICT. In this context, Centre for Knowledge Management and Information Technology of NASC conducted a 5 working days training program on Information and Communication Technology (ICT) and E-Governance with an aim to develop participants' knowledge and skills on use of ICT for institutional and personal development and E-Governance.

Upon the completion of the training, the participants were expected to be able to:

- describe current and emerging information and communication technologies and their impact on business/government process;
- define information management, its security, privacy and related concepts;
- describe E-Governance and E-Government concepts, framework, architecture, its issues and ways forward for implementing E-Government services in Nepal.

The program was divided into two modules namely: Introduction to business application of ICT and cyber security; and E-Governance: Concepts, Framework, Architecture and Application. Twenty seven Class III (Non - IT) officers of Public Organizations participated in the training program which was conducted from 25 to 31 Jetha 2073 (7 to 13 June 2016). Mr. Suwarn Kumar Singh, Mr. Binaya Hari Maskey and Ms. Saroja Shakya managed the training.

Negotiation Skills

Negotiation skill is considered as one of the core competencies of a manager for performing better in their areas of responsibilities. Manager as a negotiator deals in various situations - seeking resources for project or team, deciding on conflicting situations, or inking a high-stakes deal for organization. Thus, Centre for Organization Development of NASC conducted three-day training on Negotiation Skills for the senior officers in public organizations who have managerial responsibilities and deal with various conflict situations and stakeholders. The training program was conducted with an aim to enhance knowledge and skills of senior officers to negotiate effectively in various situations while performing managerial responsibilities and leading their organizations.

Upon the completion of the training, the delegates were expected to be able to:

- demonstrate better understanding of position, interests, priorities, and goals of parties in negotiation;
- identify the ways for effective planning and pre-negotiation preparation;
- identify the ways in dealing with difficult people, nurturing relationships and transforming competition into cooperation, and opponents into partners;
- improve listening and questioning skills and building positive relationships in negotiation;
- identify ways to make offers at the right time in the right way and manage emotions to influence others;
- recognize how personal biases and cultural differences affect negotiation;

"The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant." — Max DePree

- recognize when to walk away from the table and go for best alternative to a negotiated agreement;
- practice essential skills to create value and 'enlarge the pie' to produce win-win outcomes.

Twelve Senior Officers of public organizations participated in the training program which was conducted from 7 to 9 Ashad 2073 (21 to 23 June 2016). The training was managed by a team of Mr. Basanta Raj Sigdel, Mr. Sudip Tripathy and Mr. Pratap Aryal.

Disaster and Climate Risk Management

Disaster and climate risks are critical issues that are imposing uncalculated impacts in the development planning, implementation and governance system. Nepal is already enlisted in high risk of disaster aggravated by the recent climate risk phenomenon. As Nepal is highly vulnerable in terms of various types of disasters, including climate change among others, it is necessary to develop capacity of government officials for reducing risk, increasing post-disaster response and mobilize all stakeholders including community and local organizations. Thus, Centre for Climate Change of NASC conducted a five days training program on 'Disaster and Climate Risk Management' from 8 to 14 Ashad 2073 (22 to 28 June 2016).

The aim of the training was to impart the knowledge and skills regarding Disaster and Climate Risk Management. Upon the completion of the training program, the participants were expected to be able to:

- explain the concept and approaches of Disaster and Climate Risk Management.
- Appreciate institutional arrangements in Disaster and Climate Risk Management.
- explain Disaster Risk Governance and international frameworks in practice.
- Analyze the ways of mainstreaming Disaster and Climate Risk Management in Development Planning.

The training program was conducted for sixteen Class III officers of Public Organizations which was managed by a team of Ms. Achala Dahal, Ms. Gyan Laxmi Shrestha and Ms. Meena Jonchhe.

Late Career Management

Organizations face specific challenges from aging of the workforce. People at late career stage may start thinking about competitiveness, productivity, skill upgradation and overall contribution to the job as challenging phenomenon. Sometimes, feeling of worthlessness on the current job also creates self-defeating situation. Similarly, they have also concern about security and productive life after retirement. On the other hand, motivation, engagement, maintaining productivity and capturing knowledge and skills of employees in institutional memory are key concerns as organizational response to the people at late career. Late-career management thus, is a concern for both individual as well as organization. Organizations need to adopt some specific policy measures and practices for managing people working at late career stage as part of its human resource management. Thus, Centre for Human Resource Management, NASC conducted five days training-

cum-workshop on Late Career Management for the officers of the Government of Nepal in the verge of retirement.

The aim of the program was to motivate the officers at late career for remaining productive, competitive and responsive in their present job and to develop their planning skills for post retirement affairs. Upon the completion of the program the participants were expected to be able to:

- Analyze the challenges of aging workforce- to individuals and the organizations;
- Describe the policies and practices in late career management in Nepalese context;
- Identify ways to remain productive and contribute more at given job responsibilities;
- Identify potential opportunities of entrepreneurial venture and other areas of engagement after retirement; and,
- Develop action plan for post-retirement ventures.

The training program was conducted from 20 to 27 Ashad 2073 (4 July to 11 July 2016) for the officers of the Government of Nepal in the verge of retirement. Mr. Binod Kumar Bista, Mr. Uttam Acharya and Ms. Saroja Shakya managed the training program.

Internal Capacity Development Activities

S.N.	Name	Training	Place	Organizer	Duration
1	Ms. Achala Dahal	Trainer's Training on Camp Coordination and Camp Management (CCCM)	Kathmandu	International Organization for Migration	10 to 14 Jetha 2073
2	Mr. Trilochan Poudyal				
3	Mr. Shiva Ram Krishna K.C.	Implementing Effective National Security Policy in Nepal	Kathmandu	Former Police Council Nepal	14 Jetha 2073
4	Mr. Uttam Acharya	National Cooperative Academy & ToR development member	Kathmandu	Ministry of Cooperatives and Poverty Alleviation	12 Ashad 2073
5	Mr. Sundar Shrestha	Management Audit	Kathmandu	Ministry of General Administration	17 Ashad 2073
6	Mr. Krishna Sigdel				