

नेतृत्वको रुपमा तपाईं आफ्नो छबि कस्तो बनाउन चाहानुहुन्छ ?

सकारात्मक सञ्चार तथा रुपान्तरणकारी नेतृत्व विकासका लागि प्रसंशनीय खोज तालिम



Appreciative
Inquiry Training for
Positive
Communication
and
Transformative
leadership
Development



FOR REGISTRATION

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"Appreciative Inquiry holds the remarkable potential to spark hope and motivate meaningful action. By focusing on positivity and aligning strengths with future aspirations, leaders can drive transformative change with certainty." Dr. RC Lamichhane, Facilitator



David Cooperrider
2h · 🌐

RC you are a leader—doing great work with the theory of positive change as articulated by Appreciative Inquiry and the positive psychology science of strengths and components of human flourishing!.



APPRECIATIVE INQUIRY TRAINING FOR POSITIVE COMMUNICATION AND TRANSFORMATIVE LEADERSHIP DEVELOPMENT

POSITIVE COMMUNICATION AND TRANSFORMATIVE LEADERSHIP TRAINING: A PATHWAY TO NEPAL'S PROGRESS

In a rapidly changing world, leadership and communication are pivotal in fostering social cohesion, economic growth, and sustainable development. "Positive Communication and Transformative Leadership Training" is a forward-thinking approach that equips leaders with the skills to inspire, engage, and empower individuals and communities. This training holds particular significance for Nepal, a nation navigating post-conflict rebuilding, federal restructuring, and socio-economic disparities, as it can serve as a catalyst for meaningful change. Positive communication emphasizes constructive, empathetic, and forward-looking interactions that build trust, encourage collaboration, and nurture a culture of mutual respect and understanding. Transformative leadership goes further by addressing the root causes of challenges,

fostering innovative thinking, and motivating individuals to work toward collective goals. When integrated with Appreciative Inquiry (AI), this approach becomes a powerful strategy for unlocking potential and driving impactful change. As John Quincy Adams profoundly stated, true leadership inspires others to dream, learn, and achieve more, embodying the essence of this transformative journey.



Peter Drucker once said, "The leaders who work most effectively never say 'I.' They think 'we'; they think 'team.' They understand their job to be making the team function." This perspective underscores the essence of transformative leadership—a focus on collective growth rather than individual gains.

Nelson Mandela's wisdom resonates deeply: "It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership."



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Together, positive communication and transformative leadership aim to:

1. Vision Creation and Articulation: A leader must create a compelling vision of the future that aligns with the organization's values and goals. By envisioning what success looks like, leaders can unite their teams under a common objective.

2. Empowerment and Development: Another critical task of leadership is to empower followers to grow and develop. Leaders should not only delegate tasks but also provide mentoring and resources to facilitate personal and professional growth.

3. Culture Advocacy: Leaders shape the organizational culture, aiming to create an environment where individuals feel valued, respected, and motivated. "A leader is one who knows the way, goes the way, and shows the way," said John C. Maxwell, showcasing the idea that leadership is both about direction and implementation.

4. Resolving Conflicts: In any organization, conflicts will arise. Leaders who can navigate these conflicts constructively will build a more robust team dynamic. They can mediate important discussions and bring out the best in differing perspectives.

5. Adaptability: "It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change." -- Charles Darwin. The ability to adjust strategies and approaches according to the changing environment and to hold steady in the face of adversity is also essential.

Role of Appreciative Inquiry in Enhancing Effectiveness

Appreciative Inquiry (AI) is a strengths-based approach that focuses on identifying and amplifying what works well in a system. Rather than addressing problems through a deficit lens, AI emphasizes possibilities and potential. This methodology aligns seamlessly with the goals of positive communication and transformative leadership.

Key Contribution of AI:

- **Shifting Perspectives:** AI helps leaders and communities move from a problem-centric to a solution-oriented mindset. This shift is critical in Nepal, where many challenges are deeply entrenched.
- **Unleashing Collective Strengths:** By identifying and leveraging existing assets, AI fosters a sense of empowerment and ownership among participants.
- **Building a Shared Vision:** AI's focus on co-creating a compelling vision aligns with transformative leadership, enabling leaders to unite diverse groups under common goals.

- **Encouraging Positive Dialogue:** The AI process emphasizes constructive conversations that build trust, encourage participation, and generate actionable outcomes.
- **Sustaining Momentum:** AI promotes continuous learning and adaptation, ensuring that leadership initiatives remain relevant and impactful over time.

How the Positive Communication and Transformative Leadership can Create Positive Differences

Nepal's diverse socio-cultural landscape, coupled with its ongoing development journey, makes positive communication and transformative leadership particularly crucial because;

1. Building Trust: Trust is the foundation of effective leadership. Leaders should act with transparency and integrity, creating an atmosphere where team members feel secure. According to leadership expert Stephen M.R. Covey, "Trust is the highest form of human motivation. It brings out the very best in people."

2. Navigating Federal Restructuring: Nepal's three-tier governance system—federal, provincial, and local—demands clear and effective communication among all levels. Leaders need to articulate their vision and strategies in ways that unite stakeholders and foster collaboration.

