



# KFA MONTHLY BUZZ



**Training**

**Education**

**Consulting**

**AgriBusiness**

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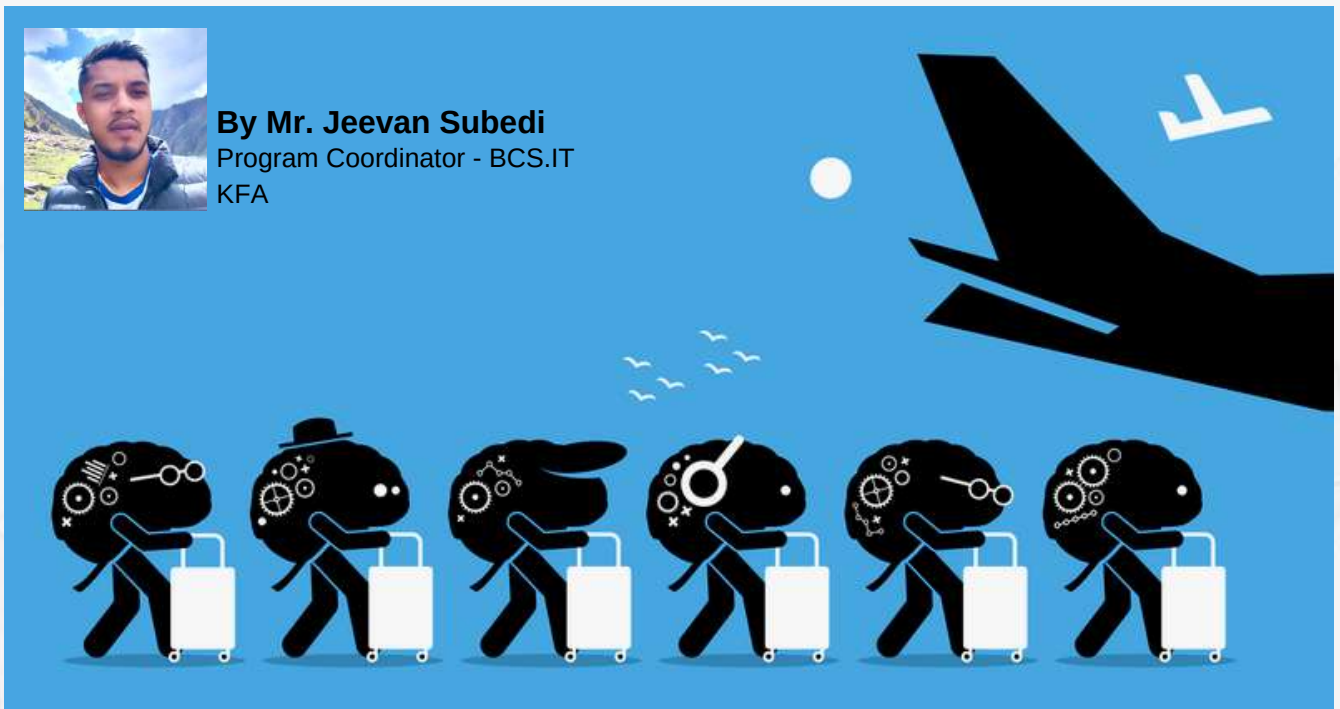
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Our Plantation Journey (Did You Know?)



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We all have been familiar with the word “Drain” over the years. Be it the labor drain in the early 2000s to the Gulf states or Brain Drain to the Western and Oceanic states in the 2010s, the word corresponds to the changing demographics and socio-economic situation of the country.

The labor drain led to a number of changes in people especially the male population working in difficult and dangerous jobs in harsh working conditions of the Gulf country oversaw a decline in the available labor force of the country. Agriculture, which was by far one of the most important economic activities in the country became restricted leading to an

increase in barren lands amidst the unavailability of the workforce. Import dependency increased on consumable items which was balanced out by the momentous increase in remittance of the country. Urbanization galloped as the families were leaving their village homes to settle in the urban areas aided by the inflowing remittance of the family members working abroad.

