

ANSAB Team Building Workshop
April 1-4, 2005
Nagarkot, Proceedings (draft)

ANSAB (Asia Network for Sustainable Agriculture and
Bioresources)

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Acronyms

ANSAB	Asia Network for Sustainable Agriculture and Bioresources
BDS-MaPS	Business Development Services-Marketing and Production Services
EWV	EnterpriseWorks Worldwide
FECOFUN	Federation of Community Forest Users, Nepal
FSC	Forest Stewardship Council
GAC	Gorkha Ayurved Company
HBTL	Himalayan Bio-trade Limited
HJSS	Himalayan Jadibuti Sarokar Samuha
ICCO	Inter Church Development Organization
IDE	International Development Enterprise
IUCN	World Conservation Union
LFP	Livelihood and Forestry Programme
MIS	Market Information Service
NGOs	Non Governmental Organizations
NNN	Nepal NTFP Network
NTFPs	Non-timber Forest Products
PPA	Public Private Alliance
SDC	Swiss Agency for Development and Cooperation
SNV	The Netherlands Development Organization
WWF	World Wildlife Fund

Executive Summary

ANSAB (Asia Network for Sustainable Agriculture and Bioresources) organized team building workshop from April 1-4, 2005 at Nagarkot congregating its entire staff from field to the center. The workshop was initiated in entertaining and intensive ambience where everyone looked happy, energetic and friendly throughout the workshop. The introductory session went very interesting and so appreciated much by all the participants. Soon after the introduction, Dr. Bhishma P. Subedi, Executive Director of ANSAB attracted the attention of all the staff through his all pleasing insights that were full of wisdom and sentiments. From the reflection, it can be inferred that those acumen advises were penetrating the inner more and the inner most heart of all the participants. He gave speech specifically about the natural gifts explaining one after another the choices, natural laws and intelligence. Relating his speech to ANSAB, Dr. Subedi talked about the vision, discipline, passion and conscience.

An introductory sharing of ANSAB projects were made subsequently by Mr. Surya B. Binayee, Mr. Indu Bikal Sapkota, Mr. Ram Hari Subedi, Mr. Navin Subedi and other ANSAB program staff. Dr. Bhishma P. Subedi made a brief presentation on the ANSAB strategies, vision, mission and objectives. The first day of the workshop was warmed up with a very interesting game that was played in the teams.

The second day of the workshop was elapsed entirely for the feedback session. The feedback session went fruitful as said by the participants. It was helpful to understand own strengths and weaknesses as perceived by the team members as well as to improve accordingly. On the third day of the workshop, group presentation was made depicting the overall representation of ANSAB, reflecting the relations, roles, functions, results and outputs among the team, in the existing and expected scenarios.

The team building workshop provided opportunity to all the staff to understand each other more closely. It also helped understand more about the ANSAB's organizational functions and areas to the newer staff and others to understand field situations. The overall ambience of the workshop strengthened the team spirit more emotionally, courteously and more mutually. Insights from Dr. Subedi, the feedback session, facilitation process were much appreciated by the participants.

Day 1

Introductory session

Ram Hari Subedi, BDS manager, at ANSAB facilitated the introductory session of the team building. The session was proceeded forward lively with an idea of introducing in pair. Each participants (**Please see annex 1 for complete list of participants**) chosen folded piece of paper in which a relation that calls for another one to be a pair recognizing the relation was written down. Accordingly each individual introduced their pair (Mama-Maiju, Hero-Heroine, Mother-Father and so on). The session went animated and joyous with mixture of fun in the introduction that directed the whole team building workshop live and motivating.

Everyone appeared pleased during the whole session. In fact, the environment was absolutely humorous.

Presentation from Dr. Bhishma P. Subedi

Dr. Bhishma P. Subedi, Executive Director of ANSAB, addressed the workshop with his words of inspiration. We can't separate person and organization, he said. He further stated, all human beings are given three natural gifts. They are

1. Choice
2. Natural laws
3. Intelligence

We everyone has freedom that we can do whatever we want and how we want to do. The incredible power we the human being have is the choice. Everyone has power and capacity to use ones choice wisely.

The another gift is the natural law. Natural law is something that is never changing. They stand still and they are timeless, said Dr. Subedi. It bears some resemblances with principle of fairness which stands for kindness, honesty and integrity.

