



**ARANYA**  
s o l u t i o n s



**Facilitation  
Methods**

## Who We Are

**The Institute of Cultural Affairs (ICA) Nepal** is a leading NGO for Human Development for the past 20 years. It is a part of a network of autonomous ICAs worldwide, working in more than 35 countries which has more than 50 years of experience of building human capacities through participation, training and facilitation activities and setting up community development programs. The ICA is concerned with the **Human Factor** in development, strengthening human capabilities in the public, NGO and private sector.

## What We Offer

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|--|---|
| • Action Planning Process                | • Result Oriented Leadership and Management |
| • Team Building                          | • Participatory Strategic Planning          |
| • Theory of Change                       | • Appreciative Inquiry and Action           |
| • Focused Conversation Method            | • Emotional Intelligence                    |
| • Consensus Workshop Method              | • Project Management                        |
| • Conflict Management and Peace Building | • Social Artistry                           |

## The trainings can be customized as per the need and objectives of the organization

We have been providing training and facilitation services to NGOs, INGOs, government offices and business for many years. Facilitation services and in-house training courses are tailor-made to suit ICA Nepal's clients, and are given on the client's own premises.

## Technology of Participation

ICA's training approaches are unique which help in meeting the challenges of building leadership and organizational effectiveness through releasing individual potential. ICA has over 50 years, been developing a set of participatory methods called the Technology of Participation (ToP) which can be used in any group setting to create group solutions and facilitating strategic planning. Full participatory approach with a good mixture of adult learning principles will be adopted in the training.

## Trainer and Facilitators

ICA has a team of trained and dedicated trainers and mentors. ICA has already organized dozens of training courses throughout the country and has also facilitated in-house training and meeting for various organizations in Nepal and abroad.



**Dr. Tatwa P. Timsina** is a Nationally and Internationally Renowned Trainer and Facilitator having more than 20 years of experience on developing people through training and facilitation. He is also the key trainer for leadership development programs developed by MSH/USAID. Also he has contributed his expertise as a trainer/facilitator for a number of organizations including Government of Nepal, UNDP, ADB etc.



**Mr. Hare Ram Bhattarai** has more than 25 years of experience in facilitation in the area of organizational development. He has facilitated in several countries in Asia and Africa. He also has managed national level leadership and management development projects in Nepal..



**Mr. Shankar Jadhav** is an International Trainer and Facilitator. He has 30 years of experience in providing training for trainer on ToP. He has facilitated training programmes for NGO, Private sector, Government sector and Local sector in the methods of ToP, planning, Leadership building, Project implementation, survey conducting and evaluation etc. in India and Abroad.



**Mr. Yateen Gharat** is a certified International Facilitator and trainer from Mumbai, India. He has been facilitating groups to enable them to reach Desired Outcomes through Group Process Facilitation (GPF). He is specialized in GPF, Outbound Training, Team Building Facilitator, Inbound Trainer for soft skills, MBTI, Neuro Linguistic Programming-Master Practitioner and Trainer, Advance LIFE COACH for personal excellence.



**Ms. Katrina Zavalney** is from San Francisco, CA, USA and consults with non-profits, business communities to become more efficient and effective in upholding their mission. She has a Masters in Organization Development and 15 years of experience in community development, facilitation, capacity building, strategic planning and sustainable event management. Katrina also founded the nonprofit Aranya Solutions that serves the underserved and facilitates leadership programs.



**Mr. Sanjay Ghanghaw** is an alumnus of TATA INSTITUTE OF SOCIAL SCIENCES, MUMBAI and also a Founder and CEO of DAP Skills, a management and OD consulting firm. He is a trained executive coach and a trained process facilitator in ToP Methods such as Facilitating Client Collaboration and Focused Conversation Methods.

## Arrange for an Appointment!

We would love to book an appointment with you to discuss your needs and how we can meet the concerned people and facilitate a service that will work for your organization! Please let us know a time that works for you.

## Contact us!

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