

# CURRICULUM VITAE

1. **Name:** Binod Kumar Bista
2. **Date of Birth/Place:** 2022/08/09, Lalitpur, Nepal.
3. **Education:**
  - i. Masters in Business Administration, Personnel and Human Resource Management, TU, Kathmandu
  - ii. Masters in Human Resource Planning and Development, Institute of Applied Manpower Research, GGSIS University, New Delhi, India.
  - iii. MPhil in Management, TU, Kathmandu.
4. **Training/Workshops:**
  - i. Gender Orientation Workshop, Organised Jointly by Nepal Administrative Staff College (NASC) and Mainstreaming Gender Equity Programme (MGEP), UNDP, 27-28 December 2001.
  - ii. The Pilot Training Programme on Increasing Capacities in Trade and Investment Promotion, Organised by The United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), Bangkok from 22-24 February, 2001.
  - iii. Workshop on "Teaching Management by the Case Method" organized by the Association of management Development Institutes of Nepal (AMDIN) from 10-12 February, 1999.
  - iv. "Country Level Training of Trainers Workshop on Entrepreneurship Development for Women" under ILO's Economic empowerment of women regional programme for Asia and the Pacific, New Delhi from 30 March to 18 April, 1997.
  - v. "Training of Trainers on Work Improvement and Development of Enterprise", (TOT-WIDE) organized by the Industrial Enterprise Development Institute (IEDI) and The International Labor Organisation (ILO), from 15 June to 10 July, 1997.
  - vi. International Training Programme on "Instructional Design and Multimedia Content Development (IDMCD) under the Malaysian

- Technical Cooperation Programme ( MTCP ) from 3 November to 14 November, 2008 at Multimedia University.
- vii. “Negotiating Health Development Leadership Training” Presented by CM Partners, Cambridge; Nepal Administrative Staff College, Nepal; and Ministerial Leadership initiative for Global Health (MLI), Washington, D.C.
  - viii. “Negotiating Health Development Process Training” Presented by CM Partners, Cambridge; Nepal Administrative Staff College, Nepal; and Ministerial Leadership initiative for Global Health (MLI), Washington, D.C.
  - ix. Certificate of completion “Negotiation Skills workshop - Facilitation” Presented by CM Partners, Cambridge; and Ministerial Leadership initiative for Global Health (MLI), Washington, D.C.

## 5. Experience:

### *i. As an Employee*

- **2021 to date:** Uniglobe College, Faculty, Human Resource Management and Organizational Behavior.
- **1998 to date:** Nepal Administrative Staff College, Jawalakhel, Director of Studies, Center for In-service Training, Centre for Organisation Development, Capacity Development Resource Centre(CDRC).
- **2014 to 2019:** Global College International, Faculty, HRM, MBA (Sinawatra University, Bangkok, Thailand).
- **1994 to 1998:** Nepal Government, Women's Skills Development Centre, Marketing Manager.
- **2007 to date:** Global College of Management, Faculty, Human Resource Management and Organisational Behaviour.
- **1992to 2000:** Lalit Education Campus, Pulchowk, Lecturer, Business Management and Marketing Management.
- **2003 to date:** Nepal College of Travel and Tourism Management, Guest Faculty, Strategic Human Resource Management.

- **2007 to 2012:** Nepal Academy of Tourism & Hotel Management, Guest Faculty, Human Resource Management.
- **2009 to 2011** KathFord International College, Guest Faculty, Consumers Behavior.
- **2010 to 2012** Nepal College of Management, Guest faculty, Consumers Behavior.

**ii. *As Consulting Team Member (Organisation Intervention study)***

- Organisation Restructuring and Manpower Rationalization of Nepal Agriculture Research Council, August 2000.
- Preparation of Job Descriptions and Performance Appraisal System Design for King Mahendra Trust for Nature Conservation (KMTNC), 2001.
- Masters' Training of Trainers Manual, UNFPA, 2010.
- Leadership and Management Training Manual, Ministry of Education, GoN, 2012.
- Organisation Restructuring and Human Resource Planning, Nepal Rastra Bank, 2016
- Organisation and Management Study, Nepal Telecom, 2019.
- ABS Negotiation: Facilitator Handbook, IUCN, 2019.
- Organisation and Management Study, Nepal Administrative Staff College, 2021 (In-house committee constituted under executive decision).
- Organisation and Management Study, Nepal Re-Insurance Company, 2022 (On-going).