3. Addressing Social Disparities: Historical inequalities based on caste, gender, and geography require leaders who can communicate inclusively and empathetically, inspiring trust and participation from marginalized groups.

4. Enhancing Governance: With citizens increasingly expecting accountability and transparency, leaders who employ positive communication can strengthen public trust in institutions and policies.

5. Driving Economic Development: Transformative leadership can mobilize resources, attract investment, and encourage entrepreneurship, addressing unemployment and poverty.

6. Fostering Resilience: Nepal's vulnerability to natural disasters and climate change necessitates leaders who can inspire communities to adopt sustainable practices and adapt to new realities.

Positive communication and transformative leadership training, bolstered by Appreciative Inquiry, hold immense potential to address Nepal's challenges and unlock its development aspirations. By fostering a culture of inclusivity, resilience, and innovation, such training can empower leaders to inspire positive change and transform grassroots communities. As Nepal continues its journey towards a prosperous and equitable future, equipping leaders with these tools is not just an option—it is an imperative.

Duration of the Training: 4 Days (10 AM to 5.30 PM)

For Registration and other details
Contact:

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The training awakened dormant positive energy within me and instilled a "can-do" attitude.

Minakumari Khatiwada Paudel, Deputy Mayor of Urlabari Municipality



I had attended several trainingss before, this program uniquely inspired me to envision big goals and take ownership with renewed positivity.

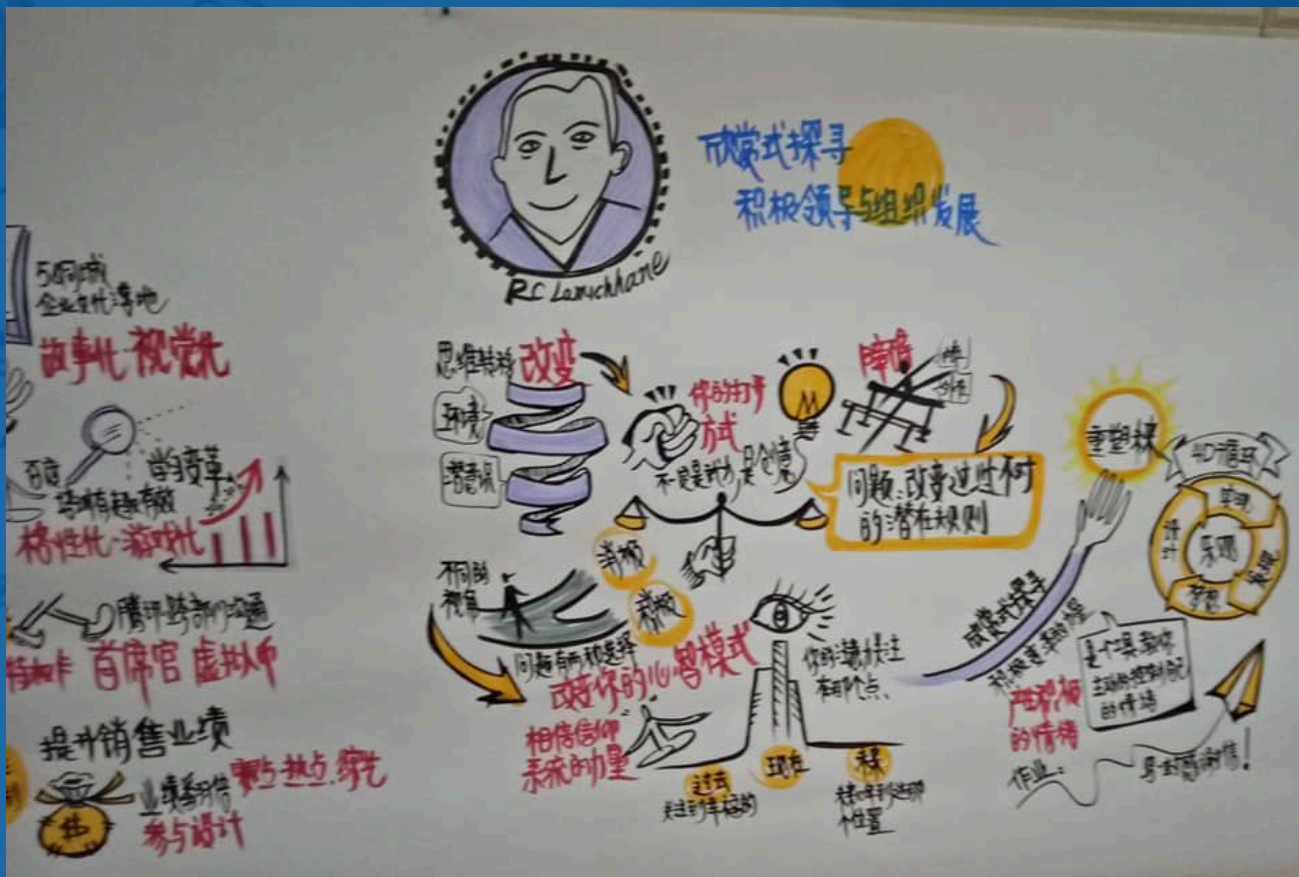
Som Maya Thing, Deputy Mayor of Nijgadh Municipality



I found the program a source of lifelong enthusiasm, stating that the sessions offered me a profound understanding of how small efforts could yield transformative impacts.

