

KFA Consulting On-going & Completed Assignments

S.N	Name of Organization	Scope	Nature of Activities	Industry/ Sector	Year
1	Himalayan Bank Limited	Outsourcing of Bancassurance Unit to KFA Consulting on a "Direct Sales Agency" Model. Over all management of Bancassurance Unit of HBL.	- Establishment and execution of Bank's Bancassurance Strategies including Bancassurance unit setup, Resource Planning & Execution, Resources Hiring, Achieving the set sales & revenue targets along with overseeing the operational aspects of this function.	Bank/ Bancassurance	2015 – Ongoing
2	HBL Capital Limited (A 100% Investment Banking subsidiary of Himalayan Bank Ltd)	Overall Management Consulting (Establishing and managing Merchant Banking Institution)	- Merchant Banking - Investment Banking - Corporate Advisory - Mutual Funds and Specialized Investment Funds	Banking	2018 Ongoing

3	NLG Insurance	Over HR System Diagnosis	<ul style="list-style-type: none"> - Overall HR System Diagnosis including Review Of Existing HR Policy Vis-a-Vis Nepal Labor Act 2074. - Submission of “3 Column’s Report” - Propose revised Organisation Organogram. - Develop revised “HR Policy” 	Non Life Insurance	August 2021 On-going
4	Nepal Hydropower Training Academy (A non Profit Joint Venture of IPAAN & Seshkanta Foundation)	Designing of Refresher & Comprehensive Hydropower Training Program & Delivery Mechanism in the following segments: <ul style="list-style-type: none"> - Electro Mechanical - Hydro Mechanical Operation & - Maintenance of Power Plants 	KFA will be delivering the following: <ol style="list-style-type: none"> 1. Program Syllabus <ul style="list-style-type: none"> - The Project Syllabus for each course will specify how the entire course will be implemented. The syllabus will be divided into separate modules, which can be taken as smaller courses themselves (In case of Full-Fledged Courses). 2. Teaching Materials <ul style="list-style-type: none"> - Teaching and reference materials that will be used for carrying out the trainings will be developed in coordination with sectoral experts and hard copies and soft copies of the same will be provided for use. 3. Teaching Pedagogy <ul style="list-style-type: none"> - This will define the combination of theoretical and practical knowledge that will need to be used in the training courses. Each course module will follow a three-pronged 	Hydropower	September 2021- Ongoing

			<p>approach to training delivery, first the trainees will be acquainted to the theoretical aspect of the subject which will be followed by a practical demonstration in the training center itself, this will then be augmented by onsite learning in hydropower plants.</p> <p>4. Resource Requirements</p> <ul style="list-style-type: none">- The qualification of trainers and requirements for equipment/infrastructure for conducting the trainings will be provided for each training course. <p>5. Test Module</p> <ul style="list-style-type: none">- Testing Module to gauge the effectiveness of the training programs and knowledge imparted will be provided for each training course. <p>6. Pricing</p> <ul style="list-style-type: none">- Specific pricing points for the training course for trainees will be specified in line with overall cost requirements of the module. <p>7. Accreditation</p>		
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5	Society International Travels	Company Internal Due Diligence, & Valuation	<ul style="list-style-type: none"> - To finalize current Financial Position of the Company, vetting of Audited Financials and Provisional Financials - To complete Valuation Process, both on existing financials, future estimated cash flows and non-financial factors. 	Travel	August 2021- On-going
6	Alfa Beta Group of Companies	Internal Due Diligence & Company Valuation	<ul style="list-style-type: none"> - To finalize current Financial Position of the Company, vetting of Audited Financials and Provisional Financials - To complete Valuation Process, both on existing financials, future estimated cash flows and non-financial factors. 		
7	Nepal Army Welfare Fund Birendra Sainik Hospital (BHS)	Over Human Resources Assessment, Survey and recommendation	<ul style="list-style-type: none"> - Carry out complete assessment of all the services of BHS along side with patients served and HR utilized. - Obtain data and information from one private hospital and one government run hospital vis-à-vis the staffing and their operation level and compare/ analyze in the context of BHS. - Recommend the overall permanent HR need in each of the department of BHS and suggest the new permanent position requirement. - Recommend the overall staffing need of current operation as well as future plan, modality to meet the transition and suggestion of new permanent position that needs to be created along with educational quota that may need to be opened up to fulfill the existing and future gaps. 	Hospital Health Services	September 2021 - Ongoing