**iii. *As Training Consultant***

- Designed and Coordinated Trainers Training Programmes for various organisations, such as, Central Human Resource Development Unit (Ministry of Water Supply), Nepal Red cross Society, National Health

Training Centre, Central Agriculture Training Centre, Forestry Training Centre, Nepal Police Academy, Nepal Electricity Authority Training Centre, National Judicial Academy, Nepal Rastra Bank, Nepal Bank Ltd., Nepal Investment Bank, Chaudhary Group, UNFPA, UNDP etc.

- Designed and facilitate Senior Executive Development Programme organized for joint Secretary of Nepal Government.
- Designed and Coordinated Strategic Management Training for Senior Executives of Nepal Telecom.
- Designed and Coordinated Strategy Development skills training for Senior/Middle Level Managers of various public/private organization.
- Designed and Coordinated Organisational management training for the members of buffer zone support unit, Chitawan National Park.
- Design and Coordinated Organisation Development Skills Training for Senior Managers of Nepal Telecom.
- Designed and Coordinated Management training for operational level managers of various public sector organization.
- Worked as a coordinator to Design and Conduct Management training for managers of Nepal Tourism Board
- Designed and Coordinated Leadership and Management Training for Senior Army Officers.
- Designed and Coordinated Financial Management Training for Class II Officers of Nepal Government.
- Designed and Coordinated Master Training of Trainers organised for officials of UNFPA (PARHI Project).
- Designed and Coordinated Training Programme on Effective Customer Relation organised for front desk officials of public and private organization.
- Designed and Coordinated Advance Course on Management and Development for Class II officers of Nepal Government.
- Designed and Coordinated Professional Course on Management and Development for Class III officers of Nepal Government.
- Designed and Coordinated Management Training for Deputy Superintendent of Police.
- Designed and Coordinated Do No Harm Training for officers of public organisation.
- Coordinated Orientation Workshops on Prosecutors' Manual for Government Attorneys.
- Designed and Coordinated Senior Executive Development Programme for 10th Level Managers of Civil Aviation Authority of Nepal (CAAN).
- Designed and Coordinated Executive Development Programme for 9th Level Managers of Civil Aviation Authority of Nepal (CAAN).
- Designed and Coordinated Management Development Programme for 7th and 8<sup>th</sup> Level Managers of Civil Aviation Authority of Nepal (CAAN).

- Designed and Coordinated Management Development Programme for Junior Managers of various public organization.
- Designed and Coordinated the training programme on Knowledge Management and Organisation Development.
- Designed and Coordinated the training programme on Team Synergy: Building a Highly Effective Team organized for senior officers of public/private organization.
- Capacity Building Training for JICA, organized for JT/JTA's of Ministry of Agriculture.
- Designed and facilitated the Training on proposed ABS policy and legal framework and negotiation skills to implement ABS mechanisms in Nepal
- Contributed as **Facilitator/Resource Person** (locally and Internationally) in various training programmes of public sector organisations, NGOs and INGOs, Senior Managers of Public Enterprises, Managers of Private Sector Organisations, National Health Training Centre, Nepal Red Cross Society, Nepal Army, Nepal Police, Nepal Rastra Bank, Nepal Tourism Board, Armed Police Force, Nepal Telecom, etc.

#### 6. Publications:

- **Job Enrichment Potentiality in Nepal Civil Service**, *Administration and Management Review*, Vol 18. No.2, NASC August 2006.
- **Qualitative and Quantitative Aspect of Human Resource in Nepal: An Overview**, *Administration and Management Review*, Vol 20. No.1, NASC January 2008.
- **Double-Edge Razor of Work-Family Interface in Performers' Stress (A Case of Nepalese Civil Service)**, *Business of being in Business: New Perspectives*. Asian School of Business Management, Bhubaneshwar, EXCEL BOOKS, 2014.India.
- **The impact of work-life interface on life stress (co-author)**, CPM regional management conference 2017, "Transformational leadership: Turning ideas into action