

EDITORIAL

Nepal AOTS Alumni Society has come a long way since its formal establishment in 1991. This year the alumni society completed 25 years. A quarter century – it is a no mean achievement! Nepal AOTS has gone through ups and downs, thicks and thins, has had its shares of difficulties and challenges, pressures and pleasures, anxieties and joys, and failures and successes. And it has sustained, and that provides a great sense of pride and satisfaction to all its members. It continues stronger, wiser and raring to take up bigger challenges, to be better, and to relentlessly pursue its commitment to contribute to the economic development of the country through human resource development objectives. Of course, the proud achievement is the result of selfless dedication and commitment of its founder members and the spirit carried on by subsequent leaders and active members, and strengthened by its supporters and well wishers from various spheres. Nepal AOTS salutes all those members and supporters who have brought it so far so well. Let us keep the spirit alive for the continuity of our alumni society for times to come.

Good things should be celebrated. This year Nepal AOTS celebrates the great achievement and momentous occasion of its 25th

anniversary, technically planned to coincide with the 60th anniversary of the establishment of Nepal-Japan diplomatic relation. Nepal AOTS has planned a number of meaningful programs that will highlight its achievements and prospects in furthering Nepal-Japan cooperation in strengthening Nepalese human resources and also promoting friendly ties between the two countries.



We have had our moments of sorrow brought about by the devastating earthquake that struck the country last year. The country is gradually recovering from this tragedy and Nepal AOTS has done its bit to lessen the pain of the victims in its own way. Nepal AOTS also suffered great sorrow at the sad demise of its Founder President Mr. Purushottam Narayan Manandhar and serving President Mr. Binod Man Rajbhandari. We believe they are shedding lights from their heavenly abodes for us to tread on the paths of our noble cause. May their kind souls rest in peace!

Immediate Past President, now Advisor to HIDA, Mr. Kazuo Kaneko had said that our mission is “Building People-to-People Ties”. As we welcome the newly elected HIDA President Mr. Shinya Kuwayama to the AOTS fraternity, we wish to assure him that as a member of the community of AOTS alumni societies since last 25 years, Nepal AOTS ensures its commitment towards mutual development and friendship.

Happy reading.

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Co-ordinator

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AMBASSADOR OF JAPAN
PANIPOKHARI
KATHMANDU



जापानी राजदूतको कार्यालय
पानीपोखरी
काठमाडौं

It is a great pleasure for me to have this opportunity to congratulate the Nepal AOTS Alumni Society (NAAS) on the 25th Anniversary of Talim magazine. I would like to pass on my sincere respect to all the NAAS members who have been making tireless efforts.



NAAS has always been very active, and its enormous effort toward development and training of human resources has been applauded. Its continuous effort has led to better results, and the 25th anniversary of the publication of this magazine is proof of that.

At present, Nepal is going through a very difficult phase after the devastating earthquake of 25th April. As a friend of Nepal, Japan can sympathize with Nepal's pain and sorrow. Immediately after the quake, Japan dispatched a rescue team and two medical teams. Japan also extended support through emergency relief goods, such as tents, blankets etc., worth over US\$14 million.

Japan also placed a high priority on the International Conference on Nepal's Reconstruction, and the Japanese State Minister for Foreign Affairs, Minoru Kiuchi, attended the conference. In his address, Minister Kiuchi mentioned and thanked Nepal for the support extended to Japan when the massive earthquake and tsunami devastated Japan in 2011. His impassioned speech touched the hearts of Nepalese people. At the conference, Japan announced to extend support of US\$260 million for the reconstruction of Nepal. JICA has also been extending technical support for reconstruction under the concept of "BBB" or "Build Back Better".

As Nepal is gradually, but steadily, recovering, there is another sign of hope in the political atmosphere; the four major political parties signed the 16-point agreement on the promulgation of a new constitution. I strongly hope that the new constitution will be promulgated in a timely fashion, which is necessary for the future development of Nepal. I do hope that NAAS, with all its effort, will further excel and contribute to the development of Nepal in that phase.

I am confident that the celebration of the 25th anniversary of NAAS will further strengthen the ties between Japan and Nepal, and NAAS will keep on playing a significant role in enhancing our relationship. I wish NAAS a great success.

Masashi Ogawa

Ambassador of Japan to Nepal

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*Nepal AOTS Alumni Society
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Congratulation

to

*Nepal AOTS Alumni Society
for your successful 25th anniversary.*

*Our best Wishes are always with you for your
future endeavors.*



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HIDA

The Overseas Human Resources and Industry Development Association

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RE: Message from HIDA President

HIDA 16-7-230

19 July 2016

On behalf of the Overseas Human Resources and Industry Development Association (HIDA), I would like to offer my utmost gratitude to the 25th anniversary of the Nepal AOTS Alumni Society (NAAS).

Amidst the debris of suffering and trauma caused by the last year's earthquake, there has been resilience and tenacity observed in the affected people of Nepal. It is gratifying to see that the country is on a gradual path of recovery, and more so because NAAS has join hands to overcome the enormous challenges in all aspects.

NAAS has been synonymous with the epitome of commitment and engagement. The Society has been our sole local counterpart for our management programs organized in Japan. HIDA has provided 1,000 Nepalese engineers and company executives with training opportunities in Japan, whereas the enrollment of local programs in Nepal has reached 1,700. We have been organizing the Program on Corporate Management for Nepal (NPCM) since FY2009. Last year's program was participated by 19 individuals representing various types of business. The returnees are all using their potential to the fullest, ensuring that the recovery of the ailing country picks up speed. We are pleased that there will be more to join them, for NPCM will be organized in January 2017.

Aside from the training front, NAAS's spearheaded services have covered the diverse needs of the society. It is our humble pleasure that HIDA and the Alumni Societies across the world sent a donation to support NAAS's disaster relief efforts last year. NAAS is the subject of our constant admiration, for its integrity and sincerity.

I am confident that the sliver jubilee of NAAS will further strengthen the ties of our two countries. I wish NAAS great success in your endeavor.

Shinya Kuwayama
President, HIDA



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Nepal AOTS Alumni Society has completed its 25th year of formal establishment and is entering into its 26th year with the theme of “Continuity” in pursuing the objective of human resource development in Nepal with remarkable dedication, support and cooperation of all ex-trainees of HIDA/AOTS along with stakeholders. True to the word “Continuity” Nepal AOTS is continuously moving ahead since its inception in developing Nepalese human resources in management and technical sectors. In the IT sector, the main thrust is in empowering HR in latest technologies like Mobile Application Development (MAD) besides developing expert HR in IT Project Management to help in bringing more offshore IT business from abroad.



Nepal AOTS’ annual publication TALIM vol. no. 25, published on the auspicious occasion of its 25 years, is in your hand. This is one of the examples of continuity that we have been achieving since the last 25 years with the support and cooperation of all member colleagues and corporate and institutional life members. I like to express my sincere thanks to all friends and also congratulate them for successfully bringing out the publication all these 25 years.

Last year we suffered the big earthquake which hit the eastern and the western parts of Nepal as well as the historical monuments in the Kathmandu Valley. With the helping hands from HIDA, Japan, Nepal AOTS colleagues and Alumni Societies from aboard, we had distributed some relief materials to the earthquake victims. I like to sincerely thank all for their generous contributions.

This year, on the auspicious occasion of 25th year of establishment, Nepal AOTS is celebrating a special grand get-together program. Similarly, Nepal AOTS is organizing three special events to commemorate the 60th anniversary of diplomatic relation between Nepal and Japan, jointly with Japanese Language Teachers’ Association Nepal (JALTAN) with the support of Embassy of Japan and Japanese Association in Nepal. The events are: 1) Seminar on “Role of Japanese Language Education in Strengthening Japan-Nepal Relationship”, 2) Exhibition on Semblance between Japan and Nepal, and 3) Japan-Nepal Night.

In the same way, following “Continuity” this year, HIDA, Japan has been encouraging Overseas Training Programs (OTP) for female entrepreneurs, Quality management, IT project management, Disaster risk management, and Alternative energy programs such as small hydropower generation for Nepal.

I would like to sincerely thank Mr. Kazuo Kaneko, Adviser HIDA for kindly visiting us earlier this year. I would also like to express my sincere best wishes to the new HIDA President Mr. Shinya Kuwayama for his successful tenure.

Next, I would like to express my gratefulness to Mr. Joji Tateishi, Senior Managing Director and Mr. Akira Kuriyama, Chief Representative, HIDA New Delhi Office for their presence in the forthcoming 25th anniversary program in Kathmandu. Similarly, I would like to express gratitude to Honorary Adviser of Nepal AOTS, Adviser of BAAS and CAAS and Honorary Adviser to HIDA Activities in Bangladesh, Dr. AKM Moazzem Hussain, for his kind presence in our forthcoming 25th anniversary program.

Lastly, I like to thank all the members of publication committee and other committees for having completed their respective activities.

Let us continue to develop the HRD in Nepal.

Best Wishes,

Mahesh Kumar Nakarmi
Acting President
Nepal AOTS Alumni Society



HEARTFELT CONDOLENCE



(Late NAAS President Mr. Binod Man Rajbhandari)

(5th March, 1951-26th January 2016)

We are deeply grieved by untimely demise of
MR. BINOD MAN RAJBHANDARI,
a long time AOTS colleague, the happiest person we have ever met, a spiritual guru, committed leader, successful businessman, social worker, writer more than anything else,

You will remain always on our heart though your physical body has left this worldly universe, your soul have already booked a special place where we are following and we will definitely recognize your soul and will live together for eternal peace.

**NEPAL AOTS ALUMNI SOCIETY
FAMILY**



Nepal AOTS Alumni Society

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Mr. Ashoke Man Singh Bania
Advisor



Mr. Madhusudan Bhattarai
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- 7. Nepal Industrial Development Corporation**
P.O. Box: 10
NIDC Building, Durbar Marg
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Tel: 4228322, 4222560, Fax: 4227428
E-mail: nidc@wlink.com.np
- 8. Nepal Ausadhi Limited**
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- 9. Nepal Electricity Authority**
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NEA Central Office, Ratna Park, Kathmandu
Tel: 4227725, Fax: 4226673
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- 10. Jyoti Group of Companies**
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- 11. Himalayan Bank Limited**
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- 3. Hazama Corporation**
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Tel: 4482546, Fax: 4482956
- 4. Nepal Hokkei (Pvt.) Ltd.**
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Tel: 071-580236, Fax: 071-580126
- 5. Nissaku Co. Ltd.**
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Nepal Office, Pulchowk, Lalitpur
Tel: 5525979, Fax: 5521812
E-mail: nepal@nshkn.wlink.com.np

Honorary Life Member

Mr. Sindhu Nath Pyakurel
Past President, Nepal Bar Association
P. O. Box: 9397, Kha 2-34, Kalikasthan, Kathmandu
Tel: 4412025, 4412759





NEPAL AOTS ALUMNI SOCIETY

Nepal AOTS Alumni Society, a non-governmental organization of the ex-trainees

of the Association for Overseas Technical Scholarship (AOTS), Japan, has been actively involved in promoting human resource development in management and technical fields in Nepal since its formal establishment in 1991. So far, more than 900 Nepalese have received training in AOTS Japan and about 3200 in Nepal. AOTS is a non-profit association established in 1959 with the support of the Japanese Ministry of Economy, Trade and Industry (METI) with the objective of promoting technical cooperation between Japan and the developing countries for the industrialization and development of developing countries. AOTS has been supporting the human resource development efforts of Nepal AOTS. Since its establishment, Nepal AOTS Alumni Society has been engaged in the development of Nepalese human resources in the following ways.

- Nominating appropriate Nepalese candidates for various types of training programs in Japan
- Organizing training/seminar/workshop programs in Nepal with resource persons from Japan and South Asian countries
- Organizing training/seminar/workshop programs in Nepal with Nepalese trainers among the resource pool of Nepal AOTS members and/or other experts
- Inter-alumni cooperation and collaboration under the aegis of the World Network of Friendship (WNF). Exchange of trainers and trainees among other alumni societies in the AOTS network. A brief overview of training programs involved are as follows:

Training in Japan

- Program for Design Management (PDM)
- Program for Practical Operations Management (PPOM)
- Program for Quality Problem Solving (PQPS)
- Practical Solution of Quality-Related Problems (SPQP)
- Executive Program on Production Management

(EPPM)

- Executive Program on Quality Management (EPQM)
- Program on Corporate Management for Nepal (NPCM)
- Quality Control Training Course (QCTC)
- Leadership Program for Executives (EPLD)
- Training Course on Solving Human and Organizational Problems (SHOP)
- Program for Quality Management Promotion (PQMP)
- Production Management Training Course (PMTC)
- Executive Program for Corporate Management (EPCM)
- Program on the Development of Die and Mold Industry (DDMI)
- Program for Business Innovation by Information Technology (BIIT)
- Program on Quality Management for Bangladesh and Nepal (BNQM)
- Program for Quality Management (PQM)

i) Training in Nepal

- Information Technology Project Management
- Training of Trainers in TQM
- Quality Management training programs for Pharmaceutical industry, Hotel and Tourism Industry, Construction projects, Garment industry, Printing technology, Auto mechanics Productivity Improvements Techniques
- Total Quality Management, Kaizen, 5-S, Quality Circles

ii) Inter-alumni exchange training in South Asian region

- Quality Management in Pharmaceutical Operation
- Information Technology Project Management,
- Training on Ceramics, Auto mechanics, Garment manufacturing, Carpet designing, Wood carving,
- Hotel and tourism management,
- Tissue culture etc.



iv) Collaboration based training program with FNCCI

Since its establishment in 1959, AOTS has been conducting various technical and management training programs in Japan for the people of developing countries and other regions. The total number of participants in past AOTS training programs amounts to almost 155,000 from about 170 developing countries and regions. These former participants are playing very important roles in industry and contributing greatly to the economic development of their respective countries. At the request of former participants of AOTS training

programs as well as the industrial and business circles in developing countries, AOTS has been organizing various training programs.

The .Program on Corporate Management for Nepal. (NPCM) is one of such management training programs,

which is being organized in collaboration with Nepal AOTS and Federation of Nepalese Chambers of Commerce and Industry (FNCCI), Confederation of Nepalese Industries (CNI) and Nepal Chamber Of Commerce (NCC) mainly designed for CEOs and senior executives of SMEs in order to improve the managerial capabilities of corporate executives in Nepal. Since 2009, about 80 Nepalese have participated in the special NPCM program . Likewise, two batches of Nepalese IT professionals recruited under the aegis of FNCCI were trained under AOTS Japan in early last decade.



THE ASSOCIATION FOR OVERSEAS TECHNICAL SCHOLARSHIP (AOTS)

AOTS, was established in 1959 with the support of the Japanese Ministry of Economy, Trade and Industry (METI). Its main purpose is to promote technical cooperation for the industrialization and development of developing countries and enhance

mutual understanding and friendly relations between those countries and Japan. To date, AOTS has trained over 300,500 persons in Japan from nearly 150 countries and regions. In addition, it has organized various training programs outside Japan involving more than 151,000 participants from developing countries.



THE WORLD NETWORK OF FRIENDSHIP (WNF)

The World Network of Friendship (WNF) was formed with the consensus of all AOTS Alumni Societies during the 5th Convention of AOTS Alumni Societies held in Aichi, Japan in September 1997 with an initial fund raised through different sources commenced by a personal contribution of 5 million Yen by former AOTS resident Mr. Nagaaki Yamamoto. Earlier to the formation of WNF, there was the Inter-Alumni Society Resource Exchange Program. However, the basic guidelines were drawn in the second steering committee meeting held in Dhaka, Bangladesh in November 1998, which was then revised by the WNF Management Committee the third meeting held in Kuala Lumpur and consecutively

Malaysia in December 2001, Chennai in 2004, Lahore in 2007, and Nepal in December 2011. WNF's mission statement is "The creation of a better world through the ties of friendship and the individuals as well as collective endeavor of our members". To implement this mission, WNF seeks to empower individuals and organizations in developing countries that are committed to the social and economic development of their own communities, based upon a belief in self help and equal-partnership, through human resources development, exchanging information and learning from each other's experiences. With this entire endeavor, WNF program can be beneficial to the countries in the region and will certainly be an effort to attain the aim stated in the WNF resolution



The Overseas Human Resources and Industry Development Association

(HIDA) is an organization for human resources development in developing countries to promote technical cooperation through training, experts dispatch and other programs. Through those programs, HIDA aims at contributing to the mutual

economic growth of developing countries and Japan as well as enhancing friendly relations between those countries.

HIDA was formed in April 2012 with the merger of The Association for Overseas Technical Scholarship (AOTS) and Japan Overseas Development Corporation (JODC).

