

Report on the training on “Leadership Development Program”

Program Overview:

- Title: Leadership Development Program
- Duration: 15th April to 19th April, 2024
- Location: Melbourne, Australia
- Organized by: Banking Finance and Insurance Institute of Nepal in collaboration with Victoria University and Consulate General of Nepal to Victoria

Executive Summary:

The Leadership Development Program, organized by the Banking Finance and Insurance Institute of Nepal (BFIN) in collaboration with Victoria University and the Consulate General of Nepal to Victoria, was held from April 15th to April 19th, 2024, in Melbourne, Australia. The program aimed to provide participants with insights into various aspects of leadership, financial infrastructure, and global economic perspectives. Through a series of technical sessions, project visits, and networking opportunities, delegates gained valuable knowledge and skills to enhance their professional capabilities.

Throughout the program, participants engaged with esteemed speakers and experts from Australia covering topics such as risk management, governance, cybersecurity, and private wealth management. The program fostered collaboration and knowledge exchange among delegates, faculty members, leaders of Nepalese diaspora and industry professionals, contributing to a rich learning experience.

Program Objectives:

- Understand the overall financial infrastructure of the Australian financial sector
- Learn the risks facing the global economy
- Gain insight into the technology drive and its security measures
- Listen about the challenge of leadership in this changing world
- Experience the cultural shift in the organization

Program Delegates:

S.N.	Name of the Delegates	Name of the Organization	Designation
1	Mr. Balaram Parajuli	Sanima Bank Limited	Director (Board)
2	Ms. Bharti Pande	Laxmi Sunrise Bank Limited	Chief Marketing Officer
3	Mr. Dinesh Bhari	NIC Asia Bank Limited	Chief Legal Officer
4	Mr. Gyanendra Prasad Dhungana	Nabil Bank Limited	Chief Executive Officer

5	Mr. Keshav Khatiwada	Lumbini Bikas Bank Limited	Director (Board)
6	Mr. Prashanna Khadka	Siddhartha Bank Limited	Deputy General Manager
7	Mr. Rajesh Sharma Adhikari	Nepal Investment Mega Bank Limited	Chief Operating Officer
8	Mr. Rahul Agrawal	Mahalaxmi Bikas Bank Limited	Board Director
9	Mr. Ramesh Kumar Pokharel	Sanima Bank Limited	Director (Board)
10	Mr. Rabin Shrestha	Nepal Infrastructure Bank Limited	Senior Manager
11	Mr. Sudeep Acharya	Kamana Sewa Bikas Bank Limited	Chairman (Board)
12	Ms. Sujata Joshi	Nepal Investment Mega Bank Limited	Chief Risk Officer
13	Dr. Binod Atreya	Banking Finance and Insurance Institute of Nepal	MD and CEO
14	Ms. Rakshya Bhetuwal	Banking Finance and Insurance Institute of Nepal	Program Coordinator

Day-wise Highlights:

Day 1 | 15th April, 2024

The opening day of the program marked a significant milestone as esteemed dignitaries gathered for the commencement of the Leadership Development Program. The ceremony began with a traditional Acknowledgment of Country by Chair Dr. Chitra Sriyani De Silva Lokuwaduge, setting the tone for the cultural exchange and collaboration that would unfold over the next five days. Dr. Ranjith Ihalanayake, Dean of the Victoria University Business School, extended a warm welcome, emphasizing the importance of the partnership between Victoria University and BFIN in facilitating such impactful initiatives. Dr. Ligia Pelosi, Associate Dean of Learning and Teaching, and Professor Emeritus Anona Armstrong further enriched the ceremony, highlighting the significance of the program in fostering academic and professional growth.



Dr. Ihalanayake expressed gratitude for the collaborative efforts that made the program possible, acknowledging the pivotal role of the partnership in advancing leadership development in both Australia and Nepal. Dr. Armstrong's insights into the diplomatic ties between Nepal and Australia underscored the broader significance of the program in strengthening international relations. Dr. Binod Atreya, CEO and MD of BFIN, expressed his appreciation for the collective effort that brought the Leadership Development Program to fruition, recognizing the contributions of all stakeholders involved.



Following the opening ceremony, the program delved into its technical sessions. Mr. Jesse Marshall, Senior Ombudsman (Banking and Finance), Australian Financial Complaints Authority provided insights into the Introduction to the Financial System in Australia, offering delegates valuable knowledge about the country's financial landscape. Professor Emeritus Anona Armstrong continued with a discussion on Performance Measurement, guiding delegates on how to measure performance and set key indicators for success.

Day 2 | 16th April, 2024

The second day of the program saw a continuation of insightful technical sessions aimed at enriching delegates' understanding of various aspects of leadership and finance. Three sessions were conducted, each focusing on different areas of expertise. Nick Brookes, a lecturer at Swinburne University, led a session on Risk Management and Business Continuity Framework, providing delegates with essential tools for navigating risks in the financial sector. Dr. Yongqiang Li, Senior Lecturer at Victoria University Law School, delved into Governance in the Australian Public Sector, shedding light on the intricacies of

governance structures and practices. Peter J Webb, an Organizational and Integrative Psychologist and Leadership Coach, explored Leadership Innovation in Uncertain Times, inspiring delegates to adopt innovative approaches to leadership in dynamic environments.