The third one is the intelligence that can be classified into four categories, they are,

1. Mental intelligence
2. Emotional intelligence
3. Spiritual intelligence
4. Physical intelligence

Mind, body and soul work together in the mental intelligence. And there is no wrong in the emotional intelligence or emotional intelligence is often right. Spiritual intellectual is always guided by essence of our soul that helps choose right path. All sort of intelligence should be built on continuously so that one may uncover the capacities, bring out rational decisions and think from wider perspectives, added Dr. Subedi. Calling for reflection on the theme he presented, he appreciated the understanding of the participants and helped develop their comprehension.

Mr. Surya B. Binayee, Program and Admin manager at ANSAB said the framework is important in discovering ourselves. Tika Ram Pantha, Finance Officer of ANSAB reflected the concept help us visioning for the future and work towards the mission and objectives. Accordingly, other participants also gave their understanding in this regard.

Relating the context to the organization's voice, Dr. Subedi classified the topics into four sections making clear a statement that organization is a living organism:

1. Vision (function of mind , followed by mission statement and program)
2. Discipline (Structure/System)
3. Passion
4. Conscience

While presenting his concepts, he made the session very interactive that every one was participating in the discussion. He exemplified, why Mahatma Gandhi and Mother Terressa overcame, because they had clear vision. Participants were asked to reflect their views about what is vision, why Mahatma Gandhi and Mother Terressa visioned for? Appreciating the response of the participants, he said, seeing the future through our internal mind is visioning. Our thinking leads us in the future. Here, imagination is more important than knowledge. Nobody can succeed without discipline. People may be considered talented, however they are not talented only because they have knowledge and skill they also require capacity to think and vision. Talking about the conscience, he said, never compromise your conscience. Conscience is also scarification. Comparing it with the ego, he said ego never sacrifices. If we are inspired by negative ego, we can never learn.

Amidst, Dr. Subedi shared important insights from Mahatma Gandhi (the greatest sins)

- Wealth without work is a greatest sin.
- Pleasure without conscience is a greatest sin.
- Science without humanity is a greatest sin.
- Worship without sacrifice is a greatest sin.
- Politics without principle is a greatest sin.

In the context, he questioned - what need do I sense the organization? and does my conscience inspire to do this. He responded, we do have the answer-yes. Discipline without application does not work, he said, the common sense is the most uncommon.

ABOUT ANSAB

Following his speech, Dr. Subedi drew the attention of participants towards ANSAB. He asked to spell out the mission statement of ANSAB. The mission, as presented in the workshop, 'We are committed to enterprise oriented solutions to biodiversity conservation and sustainable community development.'

As requested by the participants, project sharing was made from Mr. Surya B. Binayee, Mr. Indu Bikal Sapkota, Mr. Ram Hari Subedi, Mr. Navin Subedi, Mr. Prakash Katuwal and other ANSAB's project relevant officials. Mr. Binayee briefed on the Certification

and NTFP marketing, Enterprise Based Biodiversity Conservation. Mr. Ram Hari Subedi explained on the BDS/MaPS, likewise Mr. Indu Bikal Sapkota briefed on the Policy Research project, Ecosystem Services and Natural Products Based Enterprises, Mr. Navin Subedi on MIS and other staff made concise introduction of the district MIS and other projects. The presenters briefed on the objectives highlighting the recent output of the respective projects. For other details of the project description, please see ***Annex 2***.

Thereafter, Dr. Bhishma P. Subedi presented a distinct picture of ANSAB, with its vision, mission, objectives, targets, values and cultures. He made very obvious and understandable presentation so that every participant can figure out and take into heart the overall strategies, approaches and direction of the ANSAB's programs.

Reflection from game on team spirit

Afterward, a very interesting game was held to be played by two groups out of the participants. The game gave clear picture and practical realization of the importance of the team spirit, consultation among them, efficiency and value of leadership. The game was played binding the eyes with handkerchief in team, in which each group was allocated responsibility to change a lengthy rope into a square shaped figure. The game entertained all the participants a lot. It was inquisitive, humorous, interesting, enthusiastic and joyous. The game also helped participants be internalized and understand each other very well. The surprise made in the initial stage, the fun made while playing the game by the observers, the process that the players endeavored for accomplishing their responsibility, and the interaction after the game was over made very good lessons for the importance of the team building and spirit.

