



BIO-DATA
(November 2015)

PERSONAL DATA

Name : Dr. Chandi P. Chapagain

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Nationality : Nepali

Date of Birth : April 1, 1958

Family : Wife, Two Daughters and One Son

Languages	Read	Write	Speak	Understand
English	√	√	√	√
Nepali (mother tongue)	√	√	√	√
Hindi	√	√	√	√
Urdu	-	-	√	√

EDUCATIONAL BACKGROUND

Degree (s)	Institute	Major areas of study	Country/ Location	Date of award
Ph. D. (Grade-A)	Madison University	Appreciative Inquiry relating to HR Capacity Building, Training and Development , Human Resource Management / Development	USA	2004
Master's Degree (First Division)	Tribhuvan University	Sociology, Anthropology, Social Organization, Culture, Research	Kathmandu, Nepal	1988
Bachelor in Education	Tribhuvan University	Education, Geography, Social Science	Dhankuta, Nepal	1981
Intermediate in Education	Tribhuvan University	Education, Social Science	Dhankuta, Nepal	1978
School Leaving Certificate	Saraswati Higher Sec. School	English, Social Science, Mathematics	Sunsari, Nepal	1975

PROFESSIONAL EXPERIENCES

October 2009 – Present

Managing Director, Appreciative Learning and Development Management (ALDM)

AREA OF INVOLVEMENT

- Design and Facilitation of Training, Training of Trainers (TOT), Workshops, Summit and Conference
- Appreciative Leadership and Development Visioning and Human Value Based Education
- Human Resource Management, Organization Development (OD) and Project Cycle Management
- Training of Trainers Module /Curriculum Design, Learning Cycle and Pedagogical Application
- Participatory Community Development, Child Development, Environmental Conservation, Conflict Management and Peace Building, Business and Entrepreneurship Promotion through Appreciative Intelligence
- Publication of Books on Appreciative/Positive Inquiry, Human Value Based Education, Moral Education and Spiritual Wisdom

TRAINING EXPERIENCE

TRAINING CONDUCTED IN APPRECIATIVE INQUIRY, PARTICIPATORY COMMUNITY DEVELOPMENT, HEALTH AND CHILD DEVELOPMENT, BUSINESS PROMOTION, LEADERSHIP AND HUMAN VALUE BASED EDUCATION

- **Appreciative Leadership and Project Management (ALPM) Training completed at Nepal** Public Health Foundation (NPHF), Maharajgunj, 28-30 August 2015.
- **Appreciative Inquiry and Planning for Child Development**, Organized by Child Development Society (CDS) in partnership with Save the Children at Patleban Resort, Kathmandu, 30 October 2015.
- **Appreciative Leadership and Organization Development** at Kalikot DDC in 8-10 June 2015 and Hotel Indreni Complex, New Baneshwor in 12-15 July 2015.
- **Appreciative Inquiry and Stress Management** at Chitwan for Handicap International, Inclusion Project in April 1-3, 2015 and in Pyuthan DDC in 30 June to 2 July 2015 and Jajarkot DDC in 4-6 July 2015.
- **Appreciative Inquiry and Community Development** for World Vision International, Sindhuli in 23-27 March 2015.
- **Appreciative Inquiry and Development With VDC Secretaries**, SAHAMATI, Sindhuli, 12-13 February 2015.
- **Training of Trainers (ToT), An art of Training and Human Resource Capacity Building** for Handicap International Nepal, 27-31 August 2014.
- **Appreciative Inquiry for Leadership and Organization Development**, 26-28 June 2014, Department of Agriculture, IWRMP.
- **Appreciative Inquiry for Human Resource Development**, Save the Children International, Nagarkot, 25 June 2014.
- **Appreciative Inquiry and Positive Thinking in Academia**, Tri-Jyoti HSS Teachers, Kapan, 15, July 2014.
- Facilitated the Socio-Legal Center's **Staff Induction; A Rule of Law and Human Rights (RoLHR) Protection Project of UNDP**, 16-17 June 2014.

