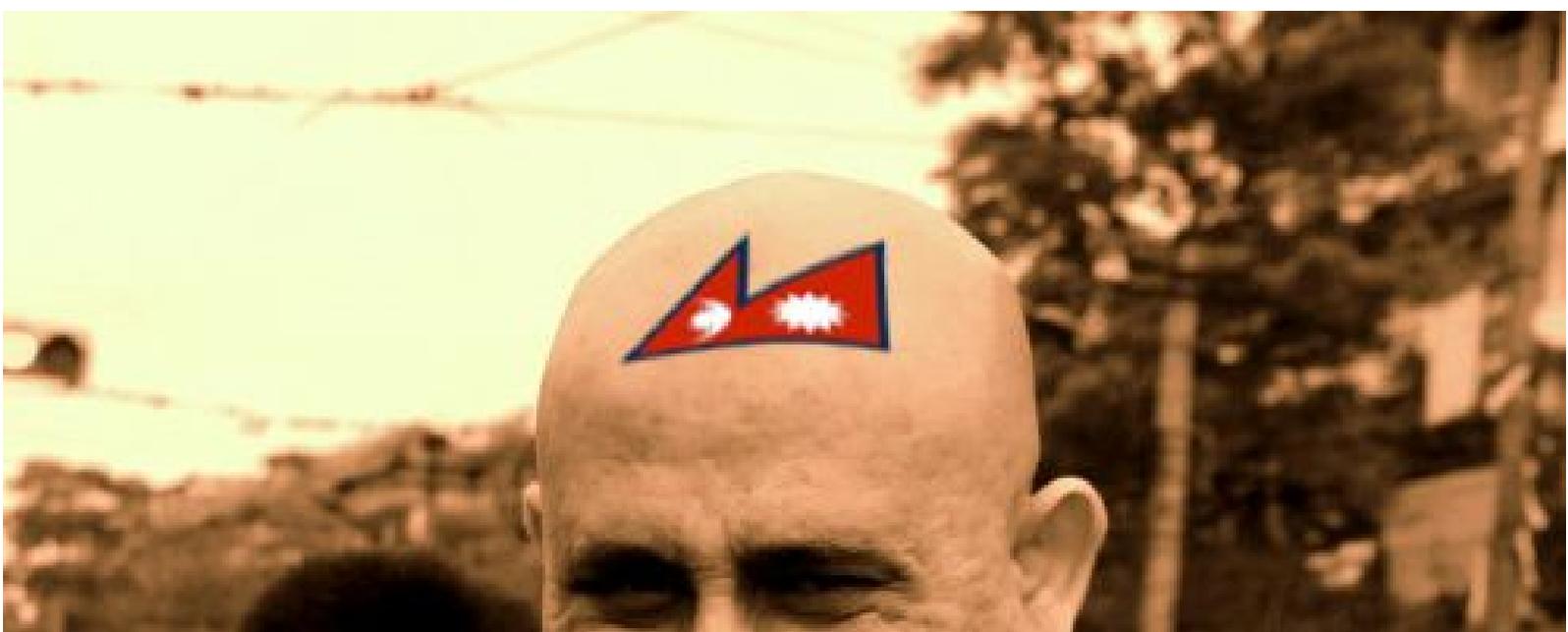


# Time for you to Lead Nepal



Readings to get you started in 2016!

*By Ujwal Thapa*

# Lets begin !

1. [This coming year, I wish you will...](#)
2. [When you die, what will they write about you?](#)
3. [How to protect your future in Nepal?](#)
4. [Your rights are incomplete with your responsibilities...](#)
5. [Why are you a Nepali?](#)
6. [Want to start a movement?](#)
7. [How to treat Nepal's real investors well?](#)
8. [Why become an Entrepreneur in Nepal?](#)
9. [How YOU can help build Leaders for Nepal?](#)
10. [Who are the leaders for Nepal?](#)
11. [Are you a student? Dare these 12 things before you finish college!](#)

Short link to this e-book on web is:

<http://bitly.com/timetoleadnepal>

# This coming year, I wish you will...

- 1) ... Steal more. Steal more time for yourself to reflect, pause and to try to understand why you are here, what makes you happy.
- 2) ... **Break some rules.** Break the norms set by others, the society, the critics or the lizard brain who tell you what you should do and should not. Just follow your inner conscience. May this be your moral compass.
- 3) ... **Pick a few fights.** Fight “small” injustices that you see around everyday. For example, how about fighting to enforce that nagging traffic rule violations or trash throwing on the street habits.
- 4) ... **Be garlanded with shoes or hit with rotten tomatoes.** Dare to do something disruptive, that scares the people who cling to things as they are or to dogma. Let them humiliate you, scare you, threaten you. Stand steadfast against their desperate measures. Know that when they seek to humiliate you like this, you are dead close to winning.
- 5) ... **Contemplate your death daily.** Accepting every day that you are eventually going to die, helps you realize your true priorities in life. What work would you prioritize, if you only had a month more? What would you say now, if this was your last lecture in the world?
- 6) ... **Sell your jewellery, your TV or even your house and go travel!** Our attachments to material belongings have handicapped us. Sell them and build the guts to go round the world with someone you care about. Take a year off. I hear PhD's on life are often learned on such journeys. After all isn't that the only PhD worth caring about? Mastering life...
- 7) ... **Starve yourself.** Build your willpower by resolving go on a fast for a worthy cause or to simply to get back in shape. Your health is your true wealth. And your community's health is very much your health.
- 8) ... **Spend all your savings.** Really? Yep. Spend every bit of your savings on starting up that new business you were dreaming about. Help create jobs. Show your business

competition a better way to solve problems. Invest all your future in creating opportunities.