8	Shangrila Development Bank	Outsourcing of Bancassurance Unit to KFA Consulting on a "Direct Sales Agency" Model.	<ul style="list-style-type: none"> - Establishment and execution of Bank's Bancassurance Strategies including Organizational setup, Resource Planning & Execution, Resources Hiring, Achieving the set sales & revenue targets along with overseeing the operational aspects of this function. 	Bank/ Bancassurance	2018-2020
9	Star Hospital	<p>Management Consulting & Drafting of following Policies:</p> <ol style="list-style-type: none"> 1. HR Policy 2. Finance Policy 2. Operations Policy <p>Setting up of Heal Insurance Unit "Star Assurance"</p>	<ul style="list-style-type: none"> - Overall HR/Finance & Operation System Diagnosis including Review Of Existing HR Policy, Structuring & Finalization of the Reviewed 'HR Policy', developing of enhanced Finance policy. - Developed and supported in implementation of Performance Evaluation System. - Outsource of Star Assurance Unit. 	Health	2019- Ongoing
10	Kedia Organization	HR Consulting	<p>Overall HR System Diagnosis including Review Of Existing HR Policy, Structuring & Finalization of the Reviewed 'HR Policy' (Including Organization Structure) in line with new Labor Law. The final deliverables includes:</p> <ul style="list-style-type: none"> - HR Policy including SOP's - Restructuring of Organization 	Business Conglomerate	September 2018- 2021

			<p>Structure - System Diagnostics and Implementation Plan as per New Policy framework.</p> <p>(Including Organization Structure), and Formation of HR committee.</p> <p>Phase II Implementing HR Policy and managing day-to-day operations of the HR Department.</p>		
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11.	Reliance Life Insurance	HR Consulting	HR Consulting which includes preparation of HR Policy & Hiring of all positions in the Company from CEO to Management Trainees	Life Insurance	2017
12.	Toran School (Former Navajeevan Higher Secondary School)	Management & HR Consulting	Strategic Overhauling of the School including the Business Model, Teaching Methodologies, Resources Trainings, Update Course Curriculum and deputation of DGM and other faculty for day to day operation of the school.	School (Pre-Primary-Higher Secondary Level)	2015 – 2017
13.	Evolution Trading	HR Management	A leading distribution Company in Nepal offering a wide range of innovative products in mobile handsets and accessories, visual display and audio solutions, pro-audio solutions, communication solutions and IT peripherals. KFA provides complete HR Management Services to Evolution Trading including deputation of HR Manager to oversee the entire HR department	Trading	2016-2017

14.	Town Development Fund	Fund Management	<p>Town Development Fund (TDF) aims to alleviate economic and social poverty in urban sectors through long term financing in social infrastructure and revenue generating projects.</p> <p>KFA has entered into an agreement by deploying a highly experienced expert as Key Consultant to advice on fund management and other requirements of the organization.</p>	Government Organization	May 2016
15.	Solu Hydropower Limited (82 MW ROR Scheme hydropower project in the Solukhumbu)	“Need Assessment” and 4 skill-based trainings to 80 participants.	<p>With a view to provide employment opportunities to the people in the district, KFA along with Solu Hydropower, in partnership with its Guarant Co, FMO and potentially other lenders that are supporting the Project, trained people from the Solukhumbu district in some of the skills required to get gainful employment in the Project’s Construction phase.</p>	Hydropower	2016 – 2017