- **Appreciative Inquiry for Organizational Development** to all teachers, board members, administrators and students of Bageshwori Multiple Public Campus, Kohalpur, Banke, 9-13 June 2014.
- **Appreciative Inquiry and Capacity Building** for all VDC Secretaries of Myagdi District, 30-31 May 2014
- **Appreciative Leadership and Development Visioning** Training conducted for CARE Community Support Program (CSP) project staff at Nepalgunj and Dhangadi in October 2013.
- **Human Value Based Education**, Organized by ALDM Nepal, 28-30 August 2013.
- **Appreciative Leadership and Development Visioning Training** for different INGOs, NGOs, DDCs, Academic Institutions and Freelancers (15 events) from 2010 April to 2013 June.
- Training on **Advocacy through Appreciative Inquiry** for FEDWASUN in support of UNICEF, August 9-11, 2012.
- **Monitoring & Evaluation through Appreciative Inquiry**, Sahamati, Gaidakot, 9-11 June 2010.
- **Human Value Based Education Training for School Teachers**, Organized by Global Action Nepal in support of World Vision International, 13 - 15 July 2010, Nagarkot.
- **Development of Positive Attitude and Behavior** at Central Training Institute, Agriculture Development Bank, Bode 2011-2012.
- **Appreciative Intelligence for Stress Management and Motivation**, G-4s Nepal, Senior Managers Team, 20 April 2011.
- **Advancing Appreciative Inquiry, Moving from Appreciative to Spiritual Inquiry**, Mountain Spirit, Nepal, 9-10 July 2011.
- **Capacity Building and Human Development**, ICA – Institute of Cultural Affairs, 1 September - 31 March 2011.
- **Health and Business Leadership Training through Positivity**, DXN Nepal, Kathmandu, 22-24 August 2010.
- **Human Value Based Education and Positive Inquiry for Career Development**, at Triton, Texas, Premier College, Hindu Vidya Peeth etc. 2010-2012.
- **Appreciative Leadership and Conflict Transformation**, MEDEP, 23 June 2010.
- **Appreciative Inquiry for Enhancing Education and Societal Transformation**, Sky International College, Butawal 29-30 July 2012.
- **Appreciative Leadership and Institutional Capacity Building**, MEDEP, 29 June 2010.
- **Appreciative Inquiry for Project Identification** Organized by NASC for Gazetted Officer 15 August 2010 and 2011.
- **Monitoring & Evaluation through Positivity**, Nepal Administrative Staff College, 13 June 2010.
- **Positivity for Conducive Learning and Personal Transformation**, Presidential Business School, February- 2013.
- **Appreciative Leadership for Success**, Trekking Agencies' Association of Nepal, 20-21 May 2013.
- **Positive Attitude Development for Success**, Series of program facilitated in Nepal Telecom Training Center from 2010-2013.

June 2000 – September 2009

Country Training Coordinator / Human Resource Development Coordinator (HRDC), Plan International Nepal, Country Office

- Designed, organized and facilitated a series of training /workshops /conference to train all staff in Plan International Nepal in the areas of Child Centered Community Development, Strategic Planning, Implementation & Monitoring, Project Cycle Management, Logical Framework, Appreciative Inquiry, Partnership, Leadership, Conflict Management, Advocacy, Education, Learning, Training of Trainers (ToT), Gender, Equity, Sponsorship, Micro-credit, Community Finance Strengthening, Non-violence Communication, Health, Sanitation and Environment etc.

- Developed and utilized human resource policies, strategies, job evaluation, competency setting, employee appraisal and human resource planning in ways harmonious to build capacities of staff and partners that contributes to achieve the organizational goals.
- Strengthened and updated human resource development/management related knowledge and skills; liaised and coordinated national and international training and human resource development institutions, managed distance-based learning, assessed training and development needs, develop plan, curriculum, policies and progress reports, monitored and evaluated training activities.
- Designed and assessed proposals, plan and budget, monitor and evaluate the Child Centered Community Development, partnerships and capacity building activities with Plan Nepal, partners and communities.
- Facilitated series of 'Do No Harm' (DNH) and 'Participatory Peace and Conflict Assessment' training for development catalyst and community people (2004-2007) in Plan Nepal's program area.

1997 May - 2000 May

Training Specialist, CARE International Nepal, Country Office

- Designed, organized and conducted a series of training /workshops on Training of Trainers (TOT), Participatory Rural Appraisal, Monitoring & Evaluation, Partnership, Advocacy, Governance, Gender, Conflict Management, Logical Framework, Project Cycle Management and Appreciative Planning and Action and Non-formal Education.
- Coordinated /represented different national and international governmental and non-governmental organizations.
- Development of human resource policy and strategy as well as supports the projects in remote and non-remote regions.
- Involved in integrated community development process, planning, implementation, monitoring and evaluation.

1989 – 1997, April

Training Officer: Makalu-Barun National Park and Conservation Area Project (MBNPCAP), a Joint Collaboration with the Department of National Park and Wildlife Conservation (DNPWC), Nepal and The Mountain Institute, USA.