■ ODA-funded Program

Training in Japan

- Technical Training
- Management Training
- Training Life in Japan
- Training in Overseas Countries
- Experts Dispatch

■ New Global Cooperation (NGC)

- NGC Seminars
- HIDA Business Conference Programs
- NGC Newsletter
- NGC Japanese Classes [Japanese]

■ Japanese Language

- Japanese Language Training Center (JLTC)

■ Other Programs

- AMEICC Secretariat

■ HIDA Research Institute (HRI)

- Global Interface Japan [Business Information Site]
- Request for former AOTS/HIDA participants registration
- Invitation to HIDA's Success Story Collection

■ Training Centers

- Tokyo Kenshu Center
- Kansai Kenshu Center
- General Information about Life in Japan

■ Public Relations

- HIDA Journal
- HIDA E-Newsletter
- Facebook 
- AOTS Alumni Societies
- Others
 - Japan's HRM & IR Information



Training Under HIDA-AOTS, Japan (2014/15 and 2015/16)

S.N.	Name of the Program	Duration	Place of Training	Name of Participants	Name of the Participants Company
	The Training Course on Solving Human and Organization Problems (SHOP)	18 - 29 Aug 2014	Osaka	Ms. Saroja Koirala	Nepal Bangladesh Bank
	The Quality Control Training Course (QCTC)	28 Aug - 12 Sep 2014	Osaka	Mr. Dipam Shrestha Ms. Deepa Shrestha	Tilganga Eye Center Deurali-Janta Pharmaceuticals
	The Program for Quality Management (PQM)	17 Sep - 1 Oct 2014	Tokyo	Mr. Swagat Raj Pyakurel	MIM Polymers Pvt. Ltd.
	The Program on Corporate Management for Nepal (NPCM-2014)	7 - 20 Jan 2015	Osaka	Mr. Sohan Prasad Adhikari Mr. Jagdish Kumar Madwari Roongta Mr. Prakash Kumar Shrestha Mr. Janak Sharma Poudyal Mrs. Chijan Poudel Mr. Prawin Aryal Mr. Bhism Raj Chalise Mr. Puskar Acharya Mr. Pradip Kumar Shrestha Mr. Ganesh Prasad Bhetuwal Mr. Shambhu Agrawal Mr. Bishal Ghimire Mr. Prasidha Raj Aryal Mr. Mahesh Swar Mr. Nabin Bhujel Mr. Rameshor Parajuli Mr. Dibakar Thapa Mr. Yam Bahadur Silwal Mr. Surendra Raj Pradhan Mr. Sujit Kumar Shakya Mr. Kedar Lal Shrestha Mr. Sher Bahadur Budhathoki Mr. Dhurba Timilsina Mr. Shambhu Prasad Pant	Qmed Formulation Pvt. Ltd. National Healthcare Pvt. Ltd. Butwal Power Company Ltd Global IIME Bank Ltd. Prabhu Bikash Bank Ltd. Jade Consult Pvt. Ltd. Civil Capital Market Ltd. The Comfort Housing Pvt. Ltd Tinau Development Bank Ltd. Swastik Shree Binayak Construction Co. P. Ltd. Bhaskar Herbacuticals Pvt. Ltd Pancharatna Feeds Pvt. Ltd. Civil Bank Ltd. Kantipur Publication Pvt. Ltd. Suryodaya Urja Pvt. Ltd. Parajuli Paper & Allied Industry Hulas Remittance Pvt. Ltd. Typical Steel Industry Pvt. Ltd. Valley Pellet Feed Pvt. Ltd. NIC Asia Bank Ltd. Deurali-Janta Pharmaceuticals Pvt. Ltd Siddhartha Bank Siddhartha Capital Nepal Stock Exchange
	The Production Management Training Program (PMTP)	18 Feb - 3 Mar 2015	Osaka	Mr. Surendra Batas Mr. Deependra Bahadur Pradhan Mr. Satyendra Kumar	Quest Pharmaceutical Pvt. Ltd CTL Pharmaceutical Pvt. Ltd Lomus Pharmaceutical Pvt. Ltd
	The Competency Development Program for Future Business Leaders in South Asia (BLSA)	25 Feb - 10 Mar 2015	Osaka	Ms. Sati Devi Gautam Singh Mr. Manoj Shrestha Mr. Sumit Shrestha	Blue Cross Hospital Pvt. Ltd NNLG Insurance Co. Ltd Himalayan Infrastructure Fund Ltd
	The Program for Japanese Corporate Management (PICM)	26 Feb - 11 Mar 2015	Osaka	Mr. Tara Manandhar Mr. Saroj Shrestha Mr. Ujwol Manandhar Mr. Dependra Prasad Mahato Ms. Beeni Shrestha	Prabhu Bank Limited NIC Asia Bank Limited Nepal Investment Bank Limited National Health Care Nepal Oil Corporation Ltd
	The Program for Quality Problem Solving (PQPS)	2 - 13 Mar 2015	Tokyo	Mr. Amik Tuladhara	SIMCA Laboratories Pvt. Ltd.



The Program on Innovation Management for Asia (ASIM)	9 - 20 Mar 2015	Tokyo	Mr. Niran Joshi Mr. Sachin Tibrewal	Furniture Land Store Pvt. Ltd Nepal Investment Bank limited
The Executive Program For Corporate Management (EPCM)	27 July - 7 Aug 2015	Tokyo	Mr. Ujjwal Bahadur Pradhanang	Smart Solution
The Program for Quality Management (PQM)	31 Aug - 11 Sept 2015	Tokyo	Ms. Rukita Pradhanang,	Trikon Advertisement Service
The Program on Design Management (PDM)	21 Oct - 3 Nov 2015	Tokyo	Mr. Sushil Raj Joshi Mr. Tejus Joshi	Incentive Group of Companies Smart Solutions
The Production Management Training(PMTP)	2 - 15 Dec 2015	Osaka	Mr. Nischal Subedi Mr. Niraj Baral	Simca Laboratories Pvt. Ltd. Deurali-Janta Pharmaceuticals
The Program on Corporate Management for Nepal (NPCM)	7 - 20 Jan 2016	Osaka,	Mr. Ratna Sambhava Shakya Ms. Sabhyata Khanal Basyal Mr. Sushil Bajracharya Mr. Bhoj Raj Basyal Mr. Arjun Bahadur Khatri Ms. Sharma Umang Mr. Diwas Karki Mr. Niraj Khanal Mr. Sujan Subedi Mr. Sumod Man Sainju Mr. Sumanta Lal Batas Mr. Narayan Babu Lohani Ms. Shradha Shrestha Mr. Prabin Basnet Mr. Tej Prasad Subedi Mr. Bishnu Dev Yadav Mr. Ujwol Ghimire Mr. Sunil Kumar Khetan Mr. Rameshwar Prasad Basyal	Butwal Power Company Limited Asian Pharmaceuticals Pvt. Ltd. Himalayan General Insurance Siddhartha Pharmaceuticals Pvt. Ltd Omed Formulation Pvt. Ltd. Citizens Bank International Ltd. Civil Bank Ltd. Brihat Investment Pvt. Ltd Siddhartha Development Bank Ltd. Butwal Aluminum Industries Pvt. Ltd. Deurali-Janta Pharmaceuticals Pvt Ltd Reliable Development Bank Ltd Avia Club Nepal NIC Asia Bank Ltd MAW Enterprises Pvt Ltd Nepal SBI Bank Ltd. United Breweries Nepal Pvt. Ltd. Himal Impex Siddhartha Bank Ltd
The Training Course on Solving Human and Organizational Problems (SHOP)	20 Jan - 2 Feb 2016	Osaka	Mr. Rajendra Lal Shrestha	Citizens Bank International Limited
The Program on Energy Management in Manufacturing Industry (PEMM)	20 Jan - 2 Feb 2016	Osaka	Mr. Suresh Maharjan	Deurali-Janta Pharmaceuticals Pvt. Ltd
The Quality Control Training Course (QCTC)	18 Feb - 14 Mar 2016	Osaka	Mr. Sachindra Pradhanang	Pradhanang Apparels Industry Pvt
The Program on Business Innovation (PBI)	17 Feb - 1 Mar 2016	Tokyo	Mr. Nigam Raj Adhikari	Deurali-Janta Pharmaceuticals Pvt. Ltd
The Program for Quality Problem Solving [PQPS]	7- 18 Mar 2016	Tokyo	Mr. Suraj Dhungel	Deurali-Janta Pharmaceuticals Pvt. Ltd
Program on Business Planning for South Asian MSMEs (X543)	9- 22 Mar 2016	Tokyo	Ms. Amshu Dali	Prakriti Breads Pvt. Ltd.
The Corporate Management Program on Energy & Resource Saving (CMPE)	12 - 25 July 2016	Tokyo	Mr. Jayendra Chudal	Bishal Cement
The Executive Program For Corporate Management (EPCM)	25 July – 5 Aug 2016	Tokyo	Mr. Binod Dhakal	Green IT Solution



11th SAFAAS Convention, Kochi, Kerala, India

South Asian Federation of AOTS Alumni Society (SAFAAS), is a federation for mutual development among regional and inter-alumni societies of ex-trainees of AOTS, now under the umbrella of HIDA (The Overseas Human Resources and Industry Development Association), Japan.

SAFAAS has altogether 17 AOTS alumni societies as members – Bangladesh (2): BAAS, Dhaka and 2) CAAS, Chittagong; India (9): AAS-Delhi, Delhi, AAWI, Mumbai, AAS-Calcutta, Kolkata, AAA-Karnataka, Bangalore, ASA-Kerala, Kochi, AASCI, Pune, ABK-AOTS DOSOKAI Tamil Nadu, Chennai, AP-AAS Hyderabad, Hyderabad, and AAA-Gujarat, Gujarat; Nepal (1): Nepal AOTS, Kathmandu; Pakistan (3): AA Dosokai-Karachi, Karachi, AA Dosokai-Lahore, Lahore, and AA Dosokai-Islamabad, Islamabad; Sri Lanka (1): JASTECA, Colombo and Iran (1): AIA, Tehran

SAFAAS was established in 1990, and the first convention was held in Sri Lanka under the chairmanship JASTECA (Japan Sri Lanka Technical and Cultural Association). It was decided to host the convention every two years taking turns by each Alumni Society in respective countries. The two-day 11th SAFAAS convention was hosted in Kochi by Alumni Society of AOTS Kerala (ASA Kerala) on 4th and 5th October 2015.

The Nepal AOTS delegation led by Mr. Mahesh Nakarmi, First Vice President comprised of the following members: Mr. Ramesh Nepal, Mr./Mrs. Mahesh Gorkhali, Mr. Narayan Thapa, Ms. Bindu Shakya, Ms. Nishma Bajracharya, Mr. Bhadra Narayan Piya, Ms. Minu Piya, and Mr. Raj Kumar Gupta.

In the inauguration on the first day of the convention, the President of SAFAAS Mr. Jimmy Joseph, ASA Kerala welcomed all members present. Mr. Sadao Takeda, Mr. Masami Tada and Mr. Akira Kuriyama represented HIDA, Japan in the convention. The Secretary General Mr. Hudson Peter presented the Report of Activities for 2013-15. The report was approved by the Members after some discussion. The Treasurer Mr. Nihal Seneviratne presented the Audited Financial Statement of SAFAAS for 2013-15. This was approved after some clarifications.

Discussion was held in a separate meeting about the need of SAFAAS in this region and how to utilize it. Discussion was also held regarding organizing training programs for the AOTS alumni societies of the regional, and about exchanging resource persons or participants from neighboring countries to develop skills in Japanese-style management and technical areas. Similarly, importance of Japanese language classes was stressed to develop the Japanese culture.

On the next day, it was decided to hold the 12th SAFAAS Convention by JASTECA of Sri Lanka, and to hold the SAFAAS AGM in 2016. For the next Convention, members of the Executive Board of Management of SAFAAS 2015-17 were elected as follows. The posts of President and Secretary General were offered to JASTECA as the hosting alumni society. As the SAFAAS Secretariat is already functioning in Colombo, the post of Treasurer was also nominated from JASTECA.

The following Executive Board Members were unanimously elected.



1. President
Mr. Athulla Ethisinghe, JASTECA
2. Senior Vice President
Mr. Jacob Kovoov, ASA Kerala
3. Vice President
Ms. Vasundhara Rasal, AAWI, Mumbai
4. Secretary General
Mr. Mangala Samarajeewa, JASTECA
5. Joint Secretary
Mr. Man Mohan, AAS Delhi
6. Treasurer
Mr. Nihal Seneviratne, JASTECA
7. Ex-Officio
Mr. Jimmy Joseph, ASA Kerala (Past President)
8. Ex-Officio
Mr. Hudson Peter, ASA Kerala
(Past Secretary General)

Members: One member from each representing the rest of the Alumni Societies

9. NAAS, Kathmandu
Mr. Mahesh Nakarmi
10. BAAS, Dhaka
Mr. Zakariul Islam Swapan
11. CAAS, Chittagong
Mr. M M Chowdhury
12. ABK-AOTS Dosokai, Tamilnadu
Mr. G. Chandramohan
13. AASCI, Pune
Mr. Makarand Joshi
14. AAAG, Gujarat
Mr. Jayesh Solanki
15. APAOTS, Hyderabad
Mr. Datta Prasad Potapragada
16. ASA Kolkata
Mr. P K Roy

There are no participation from Lahore, Islamabad and Karachi of Pakistan and Iran

WNF Representative Mr. Hudson Peter, ASA Kerala



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- अतिमभावकको खाताबाट यस खातामा रकम ट्रान्सफर गर्न सकिने व्यवस्था



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Human Resource Development Approach of Nepal AOTS: An Impetus for IT HRD

Prakash Raj Singh Suwal, Prashant Lal Shrestha

Background

Nepal AOTS Vision 2000 has laid the focus on two specific areas: Quality Management and Information Technology to pursue its mission of developing human resources in the country. The HRD activities are carried out by its two divisions, namely, SHAAN Information Technology Committee (SHAAN-IT) and Nepal AOTS Japanese Style Management Training Center (JASMAN).

The HRD activities of Nepal AOTS are implemented in the following modalities:-

1. Management and Technical Training Programs in Japan

- Together with participants from other countries or programs tailor-made for specific sector for a country on cost sharing basis
- Announcement of training programs through local newspapers and emails to members, subject related private business organizations, federations etc.
- Types of programs are Corporate Management: NPCM, EPCM, SHOP, PQM, QCTC etc.
- More than 900 Nepalese dispatched to AOTS, Japan for management and other training

2. Management/Technical Training Programs in SAFAAS countries

- Activities under World Network of Friendship (WNF) for exchange of the

experts and trainees among South Asian Federation of AOTS Alumni Societies (SAFAAS) member countries like Bangladesh, India, Pakistan, Sri Lanka and Nepal.

- Training in a group or company-based attachment training
- WNF subsidy for experts or trainees.
- Selection procedure for training programs: alumni to alumni request for expert approved by WNF Secretariat, Japan.
- Nepal AOTS has been continuously utilizing the WNF for mutual benefit of Nepal and Bangladesh. More than 30 Nepalese have been trained in Bangladesh in various subjects like automobile, garment, biotech, pharmaceuticals, ceramic, electronics, PC networking, metal fabrication, interior decoration etc; and some subjects like screen printing, metal fabrication and others in India and Pakistan.

3. Management/Technical Training Programs/Seminars/Workshops in Nepal

- WNF subsidy for experts from SAFAAS, AOTS Alumni Societies or HIDA dispatch experts or Nepal AOTS trainers
- 10 Bangladeshi have been trained in Nepal in plant tissue culture technology,



carpet weaving, wood carving, and traditional architect engineering and tourism management.

- Nearly 3,100 Nepalese have received various trainings within Nepal under the auspices of AOTS Japan in sectors like garment, hotel, travel and tours, construction, automobile, information technology, pharmaceutical, interior decoration etc.
- Many in-house training in Quality Management and Information Technology.

SHAAN- IT

The IT Committee of Nepal AOTS was transformed as SHAAN-IT in 2004 to fulfill the mandate of Nepal AOTS' mission of human resource development in the IT sector by tapping the skills and knowledge of AOTS trained IT professionals in Nepal AOTS.

The objectives of SHAAN-IT are as follows:

1. To enhance capability of underprivileged educated groups for employment
2. To improve management capability of local computer schools
3. To enhance capability of IT professionals for developing export oriented software.
4. To assist in the utilization, enhancement and promotion of Computer Science, Information and Communication Technology (ICT) in Nepal
5. To increase awareness about ICT in Nepal
6. To support the growth of Nepali ICT industry and establish link with Japanese ICT industry

SHAAN-IT has carried out several IT-related programs on behalf of Nepal AOTS without and without the association of other related stakeholders.

Basic Computer Training

Nepal AOTS Computer Training Centre (NACTC) trained a large number of local manpower at subsidized rates. The inception of NACTC was

possible due to the support received by Nepal AOTS in the form of 20 laptops and two printers granted by Center of the International Cooperation for Computerization (CICC), Japan (CICC) in 2004 and laptop tables and chairs granted by Embassy of Japan under the Grass Root Grant. Almost 200 economically backward students were trained for basic computer literacy. Besides this, the center also conducted advanced training for computer teachers of various government schools.

Nepal-Japan IT Promotion Meeting



Nepal-Japan IT Promotion meeting was organized on 28 May 2004 with the objective of sharing information on the status of ICT in Nepal, find ways to promote IT in Nepal through the help of Japanese government and private sector, and to share the experience of Nepalese companies working with Japanese companies. All together 46 participants including 6 Japanese guests, CAN members, officials from the then Ministry of Science and Technology and Embassy of Japan participated in the meeting.

NetDay Programs at Schools

Between 2004 and 2006, NetDay programs were organized in different schools within and outside the Kathmandu valley. These mostly government schools that lacked adequate resources for IT were provided laptops and PCs donated to Nepal AOTS by Toyonaka International Friendship Association and Nepal Investment Bank Limited respectively for the purpose. The series of NetDay programs were carried out with the help and participation of Mr. Yoshiaki Hayasaka, Senior JICA volunteer



deputed to Ministry of Environment, Science and Technology.

The main objective of the NetDay programs was to connect children to a brighter future by helping schools meet educational goals through effective use of the educational technology and ICT.

NetDay was organized in the following schools: Shanti Nikunja Secondary School, Maruhity, Shanti Shikhchhya Mandir Secondary School, Thahity, Kanti Ishwori Shisu Vidyalyaya, Tripureswor, Kanya Mandir Higher Secondary School, Nardevi, Bal Sewa High School, Jhochhen, and Tripadma Vidyashram Higher Secondary School, Pulchowk, Lalitpur.

NetDay Orientation Seminar



A NetDay Orientation Seminar was organized in Little Angels School, Hattiban, Lalitpur on January 3, 2006 in association with Private Boarding Schools of Nepal (PABSON). Nepal AOTS IT committee and principals of various schools shared the experience of NetDay celebrations in the respective schools. Discussion was held to explore ways to promote NetDay programs further.

Distribution of Computers to Schools

Used desktop computers donated to Nepal AOTS for the purpose of assisting government schools in rural areas were handed over to Hanuman Madhyamic Vidhyalaya, Patale Khet, Sindhuli on August 21, 2006 amidst a brief function. Similarly, computers were also handover to Shree Saraswati Higher Secondary School, Bhotechaur-1, Sindhupalchok on October 28, 2006.



Nepal-Japan IT Business Promotion Convention

A Nepal-Japan IT Business Promotion Convention was held on 26 to 27 July 2007 with keynote speaker, Mr. Kenji Kurokami, a prominent IT expert from Japan. There was significant participation of representatives from Government bodies, Japan-Nepal businesses, academic institutions, business houses, Nepal-Japan associations and other professionals related to the IT sector in Nepal. The objective of the convention was to share experiences of Japanese doing business in Nepal and Nepalese doing business with Japan, and to explore prospects of furthering IT business between the two countries.