Participants were back to their seat in the workshop with a mood freshened more by the game. In the meantime, participants were classified into six groups and allocated responsibility to present a figurative picture that spells the overall representation of ANSAB.

Day 2

Feedback session

Mr. Indu Bikal Sapkota facilitated the session. Each participant had to give and take feedbacks, strengths and areas to be improved. A brief discussion was made on how the feedback session can go effective so that no one would feel depressed and irritated, that might be led by the bitter and untrue feedbacks. Some of the participants shared their previous experience of such feedback programs and spelt some positive and negative implications, however all agreed that giving feedback is very important for personal development. Some shared the story of changes as an output of the feedback and some reasoned the ways that is better. Participants agreed to soothe the feedbacks for improvement and reducing the turf and harsh sounding feedbacks and giving feedback to only those having well understanding about strengths and weaknesses. Each single

participant went to the chair at midst of the round sitting, all colleagues and seniors wrote down strengths and areas to be improved in metacards. When the process of putting down feedbacks completed, participants were given half an hour of time to go through the feedbacks. All of the participants summarized their feedbacks and presented in the workshop with their feelings towards the feedback, some with commitments, some with realization and some with their mixed perceptions towards the feedback.

Day 3

Group work and presentations

All the participants were divided into six groups and assigned to prepare a presentation that stands for ANSAB and its image. As assigned, the figure should spell out emotional relation among the team, their roles and functions, results and outputs presenting it in the two scenarios-the existing scenario and the expected scenario. The last day of the workshop, all appeared deeply engrossed in the group work brining out newer ideas to present creatively and interestingly in figure. Despite the fact that the thematic aspects and essence of all the groups were similar, the figurative presentation was distinct from each other. Some of the presentation reflected the problems taking place in the field, some about progress and some the overall existing picture of ANSAB. However, all presentations depicted how the activities of ANSAB programs have contributed to achieve the overall objective, target and goal. The session gave opportunities to the newly appointed staff to understand ANSAB very closely and other staff to understand the newer grassroots issues. While a suggestion to strengthen the communication especially with BDS staff, Dr. Bhishma P. Subedi said a necessity to prepare an internal communication mechanism.

Closing

Reflection of the overall workshop was made from participants at the end of the workshop. Most participants affirmed and committed feedback is very important and we will try our best to make reforms taking into consideration the very crucial feedbacks. This time, feedbacks were mediocre, neither exaggerating the strengths nor dominating the weaknesses, realized the partakers. Addressing all the participants, Dr. Subedi said you anyone can talk to me whenever necessary, I am always curious to listen to you. Participants said, the workshop has helped build the team, and provided motivation to all the staff. Mr. Surya B. Binayee, program manager at ANSAB said the forum has given opportunity to understand each other more personally. The agenda making process, feedback session were appreciated much by the participants. Dr. Subedi made closing remarks appreciating the enthusiasm, creativity and skills of the participants.

Annex 1

List of Participants

S.No.	Name	Designation
1	Dr. Bhishma P. Subedi	ED
2	Mr. Surya B. Binayee	PAM
3	Mr. Indu B.Sapkota	Manager-CFM
4	Mr. Ram Hari Subedi	BDS Manager
5	Mr. Tika R. Pantha	Account/Finance Officer
6	Mr. Ram P. Acharya	Program Officer
7	Mr. Navin Subedi	BDS Officer
8	Mr. Sushil Gyawali	Program Officer
9	Ms. Shova Adhikari	Information Officer
10	Mr. Prakash Katwal	EDO
11	Ms. Samasti Manandhar	FA
12	Ms. Pratibha Bangdel	AAO
13	Ms. Anjana Nepal	Receptionist
14	Ms. Meena Pokhrel	NRM Officer
15	Mr. Chandika Amgain	CFF
16	Mr. Surya B. Khadka	Forestry Ent. Facilitator
17	Mr. Bishnu Luitel	Forestry Ent. Facilitator
18	Mr. Nabaraj Panta	CFF
19	Mr. Dinesh Dhakal	NTFP/BDS Expert
20	Mr. Jagadish Chandra Kuikel	HVC Expert
21	Mr. Pushpa L. Ghimire	District Manager
22	Mr. Deepak Kafle	BDO
23	Mr. Arjun Shrestha	AEF
24	Ms. Anita Shrestha	AEF
25	Ms. Nirja Kafle	NEF
26	Mr. Upendra R. Kuikel	NEF
27	Mr. Basu Dev Neupane	AFA
28	Mr. Basu Dev Aryal	MIS Officer
29	Mr. Buddhi R. Chaudhary	District Manager
30	Mr. Dhan Bdr. Kathayat	BDO
31	Ms. Rita Shrestha (Rai)	AEF
32	Mr. Shambhu Baraile	AEF
33	Mr. Gopal P. Sharma	NEF
34	Mr. Krishna Panta	AFA
35	Ms. Lila Thapa	NEF
36	Mr. Durga Datta Regmi	District Manager