- Organized, designed and facilitated different training programs such as Participatory Rural Appraisal (PRA), Participatory Village Development Planning and Management, Project Cycle Management (PCM), Appreciative Inquiry, Natural Resource Management, Environmental Education, Cultural Conservation, Monitoring and Evaluation, Leadership, Gender, Governance, Financial Management, Team Building, Non-formal Education and Income Generation Training.
- Development and implementation of human resources development policies, competency analysis and human resource planning.

- Research conducted: Field surveyed and information analysis, report writing and planning made in the area of human resource development, community development, natural resource management, conservation education, cultural conservation, entrepreneurship development etc.
- Establishment of base line information, identification of need based projects /activities and training programs to rural people with participatory approaches.
- Monitoring and evaluation of community/rural development activities. Involved in project/program design, participatory development process, conservation and school improvement program.
- Extensive field visits and interaction made with different mountain and Himalayan ethnic groups.

TRAINING AND WORKSHOP PARTICIPATED

- 2009, 19-22 May **Human Resource Management Training** by Management Development Foundation, South Asia.
- 2008 May **Blue Print for Success** conducted by Qualified Learning Center-USA at Kathmandu.
- 2008 Dec **Human Rights Based Approach to Development**, Kathmandu, Nepal.
- 2008 July **Social Artistry Leadership Development Trainer's Training** conducted by Jean Houston Foundation-USA at Dhulikhel, Nepal.
- 2007 Feb **Leadership in Organizations**, The Institute of Cultural Affairs
- 2006 Oct **Leadership and Management Development**, KFA – Nepal.
- 2005 Aug Participated **Peace and Conflict Management Training**, organized by ICPD, Nepal.
- 2005 Sept Participated / co-facilitated/ the **Appreciative Inquiry for Peace and Societal Transformation Summit**, Kathmandu.
- 2004 Jan **Human Resource Business Workshop** organized by -Plan International - Asia Regional Office at Bangkok, Thailand.
- 2003 March **Organizational Behavior and Job Specific Competencies** organized by -Plan International - Asia Regional Office at the Philippines.
- 2002 Dec **Logical Framework /Project Cycle Management**, Organized by COMAT, Kathmandu.
- 2002 Oct **Human Resource Strategy Workshop**, organized by Plan International - Asia Regional Office at Bangkok, Thailand.
- 2002 March **Front-line Human Resource Development Workshop** organized by Plan International, Asia Regional Office at Bangkok, Thailand.
- 2002 Aug **Professional Sharing and Learning Visit on Child Centered Community Development Approach (CCDA)** at Bangladesh
- 2000 Nov. **Child-focused Trainer's Training**, Organized by PLAN International Nepal.

- 2000 April **Organizational Excellence in Management Workshop**, Organized by Global Excellence in Management (GEM) at New York, USA.
- 2000 Jan. **Asia Regional Education Workshop**, Organized by CARE-USA at Bangkok.
- 1998 Nov. **Basic Education Training**, Center for International Education, **University of Massachusetts, USA**.
- 1998 May **Asia Regional Girls /Women Education Workshop**, organized by CARE Atlanta in Dhaka, Bangladesh.
- 1994 Jun-Jul **Management of Training Center**, organized by The Asian Institute of Technology, Continuing Education Center, Bangkok, Thailand.
- 1996 Aug **Rural Development Training, With Special Reference to Savings & Credit**, organized by The Aga Khan Rural Support Program (AKRSP), Gilgit, Pakistan.
- 1997 Aug **Monitoring and Evaluation (M&E)**, organized by CARE International in Nepal.
- 1998 May **Gender and Development Training**, organized by SAMANTA, Kathmandu, Nepal.
- 1994 Jan **Participatory Village Development Planning and Management**, organized by the Makalu-Barun Project, Nepal.
- 1994 Aug **Training of Trainers (TOT)**, Organized by Human Resource Development Centre, Kathmandu, Nepal.
- 1993 Feb **Participatory Rural Appraisal (PRA)**, organized by the Makalu-Barun Project, Nepal.
- 1992/97
Mar/Sept **Designing the Future**, organized by KARUNA Management, Kathmandu, Nepal.

INTERNATIONAL CONFERENCES: PARTICIPATED, FACILITATED AND PAPER PRESENTED

- 25-28 April
2012 **Fifth World Appreciative Inquiry Conference**, Paper Presented on "From Appreciative to Spiritual Inquiry: A Generative Contribution of Appreciative Approach for World Renewal" Ghent, Belgium.
- 4-8 Sept 10 **Convergence of Science and Spirituality for World Renewal**, organized by SpARC (Spiritual Applications Research Center) Wing of Rajyoga Education and Research Foundation (RERF), and Prajapita Brahma Kumaries Ishwariya Vishwa Vidyalaya at Academy for a Better World, Gyan Sarovar, Mount Abu, Rajasthan, India. Paper presented on "Spiritual Inquiry for Human Friendly Education".
- 10-12 Dec
2009 **International Conference on Knowledge Management for Sustainable Development** - participated and paper presented on "Positive Approaches to Enhance Community Capacities and Peace Building", organized by Asian Institute of Technology Alumni Association Nepal (AITAA) and Asian Institute of Technology (AIT), Bangkok, Thailand
- 16-19 Nov
2009 **World Appreciative Inquiry 4th Conference** - participated and paper presented in Kathmandu, Nepal.