Gokuli Kumari Regmi, Deputy Mayor, Thori Rural Municipality





We learn the power of strengths based approach in this training. After this training we want to use strength-based storytelling to build confidence in marginalized communities and foster collaboration for local development projects.

Hem Bik, Chair of Dalit Development Society



The concepts shared during this training have not only enhanced my leadership skills but also my ability to inspire others. I now lead with a renewed sense of purpose and hope.

Hon. Shanti Pakhrin, Member of Constituent Assembly



Nepal's sustainable development hinges on replacing entrenched negativism with positivity and collaboration to drive transformative leadership and progress.

.Sunil Pande Head of Administration, Bhanu Municipality





Despite ample resources and repeated political changes, Nepal has struggled to achieve sustainable development due to entrenched negativism and outdated leadership approaches. This training underscored that the root of societal and organizational transformation lies in shifting individual and collective mindsets toward positivity and collaboration.

Shristi Regmi, Deputy Mayor , Budhi Nanda Municipality, Bajura



Through AI training, municipal leaders can rethink their approach to policy-making and project implementation. Extending such transformative programs to all municipal leaders and staff could revolutionize local governance, improving accountability and impact.

Dr. Januka Neupane





Programs like this inspire leaders to engage with marginalized groups and ensure equity in development processes.

**Parbati Karki , Vice President,
Shailung Rural Municipality**

This training was a turning point for me. Unlike the traditional problem-solving methods, Appreciative Inquiry focused on strengths and possibilities. It inspired me to adopt a more positive outlook, both personally and professionally, and has significantly improved my leadership approach

**Sunder Gautam, Lecturer,
Tribhuvan University**

"I never realized how focusing on what works well could lead to such transformative outcomes. This training has reshaped the way I think about challenges and opportunities, making me a more effective leader and change agent in my organization."

**Kalpna Rawal, President,
VIDSEF**





This training transformed my perspective on journalism. With AI, I plan to pivot toward positive journalism, focusing on hope-inspiring narratives and community success stories, fostering a culture of optimism in media.

Chhina Thapa, Journalist



This training provided a unique framework for addressing conflicts constructively. The AI principles taught me to seek opportunities within challenges, enhancing my ability to mediate disputes with empathy and optimism.

Sita Thapa, Deputy Mayor

Chautara Sangagadhi Municipality



"This was more than just a training session—it was a journey of self-discovery and organizational growth. Appreciative Inquiry has given me tools to transform not only my work environment but also my personal mindset."

Pradip Budhathoki, RECOFT, Nepal



"I found this approach revolutionary because it encouraged me to see possibilities where I once saw limitations. It has helped me unlock my potential and that of my team."

Dr. Rekha Timilsina,
Principal, Patan Health Science



"This training showed me how small shifts in perspective can create a ripple effect of positivity and productivity within an organization. It was truly inspiring and actionable."

Bhimsara Bam, Ex-Deputy Mayor, Raskot Municipality, Kalikot



"Appreciative Inquiry gave me a new lens to view challenges. By focusing on what works well, I feel more equipped to lead effectively and motivate my team toward shared goals."

Dr. Kumar Acharya, Senior Advocate





"This training feels like discovering a hidden treasure within myself. I now understand that the future can be shaped by our positive outlook and collective strength."

Sher Bahadur B.C Chief Administrative Officer, Tokha Municipality



"AI is not just a framework but a life philosophy. It has redefined how I approach problems and create solutions."

Dr. Thakur Bhatta, Community of Evaluators', Nepal



"I feel like a magnet pulled towards positive energy. These four days have shown me that true transformation begins with a shift in perspective."

Dipa Pakhrin, Vice-President, Likhu Rural Municipality

Positive School Development and Academic Leadership Development Training -2023
Balmiki Vidya Sadan Bharatpur Chitwan



"The balance of theory and practice in this training was exceptional. I've already started applying these principles, and the impact is evident in both my personal life and workplace."

Shanta Nepali, Dalit Bikash Samaj



"This was the first experience of such an international-level program that fundamentally shifted my mindset and approach to municipal leadership."

Ram Bahadur Basnet, Vice Chair of Siddha Kumakh Rural Municipality Salyan



"This training inspired me to envision a brighter future for my organization and provided the tools to make that vision a reality. It has been a truly transformative experience."

Lil Prakash Chand



"The training emphasized collaboration and collective strengths, which I found incredibly inspiring. It's a method that builds energy and trust, making transformation not only possible but also enjoyable."

Bharat Kumar Oli, Chief Administrative Officer, Kapurkot Rural Municipality



"I've attended many leadership trainings, but this one stood out. Appreciative Inquiry's focus on strengths rather than problems is a game-changer, and it has motivated me to lead with positivity and vision."

Sushma Lamichhane Giri