IT Project Management Training



SHAAN-IT has conducted several training/workshop programs to enhance IT capability, most notably, the “IT Project Management” training programs conducted on 22 to 24 July



2009 and 27 to 29 July 2011 with resource persons from Bangladesh and India respectively. These programs were designed to examine the IT Project Life Cycle, to understand Project Management methodologies, to identify, assess, and manage risks, to procure human and capital resources, to establish quality metrics, and to monitor project progress.

Deputation of Japan Overseas Cooperation Volunteers (JOCV)

With the aim to enhance the capability of Nepalese IT to meet requirements of outsourced IT projects, Japan International Cooperation Agency (JICA) dispatched one JOCV, Mr. Yujiro Yoshida, to Nepal AOTS for two years on 17 February 2012 to assist Nepal AOTS in this field. The initial objective of the JOVC was to analyze and report the actual situation and potential of Nepal IT industry in view of human resource and IT infrastructure. The specific objectives were to incorporate Japanese quality control, schedule control and project management style, and course re-designing, and teaching, training and monitoring of Nepalese IT engineers.

The challenges today are to identify the missing or lacking components necessary to empower Nepalese IT human resources for overseas outsourced business. Strategies like organizing workshop of IT stakeholders of Nepal in order to come out with the recommendations for empowering Nepalese IT personnel were recommended. It was envisaged to design and implement appropriate training programs for empowerment of the Nepalese IT human resources.

Outsourced IT Projects: Challenges and Opportunities

A workshop of stakeholders of outsourced IT business was organized on 28 September 2012 with the objectives to investigate and address the apparent scarcity of the Nepalese IT professionals with appropriate capabilities to efficiently execute the responsibilities involved in the outsourced IT projects, and to address the mismatch in the



capabilities of Nepalese IT professionals and the standards of quality, delivery and costs required of outsourced IT projects. (Work was initiated to respond to these situations with the deputation of the first JOCV Mr. Yujiro Yoshida to Nepal AOTS.)

Altogether 30 persons representing various IT companies (Project coordinators, Project leaders, and Team leaders etc.), IT academia, IT policy makers, IT associations, stakeholder international agencies participated in the interaction program held at Hotel Shanker.

Project Cycle Management

“Project Cycle Management” (PCM) training was held for the members of SHAAN-IT with the initiative of Mr. Yujiro Yoshida, JOCV on the 28 December 2012 and 4 February 2013 at Yamamoto Talim Ghar.



Senior JICA Volunteer

Nepal AOTS Alumni Society, and SHAAN-IT in particular, have been very privileged to receive support from JICA Nepal to elevate its efforts of HR development at the next level and enabling it to move forward with clearer vision and become more result-oriented. Towards this, JICA Nepal had previously deputed a JOCV Mr. Yujiro Yoshida for 2012 and 2013, and later, Mr. Toshiyuki Kato, Senior JICA Volunteer for the two-year period January 2014 to January 2016.

SHAAN-IT conducted training program on “Mobile Application Development” and series of training program on “Practical Way of Project Management” in close collaboration with the JICA Senior Volunteer Mr. Toshiyuki Kato,

Strategic Outlook

In the course of redesigning its strategic outlook, SHAAN-IT had prepared a concept paper raising the need for strengthening the capacity to efficiently carry out the increased scope of activities and heightened responsibilities, to tap available opportunities, and to document the achievements made so far. This strategic concept paper was a step towards formulating a working framework where the roles, responsibilities and activities of SHAAN-IT are clearly stated and which enable it to move ahead with a more focused effort to achieve tangible results, and in the process, create a distinct image for itself in the IT domain of Nepal.

With the mission of promoting HR development for the growth and development of outsourced IT business in Nepal, SHAAN-IT has clearly defined its strategic goals and objectives. Actions and strategies for the short term (6 to 12 months), medium term (1 to 2 year) and long term (3 to 5 years) have been clearly defined.

Training cum Workshop on Mobile Application Development

SHAAN IT conducted a training/workshop on “Mobile Application Development” to enhance the capability of IT professionals, to encourage



them to start-up their own companies and to compete in the global market. The training/workshop was conducted from 21 to 25 July 2014 by resource persons invited from India. Altogether 45 IT professionals participated in the program.

Practical Way of Project Management Training

SHAAN-IT has conducted series of training programs on “Practical Way of Project Management” with support from JICA Nepal. The resource persons were JICA Senior Volunteers Mr. Toshiyuki Kato and Mr. Koji Ichikawa. Mr. Kato was deputed at Nepal AOTS and Mr. Ichikawa was deputed at Federation of Computer Association Nepal (CAN Federation). The objective of the training program was to expose the participants to Japanese style of project management through hands-on exercises. The first program was designed for holding one session per week spread over five sessions. The sessions were conducted





on February 20 and 27, March 13, April 10 and 17, 2015 at Hotel Himalaya. 32 IT professionals participated in the training programs.

Plans to continue the training programs for the students and faculties of IT colleges were delayed due to disturbances caused by the devastating earthquake last year and political disturbance in western Nepal.

However, a series of the “Practical Way of Project Management” program was held as follows.

- Islington College – July 15 to 21, 2015; participants – 30 students and faculties
- Institute of Engineering – August 12 to 18, 2015; participants – 18 students
- College of Information Technology Engineering – September 11 to 17, 2015; participants – 32 students



- Kathmandu University – September 23 to 30, 2015; participants – 26 students and faculties

After completing the training programs in the colleges, two other training programs were conducted at Hotel Yellow Pagoda. One, for the IT professionals associated with Federation of Computer Association Nepal (CAN Federation) conducted from October 6 to 9, 2015 with 43 participants. The other training was executed from December 14 to 17, 2015 with 31 participants.

HIDA Experts at Federation of Computer Association Nepal



HIDA deputed two IT experts, Mr. Toshiyuki Kato and Mr. Koji Ichikawa, to strengthen members companies of CAN Federation and enable them to acquire outsourced IT business from Japan.





Nepal AOTS had facilitated the approval of the request for these IT experts from HIDA. The experts were deputed for the period January 24 – March 5, 2016.

The HIDA IT experts conducted 3-day “Practical Way of Project Management” in January 25-27, 2016. They also provided consulting services to five selected CAN Federation member companies regarding Japanese IT Project Management, developing their own Project Management methodologies, developing quality systems, and maintaining quality throughout the Project Life Cycle. In the closing program on March 3, 2016, the five IT companies shared their experience and

how they benefited from the services of the HIDA IT experts.

Program on “Advanced Mobile Application Development”

Nepal AOTS conducted Training cum Workshop on Mobile Application Development in July 2014 to enhance capability of Nepalese IT professionals and encourage them to start-up their own companies and to compete in the global market. Based on the feedback and requests from previous participants, Nepal AOTS is planning to organize advanced training on Mobile Application Development targeted later in the year.



Compiled by: Prakash Raj Singh Suwal, Past President and Advisor, Nepal AOTS and Prashant Lal Shrestha, Vice president, Nepal AOTS and SHAAN-IT Coordinator



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From the Memory of my Thirty One Years' Connection with the AOTS-HIDA Alumni in Nepal

*Dr. AKM Moazzem Hussain**

As the General Manager of AOTS Dhaka Office, I contacted the AOTS Alumni in Nepal in 1985 and it was Late Mr. Purushottam Manandhar and Mr. Ashok Bania who responded to me immediately. By that time, they had also the contact from AOTS HQ.

I sent to them the Constitution and other relevant papers of Bangladesh AOTS Alumni Society (BAAS) and inspired them to form an AOTS Alumni Society in Nepal. They agreed and voluntarily started to work on the issue. In 1989, Mr. Yasuhiko Shirota (the then General Manager of the Overseas Affairs Department of AOTS HQ) and I had the first opportunity to visit Kathmandu to assure them of the formal support of AOTS to establish an alumni society in Nepal. Late Mr. Purushottam Manandhar, Mr. Ashok Bania and Mrs. Amira Dali came forward to take the leadership with the support of about 100 alumni. All necessary formalities were completed within a couple of months.

Late Mr. Nagaaki Yamamoto (the then Director General of AOTS Japan) came to Kathmandu in 1990 to formally inaugurate the Nepal AOTS Alumni Society (NAAS) and I had the opportunity to witness this historic event.

Mr. Ashok Bania arranged a space to house the NAAS Office and the alumni activities started one after another. In 1991, Mr. Sanu Raja Manandhar (owner of a motorcycle repairing shop in Kathmandu) came to Bangladesh as the first trainee under the "Inter-alumni Resource Exchange Program" (now called as the WNF Program). NAAS started to conduct seminars

on different aspects of the "Japanese style of Management" in Kathmandu and other cities of Nepal under a program called "Domestic Lecturing Tour" under the leadership of Mr. Dinesh Chapagain. For the domestic lecturing tour, I had the opportunity to accompany them to many cities in Nepal including Pokhara in the north-west and Biratnagar in the south-east and we totally enjoyed each and every tour. One historic event for us was our visit to Gorkha Brewery at Narayanghat when their "Green Bottle Beer" was launched.



In the course of time, the NAAS Office was shifted to another place in Kathmandu. However, the members felt the necessity of having their own premises. But, the accumulation of enough funds was the main problem to materialize such a dream. Then, in one of the AGMs of NAAS, I contributed some amount to create a fund for establishing a NAAS Building and requested the members of NAAS for making generous contribution to this fund. Within a period of two years, the fund became good enough to purchase a plot of land within the city area. Once the land was purchased, we started a further donation campaign for constructing a NAAS Building. Late Mr. Yamamoto came forward with a sizable amount of personal contribution. Corporate Membership was introduced by NAAS and several companies immediately



came forward to become Corporate Members giving sizable amount of fees. In 1994, I had the great honour to lay the “Foundation Stone” of the NAAS Building and the members came forward to donate different types of construction materials along with their technical services. The building was completed within a year and it was formally inaugurated in 1995 during the SAFAAS Convention in Kathmandu. In recognition of the great moral support given by Late Mr. Yamamoto, NAAS named the building as “Yamamoto Talim Ghar” (YTG) which became a milestone in the entire alumni network of AOTS.

With the assistance of CICC and a Grass Root Grant Aid from the Embassy of Japan in Kathmandu, YTG started Computer Education Programs soon and NAAS became very active and vibrant within the next two years. The management training courses and seminars of NAAS also continued smoothly. By the year 2000, NAAS became one of the most successful AOTS Alumni Societies in the whole world and the credit goes to each and every member of NAAS.

During the last 20 years, NAAS hosted the SAFAAS Convention twice, conducted Quality Conventions/IT Conventions and implemented many WNF Programs (especially between Nepal and Bangladesh) which have been well appreciated by HIDA and all concerned. The most significant activity of NAAS has been the continuous publication of the “TALIM”, its annual magazine. This is indeed a history in the entire alumni network of AOTS-HIDA.

Some members of NAAS have also involved themselves in voluntary social activities creating tangible effect on the rural economy and environment of Nepal. We could see one example of such excellent activities in the “Success Story” of Mrs. Amira Dali which received an award during the 50th Anniversary Events of AOTS in October 2009.

The devastating earthquake in Nepal in 2015 was a great blow to the economy of Nepal as well as the activities of NAAS including the postponement

of its 25th Anniversary Celebration. Luckily, YTG was not damaged and, therefore, the NAAS members could revive their activities within a short time.

NAAS lost its first President Mr. P.N. Manandhar in 2014 and an incumbent President Mr. Binod Rajbhandari in January 2016. It is not easy to overcome these great losses, but NAAS has been trying its best to do so. I have so many sweet memories with these two great Presidents of NAAS and they are shining in my heart at all times.

Beyond my official relationship, I have grown a very strong brotherly bond with the members of NAAS during the last 31 years and I consider Nepal as my third home after Japan as the second. The members of NAAS honoured me with the “Sagarmatha Award” in 2006 and gave me all the love and affection during this long period which will always inspire me to live longer. Let me wish NAAS to become the best alumni society within the entire alumni network of AOTS-HIDA during the days to come.

Finally, let me give hearty congratulations to all NAAS members on its official 25th Anniversary on 29th July and, at the same time, I would like to express my profound gratitude to President Kazuo Kaneko and the members of HIDA Japan for their continuous support to NAAS. ❖

The author is Honorary Adviser to HIDA Activities in Bangladesh, and Adviser of Bangladesh AOTS-HIDA Alumni Society (BAAS), Chittagong AOTS Alumni Society (CAAS) and Nepal AOTS Alumni Society (NAAS)

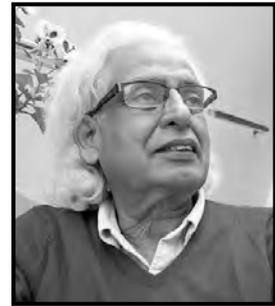


My Journey: Total Quality Management to Haiga Learning from Japan, Creating New Knowledge and Sharing in Nepal

“godhooli” Dinesh P. Chapagain

On the auspicious 25th Anniversary of Nepal AOTS-HIDA Alumni Society, I would like to congratulate all fellow alumni colleagues for their effective growth, and also like to thank AOTS-HIDA for providing me ample opportunities to learn, create and share the Japanese knowledge and skills from people of Japan, especially through AOTS Japan. Here, I humbly like to highlight 46 years of my journey from TQM to Haiga, from management technology to the traditional arts since 1970 till today.

transformed and uplifted the Japanese economy ruined by WW II. Respecting humanity and continuous improvement were two key terms of TQM and KAIZEN (Exhibit-I).



The chief executive and the shop floor employees wearing uniforms of same quality and color, eating lunch together on the same table, working in open and non-partitioned office, a fresh engineer getting the same salary as that of a skilled labour having five years experience, everyone playing music and doing workouts during breaks in office, and so many other special aspects of TQM opened the eyes of a young Nepali engineer into this part of the world. I practiced and applied many components of TQM, Kaizen and Quality Circles in my career as a floor-level engineer, top-level manager, trainer, consultant and ultimately as university professor. I wrote an introductory book on Quality Circle which was published and popularized by Nepal AOTS for the first time in Nepal. The people-focused philosophy of TQM with a vehicle of collaborative attitude of employees, customers and management that I learned in Japan helped me to frame up the FNCCI National Excellence Award – Nepal’s version of the Deming Prize (Japan) or the Malcolm Baldrige Award (USA) for quality and business excellence.

After 22 years of working toward total quality management in different industries in Nepal, I realized that scripting on a clean board is



I was lucky to be trained by Prof. Hitoshi Kume and Prof. Noriaki Kano who are considered to be the right and left hands of Prof. Kaoru Ishikawa, the father of Total Quality Control (Management). I have understood that TQM is the famous management technology which



Exhibit II
Students' Quality Circles:
An approach to prepare total quality people for
total quality management



easier than deskilling adults. It was difficult to apply TQM in Nepali industries as popularized in other countries. I embarked on educating young students of Nepal with an approach of “catch them young”. I adopted the simple but effective Quality Control Circle (QCC) tools of TQM applied by workers in industries, which I learned from Japanese experts and created a new educational technology called Students' Quality Circles (SQC). The SQC is an extended version of QCC and is used for developing pro-social behavior among young students thereby learning to systematically solve problems for continuous improvement. I wrote a guide book on Students' Quality Circles which is used in about 34 countries. In Nepal, 15,000 students are practicing SQC in schools even at their young age. This SQC movement is intended to help future citizens of Nepal to be proactive in solving their problems, in exhibiting pro-social behaviors, being innovative for continuous improvement and working collaboratively (Exhibit-II). In Nepal a not-for-

profit organization, QUEST-Nepal (Quality Circles in Education for Students' Personality Development) has been devoting to promote the concept of SQC with the goal of preparing total quality people required for total quality management. I have embarked on a journey of promoting the universally applied TQM technology into the new domain of educating quality to young children right in schools – an extra-curricular activity gaining momentum in many countries as SQC.

Technology alone does not make a person enriched and happy. As an engineer, I learned the Japanese way of TQM, applied it and shared it in industries and the academia. I then extended it to a new frontier, the SQC, and institutionalized, applied and shared it in school education. The journey is ongoing. However, with my belief in lifelong learning, I started delving in poetry and splashing colors on canvas.

During one of my visits to Japan in 2006, I encountered upon a small-sized book titled “Haiku: The poetic key to Japan” written by Mutsuo Takahashi, Hakudo Inoue and Kazuya Takaoka in one of the book stores in Tokyo. I fell in love with this form of simple and short but very effective poetic tool to satisfy my soul. I prepared myself to enter into the world of this classical Japanese poetry. I started learning, creating and sharing this famous poetry. The shortest poem among all poems in the world, called Haiku, ignited my soul and I started enjoying Haiku of famous traditional and contemporary Haijins, Matsuo Basho, Masaoka Shiki, Yosa Buson and Kobayashi Issa. Wow! The short poem of seventeen (5-7-5) onji (sounds) expressing the wonderful haiku moment that the poet is experiencing with the combination of kigo (seasonal words) and kireji (cutting words) contains enormous information for the audience to listen and enjoy. I did not stop there. After learning Haiku, another form of traditional arts and crafts entered into my soul, the so called HAIGA. The combination of three arts



Exhibit III
Haiga 俳画

Haiga or a haikai drawing is a style of **Japanese** painting that incorporates the aesthetics of haikai. **Haiga** are typically painted by haiku poets (haijin), and often accompanied by a haiku poem.



Portrait of Matsuo Basho by Yokoi Kinkoku, c. 1830.
The calligraphy relates one of Basho's most famous haiku poems: The frog pond.

Exhibit IV
Mount Everest



of expressions – poetry, painting and calligraphy create synergic effect on the intellect, heart and soul of the artists as well as audience (Exhibit III). My journey took another turn toward Haiga since last two years. I am enjoying my retired time with Haiga from Nepal. Recently, the contemporary Haiga master from Japan, Kuniharu Shimizu has become my Haiga art guru.

At this moment, I want to remember and pay my due respects to the noble soul of late Mr. Nagaaki Yamamoto, former President of AOTS, Japan who started painting different images of Mt. Fuji during his retired life. His inspiration of “continuity in good work” always motivated me to go forward and learn and share for good causes and happiness. He presented one of his masterpiece paintings to Nepal AOTS when I was the president of Nepal AOTS.