9) ... **Splash your raw, crazy thoughts on a public blog-diary.** Reveal yourself! Let the world see your unique beauty, with all those magnificent imperfections. Make your own opinions, however contradictory they may seem. Those who mind don't matter, Those who matter, don't mind.

10) ... **Decide to leave a big dent on the world you live in.** Isn't your life worth leaving a footprint before you leave for ever? Ask yourself what sort of legacy are you leaving to your children? Transform this environment before it scars you and all our future.

11) ... **I hope in the coming year, you will die.** Die that life you led so far, following on someone else's path and be re-born with this passion to lead your life your own way.

12) ... **I hope now you will steal these thoughts** and share them with your near and dear ones! Warm wishes to you!

## Are you ready ?

--X--

# When you die, what will they write about you?

Will they write this about you in the newspaper when you die?

“Today we mourn the loss of a true patriot. For some she was a troubled soul, too hot to handle. But to the rest of us, she was one hell of a provoking soul, coaxing us to serve humanity, and in the process finding our purpose in life. Never in a short time I believe, has one tried this obstinately hard to push the environment around him to the limits. If he lived long enough, I have no doubt she would have dared to rise to touch the stars.

Today we bid adieu to a champion whose light sparked many others. Like an experienced diamond cutter, you molded flawed souls to shine like perfectly cut diamonds, moving on to polish more and more souls!

Today a maverick leaves us, provoking even after death. When critics said “be practical”, you laughed hysterically. When others said, “this is impossible”, you smiled mockingly. When we said, “this is enough”, you muttered, “only after death”.

Today we say goodbye to a big question mark. You have left us continuously questioning our purpose here in this world. And you have won over us, while you lost your breath.

Today your voice leaves us, but rings aloud in our hearts. You murmur through the seeds of change you have sown in souls here and many more beyond. When? how? why? this, we may never know. But because of you, we are ourselves provokers, persistent soul warmers, harbingers of positive change in our mother land and the lands beyond.

This day, my dear friend, rest finally in peace; for heaven rejoices today. this world rejoices today and even, death rejoices today. We have all become you today....”

**When you die, wouldn't you want something similar said about you?**

**Are you ready to start living?**

--X--

# How to protect your future in Nepal?

**My answer:** Be selfish. It is in your very selfish interest to protect your future in Nepal.

Here is a story to make my case. Let's say, you make it big! You become rich enough to grab a "bright" future for your family. You own a nice house in Kathmandu, with guards, servants and enough money in the bank after many hard, years of honest work. Your relatives are filled with envy!



Let's say, you have a beautiful, small happy family, you, your partner and your two cute little children. Everyday you drive through tons of problems in Kathmandu. No one seems to be doing much about it. You get angry, frustrated, even depressed. In the end, the only words that come out of you are "Yestai ho".

So you focus on where you feel you can make a difference which is to take care of your own family. You forget about the rest of Kathmandu. As you do this, the Bagmati river which flows through Kathmandu, pretty much remains the same, extremely toxic. You convince yourself, repairing her is beyond your job. You start the blame-game. It is the damned government's job or some INGO's or some environmentalist's job.

Coming back to your family; you keep raising your children in the best way possible. You put them in expensive Montessori schools, equip them with the latest ipad, iPhone, send

them to excellent summer camps to broaden their horizons. You convince yourself that one day, when they grow up they will certainly help their country. This is why you “mind your own business for now”.

So now, let's say because of the highly toxic Bagmati (or the pollution in Kathmandu or hundreds of other health disasters looming here), a resistant form of mutated bronchitis or tuberculosis creeps its way through. It is lethal. Let's say “unluckily” your daughter gets (could be from her friends in school or through water or from someone, somewhere in this big city?) You rush her to a nearby hospital; put her in a deluxe first class cabin with a private personal doctor to treat her 24 /7. The doctor consults with the best practitioners around the world. Money is never a problem, but it sure shows its limits when the doctor finally admits, “your daughter cannot be treated here because the disease is new, highly contagious so she has to be taken abroad immediately to a better facility”.

