



# Nepal Administrative Staff College

## LEADERSHIP: ENGAGING TEAM FOR BETTER PERFORMANCE

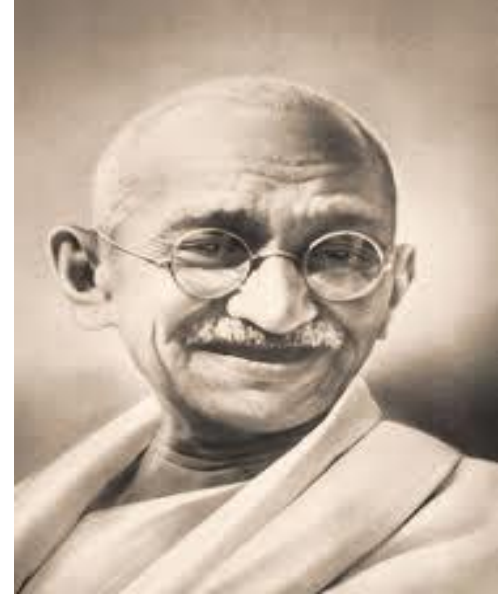
Professional Course on Management and  
Development



# Agenda

2

- Leadership
- Leadership and team
- Team and Diversity
- Diversity and engagement.
- Engagement and leadership.





# समूह कार्य

4

- तपाइले आफ्नो नेतामा के गुणहरू देखेर रोज्नुभयो ?
- नेतृत्व जहिले पनि उच्च तहमा सिमित हुन्छ?
- तपाइले आफुले गर्ने काम मा कहाँ -कहाँ नेतृत्वदायी भूमिका देख्नुहुन्छ?
- तपाइले कसलाई नेतृत्व गर्नुहुन्छ?
- तपाइले नेतृत्व गर्ने समूह कस्तो छ ?

# Team Work

5

- A group of diverse individuals working together for a common goal.



# Discussion

6

□ How are people in our organization diverse?