Once again, I would like to congratulate all the alumni colleagues in Nepal as well as other parts of the world. I am indebted to AOTS-HIDA, Japan

for my experiential journey from TQM to Haiga. I had a wonderful opportunity to learn, create and share the Japanese management technology as well as the Japanese arts. I would like to share my latest Haiga with you (Exhibit IV). ❖

The author is former President and Advisor of Nepal AOTS. He is the Founder Chairman and Patron of Quest-Nepal, Founder Councilor of World Council for Total Quality and Excellence in Education (WCTQEE) Nepal chapter, Honorary Chairman of Network of Quality, Productivity and Competitiveness Nepal (NQPCN), was chief designer and member of jury of FNCCI National Excellence Awards and Member of FNCCI Productivity and Quality Committee. He is former Dean, Kathmandu University School of Engineering.

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Looking Back at 25 Years of Nepal AOTS Alumni Society

Amira Dali

Time flies like anything. I do not want to look old, but the years of my involvement in NAAS automatically reveals my age to the people around. I have been continuously involved with Nepal AOTS Alumni Society (NAAS) though the frequency sometimes decreases. Due to my very human nature I sometimes feel and ask myself "Why should I be so involved in NAAS activities? Let the young executive members and other active members do things; they may not like the presence of seniors every time". And often my inner conscience agrees with my feelings. But in reality, I can never be far away from NAAS no matter what the executives and other members think of my involvement. I am addicted – or, to put it in another way, I cannot live without being involved in NAAS activities even though my designation says I am an Advisor.

These 25 years with NAAS were full of ups and downs. But, it was the perfect work of all the members at the beginning for about 10-15 years and was exemplary with setting goals, road mapping the future, and making NAAS financially sustainable. The gradual expansion of membership, increasing training programs both in Japan and in Nepal, and owning a training center of its own were major tangible gains NAAS achieved during its golden days!

But, continuation of an organization, specially a voluntary organization like NAAS, is indeed a big challenge. Being affiliated to Japan's AOTS/HIDA and members being all ex-trainees of AOTS/HIDA (mostly trained in Japan), its working style is expected to meet the Japanese style and standards. Unfortunately, in reality that does not always happen, and this is where the

organization starts to be less efficient.

25 years means an adulthood of an organization but on the other side, it also means ageing of the founding members. So, here lies



the clue, and also a challenge, for ensuring continuity and sustainability of the association – attract and groom young and new members who are energetic, motivated and possessing the strong sense of belongingness to NAAS.

My big concern is we should not forget that the Japanese government has invested on us while training us in Japan. (However, in recent times, the trend of providing government subsidy is changing as the subsidy for training in Japan has been gradually diminishing.) It is therefore quite natural for Japan to indirectly expect the return on investment to the benefit of Nepal. Of course, our companies and the organizations where we work are the direct beneficiaries of the knowledge and know-how acquired through the training programs we attended in Japan. Besides that, we can contribute to a larger segment of our society through our involvement in NAAS. To be more specific, can we not spare at least eight hours out of 720 hours (a month) for NAAS? Considering contribution of 20 members, eight hours per month per member means 160 hours (equivalent to 6.6 days), which is long enough for NAAS to do something significant and to achieve it well. Hence, team work by sparing few hours a month could be a good relief to the handful of NAAS executive members who are currently devoting



a lot of their time for the alumni society. This is the time for serious rethinking by all of us.

In the past, Nepal AOTS was considered to be one of the best alumni societies among all other alumni societies of AOTS only because of proper planning, united efforts of the members and proper time dedicated by them to the activities of the society. I firmly believe we can still achieve that distinction.

I only wish for the continuous progress and prosperity of NAAS and its efforts in contributing to human resource development in Nepal vis-

à-vis strengthening Nepal-Japan relationship. Together we can, and let us keep on our joint efforts to carry on the legacy of Nepal AOTS Alumni Society.

Long live Nepal AOTS Alumni Society.

Long live Nepal-Japan Relationship. ❖

The contributor is Former President and currently Advisor of Nepal AOTS. She is General Manager of Sanpo International Corporation in Nepal, Managing Director of Nepal Biotech Nursery, and General Secretary of Love Green Nepal.

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Education for Future

Dr. Jyoti Tandukar

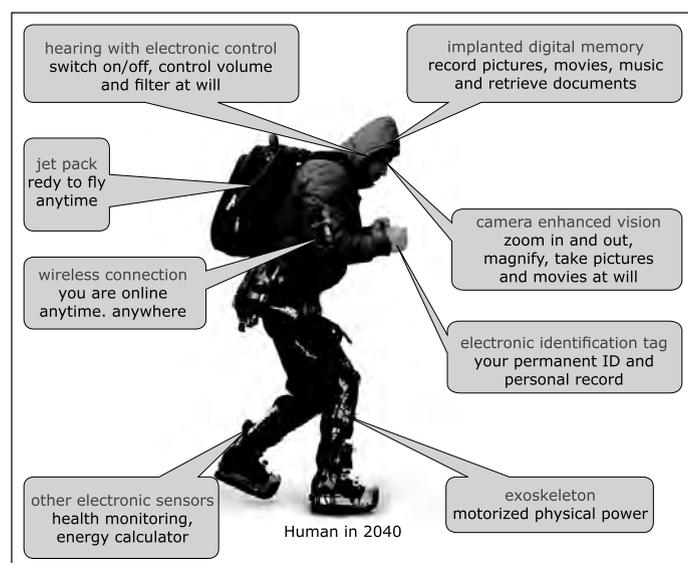
All of us do have kids growing up around us, who are sent to school to get educated. In the year 2040, at an age of around 30 to 40 years, these kids will be at the most critical and productive time of their career. Almost all parents unconditionally expect their kids to secure good grades in the exam, but **they are rarely concerned whether their children are really getting the kind of education to prepare them for that time in future.** The school going children of today are still on the same track as us: we were certified with degrees but not really “educated” at school in true sense.

If you recall, we had no confidence when we got out of school. We had no sense of future. We didn't know what to do, and how to do it. So we had to struggle all the way throughout our career. **We had to spend so much of our time after school in learning important career and life skills** before we could actually start solving problems and earning sufficiently. We took even longer to realize that we had greater roles than thinking only for ourselves: that is to contribute to the society in a meaningful way. Service above self in Rotarian words.

Why should our kids learn everything from scratch as we did, while today's technology can offer them effective and better means of getting educated in real sense? After all, we all know that education is not for seeking job, it is primarily for leading a better life. And for that, knowledge is not as important as realizing its applications and having the right set of skills to apply the acquired knowledge in day to day life. It is more important to be wiser with little knowledge than having knowledge but no wisdom.

21st century is completely different than the past as humans are massively connected with each other, and can communicate and collaborate at incredible speed. It is triggering the development of technology at such a pace that **the world is going to be a completely different place by the time the school going kids of today grow up.** So they will have to face the world full of new challenges, for which they are going to need different kind of knowledge and skill sets than we deem necessary today.

Recall that it is not just the film based analog camera that has disappeared, digital floppy disks that have reincarnated so many times have already disappeared too. Similarly, **paper based book, driving a car, queuing in front of the doctor's clinic for a health checkup, and even using a desktop computers are soon going to be the thing of the past.** So much so, we are going to enhance our own selves with technology too. Today, we put our credit card and mobile phone in the pocket, but do not consider these as the extended parts of our own self yet. But what about shoes, clothes and specs? Just that way, technology is going to become the extended part of our personal self in the near future – probably in our own life time if we happen to live longer.



By no means I'm against education.

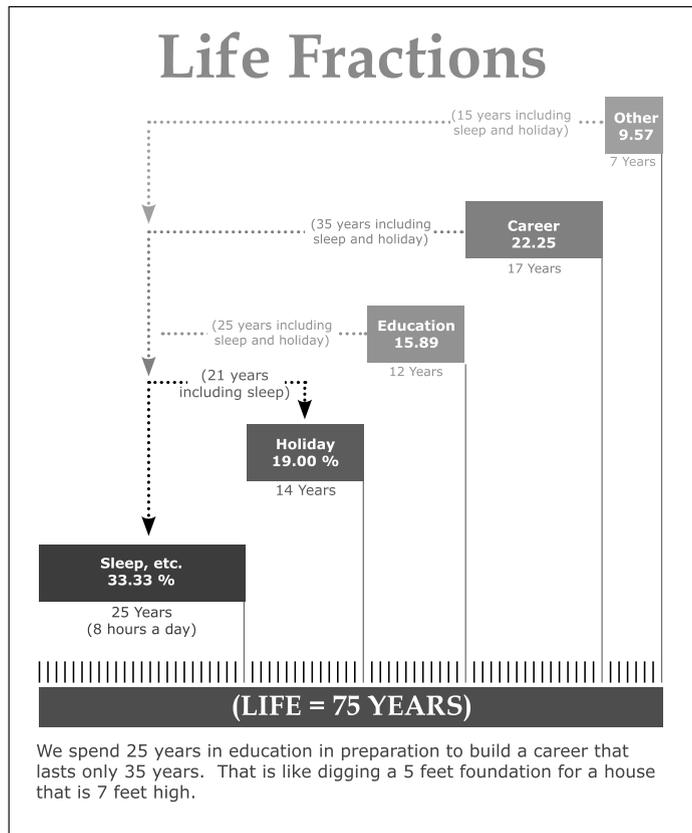
It just turns out that my definition of education is different than what is being practiced at schools today:

1. The teacher, even when ignorant about the rapid changes around the world, is a superior self than the smart kids at schools, who are updated with the latest happenings.
2. The class teacher is the ultimate authority and the kids should surrender their creative and imaginative powers because in exam you need to write what the teacher taught.
3. It is better to be average in every subject than being the best in one subject you are most interested in while struggling in others.
4. A written exam (largely reflecting a memory test) is the measuring yard of students' achievement. Even an inventor at young age is unqualified to become an engineer if s/he cannot pass all the school exams.
5. You should have good handwriting rather than have clarity in thinking and ability to express your understanding orally, visually or through electronic media.

Our education system was designed to produce workers in the industrial age, which is no more instrumental in producing leaders in the information age. The history has shown us famous personalities like George Washington and Abraham Lincoln without having formal schooling. Scientists like Albert Einstein, the Nobel Prize-winning physicist, and Thomas Edison, probably the most famous and productive inventor of all time, with more than 1,000 patents in his name, did succeed without completing their schooling. Bill Gates of Microsoft, (late) Steve Jobs of Apple and Mark Zuckerberg of Facebook dropped out of university to pursue their passion, and became technology leaders, who have tremendous influence in changing our modern world.

In today's context, the system seems to have a number of flaws for not being able to retain exceptional people like them within it:

1. It is not the best way of passing our knowledge, experience and skill to the next generation.
2. It is not preparing them to face the rapidly changing world of the future.
3. It is teaching them many things that are already obsolete and will never be used in their life.
4. It is trying to get everything inside their brain rather than exploiting their talents.
5. It is taking too much of their time in life and expending too much of money to give them too little.



The “one size fits all” classroom of today’s school is suitable for average students only.

They are taught mostly by teachers not having real world experience other than teaching. So the bright and smart students get easily fed up at a point, while the weak ones always struggle to catch up. Though the current education model appears to be full of problems, fortunately technology has an answer for it. **Merely teaching how to search on the internet and interpret the result appropriately can make probably 50% of what we teach at school obsolete.** Technology also offers customized and self-paced learning for each student with up-to-date learning materials of her/his own interest, where the teacher can just be a facilitator. Learning through multimedia, games and specific purpose software, at the same time collaborating and interacting with peers could give kids an enhanced learning experience than they do have at a typical classroom of today.

With proliferation of computer technology and internet, we need to re-evaluate a lot of our beliefs and practices.

Memorizing is one of these, which may have been logical in the past because we didn’t have easy access to information. But today, we can retrieve any formula, working principle, proof and explanations off the internet whenever needed, so it makes little sense to learn these by heart. Similarly, most of our teachings were text based because visuals and multimedia animations were unavailable and difficult to create in the past. Today, these are abundantly available, and are much more effective means of teaching than book based methods. **Interestingly, the greatest media and knowledge resources like Wikipedia, Youtube, Flickr, Yahoo!answers, etc. are created through selfless collaboration of millions of people online, a quality that is never focused at**

Text is no human

Are these numbers equal?

43087216563498733749

43087216583498733749

We can hardly tell without going through each individual digit. And as soon as we find a digit that doesn’t match, we conclude that these are not equal. We don’t care for the value that the number represents. That means we are deciding by pattern, not by text.

Are these the pictures of the same mountain?



Yes, we can tell immediately, even though all efforts have been made to confuse us.

Text is better for computer processing. Visual is better for human processing. We remember faces than names. So our communication should be more visual than textual, whether it is a web page, instruction manual or a text book. In the past, visuals were difficult to create, but now in this computer age, they are not.

schools where kids are only taught to compete within a small domain of book knowledge. Even after engineering, I didn’t know this simple correlation between arithmetic, algebra and geometry that could have made calculations of squares and multiplications of 2 digit numbers simple enough to do it mentally. Did you know it?

Arithmetic	Algebra	Geometry
$94^2 = ?$	$94^2 = ?$	$94^2 = ?$
$\begin{array}{r} 94 \\ \times 94 \\ \hline 376 \\ + 8460 \\ \hline 8836 \end{array}$	$\begin{aligned} (a + b)^2 &= a^2 + 2ab + b^2 \\ (90 + 4)^2 &= 90^2 + 2 \times 90 \times 4 + 4^2 \\ &= 8100 + 720 + 16 \\ &= 8836 \end{aligned}$	



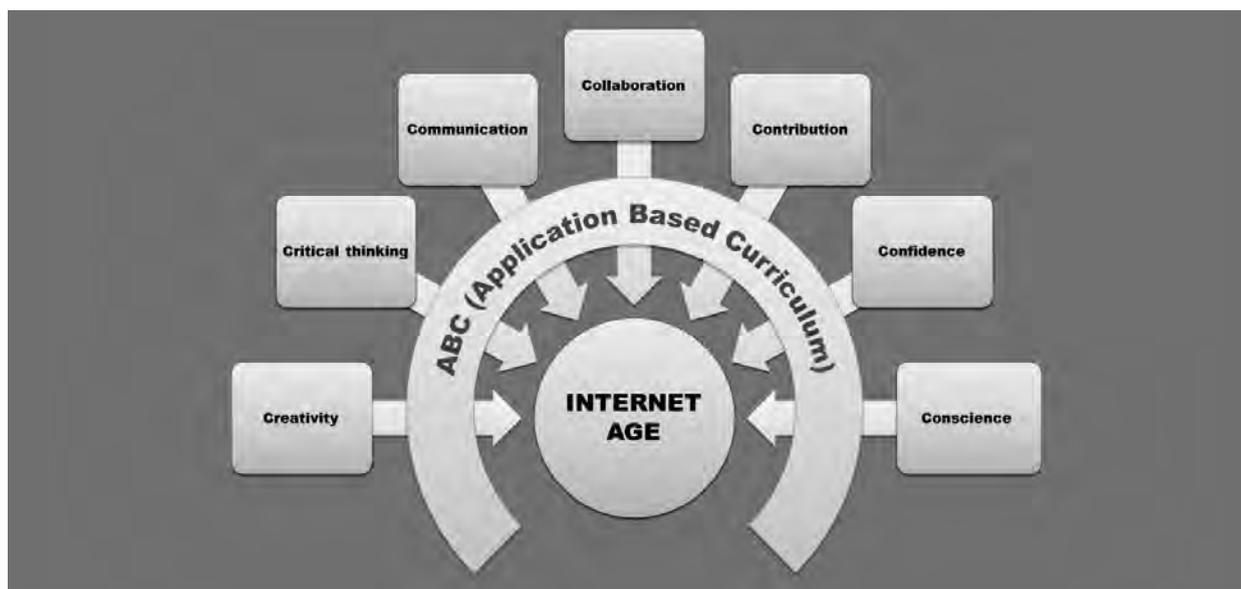
It is absolutely clear that Internet has already become the infrastructure of the digital age.

I believe that it is going to be more important than the roads and highways in future, because it enables us to be virtually present at any time anywhere and connects us with a number of people at number of places at once. With size and costs coming down, mobile phones are becoming affordable even to sizable rural population, and these are going to be the main device for internet connectivity in future rather than the computers we see today. What could be a better time than this to start thinking of transforming our education system from book and instructor centric to multimedia and internet based with instructor acting as a facilitator only? **And instead of knowledge centric approach, we now also have a choice of focusing on value, skill and application, because we no longer need a teacher who knows everything.** This way, we can teach how to grow food, how to conserve water, and how to save the environment in a better way than the textbooks can.

Digital contents could be replicated at no time and no cost. Therefore we need to produce only one copy of such materials, cutting down a tremendous cost of printing of textbooks every year, at the same time, saving so many trees.

For less than \$200, a multimedia player with 500 GB of storage and 18.5” of LED display can be constructed to play all audio visual contents. A tablet for accessing internet costs less than \$100. Even in rural areas without electricity, these could be operated using 100 watts of solar electricity system costing about \$300 including battery, which can double as a lighting system in the night. Despite feasibility as well as financial and environmental benefits of digital education, however, the challenges are plenty. Therefore, instead of an overnight change, we should plan a very slow transition, starting with only few hours of digital education every week in the beginning. **It is obvious that the internet centric, value and skill based, applied digital education being discussed here is much different than the computer education that is being imparted in urban schools of today.**

These changes will surely allow the kids to imagine and explore beyond to our boundary of knowledge and experience. It will let them enjoy their childhood while they learn through multimedia, games and interaction instead of pointlessly noting down everything from the blackboard so that they could refer to it later in the evening to do their homework. **Thus they will definitely grow as less stressed, more creative citizens with greater sense of responsibility.** If they all turn Rotarians at younger age than we did, they can make this world a better place much efficiently than our continued efforts. **With that I want to conclude saying “Think You” in place of “Thank You”.**



The author is an Associate Professor of Electronic Engineering and has 20 years of experience teaching engineering courses. He is also a software entrepreneur with a client base of over 100 countries. He writes on technology, innovation and future at <http://jyoti.tandukar.net/> and can be reached at jyoti@tandukar.net.



Understanding Team Building and Team Work Strategy

Kishore Bhakta Mathema

Organizations operate in a highly dynamic and competitive environment. It is important to understand that organizational survival, growth and success hinges on quality, productivity, growth, increased market share and profitability. And, those interlinked outcomes are the result of consensus and cohesive efforts of every responsible team member of the organization.