You charter a plane to Delhi (you sure can afford it). You try to leave for Delhi immediately but are stopped because your daughter needs to be quarantined as per their state policy. You plead with them; you lie, and even threaten them. You call directly the high level politicians of Nepal to find a way out. You manage to pressure them. At last you have permission to proceed. You fly out to save your girl (your investment, your future). But by then, it has become too late. The disease moved too fast. Too much time had already been lost. Your little girl is no more.

So now the blame game starts inside you. Who to blame for this loss of your child, your future, your investment, your hope?

Do you blame

- ❖ the doctors and the hospitals for not being able to save her? or her friends for transferring this disease ?
- ❖ their irresponsible parents or the school perhaps?
- ❖ or the toxic Bagmati River? the people who were supposed to clean it?
- ❖ or the government for being incompetent?
- ❖ even your neighbors (countries) for their apparent bias against Nepalis (for not letting your daughter get medical access in time)?

- ❖ Or go one step further and blame Nepal itself for this mess? “Sati le saraape ko desh.”
- ❖ Or do you just blame yourself?

Would blaming anyone bring your daughter back? Certainly not. But if you could see into your past, where would you change things so that your daughter would be alive today? Think hard for a minute before reading further.

You would have tried to prevent this from ever happening, right? You would have never let these problems get this big. You would acted actively to control these social, environmental problems when they were small. After all it is for your own sake. In essence, It is in our own selfish interest to act now to solve these collective problems of the future. If we don't, it will haunt my future, your future and our children's future.

So how about making this super-selfish pledge today!

- **To protect my family, I will look for and support or even build movements.**
- **To protect my future, I will not remain silent as incompetent rulers destroy my future.**
- **To protect my lifestyle, I will be proactive in my neighborhood, city and country.**

--X--

# Your rights are incomplete with your responsibilities...

1. You have the right to speak up (silence kills) along with your responsibility to know when to shut up (words can kill).
2. You have the right to own anything along with your responsibility to take great care of what you own.
3. You have the right to your privacy along with your responsibility to be accountable to those who live around you (our society).
4. You have the right to do any kind of work along with your responsibility to bear any consequences of your works.
5. You have the right to keep what you reap along with your responsibility to share what you reap.
6. You have the right to love anyone along with your responsibility to love anything (environment, society) that protects you.
7. You have the right to refuse to help an unjust government along with your responsibility to help install a just one.
8. You have the right to safeguard your life along with your responsibility to protect others.
9. I believe in your right to follow your own religion or ideology along with your responsibility to use them to unite us, not divide.

10. You have the right to live life the way you want along with your responsibility to make a dent in the universe before you leave.
11. You have the right to be a citizen along with your responsibility to continuously prove that you deserve to stay a citizen.
12. You have the right to choose freely and with it your responsibility to respect my right to my own choices as well.

Every single one of our rights comes balanced with responsibilities! Are you ready to balance them? Are you ready to follow this 'BibekSheel' middle path?

Do think about this the next time you take a step forward.

--X--

# Why are you a Nepali?

Who are you ?

I am a Nepali.

And why are you a Nepali?

.....

What is your answer?

If you are like most of us, you would probably find this difficult to reply or the only answer would be, "I am a Nepali because I was born here!"

So is that it? Do you believe that you deserve to be a Nepali only because of your parents (in which you had no hand) ? Now, I don't think this is enough. I believe for each of us to be a Nepali, we all have to "prove" ourselves as a Nepali.

I want to introduce a bold concept: To call yourself a Nepali, you have to 'become' a Nepali. So how does one 'become' a Nepali? Well for starters, it requires each Nepali to cultivate a certain world view of 21st century relevant 'bibeksheel' values.

Here are 20 values I recommend that may help you become the Nepali you always wanted to:

1. 'Nepal is our home; not some rented shack that we leave every time it crumbles'.  
*Realize this.*
2. 'We are all born to make a 'dent' in the universe.'  
*Promise yourself.*
3. 'If not now, when? If not us, who?'  
*Chant this.*
4. 'Hack at the roots of evil, not its branches.'  
*Focus on the roots.*

5. 'If they eat shit doesn't mean we should.'  
*Hold yourself to a higher standard!*
6. 'Either we clean our house, or others will come clean it (their way).'  
*Understand our geopolitics.*
7. 'My nation, my responsibility'.  
*Take ownership!*
8. 'Thank lavishly, apologize readily'.  
*Make this a habit.*
9. 'Connect all positives together then, align them in the same direction.'  
*Best way to defeat negative forces!*
10. 'Keep improving or die trying'.  
*Strive to be a center of excellence!*
11. 'Move your feet before your mouth!'  
*Lead by example.*
12. 'When in doubt, listen within.'  
*Your soul is your moral compass.*
13. 'Change is a marathon never a 100 meter sprint'.  
*Be patient with yourself!*
14. 'Criticize wrong actions not wrong people.'  
*Have empathy for others.*
15. 'Make your dream come true or else you will be hired to make someone else's dream come true.'  
*Be warned!*
16. 'Share your time, resource and network widely.'  
*Sharing is caring!*

17. 'Always go for win-win'.  
*Make this your process and end-goal.*
18. 'Never mind who takes credit for your work'.  
*The secret of any success!*
19. "Take a small action, improve it repeatedly (for years)'  
*Don't underestimate the power of persistence.*
20. 'Nepal doesn't need to change. I do.'  
*Realize this noble truth.*

If you already live your life with these ideals, then bravo! you are a shining example of a Nepali for the rest of us. As for the rest of us it's high-time we start 'becoming' a Nepali.

