

## Organizer

### Nepal AOTS Alumni Society (Nepal AOTS)

Nepal AOTS Alumni Society (Nepal AOTS) is a non-government and not for profit organization of the ex-trainees of The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) previously known as The Overseas Human Resources and Industry Development Association (HIDA), Center of International Cooperation for Computerization (CICC), Japan and HIDA / AOTS Alumni from different countries. Nepal AOTS was formally established in 1991 with the objective of Human Resource Development in Management and Technical fields in Nepal through various activities in line with its parent organization, HIDA / AOTS, Japan. Nepal AOTS assists to the private sector of the nation through HRD activities and facilitate their business promotion. By end of 2017, more than 1000 Nepalese have already received training through HIDA / AOTS in Japan and more than 3300 in Nepal itself.

Since 1998 Nepal AOTS has expanded its activity in developing human resources in Information Technology sector especially with the cooperation of Center of the International Cooperation for Computerization (CICC), Japan, whose objective is to assist the developing countries of Asia in the field of Information Technology.

Similarly since the early 1990s, Nepal AOTS has expanded its activity, under World Network of Friendship (WNF), in exchanging the Experts and Trainees within South Asian Federation of AOTS Alumni Society (SAFAAS) countries like Bangladesh, India, Pakistan and Sri Lanka in Management and Technical fields.

Nepal AOTS has its own training center, the Yamamoto Talim Ghar (YTG) at Koteshwor, Kathmandu. Nepal AOTS Vision 2025 has put the

focus on the development of Human Resources in two specific areas: Quality Management, and Information Technology and these are executed through the Nepal AOTS's Training Division. Nepal AOTS has been regularly organizing different types of management and technical training programs in Kathmandu with the objective of developing human resources, exchanging of information and learning from each other's experience.

### Registration Details

**Training Date:** July 30 – August 02, 2018  
**Venue:** Hotel Kaze Durbar, Kamal Pokhari, Kathmandu  
**Time:** 9:00 AM – 5:00 PM  
**Participation Fee:** Rs. 17,000/- per person (includes Lunch, Tea, Training Resource Pack, Certificate)

### For further details, please contact

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## Training cum Workshop On Employee Engagement: Tools for increasing Organizational Efficiency and Productivity

**July 30 – August 02, 2018**

*Organized by*



**Nepal AOTS Alumni Society  
(Nepal AOTS)**

*With the Support of*



The Association for Overseas Technical  
Cooperation and Sustainable Partnerships (AOTS),  
Japan

*Under*



World Network of Friendship (WNF)

*In Association with*

Bangladesh AOTS - HIDA Alumni Society (BAAS),  
Bangladesh

## Background

Nepal AOTS believes that Human Resources Development could be one of the driving engines for the economic development of Nepal, besides the agriculture and the tourism industries. For the Human Resources Development, training is one of the important aspects. Training on Employee Engagement focuses, on measures and approaches to attain Productivity and Quality which are the driving force for any business organization to gain competitive advantage.

Management by Objectives (MBO), Matrix Management, Total Quality Management, Theory Z, Six Sigma: these programs were designed to find some sort of efficiency, either by fixing the things that didn't work well or maximizing the things that did. Each of these programs was designed to strengthen a company's bottom line. Some are still used heavily today, while others have been almost forgotten.

What about the concept of employee engagement – which has become increasingly popular over the last several years? Is employee engagement just another corporate buzzword about which in 20 years we'll laugh and say, "I can't believe that I ever believed that stuff!"

The growing body of research suggests that employee engagement isn't a fad, nor are its strategies based on unproven theories. Rather, employee engagement research is growing rapidly. It has begun to pinpoint what drives employees to do more than show up for work to receive a paycheck. In fact, much of the employee engagement findings carry encouraging news for companies and managers: Engagement strategies can be learned, applied, and maximized to unleash the discretionary effort that employees have within their personal reservoirs.

Finally, TQM represents a "paradigm shift" and strives for nothing less than a new corporate culture.

## Program Objectives

Focus areas of this Training cum Workshop is to:

- Point what drives employees to do more
- Learn the Employee Engagement strategies
- Applied, and maximized to unleash the discretionary effort that employees have
- Learn to motivational factor

## Program Details

- Employee Engagement: Inside Thought
- Engaged Workforce: Profile, Traits & Contribution
- Employee Engagement & Organizational Efficiency
- Manager's Role in Employee Engagement
- Cultural Impact on Employee Engagement
- Engaged Leadership: Approach for High Productive Management
- Tools and Strategies for Employee Engagement
- Tackling Barriers to Engagement
- Administering Employee Engagement
- Engagement Survey: What, when, who & How

## Target Audience

- CEO, Personnel from HR Department, Functional Head, Mid and Senior level professional, Branch Manager, Unit Head, Consultant

## Learning Outcomes

After participating in the training participant you will be

- able to ensure Highest productivity
- able to ensure employee engagement both physically and mentally
- able to measure organizational commitment and job satisfaction
- able to ensure organizational commitment at highest level

- able to identify and use different approaches of employee engagement
- able to create right tools to measure and ensure employee engagement

## International Resource Person



### Mr. Rupak Nasrullah Zaidi

Mr. Zaidi is Training, Organization development and HR specialist having more than 16 years' experience in different industry. He

has completed Masters in HRM Program under the University of Dhaka. He is a Professional International Member of Association for Talent Development [ATD, largest association for training & development worldwide], a member of Certified Professional Trainer Network [CPTN] - Canada & certified Trainer from City & Guild- UK. He is also member of American Management Association (AMA) and Society for Human Resource Management (SHRM) USA. He is also a Management Consultant accredited by Institute of Management Consultant Bangladesh. He received TOT from Mumbai-India and GIZ. Mr. Zaidi attended as speakers in International Conferences in India and Nepal. He also presented papers in different National and International Conferences. He is also guest faculty for leading Private Universities in Bangladesh.

He has conducted training in different organization on soft and hard skill. He is an expert trainer in HR, Operational Excellence, Office Kaizen, Office '5 S', Lean Office, Waste Management, Leadership, Customer Service, Team Building, Organization Development, Negotiation, Change Management and other soft skills. He has also exposures in Management Consulting for more than 15 organizations regarding their HR and Compliance Audit.