Positive attitude of team sets the altitude of company

In the context of team work, reference to Japanese system of management definitely emerges as the best benchmark. One of the key priorities in this system is to lay the foundation for promoting appropriate environment for groups to flourish along with the company on a long term perspective. This assists the company to nurture and harness the individual's talents, skills and contribution, and also synchronizing transforming individual effort to cohesive group effort with the thrust on overall organizational development and growth.

This reciprocity of relationship through clear and transparent communication is the essence of proactive management and team work which helps the leadership to enable others to do their best and recognize the individual and team capabilities.

Some of the key generalized practices associated with Japanese management techniques based on a long term interest include:

- In house training and self development of employees
- Consensual/ decentralized decision making
- Adoption/ extensive use of quality control methods through quality circles
- Systematically codified work standard
- Emphasis on creating productive work

environment with harmonious relationship amongst the team members

- Lifetime employment and seniority based compensation



“Alone we can do so little, together we can do so much”

A single employee cannot accomplish the organizational goal. Team work is essential for delivering profitable output and for creating better bonding amongst employees. A team is a group of people with different roles who work together for a common goal. Simply stated it is less 'me' and more 'we' and working together for a common cause. In today's competitive business environment with changing technology almost all the major work is done through teams. Thus, some wise man aptly put together an acronym TEAM as Together Everyone Achieves More ('More' meaning the common goal).

Working in a collaborative and interdependent environment helps to solve organizational problems better. It allows members to better analyze information (able to see problems creatively), better determine the root cause of an issue (enable to come up with feasible solutions for implementation) and better decision making. Of course, this demands great flexibility within a team environment.

Developing common mindset

It is important to align employees' roles and goals with the organization's overall strategies to derive common goals. Such alignment helps



to ensure that individual contributions move the organization in the right direction. This also assists in nurturing and harnessing the individual's talent, skills and contribution towards overall organizational development and growth.

The concept of team building and team work must be ingrained in the work culture so that each member sees himself or herself as a responsible member of a larger team. This helps members see their contribution in the success of the organization.

To make the employees feel accountable for their goals the leaders establish a system to monitor their performance regularly and provide objective feedback. Such regular appraisals and communication underscore the importance and value of goals which further help them to align their goals, and also make them accountable for their performance.

Team work culture = Trust + Responsibility + Involvement + Respect

Team work succeeds in the presence of

- Commitment to common objective
- Clearly defined roles and responsibilities
- Effective decision system and well defined work procedures
- Trust and communication
- Good interpersonal relationship
- Good interdepartmental coordination

Team works better – working together works to success

Team work is essential for delivering better outputs. Business goals and targets must be met and revenues be generated. Needless to say, tasks are accomplished at a faster pace when carried out by a team. It promotes healthy competition amongst team members and allows them to gain and learn from each other. And how does this work?

- Individual's performance-driven work practice
- Departmental heads contribute as team coordinators to empower their colleagues
- Work together to attain common objectives
- Work practice by way of STEP (Success

Through Employees Participation) and empowerment adopted by departmental leaders involving every team member assuming responsibility and ownership of the tasks to perform and deliver service of value

- TEAM (Together Everyone Achieves More) for creating synergy

It is like an orchestra team delivering a melodious symphony. It is pure team work. The ingredients of team work – positive mindset and creative attitude for qualitative and cost competitive delivery in the market, a spirit of “Growth through quality, creativity and competitiveness”, and proper team management.

Involvement for empowerment

Involvement builds strong commitment and a sense of belonging among the employees. All team members are committed to attaining respective departmental objectives by ‘owning’ them and achieving them. Furthermore, in today's business context, involvement is necessary

- to cope with increased industry competition (more pressure to improve and to be qualitative and cost competitive);
- to make employees more productive (demands to deliver their duties better); and
- to sustain harmonious workplace relations and a disciplined work environment

Employees' involvement enhances service value and minimizes MRBIV (Mistakes, Rework, Breakdowns, Inefficiencies, and Variations) to attain productivity. Consequently, team work helps to enrich employees' morale and efficiency which are the important ingredients for enhancing organization's competitive advantage. ❖

The author is an executive member of Nepal AOTS Alumni Society He has held senior positions in numerous private sector businesses as Factory Personnel Manager, Surya Tobacco Company, General Manager, Harisiddhi Brick and Tile Factory, Manager, HR/Administration, NB Insurance, Chief of Administration, Himalayan Distillery, Sr. Manager Operations/HR. CTC Mall.



Motivation is Crucial for Production and Continuity: Application of Training Knowledge in Kanchanjangha Tea Estate and Research Center

Shanta Banskota Koirala

This article is in reference to the application of one of the knowledge I gained through the training in Japan from 15 – 26 March, 2010 on Corporate Management for Nepal (NPCM). Though there were many aspects I learned from the programme, here I am mentioning only one which I took into application as a starting point for improving, continuing and expanding the production of organic tea in the organization I am involved. The article gives an overview of Kanchanjangha Tea Estate and Research Center (KTERC) for the reader and outlines my areas of application of the knowledge.

Why is KTERC a necessity for Organic Movement in Nepal?

The idea of a tea plantation came to my mind on my way to Sikkim at the age of 15. I had stopped at Phupsiring Tea Garden in Darjeeling with a tea worker's family. Although the worker had no idea where the owner lived, the living standard of the workers was comparatively better than that of my community in Nepal. I thought if all the uncultivated land of the villagers were pooled together, we could establish an even bigger tea garden. We could be the owners as well as workers of our own plantation. The idea was put into action only after a decade and a half when we were able to establish KTERC. Late King Birendra fortunately liked this idea and gave the instruction to grant a loan for it. I really felt happy when my party leader, the then prime minister Mr. Girija Prasad Koirala handed over the responsibility to me to duplicate the model of KTERC throughout the nation and to commercialize agriculture by formulating cooperative act in the country.

KTERC is the result of the continued hard work of my fellow farmers as well as well-wishers – locally and globally.

My joy felt no bounds when a French friend of mine translated a report from a French student, Ms. Fanny from PURPAN University, mentioning what a female worker – Ms. Tara, a destitute – had to say about this plantation: “I would have been begging in the street if there was no KTERC”. Another worker, Swastika, is on KTERC's packaging staff. She was sheltered in a church before she joined KTERC. I felt really happy and proud when I saw her daughter in a boarding school uniform. I was really satisfied when a Nepali friend informed me that KTERC's product was placed in Harrods, the renowned establishment in the UK. It is my strong belief that sustainable development of rural community in Nepal is possible only by creating more jobs in one's own village rather than outsourcing villagers for employment. This is possible through agricultural development and an example of it is the planting of large fields of tea, herbs and spices.

KTERC has emerged as the “perfect business model” for community development and proven concept of poverty reduction at grass root level. KTERC has crossed its 26th year with many important accomplishments and significant achievements. KTERC initiated the concept of organic farming in tea plantation and is the first organic certified tea garden in the country.



At KTERC, we always believe in doing the same thing in a different and better way for social as well as overall change and that is what makes KTERC different from other tea industries in the country. Accepting new challenges and initiating new ideas was KTERC's most outstanding feature which led to KTERC producing its first "Nepal Organic Green Tea", the first such "Organic" and "Green" tea to be produced in Nepal. I personally feel, among my 9 children, KTERC is the oldest one. For me, it is more than my family as I have devoted my whole life, time, money and myself to the development of this new model of "Co-operative Garden" and there are other 100 farmers like me who have done the same. KTERC will always follow "The Co-operative Model-where the employees are the owners", no matter how successful it may be. Therefore, we are excited about the future and believe that KTERC will serve as a unique and innovative role for the development of the nation in the days ahead.

When I first joined KTERC

I joined hands to strengthen the efforts of my father Mr. Deepak Prakash Banskota who initiated organic farming in Panchthar, particularly in the tea sector. My attention was drawn by the hardship of women from local communities. After graduating in sociology, I tried to implement every possible idea to improve the living condition of women workers and their children. The social programmes such as cow projects, share in the tea estate, scholarship for school education to all the children of workers, etc. are some remarkable approaches of **KTERC, the first certified organic tea garden in Nepal**. It is located at Ranitar in the remote hilly region of Panchthar district in eastern Nepal bordering the tea area of Darjeeling at an altitude of 1300-1800m. The garden lies at the foothills of Mt. Kanchanjangha which covers the largest vegetation area with a combination of unique blends of natural factors for the growth of exclusive aromatic tea. The enterprise was launched in 1984 by the local farmers on a

cooperative model. Over 100 farmers joined hands, pooled their marginal land holdings and became owners of the first orthodox tea plantation covering nearly 94 hectares of land. The land which was barely enough to sustain them is now utilized to produce high quality organic orthodox tea of the Himalayas

Motivation is crucial for production and continuity

Workers in many of the factories that we visited in Japan were highly motivated. The managers pointed out motivation as the underlying aspect for the success and prosperity of any business. Some of the major contributing factors for motivation were:

- appropriate salary to cover the family needs and make a saving
- insurance by the company
- training for upgrading the skills
- promotion
- performance bonus

I had an opportunity to partially introduce this learning into KTERC. Here are some of the areas I worked on to bring improvement in KTERC after my training in Japan.

1) Association of Organic Certified Farmers with KTERC

As KTERC had already been encouraging farmers to go for organic production, I had an opportunity to motivate many farmers scattered in the district and bring them into the fold of organic farming. Since 2001 AD, KTERC had initiated bringing in the small tea farmers outside of its garden scattered in 13 different VDCs of Panchthar and Illam districts. More than 550 tea farmers took up organic system with KTERC and all of them received certification of NASAA, USNOP and JAS in 2003 AD. KTERC had provided the necessary technical and financial support to these farmers. We now have agreed to continue this support in order to motivate and maintain organic tea



production in the extended areas in adjoining districts. In summary, now there are:

- 556 household tea farmers,
- more than 100 spice and orange producer farmers,
- 416 hectare of organic certified area for tea
- 100 hectare of organic certified area for spices and orange
- 12 farmer groups/ co-operatives in tea
- 3 spices and orange producer groups/ co-operatives

KTERC has adopted a policy of extending its technical and financial support to any small farmer intending to initiate, continue and expand organic farming of tea, spices and herbs in Panchthar and Ilam districts. In addition, KTERC has approved the policy to buy the produce of such farmers at reasonably higher prices than offered in the local market. At present, the following product items are certificated in organic standard:

- Tea: orthodox black, green, specialty tea with different flavors of spice full of antioxidant
- Spices: black cardamom, chilli, cinnamon bark and leaf, garlic, ginger, turmeric, yellow mustard for cooking oil, black pepper
- Herbs: Lemon grass, flowers, orange peel, lemon peel
- Coffee: parchment, green bean

2) Scholarship program

Since 2001 AD, KTERC has launched a scholarship program for the children of its workers, small tea growers, staffs and community farmers as they are economically weak. Japanese-Nepali Bazar, a fair trade business company is also collaborating in this initiative. Children from nursery level to School Leaving Certificate (SLC) receive scholarship, uniform, books and copies. After SLC, the scholarship program becomes specifically focused on education in technical faculties. Students receive scholarships in

different sectors such as Science, Management, Agriculture, Veterinary, Education, Ayurved, etc. Since last 12 years, more than 900 students have benefited from this scholarship program, and we shall strive to continue it for future.

I have am closely associated with this programme. As a result, the mothers (who constitute the majority of the workers) are happy and motivated not only to send their children to school for better education but are also devoted to meet daily production targets.

3) Cow Bank Project

Since 2005 AD, KTERC has been distributing improved species of cows and calves to its organic tea growers and workers. This has been meaningful in the sense that the community produces organic manure which KTERC purchases for application in the tea garden. In addition, the families will have milk and additional income. 250 cows have already been distributed under this project. The recipients are obliged to provide a female calf to another farmer within five years.

I observed that the need of organic manure for the tea garden is increasing day by day. I discussed with the factory management for extending the project even those families that are not working in the tea garden or the factory. Now, low income families residing in and around the garden have been included in the project. This has increased the support from the communities and helped fulfill the gap of workforce during the peak season.

4) Eco-houses

KTERC has been constructing eco-houses to its workers and staffs of the garden and factory sites. The specially designed houses consist of smokeless oven/hearth, water supply, toilet and bathroom, adequate security and family privacy, electricity, kitchen garden, separate kitchen,



bedrooms. These houses are constructed with the maximum use of local materials.

In addition, KTERC had initiated a home-stay programme in a small village called “Mathillo Gaun” since 7 years. We at KTERC are now getting in touch with central level agencies that support eco-friendly activities including agro-tourism. Recently, I discussed this idea with the Governor of Nepal Rastra Bank. We are motivating the local community to increase the intake of visitors for home-stay by sending more foreign and national visitors. We have now formulated a package for visiting the garden and factory for those who arrive at KTERC.

5) Workers’ Cooperative

To improve the skill, capacity, leadership and income of workers and field staffs, KTERC facilitated the formation of their cooperative in 2007 A.D. The co-operative is a fully autonomous institution operating under the Cooperative Act of Nepal. KTERC has contributed about Rs. 500,000 to the cooperative. Presently, the cooperative is making available rice, cooking oil, salt, tea and cereals to the workers in a relatively cheaper price than in Phidim market.

I held a series of highly fruitful meetings with the workers to motivate them to be members of the cooperative and benefit from it. The members when cooking rice are encouraged to take extra handful of rice and are instructed to keep the handful rice into a separate container provided by the Cooperative. At the end of every month the cooperative collects the rice from the members who stored the handful rice over the month and then the cooperative deposits the money into respective members accounts. In this way, on an average, Rs. 150 to 200 is deposited in the account of each member. In addition, the cooperative collects good condition second-hand clothes on a regular basis and are sold to the cooperative members at nominal prices ranging from Rs.10 to 100. The money thus collected from selling

the clothes is used the welfare of cooperative members themselves. I introduced this concept by learning similar practices in other parts of the country.

6) Training

For the promotion and production of organic tea, spice and fruits, I have put more thrust in providing regular technical training to the farmers, community, workers and staffs. As a result, environment-friendly methodologies are applied in KTERC’s garden, and the tea growers follow the same practice. Internal control system is in application and the quality of product is assured. Now the garden incharges, workers in the processing and packaging units require advanced training. I have started assessing the training needs of the workers and staffs based on which series of training programs will be designed and delivered. The activities of KTERC are also extended to people other than the factory workers. They are provided entrepreneurship and skill development training programs. These training programs are very much related to KTERC and at different levels for the local market, for example, skill training for the preparation of bamboo bags and boxes for packaging of organic tea of KTERC. Similarly, entrepreneurship training helps them to improve their negotiation skills thereby making them able to sell their agricultural products in the local market at better price. I was able to introduce these concepts and approaches to improve the economic condition of factory workers as well as needy households in the community together with the community through a series of trail and errors. ❖

The author is executive member of Nepal AOTS Alumni Society and ex-trainee of NPCM program of AOTS held in Osaka in 2010. She is also an active member of Federation of Women Entrepreneurs’ Association of Nepal.



HIDA Training on "Business Innovation for South Asia"

Amshu Dali

I attended the training program organized by HIDA in Osaka, Japan from March 9 to March 22, 2016. The course was focused on business planning for entrepreneurs and senior executives of South Asian countries. We were 20 people from Bangladesh, India, Sri Lanka and Nepal. People who attended the training program were founders and CEOs, and most of them were associated with multiple businesses.

In the two weeks of training period, we learned quite a few things. I am not exactly from the business background, hence, the course was very eye opening and very useful. We had amazing lecturers who had vast knowledge about business expansion and making business stable. Within three days of the start of the course, we had a site visit to Custom's Japan which operates a membership based B-to-B site for traders that own vehicle stores, repair shops and vehicle parts shops. The CEO of the company was fairly young and he had a very inspiring back story. The company within few years had grown so big that they were planning to float their shares to the public.

We had the chance to learn about SWOT analysis and profit analysis. This was the perfect opportunity to learn about something new that can be applied to daily business. In the second half of the course, we got an opportunity to visit Nagoya. At Nagoya, we visited four different companies that were all equally interesting. Among the five companies that we visited, Toyota Motor Corporation was the most impressive one. Most of the companies that we visited were medium-sized. However, Toyota is a huge company and having so many people working there so efficiently was far beyond our imagination. In Nepalese organizations, we face hard time handling three people, but Toyota has about 200,000 employees. Each one knows his/

her responsibility and all do their best to do their jobs right. Among the other companies that we visited, Nagoya Science Park provides various technical supports and helps venture companies and SMEs that are engaged in a new business. Maruyoshi Co. Ltd. designed and manufactured various automated equipment, and Osamura Metals Co. Ltd. developed technology for production and distribution of household edged tools and developed businesses in various fields. All of those companies were very organized and had their business strategies well planned.



We ended our training with a final presentation based on techniques and tools that we learned during the course. My final presentation was about expanding my business and opening a new branch. The participants were divided into five groups and each group gave the presentation in front of the lectures. We basically talked about our businesses, and it was either about starting a new business or just simply expanding our existing business.