Nepal is molded from the dreams and aspirations of each of us. How wonderful would it be if we each strived to become the very ideals we dream for our nation !

## So when will you “become” a Nepali?

--X--

# Want to start a movement?

1. Prepare for a marathon, a movement is not a hundred meter race.
2. S/he who gets tired first loses. (Repeat this mantra in your head)
3. It doesn't matter who takes the credit. Let all take the credit, even those who you believe don't deserve to.
4. Let others lead when movement is going smoothly. Lead up-front only when things becomes difficult or dangerous.
5. Leadership is commitment & accountability. Commit and be accountable to your commitment. Change begins with yourself.
6. Adopt the philosophy of "Karma – कर्म", i.e, Just do the work, never expecting the fruits.
7. Hope but don't expect (from other people, other groups).
8. Collect funds in-kind if you can (in-kind = people give things directly, not hand you money). If you have to, prefer to take it from people and not organizations.
9. There will be cynics and critics not just on the outside but also within. Don't take things personally. Everyone is trying to do the best they can, with the information they have so far.
10. People leave (for various reasons). Let them go. If what you are doing is good, others will take their place. A healthy movement should recycle people regularly.
11. Hand over. (Give others leadership so that they can do your job equally well when time comes for you to leave. All of us will leave. A movement shouldn't be anyone's permanent job).
12. Help each volunteer *own* the movement. This is the only way movement moves anywhere. Give people meaningful responsibilities, credit, thank-you's and just trust them (even if they do something stupid).

These are lessons I learnt from #OccupyBaluwatar, a 100+ days movement for women's rights in #Nepal and a few others before and after.

# How to treat Nepal's real investors well?

We get more than 5 billion US dollars (2014) from remittance from hard working Nepalis all around the world). Compare this with only US \$500 million or so of investment from foreigners. Yet we treat this noble group like third class humans.

*"A Nepali returns from Arab for a month to finally meet his family after two long years, He arrives at our Tribhuvan International Airport at night, where he is first put on a long line of Nepali, interrogated by officials. The customs officer scans through his bags like a vulture looking for an excuse to exhort on the gifts bought for his family. Mentally drained, he finally comes out. The taxis outside are waiting for him. They demand, "Give us Rs 1500/2000 to go to Gongabu (bus station)." This is more than what he spends on the bus ride from Kathmandu to his village. He sighs and pays up. After only 3 weeks with his family, he is forced to run to Kathmandu to get a new passport. He waits out in long lines, in heat, pollution and stench. On his way back to Arab, they humiliate him again at the airport. As he boards the plane, he breathes a sigh of relief. He won't be back for another two years."*

Is this how you treat a community that invests more than 5 billion US dollars into the Nepali economy? So how could we serve this group well, and make this a win-win?

Here's a start.

1. Let's start with the government – remove regulations. Demand insurance from manpower (staffing) agencies so all Nepali who work abroad have insurance to protect them. At the foreign ministry, make a special fast track application process. Handle all their official works within half a day. Enable getting passport from districts easier. Make a special VIP line at our airport exclusively for them. Make them feel they are the reasons our country isn't bankrupt. Show

pre-departure videos on what life will be like outside Nepal, what their rights and responsibilities are. Teach them how to contact the nearest embassy or consulate.

2. Work to change your officials habits to deal with them like we normally do with “VIP”. Work with a private company with excellent customer service credentials to offer reliable, direct transportation from Kathmandu Airport to other major towns.
3. Manpower companies, start providing cheap, affordable insurance for every worker you send abroad. Offer it in installments. You can surely make a profit by the volume.
4. Social workers, connect their families with skills like sewing, knitting, running a small shop etc. Do recommend them on ways to protect the money sent home.
5. Entrepreneurs, interact more with this group. Understand through them, their families problems. Then build an opportunity to fix their common pain.
6. For our financial institutions, prioritize their families. Advise them on investments and entrepreneurial opportunities through your institution. These are safe earners who send money back regularly – many of them probably through your bank. Maybe even offer high interest bond instruments for them to buy, that yields in 5 years. You have an enviable opportunity here. Look towards using their ideas in Nepali industries to improve efficiency, safety and quality. Remember these Nepali are building the next generation World Cup stadiums in Qatar by 2020.

Ultimately, this becomes a win-win for all.

*"Imagine the same humiliated Nepali returning home in 2 years.*

*He walks out of the airport and goes through a fast-track service to process his paperwork. He is warmly thanked by this welcoming official, wishes him a happy stay with his family and is directed to a counter inside the airport to buy a ticket to go home to his town. He is escorted to a direct express bus outside the airport that is taking him and 50 others like him. He directly goes home without the hassles of Kathmandu and*

spends time with his family. To renew his passport, he goes to his local office and gets a new passport in 1 hour.