# आफूलाई मिल्ने बाक्यंशमा कृपया उठिदिनु होला

7

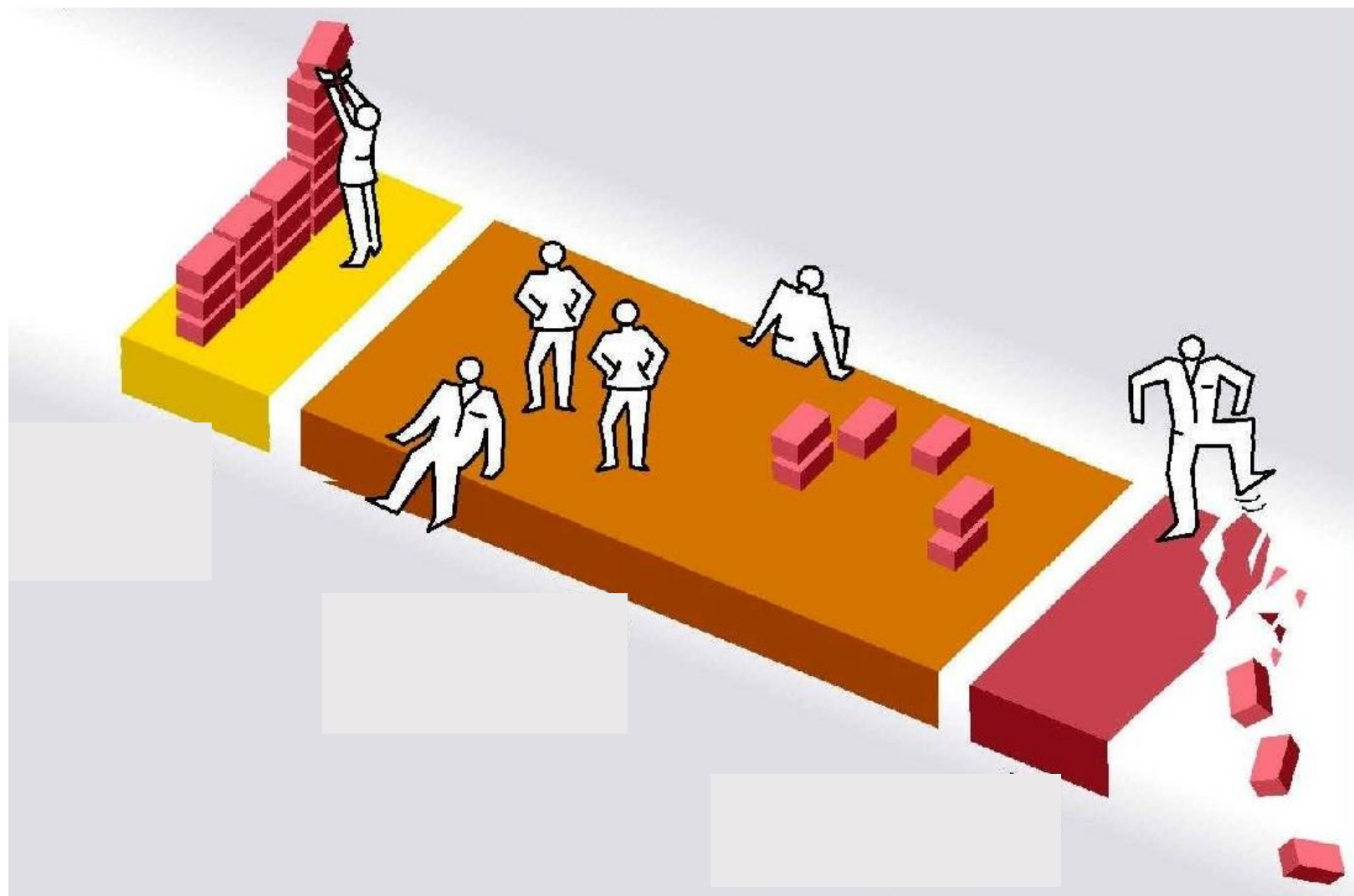
- म सेवामा रहेको दुइ दसक भन्दा बढी भएको छ
- मेरो शैक्षिक पृष्ठभूमी ब्यबस्थापन हैन
- मेरो जन्मदिन यहि महिना पर्दछ
- मलाई काम गर्दा स्वायत्तता मन पर्छ
- मैले यो बर्ष आफ्नो परिवारको सदस्य गुमाएको छु
- मलाई तीन भन्दा धेरै भाषामा बोल्न आउंछ
- मैले आज आफैले पकाएको खान खाएर आएको छु
- मलाई खेलकुदमा आफूलाई संलग्न गर्न मन पर्छ
- १० बर्षको उमेर पछि मात्र मैले चार पाङ्ग्रे गाडी देखेको हुँ





# Workforce constitute...

8





# Engaged Employees

9

- Employees work with passion and feel profound connection to their organization. They drive innovation and move the organization forward.



# Not-engaged employees

10

- Not-engage employees are essentially ‘checked out’. They are sleep walking through their workday, putting time- but not energy and passion into their work



# Actively disengaged employees

11

- Actively disengaged employees aren't just unhappy at work; they are busy acting out their unhappiness. Every day, these unhappy workers undermines what their engaged coworkers accomplish.