The training program provided me with a wonderful opportunity to learn about business strategies and business expansion. I had the opportunity to interact with various business people and expand my global network. Everyone at HIDA was very helpful with anything that we needed and this opportunity gave me a broader horizon of my business. ❖

The author is Managing Director of Prakriti Bakery, Bhainsepati



Chronology of Nepal AOTS activities

Compiled by Ms. Amira Dali, Advisor; updated by Mr. Prakash Suwal, Advisor

Year	Major Activities
1968	First Nepalese AOTS trainee
1986 Feb.	Mr. N. Yoshimura, AOTS, Japan visits Nepal to bring together Nepalese ex-trainees of AOTS
1989 June	Ad hoc committee of Nepal AOTS Alumni Society formed
1989 Dec	Inauguration of Nepal AOTS by Mr. Y. Shiota, General Manager AOTS, Japan in the presence of Dr. AKM Moazzem Hussain, General Manager of AOTS Dhaka Office
1990	Participated in 1st SAFAAS Convention held in Colombo, Sri Lanka
1991 Jan.	Nepal AOTS Alumni Society (NAAS) officially registered in Chief District Office, Kathmandu
1991	Participated in 2nd SAFAAS Convention in Karachi, Pakistan
1991 Mar.	1st Annual General Meeting of Nepal AOTS in the presence of Mr. Nagaaki Yamamoto, then Director General, AOTS, Japan First Volume of TALIM published
1991 Nov.	Nepal AOTS office space (provided free of cost by Mr. Ashok MS Bania) inaugurated by Dr. AKM Moazzem Hussain and first president of Nepal AOTS Mr. Purushottam Narayan Manandhar
1992 Jan.	Initiation of Japanese language classes
1992 Jun.	2nd AGM of Nepal AOTS held in the presence of Mr. K. Nakashima, General Manager of AOTS, New Delhi Office; new executive committee headed by Mr. P N Manandhar elected Organized talk program on Japanese Management
1992 Nov.	Organized 3-week training program on Basic Tools of Management (BATOM) Participated in 3rd Convention of AOTS Alumni Societies, Bangkok, Thailand
1993 Feb.	1st Lecturing Tour program of AOTS, Japan by Mr. Isamu Ohara, Managing Director of Chu San Ren
1993 June	3rd AGM of Nepal AOTS held in the presence of Mr. K. Nakashima, General Manager of AOTS, New Delhi Office Seminar on "Introduction to Japanese Language Teaching Technique" by Mr. K. Nakashima
1993 Sept.	2nd Lecturing Tour program on "Dynamic Behavior to motivate people" by Mr. T. Akimoto
1993 Oct.	Seminar on "Profitability Analysis" by Prof. S. Fujita
1993 Nov.	Participated in 3rd SAFAAS Convention, New Delhi, India Purchase of 4 anna (127.24 sq. m.) of land at Koteswor, Kathmandu for Nepal AOTS
1993 Dec.	Follow-up mission of Mr. S. Miyamoto, AOTS, Japan
1994 June	4th AGM of Nepal AOTS held in the presence of Mr. N. Takeuchi, General Manager, AOTS New Delhi Office; election of new executive committee headed by Mr. P N Manandhar Participated in the Fourth Convention of AOTS Alumni Societies, Osaka, Japan Memorandum of cooperation signed between Nepal AOTS and Nigeria AOTS Alumni Society
1994 Sept.	Foundation stone for Nepal AOTS building laid jointly by Dr. AKMM Hussain and Mr. P N Manandhar
1994 Oct.	3rd Lecturing Tour program by Mr. T. Akimoto, AOTS, Japan
1994 Dec.	Dispatch of first group of Nepalese for AOTS training titled "Program for Nepalese Entrepreneurs" (PNEE- 1) to Japan
1995 Mar.	One and half-day seminar on Japanese management for "Improvement for Quality and Productivity" organized in Hetauda Dispatch of second group of Nepalese entrepreneurs (PNEE- 2) for training in Japan.
1995 June	5th AGM of Nepal AOTS held in the presence of Mr. M. Sato, General Manager of AOTS, New Delhi Office Three awards instituted by Nepal AOTS: 1) Award of Appreciation, 2) Yamamoto Award, and 3) Sagarmatha Puraskar Newly constructed Nepal AOTS building named Yamamoto Talim Ghar (YTG)
1995 July	A 6-day Overseas Training Program (OTP-1) on "Management of Garment Factory" organized in association with AOTS, Japan, Juki Corporation, Japan and Juki Singapore



Year	Major Activities
1995 Sept.	4th Lecturing Tour program by Mr. T. Akimoto, AOTS, Japan A week-long program on "Improvement of workplace through Japanese management using QC and 5S Techniques" organized in Hetauda
1995 Dec.	Dispatch of third group of Nepalese entrepreneurs (PNEE- 3) to Japan for training Organized 4th South Asian Federation of AOTS Alumni Societies (SAFAAS) Convention in Kathmandu Nepal AOTS building in Koteswar inaugurated by Mr. Nagaaki Yamamoto, Director General, AOTS, Japan Conferred the following awards: 1. Sagarmatha Puraskar – Mr. Nagaaki Yamamoto 2. Yamamoto Award – Dr. AKM Moazzem Hussain, Mr. Purushottam N Manandhar, Mr. Ashok M. S. Bania 3. Award of Appreciation – M/S Simizu Corporation Nepali cherry tree (Himalayan Sakura) planted by Mr. N. Yamamoto at YTG premises.
1996 Jan.	Organized 6-day training program on "Management of Construction Projects" under OTP-2 in association with Shimizu Corporation, Japan Organized 1-day seminar on Japanese Management for "Improvement of Quality and Productivity" at YTG Organized 2-day DLT-2 seminar on Japanese Management for "Improvement of Quality and Productivity" at Pokhara
1996 Feb.	Organized 2-day training program on BATOM at YTG
1996 Mar.	Organized half-day seminar on "KAIZEN" at YTG by Prof. S. Fujita
1996 April	Organized 5-day workshop on "Quality Circles in Improving Employee Relations" at Nebico Pvt. Ltd. with resource person from Bangladesh under Inter-Alumni Resource Exchange Program
1996 May	Dispatched 4th group of Nepalese entrepreneurs (PNEE – 4) to Japan for training. Dispatch of resource person to Dhaka under the Inter-Alumni Resource Exchange Program for Quality Convention organized by BSTQM, Bangladesh Purchase of first computer for Nepal AOTS Secretariat
1996 May-June	Dispatched two trainees to Dhaka under the Inter-Alumni Resource Exchange Program on "Design and Fabrication of Metal Furniture" Received trainee from Bangladesh under the Inter-Alumni Resource Exchange Program on "Manufacturing and Marketing of Cottage Industry Products"
1996 June	6th AGM of Nepal AOTS held with election of new executive committee headed by Mr. Madhusudan Bhattarai; publication of TALIM Vol. 6
1996 July	4-day training program (DLT-4) conducted in Biratnagar on "Improvement of Quality and Productivity"
1996 Aug	Japanese language class at YTG inaugurated by Mr. S. Katsuyama, Managing Director, AOTS, Japan OTP-3 on "Hotel Management" organized jointly with Himalaya Kanko Kaihatsu; resource person Mr. Rick Masuda 2-day seminar on "Export Promotion of Nepalese Products to Japan" by Mr. T. Ikawa
1996 Sept.	Launched first Computer Training Program at YTG. (CTP-1) Organized OTP-4 on "Management of Garment Factory" with the cooperation of Juki Corporation, Japan and Juki, Singapore
1996 Nov.	One-day seminar on "Japanese Cooperation for Human Resource Development in Nepal" organized to mark the 40th year of Nepal-Japan diplomatic relation Dispatched 23 Nepalese entrepreneurs to Japan under PNEE-5
1997 Jan.	Training on "ISO-9000 and Quality Improvement Management" in cooperation with Kathmandu University Training on "Japanese Management for Improvement of Quality" under DLT-4 at Butwal
1997 Feb.	Half-day talk program on "Management By Quality (MBQ)" at YTG for Nepal AOTS members by Prof. Dinesh Chapagain as resource person
1997 April	Computer Training Program (CTP- 2) at YTG
1997 Ma.	Training of Trainers (TOT) with resource persons from Bangladesh, Mr. Khairul Bashar and his colleague under Inter-Alumni Resource Exchange Program
1997 June	7th AGM of Nepal AOTS held.
1997 Aug	OTP-5 on "Hotel Management and Tourism Marketing Management" organized in Kathmandu and Pokhara Lecturing Tour program on "How to Motivate Workers" by Mr. T. Ikawa



Year	Major Activities
1997 Sept.	Participated in 5th Convention of AOTS Alumni Society at Nagoya, Japan
	NAAS became signatory to the establishment of WNF (World Network of Friendship) as agreed during the 5th Convention of AOTS Alumni Society at Nagoya, Japan
1997 Nov.	OTP-6 on "Management of Garment Factory" organized jointly with Juki Corporation
1997/98 Dec./ Jan.	Received trainees from Bangladesh on "Plant Tissue Culture" under Inter-Alumni Society Exchange Program
1998 Jan	Computer Training Program (CTP-3) organized at YTG
1998 June.	8th AGM of Nepal AOTS held in the presence of Dr. AKMM Hussain; election of new executive committee headed by Prof. Dinesh Chapagain
	DLT-5 organized in Narayanghat
1998 July	Seminar on "Introduction to Japanese Style Management" held at YTG for Kathmandu Lady Jaycees
1998 Aug.	Grant of 20 laptops and 2 printers from Center of the International Cooperation for Computerization (CICC), Japan
	Logistics for Nepal AOTS Computer School under Grass Root Grant of Embassy of Japan in Nepal
	Established Nepal AOTS Computer Training Center (NACTC)
	Follow-up mission of ex-trainees from AOTS, Japan
	OTP-7A on "Tourism and Hotel Marketing Management" held in Kathmandu
	OTP-7B on "Resort Marketing and Management" held in Kathmandu and Pokhara
1998 Sept.	Lecturing Tour Program on "Total Quality Management and ISO-9000" by Prof. Noriaki Kano
	Dispatched two trainees to Dhaka for training on "Industrial Sewing Machine Maintenance Technology" under the Alumni Resource Exchange Program
1998 Nov.	Visit by Mr. N. Asao at YTG
	Dispatched group of Nepalese entrepreneurs to Japan under PNEE-6
	Became signatory to 2nd WNF Management Committee
	Participated in 5th SAFAAS Convention held in Dhaka, Bangladesh; proposed SAFAAS Training and Information Center (STIC) to be set up in Nepal
1998	Celebrated 3rd anniversary of YTG
	OTP-8 on "Printing Technology and Management" organized jointly with Bunshodo Corporation, Japan
1999 Jan.	Visit of Mr. M. Ikeda and Mr. Y. Atsumi of CICC, Japan at YTG
1999 Mar.	Dispatched group of Nepalese entrepreneurs to Japan under PNEE-7
1999 April	Organized "Regional Convention on Quality Management" in cooperation with AOTS, Japan and FNCCI
	Meeting with representatives of AOTS alumni societies from Sri Lanka, Bangladesh, Pakistan, and representatives of AOTS offices of India and Bangladesh
1999 May	Dispatched group of Nepalese entrepreneurs to Japan under PNEE-8
1999 June	Held 9th AGM of Nepal AOTS; TALIM Vol. 9 published
	Started Basic Computer Literacy Training (BCLT) programs by NACTC at YTG
1999 July	Participated in Regional Convention in Japanese Style Management in Colombo, Sri Lanka
	Participated in Fourth Quality Convention held in Dhaka, Bangladesh.
	Received trainee from Chittagaon, Bangladesh for training on "Design and Manufacturing of Handmade Tibetan Carpet" under WNF
1999 Aug	Established Japanese Style Management (JASMAN) wing of Nepal AOTS
1999 Sept.	Lecturing Tour Program on "PC Network System Design" held with CICC donated laptops
1999 Nov.	Two-day seminar on "Environmental Protection" organized with the support of AOTS, Japan and Japan Environmental Cooperation (JEC)
1999 Nov. / Dec.	Dispatched one trainee each to Chittagaon, Bangladesh for training on "Flour Milling Technology" and "Automobile Assembling Technology" respectively under WNF
1999 Dec.	4-day seminar on "Telecommunication Networking Planning" organized in cooperation with NEC Corporation, NEC International Training Ltd., Sumitomo
	OTP-9 on "Printing Technology and Management" with the cooperation of Bunshudo Corporation, Japan
	Received one trainee for "Plant Tissue Culture Technology" from Bangladesh under WNF
2000 Jan.	Training program on "Object Oriented System Design and Development" at YTG
	Purchased 170 sq. m. adjoining land for extension of YTG



Year	Major Activities
2000 Mar.	Organized an exhibition "Semblance Nepal and Japan" to commemorate the 100th anniversary of the first visit of a Japanese in Nepal, Japanese monk Rev. Ekai Kawaguchi
2000 April	Conducted half-day seminar on "Japanese Management" at Siddhartha Apollo Hospital
2000 May.	Dispatched group of Nepalese entrepreneurs to Japan under PNEE-9
	Commemorative video on Nepal AOTS prepared to mark 10 years of its formal establishment
	Dispatched 2 trainees each for training on "Quality Management in Garment Factory" and maintenance of Motorcycle" to Bangladesh under WNF
	Tracer study of ex-trainees of AOTS conducted
2000 June	JASMAN conducted 2-day training on "Global Business Environment and Productivity Improvement" in cooperation with NEFOSTA in Chitwan
	"NAAS Vision 2000" announced
	10th AGM of Nepal AOTS held with the election of new executive committee headed by Mr. Ramesh Nepal
	Organized commemorative ceremony to mark the 10th anniversary of Nepal AOTS in the presence of Prime Minister Rt. Hon. Mr. Sher Bahadur Deuba, Mr. K. Ito, President of AOTS, Dr. AKMM Hussain, Representative AOTS Dhaka Office
2000 Sept.	Organized talk program on "Human Resources Development in Nepal in New Millennium" under the chairmanship of Member of National Planning Commission Dr. Shanker Sharma
	Dispatched trainee to India for training on "Material Handling" under WNF
2000 Oct.	Received follow-up mission representatives of CICC Japan Mr. Nakajima and Mr. A. Miyazaki at NACTC
	Attended 5th Annual Quality Convention in Dhaka, Bangladesh under WNF
2000 Nov.	Received one trainee from Bangladesh for training on "Plant Tissue Culture" under WNF
	NACTC conducted two Computer Application Training program each of 6-month duration at YTG
2001 Feb.	JASMAN conducted half-day seminar on "Japanese Style Management" in Royal Drugs Ltd.
	Attended extraordinary meeting of SAFAAS held in New Delhi, India
2001 Mar.	3-day training program on "Total Quality Management" conducted at YTG
2001 April	Dispatched two trainees to Bangladesh for training on "Quality Management" under WNF
2001 June	Attended special meeting on reviewing AOTS - Nepal AOTS relationship at Bangkok
2001 July	11th AGM of Nepal AOTS held in the presence of Mr. S. Miyamoto, General Manager of AOTS, New Delhi Office
2001 Sept.	NACTC conducted "Advance Training to Computer Teachers" at YTG
2001	NACTC conducted a number of Basic Computer Literacy Training (BCLT) program for 199 participants during the year
2001 Sept.	Organized 2nd Regional Quality Convention with the theme "Building Competitive Environment through Quality" under WNF; Mr. N. Yamamoto, AOTS President was special speaker
2001 Nov.	Received a team of CICC, Japan at YTG
	NACTC launched JOT-1 (Job Oriented Training on Computer Hardware)
	Dispatched two trainees to Bangladesh for training on "Automobile Assembling and Maintenance Technology" under WNF
2001 Dec.	Organized OTP-10 on "Printing Technology and Management" in association with Bunshodo Corporation, Japan and Nepal Lithographing Co. Pvt. Ltd.
2002 Mar.	Dispatched two trainees to Hyderabad, India for "Training on Plant Tissue Culture" under WNF
2002 April	Dispatched two trainees to Bangladesh for "Manufacturing of Quality Ceramic Tableware" training under WNF
2002 July	Held 12th AGM of Nepal AOTS with election of new executive committee headed by Ms. Amira Dali; TALIM Vol. 12 published
2002 Oct.	Attended 6th Convention of AOTS Alumni Societies held in Colombo, Sri Lanka
2002 Nov.	Dispatched resource person to the 7th Annual Quality Convention organized by BSTQM in Bangladesh
	Received officials from METI, Japan accompanied by Dr. AKMM Hussain
2002 Dec.	Launched Nepal AOTS website
2003 Jan.	Welcomed to YTG Mr. K. Miyata, President, Meiken Consultants Co., Japan together with DGM of Meiken



Year	Major Activities
2003 Feb.	Welcomed Mr. S. Ogawa, President of AOTS, Japan along with Mr. Y. Nagoya and Dr. AKMM Hussain in YTG
	Organized OTP-11 on “Design and Management of Infrastructure Using IT” in association with Meiken Consultants Co., Japan
	Signed agreement with AOTS, Japan in connection with recruitment and recommendation of participants and other works
2003 Mar.	Dispatched 28 Nepalese IT entrepreneurs to Japan under the NEIT program initiated by Prime Minister of Japan Mr. Y. Mori
	Dispatched two trainees to Bangladesh for training on “Quality Management in Pharmaceutical Industries” under WNF
2003 May	Dispatched 10 Nepalese entrepreneurs to AOTS, Japan under BNTF
	Organized training on TQM in collaboration with Association of Pharmaceutical Producers of Nepal (APPON) at YTG
2003 July	13th AGM of Nepal AOTS held in the presence of Dr. AKMM Hussain, General Manager of AOTS, Dhaka Office; TALIM Vol. 13 published
	Organized 5-day WNF training program “Tourism Management with Focus on Adventure Tourism” in association with Nepal Tourism Board, participated by 10 participants from SAFAAS region
2003 Aug.	Organized in-house talk program on EPCM under JASMAN
2003 Oct.	Conducted half-day seminar on “Workplace Improvement through Quality Circles” at Siddhartha Hospital, Kathmandu
2003 Dec.	Organized in-house talk program on “IE Techniques for Scientific Kaizen Proposal”
2004 Jan.	Participated in the 6th SAFAAS Convention held at Chennai, India
	Organized Domestic Lecturing Tour (DLT) program conducted by Prof. Y. Ando of JUSE, Japan
2004 Mar.	Dispatched 10 Nepalese entrepreneurs to Japan under BNPM
	Dispatched 21 Nepalese IT entrepreneurs to Japan under NEIT
	Received group of Japanese visitors from Osaka
2004 May	Dispatched 8 Nepalese entrepreneurs to Japan under BNTF
	Held first meeting to promote Nepal-Japan IT business
2004 July	Organized “Third Quality Convention” with Dr. Noriaki Kano as a keynote speaker and other resource persons from FAAI, India and Nepal AOTS
	14th AGM of Nepal AOTS held in the presence of Mr. M. Ujje, Representative of AOTS, New Delhi Office; election of new executive committee headed by Ms. Amira Dali; TALIM Vol. 14 published
	NQPCN (Network for Quality, Productivity and Competitiveness Nepal) was formally inaugurated by Prof. N. Kano
2004 Nov.	50 notebook computers arrive from Toyonaka International Friendship Association (TIFA), Japan to be distributed to public schools in Kathmandu and to observe Net Day
2005 Jan.	Celebrated first Net Day at Shanti Nikunja School after the gift of 10 laptops to school
	Organized training cum workshop on “Total Quality Management and ISO 9000” in collaboration with APPON at YTG
2005 May	Received Mr. M. Miyato, President, Meiken Digital Co. Ltd. Japan at YTG
2005 July	15th AGM of Nepal AOTS held in the presence of Mr. Ujje, Representative of AOTS New Delhi Office and Dr. AKMM Hussain, Representative AOTS, Bangladesh; TALIM Vol. 15 published
2005 Dec.	Attended the ceremony of remembrance of Late Mr. N. Yamamoto held in Tokyo
2006 Jan.	Received a trainee from Bangladesh on “Tissue Culture Technology and its Application in Commercial Laboratories” under WNF
2006 June	Organized open forum for ex-trainees of CICC to discuss on further development in IT business.
2006 July	Organized “Fourth Regional Quality Convention” with the support of AOTS, Japan.
	16th AGM held in the presence of Mr. M. Sato Director, AOTS, Japan and Dr. AKMM Hussain, Representative of AOTS Dhaka office, Ms. Mori Kaneko, AOTS, Japan and Prof. S. Kubota; election of new executive committee headed by Mr. Prakash Raj Suwal; publication of TALIM Vol. 16
	Honored Dr. AKM Moazzem Hussain with “Sagarmatha Award”, the highest award of NAAS, and conferred “Yamamoto Award” to Mr. M. Sato
	Held special meeting of Executive Committee in the presence of Mr. M. Sato
2006 Sept.	Participated in the 7th AOTS Convention held at Mumbai, India