He is happy to be back home. With the money he was sending home and installment he was paying, he now has a better house, his wife runs a small store through a loan from the bank she went to get remittance money. With the savings this man was making with the bank, he now has a high interest bond that will yield high returns starting next year. With this money and his new-found skills in the Arab world, the man wonders whether he has to return back to the 50 degree heat in Arab. He wonders - with a good house, working wife, money in the bank and my new-found skills - maybe I can start a small factory here in Nepal!"

Only when we learn to treat our own (5+ billion rupees investing customers) with dignity, will the world will invest in Nepal.

How we treat our remittance sending Nepalis tells them how we will treat other "investors". If they don't like what they see, they will invest their money somewhere where people respect "investors".

--X--

# Why become an Entrepreneur in Nepal?

*written with Prasanna Dhungel.*

An Entrepreneur creates opportunities not just for him/her but more importantly for others. In Nepal, this is even more important as we have a high number of unemployed Nepalis and dignified opportunities are limited to a privileged few.

There is an ongoing joke in Nepal, that if we produce a politician, we destroy 100 jobs. But if we create an entrepreneur, we create 100 jobs. On a serious note, this is why many youths should turn to entrepreneurship as the engine of their personal, professional and soulful growth. We need not look far to realize how entrepreneurship has transformed our neighbors, China and India. A responsible government at this time in Nepal, would bet on producing and helping more entrepreneurs than on anything else.

**Here are few ways Entrepreneurs will transform Nepal...**

## **1) Entrepreneurs solve problems in Nepal**

We hear of so many problems in Nepal. Listen to news, and you will hear problems left and right. Entrepreneurs view these problems as opportunities and solve problems for all of us to have a nicer life in Nepal. In the process of solving problems, they create jobs and positivism and efficiency in the economy. Today, many have become dependent on foreign aid and the government to solve our problems. Entrepreneurs don't wait and will not wait for others to solve problems. They grab the opportunity, try to solve it and find a sustainable way to do this (business). Imagine a future in which each Nepali is hungry for problems and jumps to solve every problem in our society and makes a business out of it. We could become a very different society.

## **2) Entrepreneurs create jobs that benefit low-income families in Nepal**

As an entrepreneur, you may help a struggling Nepali family directly, lifting them from poverty simply by creating 'jobs'. The employment you generate and the salary you pay, helps towards improving the local economy, i.e small shops, farmers, schools, groceries and local towns. You help the local ecosystem by the wealth you generate for others. This in turn helps generate a positive cycle of employment. You help continue this positive cycle of growth even as a small entrepreneur.

### **3) Entrepreneurs creates platforms/ecosystems in Nepal**

As an entrepreneur, you will be creating not just one small business but over the course of time build it into a platform, an eco-system so that others can build their own businesses around yours. Thamel became Thamel when businesses started to bloom, servicing around one Hotel, Kathmandu Guest house.

So you will be helping create opportunities for others too, by creating this as a byproduct of building their ventures. As a result of an entrepreneur, an industry of like-minded entrepreneurs came into being. Do not under-estimate the power of entrepreneurship to change the world.

### **4) Entrepreneurs raise dignity of Nepalis**

When we get the opportunity to work in our own country, utilizing materials and human power here and export them, not having to leave our place to work in far away lands, it makes us dignified. It raises our family's self-esteem, our children's self-esteem. Entrepreneurs create dignified jobs and dignified professionals as their employees. Entrepreneurship is not about exploiting people. It is about empowering people so that they help run their business better. Hari Bhakta Sharma has scaled his pharmaceuticals company – Deurali Janata – by successfully providing dignified employment and opportunity to work in a place which makes life-saving medicines at affordable prices for the poor.

### **5) Entrepreneurs remove the gap between rich and poor in Nepal**

A strange statement? Well many confuse entrepreneurs with traditional traders, monopolistic business houses or even evil rich people. Till now in Nepal, the power and

wealth has been restricted to a few traditional elites. They earn their wealth, not by competing fairly but rather by abusing their power, access, status and restricting other Nepalis wish to becoming an entrepreneur. They stifle innovation, growth and encourage practices that benefit just themselves. So they are not entrepreneurs. In-fact, when entrepreneurs come into the equation, they in-fact break monopolies and barriers created by these traditional power elites. The fact that entrepreneurs can come from any background, ethnic groups, age, status is powerful way to transform society from status-quo to progress.

For economic equality and prosperity in Nepal, we need not more job seekers but more entrepreneurs who rise from obscurity, cutting across ethnic groups, economic past, castes and age. In other words, that entrepreneur could be you. If we are looking for the profound changes we want to see here, help yourself become an Entrepreneur. Take the example of Rudra Pandey, the founder of D2Hawkeye. He comes from a simple humble background in remote Nepal, rose through sheer hard work and ambition, started and grew D2Hawkeye into a powerhouse. He grew the firm to a global healthcare analytics firm and helped put Nepal on the map of world-class companies. Many Nepalese have taken inspiration from him and are trying entrepreneurship in Nepal and outside in their own ways.