The day concluded with a warm welcome dinner organized by BFIN, fostering networking opportunities among delegates, faculty members speakers and leaders of Nepalese Diaspora. The dinner provided a platform for delegates to engage in meaningful conversations and exchange ideas in a relaxed setting, further enhancing the collaborative spirit of the program.

Day 3 | 17th April, 2024



Day 3 of the program focused on global perspectives and cybersecurity, offering delegates insights into pressing issues and challenges in the financial sector. Dr. Ranjith Ihalanayake, Dean of Victoria University Business School, provided a comprehensive overview of the Global Economic Perspective, highlighting key issues and challenges facing the global economy. Following this, Mr. Chathura Abeydeera, Director-Cyber Response at KPMG Australia, led a session on Cybersecurity Risks and Protection Measures for Bankers, equipping delegates with essential knowledge and strategies to safeguard against cybersecurity threats.



After the technical sessions, delegates had the opportunity to engage in a project visit to the Office of Global Victoria. The visit provided valuable insights into cybersecurity solutions and discussions on the facilitated by industry experts. The day concluded with free time for delegates to explore Melbourne and engage in informal networking activities.

Day 4 | 18th April, 2024



Day 4 commenced with a session on Private Wealth Management: Experience from National Australia Bank (NAB) by Ms. Natalie Irvine, Head of Private Wealth, NAB, accompanied by senior bankers Mr. Pat Pawar and Mr. Francois Tawadrous. The session provided delegates with valuable insights into wealth management practices and strategies employed by one of Australia's leading financial institutions. This was followed by a session on Strategic Management: The Strategy Chakra by Ms. Sangeeta Mulchandani, Guest Lecturer and Mentor at several prestigious universities in Australia.



Delegates then visited NAB for a discussion session on Climate change and its impact, addressed by Mr. Quentin Ciofani, Director Climate Office, NAB, and Ms. Kim McGrath, Head of Climate Governance, NAB, facilitated by Ms. Natalie Irvine.



Later, there was visit to the Office of Consulate General of Nepal to Victoria and were addressed by H.E. Consul. General Mr. Chandra Yonzon with a warm welcome.

A closing dinner organized by BFIN provided delegates with an opportunity to reflect on their learnings in a celebratory atmosphere.

Day 5 | 19th April, 2024

The final day of the program began with sessions on the roles and responsibilities of Board of Directors and Senior Executives, delivered by Dr. Chitra Sriyani De Silva Lokuwaduge, Senior Lecturer at Victoria University, and Talent Management by Dr. Binod Atreya, Managing Director of BFIN. These sessions provided delegates with valuable insights into leadership and talent development strategies essential for organizational success.



A Valedictory ceremony and certificate distribution followed, recognizing the hard work and dedication of delegates throughout the program. The ceremony marked the formal conclusion of the Leadership Development Program, with delegates receiving certificates of completion as a testament to their newfound knowledge and skills. The program concluded with lunch at the Crown Hotel, providing delegates with an opportunity for final networking and farewell.

Participant Feedback:

Participants unanimously praised the one-week training program, expressing satisfaction with its informative content and excellent organization by Dr. Binod Atreya and Ms. Rakshya Bhetuwal. Many noted positive feedback regarding the program's impact. They found the diverse topics covered during the sessions valuable, providing deep insights and networking opportunities within the banking community, international connections and with the Nepalese Diaspora settled in Melbourne. Participants extended special thanks to the organizers for their dedication and hoped for future collaboration, leaving Nepal with fond memories and renewed enthusiasm for their professional endeavors.

Conclusion:

The Leadership Development Program concluded successfully, achieving its objectives of providing participants with a comprehensive understanding of leadership challenges and opportunities in the financial sector. The program received positive feedback from participants, who appreciated the diverse range of topics covered and the networking opportunities facilitated throughout the week. The collaborative partnership between BFIN, Victoria University, and the Consulate General of Nepal to Victoria played a pivotal role in delivering a high-quality training experience for all participants.

As the delegates return to Nepal, they carry with them valuable insights, new connections, and a renewed enthusiasm for leadership and professional development. The success of this program underscores the importance of continued collaboration and investment in leadership training within the banking and finance sector.

Acknowledgments:

We would like to extend our sincere gratitude to Victoria University, Melbourne Australia and Consulate General of Nepal to Victoria for their unwavering support and collaboration in organizing the Leadership Development Program. We are also grateful to the for their support and encouragement throughout the



program, facilitating diplomatic ties and enriching the experience for all participants. Our deepest appreciation goes to all the speakers who generously shared their knowledge and insights during the sessions.

We also extend our thanks to the leaders of the Nepalese diaspora for their involvement and support, fostering a sense of community and connection among participants. A special thanks to Global Victoria and NAB for facilitating the project visit and providing valuable insights. Last but not least, we extend our gratitude to all participating delegates and supporting organizations for their active participation and engagement throughout the program. Their enthusiasm and dedication have contributed to making this program a resounding success.