Year	Major Activities
2006 Nov.	Participated in the city parade to commemorate Golden Jubilee Celebration of Nepal-Japan Diplomatic Relationship
2007 Jan.	Received two-member team from CICC, Japan
2007 May	Conducted 2-month training on "Graphic Design"
2007 July	Organized "Nepal-Japan IT Business Promotion Convention" with Mr. K. Kurokami as the keynote speaker from Japan.
	17th AGM of Nepal AOTS held in the presence of Mr. Yasumi Suzuki, General Manager of AOTS, New Delhi Office; TALIM Vol. 17 published
2007 Aug.	Organized 5-day training program on "Automobile Maintenance Technology" under WNF with a resource person from Bangladesh
2007 Oct.	Organized one-day workshop on "Workplace Improvement" at YTG
2007 Nov.	Attended 8th SAFAAS Convention held at Lahore, Pakistan
2007 Dec.	Organized in-house talk program on "QC Seven Step Formula for Problem Solving" at YTG
2008 May	Organized welcome party in honour of H.E. Ambassador of Japan to Nepal Mr. T. Mizuno
2008 June	Organized Ikebana class at YTG
2008 July	18th AGM held in the presence of Mr. Yasumi Suzuki, General Manager, AOTS New Delhi; elected new executive committee headed by Mr. Prakash Raj Suwal
2008 Oct.	Organized WNF seminar on "Quality for Economic Growth" with Prof. Dr. N. Sasaki as the keynote speaker
2008 Nov.	Received two trainees from Bangladesh for "Training on Tour Operation and Tourism Management" program under WNF
	Participated in Japanese festival "Cool Japan" organized by Japanese Chamber of Commerce in Nepal
2009 April	19th AGM of Nepal AOTS held; TALIM Vol. 19 published
	Tree plantation in Ranibari, Lazimpat in association with Love Green Nepal to commemorate 50th anniversary of AOTS, Japan
	Organized training cum workshop on "IT Project Management" in association with AOTS, Japan, HLCIT, ITPF, NFCCI, JCCN and NITC; resource person from Bangladesh
2009 Oct.	Participated in 8th Convention of AOTS Alumni Societies in Yokohama, Japan and special function to commemorate 50th Anniversary of AOTS, Japan
	Past President Ms. Amira Dali received Grand Prix award for Success Story in the Social Contribution sector among 10 success stories selected from 198 participants of world alumni societies in the AOTS World Convention
2009 Nov.	Organized 3-day WNF training program on "Quality Management for the Pharmaceutical Sector" in cooperation with APPON; two resource persons from Bangladesh
2009 Dec.	Bo-Nen-Kai at Club Himalaya, Nagarkot
2010 Mar.	Visit of Mr. N. Yoshimura
	Dispatched first batch of Nepalese entrepreneurs to Japan for special training titled "Program on Corporate Management for Nepal" (NPCM)
	Visit of telecommunication expert group led by Prof. Dr. Yoshio Kobayashi, President, SUMTEC Inc. Japan.
2010 July	20th AGM and election of new executive committee headed by Mr. Ramesh Man Singh in the presence of Mr. Yasumi Suzuki, GM, AOTS, New Delhi Office; Publication of TALIM Vol. 20.
2010 Aug.	Training of Trainers (ToT) on TQM at YTG with resource persons Mr. AMM Khairul Bashar and Mr. Syed Masud Hasan from Bangladesh
2010 Sept.	Participated in the seminar on "Corporate Management for Pharmaceutical Industry" in Japan.
2010 Dec	Bo-nen-kai at Hotel Ambassador, Lazimpat
2011 Feb.	Dispatched Nepalese entrepreneurs to Japan for NPCM-2
	Visit by Mr. Kazuo Kaneko, President, AOTS, Japan; press meet with the President at FNCCI Secretariat
2011 July	Conducted 3-day "IT Project Management (ITPM)" training program; resource person from India
	21st AGM of Nepal AOTS; publication of TALIM Vol. 21
2011 Dec.	9th SAFAAS Convention organized at Hotel Soaltee, Kathmandu; convention inaugurated by then Vice President of Nepal, Honorable Mr. Parmanand Jha
2012 Jan.	JICA volunteer Mr. Yujiro Yoshida dispatched to Nepal AOTS for a two-year assignment for the empowerment of Nepalese IT human resources
2012 Feb.	Dispatched Nepalese entrepreneurs to Japan for NPCM-3
2012 April	Program on "Introduction to TQM and Kaizen" at Balkumari Campus, Narayanghat with Dr. Yuki Ito



Year	Major Activities
2012 July	22nd AGM with election of new executive committee headed by Mr. Ramesh Man Singh; publication of TALIM Vol. 22
2012 Sept.	Visit of Mr. Satoru Mitani, Representative AOTS/JETRO, New Delhi Organized workshop on “Outsourced IT Projects: Challenges and Opportunities” at Hotel Shanker
2012 Dec	Bo-nen-kai at Hotel Ambassador, Lazimpat
2013 Jan.	Thyroid health camp organized at YTG
2013 April	Prof. Ryokichi Hirono, keynote speaker during 9th SAFAAS Convention held in Kathmandu in 2011, visited YTG
2013 May	HE Mr. Kunio Takahashi, Ambassador of Japan to Nepal attends Nepal-Japan Investment Promotion (NJIPC) Steering Committee meeting at YTG
2013 July	WNF training program on “Interior Designing” with resource person Mrs. Nazneen Haque, interior design expert from Bangladesh 23th AGM of Nepal AOTS held; publication of TALIM Vol. 23.
2013 Sept.	Participated in 10th SAFAAS Convention at Chittagaon, Bangladesh
2013 Dec.	Dispatched Nepalese entrepreneurs to Japan for NPCM-4 Bo-nen-kai at Embassy Restaurant, Panipokhari
2014 Jan.	Visit by Mr. H. Kojima, HIDA, Japan JICA Senior Volunteer Mr. Toshiyuki Kato dispatched to Nepal AOTS for 2-year assignment for empowerment of Nepalese IT human resources
2014 July	5-day WNF program “Mobile Application Development (MAD)” with resource person from India 24th AGM of Nepal held in the presence of Mr. K. Kaneko, President, HIDA, Japan; election of the new executive committee under the leadership of Mr. Binod Man Rajbhandari Formal launching of “Investment Guidebook” in Japanese by Mr. K. Kaneko, President, HIDA, Japan
2014 Dec.	Bo-Nen-Kai at Hotel Shangri-La, Lazimpat
2015 Jan.	Distribution of sweaters to earthquake affected students of Siddhipur, Sanagaun (Thasi), Lalitpur
2015 Feb.	4-day WNF training on “Management of Micro-finance Institutions” with two resource persons from Bangladesh “Advance Project Management” training by senior JICA volunteers Mr. T. Kato (deputed to Nepal AOTS) and Mr. Koji Ichikawa in association with CAN Federation
2015 July	25th AGM held of Nepal AOTS in presence of Mr. Akira Kuriyama, General Manager, HIDA New Delhi office; TALIM bulletin published
2015 Aug.	Distribution of mosquito nets to earthquake victims of Siddhipur, Sanagaun (Thasi), Lalitpur in the presence of Mr. Akira Kuriyama, General Manager, HIDA New Delhi office
2015 Sept.	Training on “Japanese Style Management” at Islington College, Kathmandu
2015 Oct.	Participated in the 11th SAFAAS Convention at Kochi, Kerala, India Training of Trainers (TOT) on “Practical Way of Project Management” conducted by senior JICA volunteers Mr. T. Kato (deputed to Nepal AOTS) and Mr. Koji Ichikawa for IT professionals and members of CAN Federation
2015 Dec.	Dispatched Nepalese entrepreneurs to Japan for NPCM-5 Altogether five training programs on “Practical Way of Project Management” organized at different times during the period July to December 2015 in different venues by senior JICA volunteers Mr. T. Kato (deputed to Nepal AOTS) and Mr. Koji Ichikawa in association with CAN Federation at Islington College, Kathmandu, Institute of Engineering, Pulchowk, College of Information Technology and Engineering, Koteswar, Kathmandu University, Dhulikhel, and CAN Federation respectively Bo-nen-kai and farewell program for senior JICA volunteers Mr. T. Kato and Mr. Koji Ichikawa at Hotel Yellow Pagoda, Kathmandu
2016 April	Construction of a room for X-ray machine in the earthquake affected health post in Bhotechaur-1, Sindhupalchowk
2016 May	Talk Program on “Tension Bags – A Low Cost Construction Material and TNF Method to Reduce Seismic Effects for Safety and Security” by Mr. K. Takeuchi, President of Takeuchi Construction Inc., Japan Visit of Mr. K. Kaneko, President HIDA/AOTS



Nepal AOTS Alumni Society

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31	Joshi, Sushiel	Himalayan Bank Ltd.	4250201, 4227749		hb@hbl.com.np		
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35	Kafle, Tanka Mani	Gorkha Brewery (P) Ltd.	056-520741	056-525815		056-520994	
36	Kathayat, Mahesh Singh	Kathmandu Engineering College	4284902	9841210535	msk_nitc@nitc.gov.np	4243362	9851044333
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43	Maharjan, Kishor Kumar	Sunrise Bank Ltd.	4004561	5529275			
44	Malla, Rajendra	New Asiatic International Traders	4222384, 4231107	4472606	mallaraj@wlink.com.np	4494018	9851083361
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61	Pradhan, Chandra Man	Central Finance Co. Ltd.	5522289, 5536420	4228270	central@ntc.net.np	5540842	
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65	Pradhanang, Ballav Bahadur	Modern Packaging Industry	4350983, 4350848	4220144	modpack@wlink.com.np	4223997	9851023035
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70	Rajbhandari, Sunil	Nanis Fashion	5524113	5524113	sunilraj@wlink.com.np		9851021946
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73	Rajkarnikar, Shant Raj	Nebula Fruit Products	4270166	4270309		4271439	9851036872
74	Rijal, Sanjeev	Nepal Jute Industries	9851022856	4411205	ctravels@mos.com.np	4266459	9851022856
75	Sapkota, Durga Lal	Nepal Material Handling Engg.	056-501125				9855055903
76	Shah, Satya Narayan						
77	Shakya, Asta Bahadur	ABC Screen Printing	4278849	4278849			
78	Shakya, Bindu	Hotel Ambassador P. Ltd.	4280808	4287167	Sakya.bindu@gmail.com	4413641	9851022363
79	Shakya, Kiran Narsing	Subash Printing Press	5533191, 5533603	5551905	kiran@gurans.com	5533603	9851044448
80	Shakya, Mami Ratna	Deurali-janta Pharma Pvt. Ltd.	4371061	5532667	djpl@wlink.com.np	4435166	9802088083
81	Shakya, Raju.....	Otard International Pte. Ltd.	4413933	4414378	otard@mos.com.np	4416720	
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Nepal AOTS Alumni Society

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27	Bhagat, Radhe Shyam	R.S. Bhagat & Ass. Consulting Artitech	6614794	4425247		
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212	Rana, Vivek S	AAC Inc		4465786	9851019881	vivek.rana@gmail.com
213	Rauniar, Anand Shah	Interstate Multimodal Transport P.Ltd.	4271473	4274129	9851035563	rauniar@mos.com.np
214	Rauniyar, Umesh Prasad	Nepal Pharma. Lab. P. Ltd	5529059		9851089931	umesh.rauniyar@yhot mail.com
215	Rayamajhi, Pradeep Narsingh	Himalayan Bank Ltd.	4227749	4358348	9851023462	pradeeprayamajhi@himalayanbank.com.np
216	Regmi, Shree Ram	Lomus Pharmaceuticals Pvt Ltd.	4990496	4372903	9841335016	regmishree@yahoo.com
217	Roongta, Jagdish	National Healthcare P. Ltd.	51-524336, 528537	51-521345	9855022169	ed@nationalhealthcare.com.np
218	Sah, Vijay Kumar	Nepal Pharmaceuticals Laboratory	051-521097	9802920032		bjay.sah38@gmail.com
219	Sangat, Gore Kaji	Love Green Nepal	5592372/5591337	4486839	9851050727	gksangat@yahoo.com
220	Satyal, Anil Raj			4474068		anilsatyal@hotmail.com
221	Saud, Binaya Mohan	Subisu Cablenet Pvt. Ltd.	4429616	4473767	9851043210	binaya@subisu.net.np
222	Sayami, Sidhi Das	Sisa Holidays Tours (P) Ltd.	4424973	4253092	9851032349	s_sayami@wlink.com.np
223	Shah, Vijaya Bahadur	King Mahendra Trust	5526571, 5526573	5538644		vbshah@kmtnc.org.np
224	Shahi, Praveen	Deuralli-Janta Pharmaceuticals Pvt. Ltd.	4375575	4424084	9841235162	praveenshahi@yahoo.com
225	Shakya, Gautam	GeoSpatial Systems Pvt. Ltd.	5531131	5529008	9841295741	shakya_gautem@hotmail.com
226	Shakya, Gyan Kumari	swastik Interior			9841186778	swastik.interior@hotmail.com
227	Shakya, Rajesh Kumar	Hitech Valley iNet Pvt. Ltd.	4427336	4426075	9851034585	rajeshshakya@gmail.com
228	Shakya, Salin Narshing	Crystal Image	4245501	5533603	9840050107	skysalin@yahoo.com
229	Shakya, Saroj Kumar	Nepal Telecom	5530177		9851042757	saroj.shakya@ntc.net.np
230	Shakya, Shanti Laxmi	Nepal Electricity Authority	4258342	9851054360	9851054360	shantinea@yahoo.com
231	Shakya, Surya Bahadur	Shambala Garments (P) Ltd.	5522433	5522433	9851026728	shambala@wlink.com.np
232	Sharma, Ananta	Deuralli-Janta Pharmaceuticals Pvt. Ltd.	4371061	4491544	9841491395	ananta.sharma@deurallijanta.com
233	Sharma, Ashis Kumar				9851046087	ashishsharma@hotmail.com
234	Sharma, Ashok	Simca Laboratories Pvt. Ltd.	6631259	4414433		simca@wlink.com.np
235	Sharma, Binita Ganawaly	Himalaya Co-operative Society		4471596	981038157	
236	Sharma, Ghanashyam S.	Yeti Finance Company Ltd.	057-523806	057-523463	9845022806	ghanashyam_htd@hotmail.com



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237	Sharma, Madan	Nepal Telecom	4210435	4471571	9851075757	madan.sharma@ntc.net.np
238	Sharma, Ramesh	Sharma & Company Pvt. Ltd.	4260577	4271227		sharmaco@mos.com.np
239	Sharma, Shiva Kumar	Himal Hydro and General Cons. Ltd.	5535032	5522597		gm@himalhydro.com.np
240	Sharma, Shyam Sunder	MEH Consultants (P) Ltd.	4477634	4471596		meh@info.com.np
241	Sherpa, Dawa	City Carpet Industries	4913058	4499957	9803041471	mail@citycarpet.com.np
242	Sherpa, Urgan	Udeco Pvt. Ltd.	5541279, 5411289	5540901		urgen@wlink.com.np
243	Shilakar, Samit Raj	Newakar Enterprises Pvt. Ltd.	4780569	4780569	9851127255	rajsamit@hotmail.com
244	Shilpakar, Anajana	Wood Carving Industries Pvt. Ltd.	5521447	5533366	9851074119	anjana@woodcarving.com.np
245	Shreejesh, Ghimire	NMB Capital Ltd.	4253016	4244935	9851108176	shreejesh@gmail.com
246	Shrestha, Amar Lal	Doree Printers	4415399		9851059075	info@nepalprinters.com
247	Shrestha, Anil Prasad	Mancha Confectionery Indurtry	071-542952	071-542909	9857020325	sagun57@gmail.com
248	Shrestha, Barun	Nepal Investment Bank	4228229	4495850	9851035006	Shresthabarun@yahoo.com
249	Shrestha, Bhagawati	Nepal Bio-Tech Nursery	5591349	4355218	9841883533	nbn@mail.com.np
250	Shrestha, Bhim Dhoj	Tribhuvan University	4331316	4263659	9851059075	bhim00@rediffmail.com
251	Shrestha, Bhusan Krishna	Pape Inc. Traders	5533009	5533809	9851096290	bhushankrishnashrestha@
252	Shrestha, Bhuwan Krishna	Argus Medi sales	980203233		985103233	bhuwanshrestha@hotmail.com
253	Shrestha, Bijay Bahadur	Snowlion Carpets Pvt. Ltd.	4227130	4431637	9851020415	bbh@snet.com.np
254	Shrestha, Bijaya Krishna	Beltronix	4251515, 4249285	4251576		beltronix@wlink.com.np
255	Shrestha, Bijesh	Harati Computer Service Pvt. Ltd	4260622	5541735	9851040326	bijesh@harati.com.np
256	Shrestha, Degendra Kumar	Down Town Housing Co.P. Ltd.	5000223/224	5013034	9851082125	degendra@hotmail.com
257	Shrestha, Denis	Advance Poly Clinic	4443386	4370164	9801088296	drdenis@apc.com.np
258	Shrestha, Devendra Shrestha	CTL Pharmaceuticals P. Ltd.	4228495	5522413	9851037506	devens202@gmail.com
259	Shrestha, Dipendra Lal	Quest Pharmaceuticals P. Ltd.	4240304	4473246		quest@ccsi.com.np
260	Shrestha, Ganesh Raj	Pashupati Rubber Industries (P) Ltd.	5522157	5524780		ganeshshrestha@hotmail.com
261	Shrestha, Geeta	Readymade Garment Train. Center	4256931	4226526	9841847120	
262	Shrestha, Gopal Krishna	Himal Cement Company Ltd.	4331762, 4331764	5526531		ksgopal@wlink.com.np
263	Shrestha, Guna Raj	PD Consult	4491475	4229190		