Women became more active in labor works across the nation which were not overseen earlier as the number of male laborers in the country saw a decline. It is not merely a coincidence that the women's empowerment was fostered in the



time of the Labor Drain. An increase in entrepreneurship occurred as the people were implementing the skills, they learned abroad into the Nepalese market backed up by the income they generated. However, the silver linings were erased by the number of losses of human life that occurred whilst working in those harsh environments.

Then came the Brain Drain. It became and still is one of the biggest issues regarding the human capital and socio-economic development of the country. This time, the people going abroad were not the hardworking labors but the educated and empowered youths and specialists who were supposed to aid in the development of the country.



Also, these lots were not leaving for temporary settlements but rather aiming for permanent settlements in the developed nations. The loss in innovation, decrease in entrepreneurial ventures, and huge outflow of money to other countries in the form of university fees amongst others have

been the outcomes of the Brain Drain. The pseudo effect can also be analyzed in the current society in the form of unqualified personnel at leadership positions and societal regression in terms of development and forward-thinking. While the would-be catalyst of change in the form of brilliant and critical-thinking minds try to fit in the globalized world disregarding the nation's needs for them, the country sinks deeper into the quicksand of stagflation, corruption, impotency, and lack of leadership.

While the other two forms of drain should be quite familiar to start with, a new form of drain has started in our country and it is probably the deadliest amongst the three. Rarely discussed, it doesn't have a specific name to call on but I would call it a settlement drain. Mostly prevalent in the suburbs and villages of Nepal, Settlement drains involve people selling off their assets in the country to invest huge amounts of money in order to seek refugees in Western countries mostly the USA. Expensive compared to acquiring the student Visa, people are investing huge chunks of money to make a hard and perilous journey to the USA going from country to country on Visits and

Tourist visas with their final destination. Thousands of youths make this journey every year from Nepal where some are able to make it and some don't.

This is the most dangerous form of Drain for a number of reasons. First of all, the capital invested in going off such illegal routes is not a legal income so it goes under the radar. Half a crores per person is being charged and all the money goes off the statements. People are being reluctant to spend money on getting an education because the investment in education can be transferred on the investment for an illegal trip to the USA, on which they deem the return on investments is significantly higher. The problem of drug addiction and crime culture amongst the youths have significantly increased as they do not deem that thing like discipline, education, values, integrity, and hard work carries any significance as they have an easy way out. The problem in societies is creating a loop of such events as the references for the youths have become someone who has gone illegally to the USA without working hard and gaining an education. Such a person has gained permanent residency in the most developed country in the world while someone

who is literate and educated struggles to run his everyday life in the form of this economic chaos. The circle is vicious and will lead society to crumble if this form of drain is not recognized and measures are taken against it.

But who will take the measures to stop it? The incompetent leaders are themselves busy aiding the process of such Settlement Drain as evident in the recent fake refugees' case since they are able to make fat stacks of cash. They do not care about the future as they feel they are not part of it or simply because they are not far-sighted enough. So, who? I believe its you who is reading it, it's me who is writing it. We are part of this new generation; we are part of the new revolution- The revolution of development. We can either be part of the drain or the ones that mend the pipes. So, Can you acknowledge it? Can you identify what is wrong and what is right? Can you stand up for what is right and fight for what is wrong? If you can, there is nothing stopping you. Excel at what you do, help people excel in their lives, be a voice of change and create a society you want to live in. Be a leader. Power to you all readers.





## KFA Learns: Empowering a Skilled Workforce through Knowledge-Sharing

In today's rapidly changing work environment, continuous learning and skill development are critical for personal and professional development. KFA, a pioneer in the field of education and skill development, understands the importance of continuous learning. "KFA Learn," their transformative initiative, has created a platform for employees like us to share knowledge and improve our skills.

### 1. KFA's Commitment to Education and Skill Development

As a KFA employee, you are a part of

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a company that has been at the forefront of education and skill development in the Nepal for more than two decades. KFA's unwavering dedication to training, education, and consulting has been instrumental in developing a highly skilled and knowledgeable workforce. KFA recognizes the value of experienced instructors who can provide proven methodologies and practical insights.

### 2. Introducing "KFA Learn"

Let's take a look at the initiative at the heart of KFA's commitment to our growth: "KFA Learn." This program

holds regular one- to two-hour training sessions every 15 days. "KFA Learn" seeks to bring in subject matter experts, both internal and external, to share their knowledge with the entire staff. The topics chosen are carefully curated to have a positive impact on our personal and professional lives.