16.	Arun III Hydropower (900 MW Hydropower Project located at Sankhuwasabha district)	Preparing “Local Benefit Sharing Plan”	KFA was successful to win a bid to prepare “Local Benefit Sharing Plan” invited by SJVN Arun-3 Power Development Company (P) Ltd. (SAPDC), Khandbari, Nepal	Hydropower	2017- 2019
17.	Ministry Of Peace & Reconstruction	Consulting Services for Conducting Psychosocial Counseling and Support Services – Under Ministry of Peace and Reconstruction (MOPR	KFA in joint venture with CMC & SMART, KFA being the lead organization was awarded to provide Consulting services for conducting “Psychosocial Counseling and Support Services” in 10 conflict affected districts. This project was successful to provide Psychosocial Counseling to 22,000 conflict affected people.	Government Organization	June 2016 – July 2017

18.	Shikhar Insurance Company Limited	Health Insurance Unit Outsourcing	Hiring, Training and deputation of a team of highly competent young energetic staff members to run the entire unit including development of Insurance Sales SOP's.	Insurance/Health Insurance	February 2016 – March 2017
19.	Liberty College	Management Consulting & HR Consulting	<ul style="list-style-type: none"> - Following the Ethos of 'Individual Progress' - Development and Implementation of Academic Operation Policy Guide. - University Liaison Functions - Overall Management of the Institution (Planning, Organizing, Staffing, Leading & Controlling) - Development and Implementation of Comprehensive HR Policy/System in the Company. 	Education - Bachelor Level College	February 2016 – February 2017
20.	Tanzifco	Management Consulting & HR Consulting	<ul style="list-style-type: none"> - Overall Management of the Company (Planning, Organizing, Staffing, Leading, Controlling, Business Development and Governance) - Development and Implementation of Comprehensive HR Policy/System in the Company. - Overall Financial - Management of the Company 	Dubai-based International Cleaning Outsourcing Company	January 2015 January 2017

21.	Sixt – A car rental Company	Management Consulting including HR Consulting	<ul style="list-style-type: none"> - Overall Management of the Company (Planning, Organizing, Staffing, Leading, Controlling, Business Development and Governance) - Development and Implementation of Comprehensive HR Policy/System in the Company. - Overall Financial Management of the Company 	Car Rental Company	January 2012 May 2016
22.	A US Aid Funded – ARD Rule of Law	Project on Impact Analysis of Functions Carried out by Commission for Investigation of Abuse of Authority (CIAA) KFA Jointly conducted this project in collaboration with Government and Private Sector Experts	<p>Survey-based approach was carried out in various relevant districts of Nepal, in which CIAA had performed its tasks; on that basis a comprehensive ‘Impact Analysis Report’ was delivered.</p> <p>Nature of Activities:</p> <ul style="list-style-type: none"> - Perception of the Public about the function of CIAA. - Delivery of Services by CIAA to the public. - Accountability of CIAA towards various other Government Agencies. - Impact Analysis Report prepared and presented. - KFA undertook an Impact Analysis of 5 year Review Period’s Impact Analysis of the functions carried out by CIAA 	An autonomous Government Body of Nepal	2015

23.	Grand Shikhar Manpower Company Ltd.	HR Consulting, Compliance & Legal Advisory	Overall HR Management which included drafting of HR Policy, Organization Structure, Implementation of HR Policy, Recruitment of key Positions. KFA also supported in setting up the Compliance Unit as well as provided Advisory services.	Manpower Recruiting Company	2014-2016
24.	S&S	Due Diligence & Financial Consulting	Due Diligence & Financial Consulting	Trading	2014
25.	CUBE	Due Diligence & Financial Consulting	Due Diligence & Financial Consulting	Trading	2014
26.	MNK	Research & Management Consulting	Research & Management Consulting	Drinking Water Plant	2014

27.	Photo Concern	Management & Financial Consulting	Overall Management, Financial Consulting & Advisory Services	Trading	2014
28.	Galchi Trading Pvt. Ltd	Financial Consulting	Overall Management, Financial Consulting & Advisory Services	Trading	2014
29.	Nava Jeevan Cooperative	Management Consulting	Management Consulting	Financial Institution	2013
30.	MyTV	Feasibility Study	Feasibility Study	Network	2013
31.	Solutions Nepal - Visa Process Service	Feasibility Study	Feasibility Study	Visa Service	2012
32.	DECC	HR Consulting	Over all HR development, Defining the HR Processes and System	Entertainment Service	2012