37	Mr. Shambhu Charmakar	NEF
38	Mr. Tek R. Gyawali	BDO
39	Mr. Kalyan Gauli	District Manager
40	Mr. Prakash Subedi	BDO
41	Ms. Samjhana Sigdel	NEF
42	Mr. Govinda Baral	NEF
43	Mr. Indra Adhikari	AEF
44	Mr. Arjun Sapkota	AEF
45	Mr. Rajendra Koirala	AFA
46	Mr. Khem R. Gyawali	Legal Advisor

Annex 2

ANSAB Projects

Enterprise Based Biodiversity Conservation in Nepal

The project (1999-2005), jointly implemented by ANSAB and EnterpriseWorks Worldwide (EWW), aims at conserving the globally significant mountain biodiversity of five western Himalayan districts of Nepal- Humla, Jumla, Bajhang, Dolpa, Mugu- through community forest management linked to enterprise development. The project intends to organize and strengthen 60 forest user groups and bring about 30,000 hectares of forests and meadows under improved management.

Certification and Sustainable Marketing of Non-Timber Forest Products-Public Private Alliance (PPA)

The alliance project (2002-2005) aims at increasing incomes and employment of NTFP producers and promoting sustainable resources management through certification initiatives, promoting product design and development and marketing of NTFPs, and expanding responsible buying practices among industry members in the West. Coordinated by ANSAB, the alliance brings together product buyers and designers (Aveda and its extended industry contacts of American Herbal Products Association), certification expertise (Rainforest Alliance/FSC), a diverse range of Nepali companies (HBTL, GAC), NGOs and Nepali networks (FECOFUN, NNN, HJSS), and donors that have been working in community forestry and NTFP subsector promotion.

Influencing Policy and Good Governance in NRM Sector: Focusing on Community Forestry and NTFP Sub-sectors in Nepal

The core objective of the research project was to reflect back, analyze, synthesize and document the experiential learning of different actors and stakeholders in the evolution of community forestry and NTFP oriented policy formulation at local to national levels in Nepal.

Valuation of Ecosystem Services of Himalaya Mountains Forests for Conservation through Capacity Building and Policy Interventions - A pilot study of Nepal and Uttaranchal India

The main purpose of the project is to facilitate conservation of the forest ecosystems and biodiversity by valuing their ecosystem services. The project also aims to assess Ecosystem Services (ESs) of the mountain forests, to educate, sensitize and interact with the decision makers at policy level, and to develop options for getting payment of ecosystem services of mountain forests.

Marketing Information System (MIS) for Non-Timber Forest Products

Implemented by ANSAB since January 2001, it aimed at improving the marketing information access of local collectors and traders in Nepal in order to promote NTFPs based enterprises and ensure fair and equitable share of the local communities from the trade of NTFPs. The project provided price and marketing information and facilitated the linkages between producers and buyer. The project was mainly funded by the Swiss Agency for Development and Cooperation (SDC), Nepal. Other donors included Livelihood and Forestry Programme (LFP), ActionAid Nepal, The World Conservation Union (IUCN)/Nepal and World Wildlife Fund (WWF).

Business Development Services-Marketing, Production and Services (BDS-MaPs)

The project also known as BDS-MaPs has an objective to provide better market access to the NTFPs and high value crops through improved market based BDS in the areas of cultivation, harvesting, trade and enterprise development. Five organizations consortium, with International Development Enterprise (IDE) as the lead agency, implements the project. ANSAB is responsible for the promotion of sustainable production and domestication of NTFPs and high value crops in Dolpa, Banke, Surkhet, Kailali, and Syangja districts of Nepal.

Community Based Enterprises Development

The project, implemented in the partnership with ANSAB and SNV is underway in Panchthar and Jumla districts.

Advancing community forestry

The project is being implemented in Dolakha and Bajhang for three years from August, 2004.