### **3.Cultivating a Culture of Lifelong Learning:**



"KFA Learn" serves as a catalyst for our organization's culture of continuous learning. We cultivate a habit of seeking knowledge and constantly honing our skills and abilities by actively participating in these training sessions. The benefits of this initiative go beyond individual development; they contribute to KFA's collective expertise and success as a whole.

### **4.Improving Presentation Skills and Strengthening Relationships:**

One of the most valuable outcomes of

"KFA Learn" is the opportunity to improve our presentation skills. We gain experience as internal teachers by effectively communicating



information, articulating ideas, and engaging with our colleagues. This skill development improves not only our abilities as trainers, but also our communication skills, making us more effective in our daily interactions with teammates. Furthermore, this initiative fosters stronger employee relationships, promoting harmony and a sense of camaraderie within our organization.

As a KFA employee, the "KFA Learn" initiative reaffirms our company's commitment to providing us with relevant education and cutting-edge skills. KFA empowers us to stay ahead of the curve and be lifelong learners by investing in our professional development. This innovative initiative exemplifies KFA's commitment to developing a skilled and knowledgeable workforce, and we are honored to be a part of it.



## Look Back at Some of Our Training Events



### **Achieving Excellence in Branch Manager Role**

KFA Training recently organized a training program “Achieving Excellence in Branch Manager Role”, at Sri Lanka. In this program, we took a group of participants to Sri Lanka for a comprehensive training experience. During the program, participants had the opportunity to visit People’s bank and Sampath Bank for a bank exposure visit and to learn about banking culture trends. We also



explored the economic crisis faced by Sri Lanka and discussed potential solutions, as well as identified what Nepal can learn from it. The participants then got to experience Sri Lanka's rich cultural heritage, fostering greater cultural sensitivity and understanding.

### **Atithi Devo Bhava**



Atithi Devo Bhava, a workshop focused on customer care and providing skills required for employees who have just joined the front-end role of providing customer care was organized by KFA for the staff of Nepal Bank Ltd.



This workshop was facilitated by Mr. Kishu Jha, CEO/Director - Training and Mr. Naba Raj Gautam, Sr. Training Relationship Officer at Hotel Marshyandi on 27th May, 2023.



# Convocation 2023, & Other Academic Highlights

## Convocation 2023



We are delighted to celebrate the momentous occasion of the Convocation Ceremony 2023, where we proudly recognized and honored the outstanding achievements of our graduating class.

We extend our warmest congratulations to the graduating class of 2023 for their remarkable accomplishments. We have no doubt that they will go on to make significant contributions to their chosen fields, society, and the world at large.

## MBA 25th Intake

We are excited to announce that the 25th batch of our MBA program has officially started. This is a significant milestone for our institution, as we continue to groom exceptional business leaders and shape the future of the corporate world.



The MBA 25th intake offers a comprehensive curriculum that equips students with the necessary knowledge, skills, and networks to succeed in today's ever-changing business environment. As the MBA 25th intake begins, we eagerly anticipate witnessing the growth and accomplishments of our students.

## International Agreement Internship



BHM 6th Semester students were provided a session on International Agreement Internship which was organized to give them insight on the importance and relevance of International Internship needed for their upcoming 6th and 7th semester. They were informed about KFA's placement, agreements with several international hotels, and other facts they needed to be aware of before applying for an international internship.



## Commencement of KFA's 2nd Management Development Program (MDP)



On May 3, 2023, the 2nd batch of Management Development Program (MDP) started. This program is designed to help professionals enhance their leadership skills and excel in their managerial roles. Participants will attend workshops, receive mentorship, and have hands-on learning experiences to enhance their leadership capabilities.



As the second batch of the MDP begins, we are excited to see how participants will grow and transform. The program commenced with an energizing opening ceremony, followed by interactive sessions, workshops, and team-building activities.

## Our Plantation Journey



### Benefits of Dragon Fruits

- It has high water content and also a good source of calcium and protein.
- Soothes and hydrates the skin
- Helps soothe sunburn.
- May aid weight loss







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