## **6) Entrepreneurs creates positive cultures**

“Yes we can”- This is the feeling that prosperity brought by Entrepreneurship evokes. It improves the self-confidence of all Nepalis. With this positive attitude, it helps replace the current “blame-game” culture of “yestai ho”, “ke garne” attitude in which we are stuck and can no longer create a win-win situation in villages and towns across Nepal. It helps usher us towards a fair meritocratic culture in which every Nepali, irrespective of background, gains the attitude – ‘yes, I can meet my dreams.’

Positive culture in Nepal is essential if we want to create an economically equal, fair, accountable, responsible society. And as an entrepreneur, you will be helping us make this faster than any other professional. Prithivi Pande, former CEO of Nepal Investment Bank, was responsible for creating a positive culture trend in the Banking sector. Many of

the current heads of Financial institutions in Nepal have worked with him and followed his lead to become successful bankers themselves.

So how will YOU benefit as an entrepreneur in Nepal?

### **1) A dignified status**

Nepal has changed. Now your peers, your followers and many Nepalis will regard an entrepreneur as a leader. And some will even think of you as a visionary. They will read about you, hear about you and follow your steps. You will be inspiring the next generation of Nepalis to become creative entrepreneurs and help create great entrepreneurial centers right here in Nepal like the Silicon Valley in the United States. Entrepreneurs like Anil Chitrakar, Karna Shakya, Ambika Shrestha, Min Bahadur Gurung are respected, admired and thanked for the opportunities they have created in Nepal.

### **2) A comfortable life**

In Nepal, an entrepreneur's life is much more comfortable as your ability to succeed is higher because there is less competition here. Once you are successful, you carry great leverage. As an entrepreneur, you can leverage your success to have access to more opportunities to work on a bigger level, may it be with the government or on bigger lucrative projects.

### **3) A satisfying life**

The satisfaction of having helped many will be extremely gratifying for your soul. In Nepal, you can actually see your effects directly. Leading an honest life as an entrepreneur and providing for others – what a satisfying way to live here than in the already developed country where your impact may be minimal compared to here. How best to help others – by innovating a fishing industry, not just teaching how to fish, or worse just giving them fish.

### **4) Live your life**

As an entrepreneur, you can live your life passionately, not your parent's life, or your friend's or your spouse's, but yours. I believe this is one of the best ways to live where you

decide on your path. In other words, you lead a passionate life. As an entrepreneur, I have enough time and energy to follow my different passions in life, to experiment on projects and to mentor others. It allows me to make time for myself and my family while finding ways to serve the society better.

--X--

# How can YOU help build Leaders for Nepal?

Nepal is filled with intelligent and talented Nepali who love their country dearly. Not a single day passes by when we don't hear of a remarkable feat of a Nepali around the world. So here is a question for you.

“Despite many intelligent and talented Nepali like us, why is our nation still stuck in a rut of poverty while our neighbors leap towards prosperity? Why do we keep falling from one disaster to another? Why do incompetent leaders who fail us repeatedly continue to rule our nation?”

The real question is, what ‘STOPS’ us from creating that positive force which leads Nepal to prosperity?

The bitter truth is that “WE” – the most intelligent, talented and fortunate among all Nepali – are the key obstacle to getting the leadership Nepal deserves. Our cynical habits and fatalistic attitude consistently stop any credible leadership from rising to lead Nepal. Here's how:

## **1) “Individually excellent, collectively failure!”**

We may have become experts and leaders in our fields. But we have become so comfortable in our own little cocoons that when someone dares to start on a nation building journey, it does not occur to us that we should help. We subconsciously fear that if we try to help, our carefully carved reputation might get stained. By refusing to align with other leaders we forsake succeeding collectively. As a result, while our nation reeks of failure, we stay cozy inside our bubble.

## **2) “My way or the highway!”**

We believe that only our way will bring “proper” change in Nepal. We have a nasty habit of dismissing other's efforts as useless or even outright harmful. Our narrow-minded

arrogance has stopped many remarkable Nepali from coming together to solve our nation's problems.

### **3) “We bask in the warmth of power.”**

We often rely on the very corrupt people and failed systems we seek to change. We rarely reflect on the consequences of this, especially how it harms those struggling to ignite progressive changes. We often become bystanders in their actions. Only when they succeed, we enter to reap the benefits, not unlike parasites who leach on their hosts to nourish ourselves.

### **4) “They must only be after money!”**

We are deeply suspicious of positive deeds. If a person starts something promising, we suspect ulterior motives behind it. Our doubts soon take the form of subtle yet vicious rumors spreading like ‘chinese whispers’ which isolates any changemaker. Unknowingly, we become promoters of a culture of pulling others down – “khutta tanne prabidhi”.