- 7-10 Aug 09 **Poverty Alleviation and Sustainable Development through Appreciative Inquiry** facilitated in Asia and Pacific Alliance of Young Man Christian Association (YMCAs) in New Delhi.
- 2008 June-Jul Participated and paper presented in the **Globalization for Common Good, Seventh Annual International Conference, Melbourne, Australia.**
- 2007 Jan Participated and paper presented in the **International Conference on Sustainable Development in Conflict Environments: Challenges and Opportunities**, Organized by CECI, Asia in Kathmandu, January 16-18, 2007.
- 2006 Aug Participated the **Open Space on Open Space International Conference** at Moscow, Russia.
- 2004 Sept Participated the **Second International Conference of Appreciative Inquiry**, Organized by AI Consulting Group, Florida, Miami, USA.

PUBLICATIONS: BOOKS, PAPERS AND MANUAL

- **Appreciative Inquiry to Spiritual Wisdom**, A Distinctive Combination of Theories, Principles, Research, Innovations and Practices of Positive Approaches for World Renewal, Book - Published by Appreciative Leadership and Development Management (ALDM), 2012, Kathmandu Nepal.
- **Human Value Based Education**, Book - Published by Appreciative Learning and Development Management, 2012, Kathmandu Nepal.
- **Appreciative Inquiry** in relation to Development Trend, Visionary Planning and Action, Human Resource Capacity Building, Inspirational Leadership and Development published in December 2010.
- **Application of Positive Approaches in Enhancing Human Capacities and Sustaining a Human Friendly Global Society**, Globalization for the Common Good, Seventh Annual International Conference, Melbourne, Australia, June 30 – July 4, 2008.
- **Appreciative Approaches to Community Empowerment and Peace Building**, published as a book of the International Conference, Centre for International Studies and Cooperation, Chapter 13, 16-18 January 2007, Kathmandu.
- **Sahakarya: Working Hand in Hand with the Children of Nepal, a Report on Evaluating Plan Nepal Partnerships** July 2006.
- **Appreciative Inquiry for Building Human Capacities and Achieving Development Missions**, The Organizations, A Practicing Managers Quarterly, Vol.9, Issue 2, April-June 2006.
- **Appreciative Inquiry for Building Human Capacities: An Innovative Approach for the New Millennium** (Sept 2005).
- **Human Resource Capacity Building through Appreciative Inquiry Approach in Achieving Developmental Goals**, PhD dissertation submitted to Madison University, MS, USA (September 2004).

- **Labor Relations: Development, Structure and Process**, Doctoral Degree Paper Submitted to Madison University, USA.
- **Advocacy and Capacity Building**, PLAN International Nepal (2002).
- **A Training Action Outline for Developing Human Resources in Plan International Nepal**, (September – 2000).
- **Participatory Planning, Using the Appreciative Planning and Action Approach**, A Training Manual for Mid-level Technicians and Group Motivators, Published at CARE International Nepal (2001)
- **Appreciative Planning and Action: A Guide-book for Development Workers**, Published by Nepal Participatory Action Network - NEPAN, (August-2000).
- **Participatory Monitoring and Evaluation: Trainer's Guide-Book** CARE International in Nepal (May 2000).
- **An Analytical Observation of CARE Nepal's Non-formal Education**, CARE International in Nepal (January-2000).
- **Training Manual on Participatory Village Development Planning and Management** (1995) Submitted to the MBNPCA Project.

MEMBERSHIP AND AFFILIATION

- Founder, Life Member and former General Secretary of Imagine Nepal
- Advisor of Appreciative Inquiry National Network (NAINN)
- Life Member of Nepal Participatory Action Network (NEPAN-www.nepan.org.np)
- Advisor - Institute for Positivity and Human Development, Pokhara
- Founding Member of Facilitators Association, Nepal
- Advisor - Texas International College, Chabhiel, Kathmandu
- Advisor - Premier International College, Kathmandu
- Advisor - Young Philosophers Society, Kathmandu
- Advisor – Karuna Development Foundation, Rupendehi