# Engagement and Performance Outcomes

12

- trust of service recipients
- Value for money
- Productivity
- Presentism



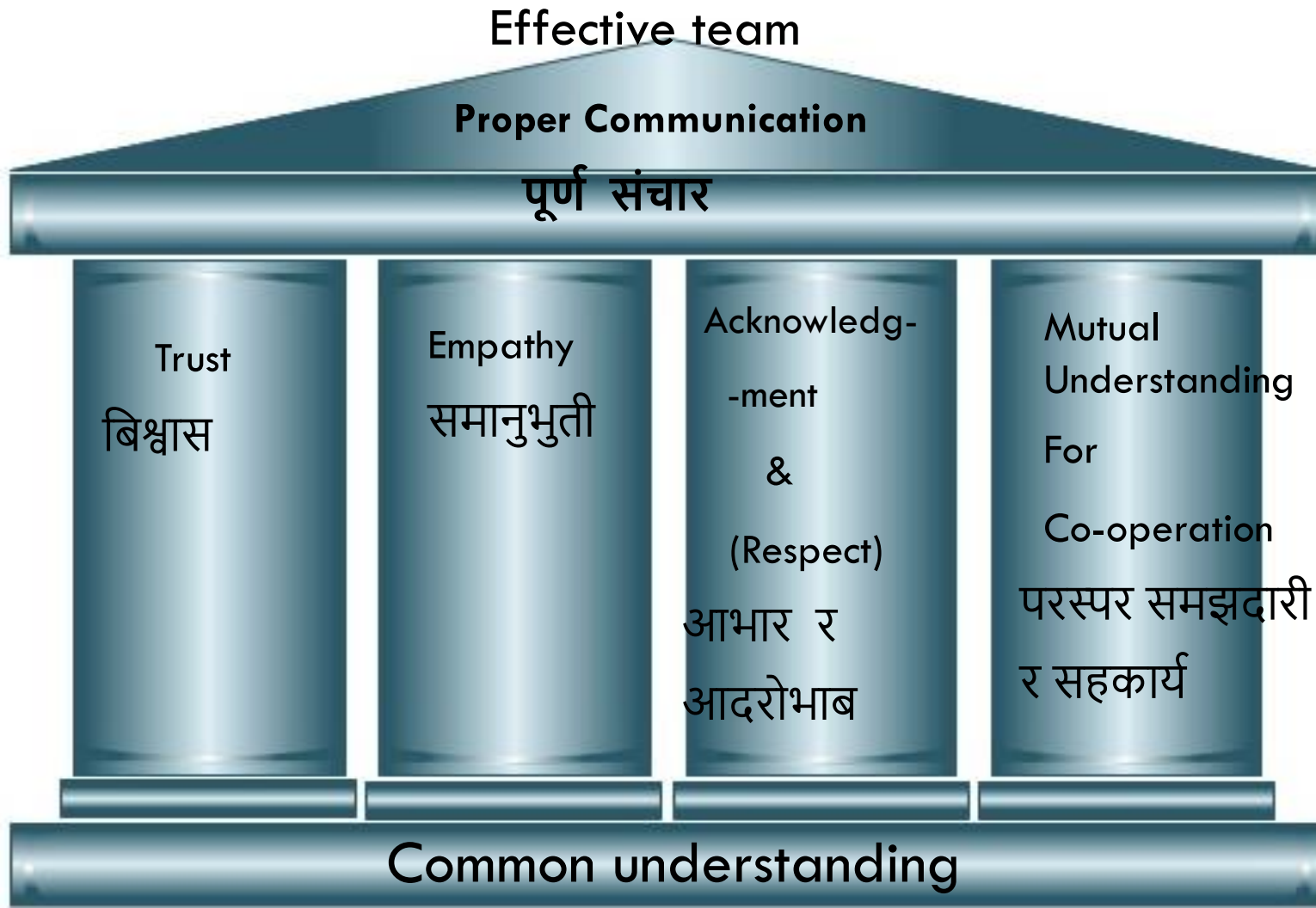
# कर्मचारीको काममा सम्लग्नताले के परिवर्तन ल्याउन सक्छ ?

13

- सेवाग्राहीको विश्वास हासिल
- मितव्ययिता
- कार्यालयमा बढ्दो उपस्थिति
- कामको नियमितता



# Four basic pillars of a team







# Connecting team, engagement and leadership

A Leader is a Learner of

- People
- Situation
- Possibilities

...and DEALER of HOPE !



# Situation

16

- You are working with a team of employees, some of whom are in the same level as you are as per organisation hierarchy. You are assigned with a task with a deadline. What may be the challenges you face?



हामी को हौं र हामीले  
के प्रतिनिधित्व गर्छौं ?

हामीले ब्यक्तीहरुको  
लागि के गर्यौं?

हामीले संस्थाको लागि के गर्यौं?

हामीले कस्तो सम्बन्ध स्थापना गर्यौं?

हाम्रो पद के हो?



10. BELIEVE IN YOUR VISION AND YOUR TEAM

*"If your actions inspire others to dream more, learn more, do more and become more, you are a leader."*

---

John Quincy Adams



# Learning points

19

- ❑ Did leadership emerge automatically?
- ❑ Was time the constraint?
- ❑ Was resources provided the constraint?
- ❑ What was the spirit that each members felt?



# Major takeaways

20

- Leadership is inherent throughout all levels in an organization.
- Leadership promotes team spirit.
- Teamwork is a synergy effect of diversity management.
- A properly managed team ensures engagement.
- A properly managed team seeks a leader.





# Questions??

21

□ Thankyou.