### **5) “Such is life” Yestai ho, Ke garne?” attitude.**

Have you noticed many of our conversations usually end on this note! We often blame our own “karma” for injustices we face. When we repeat this mantra of ‘fatalism’ daily, we unconsciously build an ecosystem that makes it harder for changemakers to persuade. We create a vicious cycle of resignation within us that dampens the drive for positive transformation from within.

### **6) “We over-promise, under-deliver”**

How many times have we fallen victim to this? When invited to support a cause, even we are guilty of committing but rarely showing up. Even when we do, we seem to do it out of sheer obligation. We Nepali need to learn the art of saying “No”. We may dismiss this as trivial but to those seeking to transform our nation, these ‘no-shows’ and ‘unreliability’ slowly drains their efforts dry.

### **7) ”I did them a big favor. They better pay back soon. ”**

How many times have we heard this? Many of us have a habit of counting our favors and expecting immediate returns. We have little empathy for those who have dared to take the difficult path of transforming our nation. We often prematurely cut short our support leaving them in limbo.

### **8) “Grass is always greener outside Nepal”**

How often do we hear this, “Their children are already in America while mine are stuck here...” A Facebook status about winning US DV lottery gets hundreds of likes. But, a call for helping flood victims in Nepal barely gets barely a few. We celebrate relatives who leave Nepal but when one comes back, we howl, “Are you crazy?” Our towns and villages have become old age homes. When our youth are busy building other nations, do you ever wonder who our leaders will be left to work with to build Nepal?

### **9) “Tomorrow when I wake up, let there be a prosperous Nepal!”**

How many of us silently pray for divine power like Pashupatinath to come and save us, ‘the good ones’? We expect our nation to heal on its own without any effort from our side. We often confuse nation building as an effortless task ‘some-one’ else should easily do for us. Instead of lending hand to those patiently trying to build our nation, we are busy daydreaming that somehow it will magically transform overnight!

So until and unless we cleanse ourselves of these negative attitudes, habits and beliefs, we – the fortunate ones – will continue to be the biggest barriers to any positive force leading Nepal to prosperity.

**So instead of continuing to be a “leadership barrier”, if you want to to cleanse yourself and become a “leadership builder”, here are some suggestions.**

### **1) Recognize a leader: do they practise what they preach?**

Check whether they only pay lip service or actually keep their word. Instead of falling for lofty promises, find out if they have delivered in the past. Always champion those who under-promise and over-deliver.

## **2) Don't "Aid". Always "Invest"!**

Future leaders need your long term commitment to change, not your one-time donations. If you can, invest your time directly. Otherwise, invest by giving resources or your network. Nation building is like raising your own child. It takes years before you see results. Imagine how rewarding it will be seeing these budding leaders grow and deliver in the future ( because of you).

## **3) "Leaders are built (not born or found)" Make this your mantra.**

Buddha, Gandhi, Mandela, Mother Teresa's journey to excellence did not happen overnight. Pele did not become Pele on his own. Continuous faith and support from citizens similar to you molded and sharpened these ordinary beings into extraordinary. Today, you have this exciting power to nurture the leaders and heroes you crave for in Nepal. So, take control for raising the next Buddha right here and make our Nepal shine again!

## **4) Stop building another paradise, focus on rebuilding our own.**

Nepal is a broken paradise. Over the years, we broke it. Now let us rebuild it. Instead of "building" already developed nations, why don't we come together to rebuild our own? If you are outside, you can start building your own path back to Nepal by investing in positive changes here so that our paradise is rebuilt right here, with your direct help from there.

## **5) "Feed the hungry, not those already full"**

Instead of continuing to support only those already powerful, how about giving a hand to those who need it. Those working for change are usually alone, starving for help. Embrace them. Instead of voting for those you think might win, how about voting for those who you believe are on the right path?

## **6) Help marathon runners, not 100 meter sprinters.**

We usually fail right here. We often trust those who promise immediate results without questioning how they would deliver this. Change comes through persistence. We all know this. Let us build our patience to support these who are in it for the long haul and do not tire easily. If you want to see a nation transformed, seek those who are ready to run marathons, not quick sprints.

## **7) Embrace doers and bring balance to the system.**

There is a deep imbalance in Nepal because those who prescribe change outnumber those who make that change happen. Planners, advisers and intellectuals alone isn't enough to build our nation. We need to find and support the 'doers' who will dare to make that change happen.

## **8) Be that "first follower"!**

To build Nepal, you don't need to have a PhD or be inside the circle of power. Neither do you need to be inside Nepal nor do you need to be a citizen. All you need is to consistently care. The first few dedicated followers is most critical to any future leader. Will you dare to become that 'first follower'?

## **9) Place your bet on the 'outliers' (mavericks).**

Modern Nepal came to be because of one man who ruled over a tiny hill, Gorkha. Nepali history is filled with sea changes brought about by people who rose from obscurity. Therefore build that courage and determination to incubate the mavericks among us. Who knows, you might be the reason someone rewrites Nepali history yet again!

