



Building a High Performing Team



Ganapati Bhawan, Min Bhawan Road,
New Baneshwor, Kathmandu, Nepal

Website: www.merojob.com

Email: info@merojob.com

Tel.No: +977 1-4106700, 4106701

Overview | Objective of this Course

Building a high performing team is critical for any organization's success. This training will help participants understand the key steps to build a high performing team, from selecting the right people to creating a culture of collaboration and trust. Participants will learn how to create a shared vision, set clear expectations, and provide effective feedback. They will also gain an understanding of the importance of team dynamics and communication, and how to use these to create a successful team. Additionally, participants will learn strategies for resolving conflict and managing change. By the end of this training, participants will have all the tools they need to build and maintain a high performing team.

Course Content

This one day training is followed by a series of team building activities. At the start and end of each activity the teams will be led in a brainstorming and debrief session by a facilitator that will encourage the team to explore a range of emotions and concepts to do with working as a team and what and how the lessons learnt from each activity are applicable in the workplace. At the end of each activity, there will be a short debriefing session where participants will be encouraged to discuss their experience. The topics covered in this one-day training will be:

- Collaboration and Trust
- Sharing visions and setting clear expectations
- Effective feedback
- Team dynamics and Communication
- Conflict management

Learning Outcomes

On completion, participants will be able to gain understanding on:

- Building high performing team with mutual trust and support mechanisms
- Effective communication, motivation and system guidance
- Building confidence, team bonding, boosting team performance, collaboration,
- Enhancing innovation, creativity and socialization within the team
- Creating open environment, have some fun, relax and enjoy each other's company beyond workplace and to build a sense of togetherness

Methodology of Training

Below is the basis modality for the delivery of the training:

- PowerPoint Presentation by Trainer
- Interactive team building activities
- Group discussions

Intended Participants

This training is best suited for people working in leadership/manager positions. However, this training also serves as an ideal platform for people aspiring to be leaders in the future.

Summarized profile of Resource Person

Mr. Rupendra Maharjan

He is a certified facilitator with particular expertise in strength-based leadership development, team building, research, psychosocial counseling, training of trainers (TOT), life skills, developing training manual handbooks, culture transformation and strategic planning, workshops, coaching and consulting to help especially leaders learn to bring out the best of people, teams, and organizations worked in a variety of arenas. He has 22 years of experience delivering Appreciative Inquiry based training programs and corporate training. He has successfully conducted many corporate training, professional development programs, organizational development programs, team building programs, leadership development programs. As a facilitator/instructor/guest lecturer he has facilitated in various organizations like World Bank, UNICEF, WHO, Action Aid, Norwegian Embassy, Australian Embassy, UN Women, UN World Food Program, UNHCR, UN Habitat, Danida, Save The Children, FHI 360 Nepal GharGharMaa Swasthya (GGMS) USAID, Environmental Camp for Conservation Awareness (ECCA), Public Service International (PSI) Nepal ,NCELL, ZTE, Electoral Support Project UNDP Nepal, SN-Power, SNV, Unilever, ICIMOD, Sunrise Bank, Philips, Laxmi Bank, Prime Life Insurance, SBI Bank, Nabil Bank, Kantipur Publication, Shivam Cement, Catalyst management Services, Karuna Shechen, National Institute for Capacity Development, The Asia Foundation (TAF), INHURED International, HELVETAS, Community Development Society Nepal (CDS), Family Planning Association of Nepal, International Child Resource Institute (ICRI), SUA AHARA Project, Jr. Patan Lady Jaycees, Chaudhary Group, Nepal Red Cross Society, Rotaract Club of Budhanilkantha, Rotaract Club of Patan, Rotaract Club of Dillibazar, Sangati Rehabilitation Center, ICA Nepal, Q-tech UK, Mind- Tech, Maxpro Pvt. Ltd, Scope Cooperative Society, Yangrima Ex Student Society, Helping Hands, Kathmandu 2020, Association of Youth Organizations Nepal (AYON), British School, Lincoln School, AlokVidyashram, ACE College, ISMT College Mid Int'l Valley College, Kantipur Valley College, Little Angels College, International School of Management and Technology (ISMT), Sagarmatha Engineering College.

Rupendra has worked as Executive Secretary in Kathmandu 2020 for six year (1999-2005), as a Project Chairperson in Development Museum (2007-2008), as a manager in Global Career Consultancy (2006-2008) and Wood Craft (2008-2009), as a Business Development Executive at Growth Sellers Pvt. Ltd., as a lecturer/ faculty member of Leadership and Life Skill (LLS101) of Mid Valley Int'l College/HELP University Malaysia. He was Training Director (2016-2020) at Borderlands Professional Development Program and Trainings, a company that has been set up for helping facilitate and build strong teams. Till date, he is General Secretary/Cofounder of the Imagine Nepal (Pioneer organization of Appreciative Inquiry in Nepal), Chief of Leadership & Training Alliance International Nepal District, Past President of Lions Club of Kathmandu Regency, Secretary of Nepal Red Cross Society Kirtipur SC, Treasurer Member of Human Right Organization of Nepal Kirtipur Chapter. As a facilitator, he is professionally affiliated with Karuna Management, Pragya Management, Real Solutions, Institute of Culture Affairs (ICA), Borderlands Nepal, National Institute for Capacity Development (NICD) and Success Inc.

He has completed a Master's Degree in Rural Development with thesis based on Appreciative Inquiry, Bachelor degree in Sociology and Economics. He is certified on Appreciative Inquiry from David L. Cooperrider Center for Appreciative Inquiry, Robert. P. Stiller School of Business, Champlain College, Burlington, USA. He has done diploma courses on Certifying Professional Trainer and Facilitator from Western Illinois University USA, People energy Canada and Institute of Culture Affairs. He was a scholar at TATA Institute of Social Science, School of Human Ecology, Mumbai where he received Certificate Course in Psychosocial Counseling. He had also completed one year course on "Change Agent for Institutional Development" and TOT on Appreciative Inquiry from Karuna Management.

Training Fees

NPR. 10,000 plus VAT for each participant. Additional discount of 10% will be applicable in case two or more than two participants are from the same organization.

Training Date, Time & Venue

- One day Training on 10-Feb-2023, Thursday
- Time: 09:30 AM to 05:30 PM
- Location: TBD (3 Star+ Hotels)

Payment Options

Advance payment prior to attending the training will be much appreciated. Payment options includes:

- Online Bank Transfer
- Issuance of Cheque/Bank Deposit
- E-Sewa

Confirmation Process

Please share the final confirmation email along with details of participants.

Cancellation Policy

- 15 days before training date: 100% refund
- 7 days to 15 days: 50% refund
- Less than 7 days: No refund

Inclusions

- Comprehensive course notes
- Stationery (Diary, Pen, etc.)
- Morning tea, Lunch and Afternoon tea

After completion of this Course

- Certificate of Participation.
- 10% discount on future training courses conducted by merojob (next 5 trainings).
- Training follow up meeting- Sharing experience and further learning.
- Networking Meeting- From each training session Five participants who provide effective and constructive feedback shall be invited to a networking dinner to be organized by merojob every three months.
- Interested participants shall be provided an opportunity to demonstrate training and coaching skills in the existing training courses of merojob or effective training subjects shall be welcome including career counseling opportunities.