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264	Shrestha, Hari Gopal	Hifesh Garments	4221262	4221262		
265	Shrestha, Hari Kishor	Om Hospital & Research Center	4476224	4351172		omhrc@wlink.com.np
266	Shrestha, Jyoti	Chandra Enterprises Pvt. Ltd.				singhdan@wlink.com.np
267	Shrestha, Kavi Das Dhaubajji	Nilah Water Treatments	4107031	6631763	9851035870	niwat@info.com.np
268	Shrestha, Keshab	Natural History Museum	4271899	4272637		keshab_shrestha@hotmail.com
269	Shrestha, Laxmi Bahadur	Harishiddhi Brick & Tile Factory Ltd.	4240698	4418862		nbgroupp@mos.com.np
270	Shrestha, Laxmi Kumari	Delux Interior Design & Consultancy		4314643	9841118518	interiordesign31@yahoo.com
271	Shrestha, Madhav Narayan	Nepal Water Supply Corporation	4419585, 4411194			
272	Shrestha, Madhur Kumar	Seagate Institute of Technology	5537231	5544450	9841211123	seagate92@wlink.com.np
273	Shrestha, Mahendra Gopal		5592895	4279913	9851033940	mahendra93m@hotmail.com
274	Shrestha, Maheshwor Prakash	Nepal Investment Bank Limited	4231430	4272052	9851058430	maheshwor@nibi.com.np
275	Shrestha, Naresh Kumar	Panas Pharmaceuticals Pvt. Ltd.	4491153	4783118	9851114507	panas1153@gmail.com
276	Shrestha, Neeraj Man	Nepal Telecom	4220930	5552699	9851029255	n_shrestha@yahoo.com
277	Shrestha, Nepal Bhusan	Prime Commerical Bank Ltd.	5533066	4233388	9851010653	shresthabhusan@hotmail.com
278	Shrestha, Om Prakash	Arniko Nirman Co.	4470307	4487665		arniko@mos.com.np
279	Shrestha, Opendra Kumar	Sharma & Company Pvt. Ltd.	4261158	4472406		
280	Shrestha, Pradeep Kumar	Omnica Laboratories Pvt. Ltd.	4266858	5528156	9851025662	omnica@htp.com.np
281	Shrestha, Prajwal	Microtech International (P) Ltd.	4247541	4241951	9851039626	prajwal_shrestha@hotmail.com
282	Shrestha, Prakash Man	Harishiddhi Brick & Tile Factory Ltd.	5521451, 5521178	5533225	9851007377	prakashs_0606@yahoo.com
283	Shrestha, Prashant Lal	Islington Collage	4412929	4359856	9851075058	prashanta.lalshrestha@gmail.com
284	Shrestha, Prashida Man	Clean Energy Development Bank	4671444	4120980	9851086693	pmskath@hotmail.com
285	Shrestha, Pritam Lal	Sunrise Bank Ltd.	4239470	9851034336		pritam01@yahoo.com
286	Shrestha, Rabi K.	CTL Pharmaceuticals P. Ltd.	4252500	5521117		rabikshrestha@hotmail.com
287	Shrestha, Rabin Kumar				9851045150	rabin.shrestha@channakyasoft.com
288	Shrestha, Rabin Kumar	Coselli Chhala Jutta Udhyog	4354211	4356711	9851022012	coselli81@yahoo.com
289	Shrestha, Rajan	Hama Iron and Steel Industries Pvt. Ltd.	4261716	4261716	9851022847	hamasteel@info.com.np



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290	Shrestha, Rajan Babu	Aero Care Air Conditioning Service	4474072	4412903		
291	Shrestha, Rajani	Educational Enterprise (P) Ltd.	4223749	4427037		mohanedu@hotmail.com
292	Shrestha, Rajat	Blue Cross Hospital Pvt.Ltd	4262027	4270245	9841201811	relation@bluecross.com.np
293	Shrestha, Rajesh Babu	Chitwan Construction & Engg. Co.	4434648	4421496	9851020604	rajesh@chitawancoe.com
294	Shrestha, Raju Babu	Manakamana Darshan P. Ltd.	4434690, 4434825	4417943		chitwoncoe@chitwoncoe.com.np
295	Shrestha, Ratna Lal	Krisuns Works	4284698	4284698		
296	Shrestha, Ratna Man	Shakti Hume Pipe Udhyog	4270518	4271438		
297	Shrestha, Ratneshwari	Ratna Art	4221090	4254166	9851052470	ratnaart@htp.com.np
298	Shrestha, Rishi Mani	Morang Auto Works	4261160		9851096398	shrestharishi@yahoo.com
299	Shrestha, Ruby Laxmi	National Dairy Development Board	5525400	4491334		kdshr@ccsl.com.np
300	Shrestha, Sabin	Himalayas Pashmina	5543652	5520517	9851032710	shrestha_shrestha@hotmail.com
301	Shrestha, Sabin Lal	High Land Distillery	4231316	5521797		
302	Shrestha, Sajala Joshi	Simca Laboratories Pvt. Ltd.	6631259	4259221	9851063665	sajala_joshi@yahoo.com
303	Shrestha, Santosh	MARS P. Ltd	4446294	4284073`	9851040425	sentosash@gmail.com
304	Shrestha, Sanu Maiya	Nepal Bio-Tech Nursery	5541349			nbn@mail.com.np
305	Shrestha, Satish Chand	Shreenagar Agro Farm Pvt. Ltd.	4354892, 4354002	4413504	9851024812	saf@info.com.np
306	Shrestha, Shiva Krishna	Sef-y Consultant	6611545	6611545		shivaks@mos.com.np
307	Shrestha, Shiva Kumar	Computer Care Pvt. Ltd.	5521131	5532421	9851027458	shivashrestha@hotmail.com
308	Shrestha, Sohan Sunder	Shakti Hume Pipe Udhyog Pvt. Ltd.	5529779	9851081312	9851081312	sohanss@hotmail.com
309	Shrestha, Sunil Babu	Shivako Construction Pvt. Ltd.	4258493	4220231	9851084015	sunilbabus@yahoo.com
310	Shrestha, Surendra Krishna	Balaju Engg. & Structure Works	4350302	4354372	9851032283	balaju_engineering@hotmail.com
311	Shrestha, Suresh	GeoSpatial Systems Pvt. Ltd.	5531131	5527757	9851040894	ssuresh@geosp.com
312	Shrestha, Suresh	Nepal Auto Mechanical Workshop	4275725	5528821		
313	Shrestha, Tophu	Deuraili-Janta Pharmaceuticals Pvt. Ltd.	4435167	4374870	9841348302	tophashrestha@gmail.com
314	Shrestha, Uddhav	Om Shivashakti Press	4226038	4416138	9851031155	uddhavshrestha@gmail.com
315	Shrestha, Umesh	Anupum Foods Pvt. Ltd.	5539012	5522676		
316	Shrestha, Umesh Lal	Quest Pharmaceuticals P. Ltd.	4240304	5524031	9801027550	umeshshrestha@gmail.com



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318	Silwal, Ritesh	glocal tinau trading pvt.ltd	4252841/4262105	071-541159	9857025844	ritesh_silwal@hotmail.com
319	Simha, Reeta	Aama Craft	2171764	4252079	9851025629	info@aamacraft.com
320	Singh, Bijay Bir	Gem Plasticrafts Pvt. Ltd.	4354233	4374157	9851036525	gemplastic@gmail.com
321	Singh, Charan	Sipradi Trading (P) Ltd.	4311501	4492434	9851052988	charan.sipradi.com.np
322	Singh, Mukendra	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4435167	4430340	9851027064	mukendrasingh2046@gmail.com
323	Stapith, Hira Ratna			4226774		
324	Sthapit, Ajaya Ratna	New Hotel Crystal Pokhara P. Ltd.	4228011	4228013		ajsthapit@mail.com.np
325	Sthapit, Bijaya Ratna	Yeti Travels Pvt. Ltd.	4221234	4226079	9851103456	bijay24@hotmail.com
326	Subedi, Mukti Nath	Rakhu Bhagwati Const.	4220520	061-520967		
327	Subedi, Ram Hari	Gorkha Ayurved Company Pvt. Ltd.	4286875	4357717	9851033346	RAMHSUBEDI@gmail.com
328	Suwal, Bijendra	Nepal Investment Bank	4228229	4419871	9851046008	bijendra@nibl.com.np
329	Suwal, Reena Singh	Beltronix	5527999	4244515	9841226003	reena.beltronix@gmail.com
330	Tamang, Ladhuram	Hyonjan Elect. Engg. Fabricator P. Ltd.	4364961, 2082298	4355648	9851075980	hyonjan@gmail.com
331	Tamang, Suresh	Mother Infant Research Activities	041-523550	041-523371	9841444353	suresh@mira.org.np
332	Tamrakar, Govinda Man	MEH Consultants (P) Ltd.	4477634	6610234	9851035743	govinda.tamrakar@mehconsultants.com
333	Tandukar, Aasharam	Sky Deals Tours & Travels	4433838	5545425	98101001091	md@gorkhatravels.com
334	Thapa, Bipin	Academy of Information Tech. Pvt. Ltd.	4412929	5522462		
335	Thapa, Deepak	power solution center	5201137		9841288031	deepak.thapa@whp.org
336	Thapa, Narayan Bahadur	Internet Business Bureau	4482444	9841329102	9841329102	narayan@ibb.com.np
337	Thapa, Prabhakar Shumsher	Him Electronice P. Ltd	4267760	4004027	9851136637	Prabhakar@himelectronic.com
338	Thapa, Pravrat	Surya Nepal Pvt. Ltd.	053-520900 Ext.231	053-521382	9845021063	prabhat@snpl.com.np
339	Thapa, Ramesh	Direction Nepal Pvt. Ltd.	01-4117103	14117102	9841937024	rameshdelta2@gmail.com
340	Thapa, Sabin	Green Tick Nepal Pvt. Ltd.	4101076	4476362	9851090700	sabinthapa@subisu.net.np
341	Thapa, Timila Yami	Institute of Engineering	5534070	5525978	9841298009	timilathapa@yahoo.com
342	Thapa, Urnesh	Intel Institute Pvt. Ltd.	4249090	4243944		info@intelinstitute.com



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343	Todi, Subodh H.	Godawari Marble Industries P. Ltd.	4411187	4412268		
344	Tudladhar, Rasmita	Tilganga Eye Center	493775	4250510	9841564024	rasmitatuladhar@hotmail.com
345	Tuladhar, Saroj Kaji	Goodwill Finance Limited	4444031	4362441	9851023409	goodwill@finance.wlink.com.np
346	Tuladhar, Subarna Das	N.B. Group	4240698	4228444		nbgroup@mos.com.np
347	Tuladhar, Ujiwal Bir Singh		4417759	4417755		ujwal12@hotmail.com
348	Upadhaya, Dipak Prasad	MEH Consultants (P) Ltd.	4225852		9851077584	dpupadhaya@gmail.com
349	Upadhaya, Durga Prasad	Training Institute For Technical Instruction	6630187		9841533484	dpj@titi.org.np
350	Upadhaya, Ganesh Prasad			4411828	9851024136	sugan@mos.com.np
351	Upadhaya, Sarad Chandira	Janak Education Material Center Ltd.	6610170	4473284		
352	Upreti, Ashok Kumar	Peacock Plasticware Pvt. Ltd.	4288339	4355965		aku@ntc.net.np
353	Upreti, Chinta Mani	Khadya Udhog Ltd.	057-520127	057-520454		khadya@vianet.com.np
354	Vaidya, Anand	Vaidya Electronics	4480041	4480041		
355	Vaidya, Pradeep Man	Vijayadeep Pharmaceuticals	5525515	5521448	985125000	vaidya@upharma.wlink.com.np
356	Vaidya, Vivek Man	Vijayadeep Laboratories Ltd.	5539816	5525515	9851121000	vivekzzz@hotmail.com
357	Devkota Bodh Raj	Citizens bank International Ltd.	4169067.ex400	5159295	9851101930	bodhraj.devkota@gmail.com
358	Shrestha Deepa	Deuraili-Janta Pharmaceuticals Pvt. Ltd.	4375575	4266408	9841351728	dreeza.shrestha@gmail.com
359	Shrestha Dipam	Tilganga Eye Center	4493775	6631851	9841350249	dipam.shrestha@tilganga.org
360	Koirala shrestha Saroja	Nepal Bangladesh Bank Ltd	4350045	4350512	9851129959	sarojakoiraala@hotmail.com
361	Shrestha kumar prakash	Butwal Power Company Limited	4781776	4281510	9851025684	prakash.shrestha@bpc.com.np
362	Acharya Puskar	The Comfort Housing Pvt. Ltd.	4440250	5146002	9851152359	puskar2064@hotmail.com
363	Aryal Prawin	Jade Consult PvtLtd	4222202	4114388	9851074619	prawinaryal@gmail.com
364	Agrawal Shambhu	Bhaskar Herbaceous Pvt. Ltd	051-525047	051-524001	9855020110	ed@bhaskarherba.com.np
365	Ghimire Bishal	Pancharatna Feeds Pvt.Ltd	056-570630		9801079627	ca.ghimirebisal@gmail.com
366	Adhikari Prasad Sohan	Qmed Formulation Pvt .Ltd	4110870	4482076	9851030229	sohanadhikari@gmail.com
367	Budhathoki Bd.Sher	Siddartha Bank Ltd	4442919/20	4374918	9851047917	sher@sbl.com.np
368	Thapa Dibakar	Hulas Remittance Pvt.Ltd	4261313		9851019972	dibakar.thapa@hulasremittance.com
369	Pradhan Raj Surendra	Vally Pellet Pvt.Ltd	57412113	4025799	9851122122	
370	Aryal Raj Prasadha	Civil Bank Limited	4169060	4471601	9851038501	prasadha28@gmail.com



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371	Bhujel Nabin	Suryodaya Urja Pvt.Ltd	4379000	4371745	9851040404	nabin@sdu.com.np
372	Swar Mahesh	Kantipur Publication Pvt.Ltd	5135030/5135010	4436380	9851071227	mahesh71227@gmail.com
373	Joshi Niran	Furniture Land Store Pvt. Ltd.	5203305	5203305	9851032778	niran.joshi@ntc.net.np
374	Gautam Singh Devi Sati	Blue Cross Hospital Pvt.Ltd	4262027	4439993	9841413395	sati.singh@bluecross.com.np
375	Shrestha Manoj	NLG Insurance Co.Ltd	4418113	5534370	9851086597	manoj.shrestha@nlgi.com.np
376	Shrestha Beeni	Nepal Oil Corporation Ltd.	4263499		98499948044	veenishrestha@yahoo.com
377	Shrestha Saroj	NIC Asia Bank Ltd	5111177	4650657	9851050813	sarojshrestha_2@hotmail.com
378	Manandhar Tara	Prabhu bank Limited	4788500	4380012	9851100970	tmanandhar@hotmail.com
379	Pradhan Bahadur Deependra	CTL Pharmaceuticals P. Ltd.	6610893	4282500	9851063476	deepen63476@gmail.com
380	Amik Tuladhar	Simca Laboratories Pvt. Ltd.	4227868	4275699	9801215154	amiktuladhar@hotmail.com
381	Sumit Shrestha	Himalayan Infrastructure Fund Pvt.Ltd	14169088	14169088	9801011117	sumitshresthag@gmail.com
382	Raj Kumar Gupta	Ambuja Cement			9857020252	
383	Pradhanang Bahadur Ujjwal	Smart Solutions			9841888829	ujjwal@nepotech.com
384	Shakya Sambhava Ratna	BUTWAL POWER CO., LTD.	4781776	4673291	9851044732	ratna.shakya@bpc.com.np
385	Sushil Bajaracharya	HIMALAYAN GENERAL INSURAN	4231788	5201591	9851051758	sushil@hgi.com.np
386	Arjun Bahadur Khatri	QMED FORMULATION PVT. LTD	4110870	5639642	9851094656	arjunkhatri64@gmail.com
387	Umang Sharma	CITIZENS BANK INTERNATION	4433653	4169067	9851094218	umang.sharma@ctznbank.com
388	Karki Diwas	Civil Bank Limited	4169030		9851034909	diwas.karki@civilbank.com
389	Khanal niraj	Brihat Investments Pvt. Ltd.			9851131130	niraj.khanal@gmail.com
390	Subedi Sujan	Siddhartha Development Bank	4488480	5250979	9851055777	sujan.subedi@sdbnepal.com
391	Lohani Babu Narayan	Reliable Development Bank Ltd	4441836	4352724	9851034835	nb.lohani@gmail.com
392	Basnet Prabhin	NIC Asia Bank Ltd			9851100567	basnetpravin@hotmail.com
393	Subedi Nishal	Simca Laboratories Pvt. Ltd.			9802052538	newsimca@gmail.com
394	Dhungel Suraj	Deurali-Janta Pharmaceuticals Pvt. Ltd.	4371061	5526840	9841210418	surajdhungel@yahoo.com
395	Pradhanang Sachindra	PRADHANANG APPARELS INDUSTRY	6615543	6619546	9851009658	sachindrapra@gmail.com
396	Rajendra Lal Shrestha	Citizen Bank	4169067		9851017180	rajendra.shrestha@ctznbank.com
397	Joshi Raj Sushil	Incentive Tour and Travels Pvt.Ltd	4005043		9851064269	sushil.rjoshi@gmail.com
398	Joshi Tejus	Smart Solutions	4251047		9803822480	tj.mykantipur@gmail.com
399	Amshu Dali	Prakriti Breads	5590817		9802002517	dali.amshu@gmail.com
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