## **10) Spread positive rumors.**

If nothing else, at least cultivate 'positive gossip' as a habit. Practice spreading positive news, however small, be it a teenager who volunteered to manage traffic or donated books, spread these type of news wholeheartedly. And please restrain that impulse to spread negative rumors. Disciplining ourselves around this single habit would do wonders for our national well-being.

**In conclusion,** I believe that leaders are not only those who lead, but also those who 'build' leaders. Nepal today needs leadership builders like you. While only a few may be able to make the sacrifices needed to become a leader, the rest of us are able to take up the role of building leaders simply by nurturing these leadership building attitudes.

Nepal is a paradise. To realize its true beauty, the first thing we need to do is to change our own attitudes. So let's not wait any longer. Let's start building the leadership our beautiful Nepal deserves!

## Time to lead Nepal !

--X--

# Who are the leaders for Nepal ?

It is easy to get confused who are the leaders who truly care about Nepal. Here are some differences that may help you identify “leaders for Nepal” from “rulers of Nepal”.

Here are some differences between our Nepali rulers stuck in 19th century and 21st century relevant leaders that Nepal wants.

What we have now: Rulers	What we seek: Leaders
Romanticizes on 19th & 20th century ideologies without evolving.	Is pragmatic and willing to change views when proved by facts and research
Believes in ‘Win - Lose’	Believes in ‘Win - Win’
Teaches followers to ‘follow’	Mentors followers to ‘lead’
Transparency is ‘dreaded’	Transparency is ‘compulsory’
Accountable to only ‘followers’	Accountable to ‘citizens’
Response style: “beat around the bush”	Response style: Straight to the point .
Over-promises, under-delivers	Under-promises, over-delivers
Good speeches	Good outcomes
Divide and rule	Unite and rule
Focuses on differences	Focuses on “common points”
Ends justify the means	Means justify the ends.
Politics is about convincing (others)	Politics is about delivering (results)
Focuses on ‘rights’ only	Focuses on ‘rights with responsibility’
talks more and is receptive to problem	listens more and is receptive to solution
is reluctant to change in leadership	is open to change in leadership
Only Reacts to situation. (Reactive)	Responds to situation. (proactive)
No vision for the future	Has vision and even plans for the future

# Are you a student? Dare these 12 things before you finish college !

1. **Intern:** go work for free for someone at-least 1 month every year. Practical experience is what you sorely lack in school/college. Interning is how you ready yourself for the world.
2. **Perform:** actively in school/college (in theatre, arts, singing, dancing or even raising funds for a charity). Expand your horizons, build your self-confidence sooner than later.
3. **Learn:** how “[finance](#)” work (specially the power of [compound interest](#) and [exponential function](#)). Wealth ensures you more freedom to pursue what you want in life. Learn its basics.
4. **Give:** 10% of what you are given back to charity. Make this a rule. True compassion lies in sharing what you have to strangers who may never know about your generosity.
5. **Travel:** to a remote village in the mountains, hills & Terai (plains) and stay at least two week in each region. To know your country and your environment is to truly know yourself.
6. **Mentor:** one junior a year. To show a path for one is to build a giant path for humanity.
7. **Use:** [right to information \(RTI\)](#) law to find how your ward officials are solving problems in your tole. To hold your local government accountable is to become yourself responsible.
8. **Build:** a club that solves a collective headache you all face in school or college. Together we build courage to face the fears we dare not face alone.
9. **Fail:** enough times to fill [a resume / cv with failures](#) only. Behind every success is a series of failures.

10. **Play:** in a team sports (or manage them). If you want to go fast, go alone but if you want to go far, go together. and success in life is all about going together.
11. **Start:** a [blog](#) (diary) about your experiences and passions. Remember, constant polishing of your thoughts reveal your purpose in life.
12. **Show Grit:** Use grit (persistence) to never take 'No' for an answer. The secret to success (at least in Nepal) is not in being the first, but in outlasting everyone else.

Do these and I believe you will become an inspiration for not just your family but much beyond! Trust me! 😊

--X--

# Thank you for reading this.

I hope these readings have provoked you to become a better 'you'.  
I wish you the brightest days ahead! & Don't forget to share if you liked this.

Ujwal.

## About me:

My name is Ujwal Thapa and I am building 21st century leadership for Nepal at [BibekSheel Nepali Party](#). Here's a bit more about my background. <http://www.whynepal.com/ujwal>  
I would love to hear your feedbacks at: [ujwal@leadnepal.com](mailto:ujwal@leadnepal.com).

Do follow me on [Facebook](#) and [Twitter](#) for my regular thought-provoking updates. More articles like this can be found in my blog at [whynepal.com](http://whynepal.com)

This is a copyleft book. Which means you are free to copy & share without attributing or asking me :). Here's an easy to remember link for this e-book : [bitly.com/timetoleadnepal](http://bitly.com/timetoleadnepal)

