



“Management Challenges in Nepal: From an Engineer’s Perspective “

Er. Sugat Ratna Kansakar

Abstract: Nepal is lagging many similar countries of the world in economy. Countries like Bangladesh, Vietnam, Cambodia, and Laos, less prosperous than Nepal just three decades back, are now doing better than Nepal in all economic indicators. Hence, to catch up with the rest of the world, there is a need for extraordinary results in every front, every field, every sector, and above all, in overall governance. In each democratic country, the responsibility of governance lies with two groups of citizens: politicians and bureaucrats. It is a proven fact that one main reason for poor performance in governance is the lack of management skills, especially in leadership, at the top. Secondly, the physical infrastructure development, trade, and industry, in both public and private sectors, can play a role in revitalizing the nation-building activities. Both sectors suffer from management and leadership issues. There is a general perception that the principle and philosophy of management and leadership, postulated by the Western countries or the developed world, may not work in Nepal. The challenge for the policymakers and decision-makers in Nepal is to make those management theories, principles, and philosophies adaptable in the Nepalese context. Unfortunately, most of the top bureaucrats and technocrats within the government are making the mistake of assuming that both the management and leadership are the same, whereas there is a vast difference between the two.

Bio: Er. Sugat Ratna Kansakar graduated in Electronics and Telecommunication Engineering at the Pune Engineering College. A self-motivated and hard-working person who believes in risk-taking and fast decision making, his career spanned over 34 years in the Telecommunication and six years in the Airline Industry. He served in the Board of Nepal Telcom for three years and rose to the position of CEO (2004-2008). He was a Board Member of Nepal Engineering Council for four years. He led Nepal Airlines Corporation as a CEO for six years (2009-2011, 2015-2019). He is a motivational/management/leadership speaker in various institutes, including the Staff College in Nepal. He has published many articles on management, leadership and contemporary politics in magazines and newspapers and believes in modern leadership and management techniques.

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