

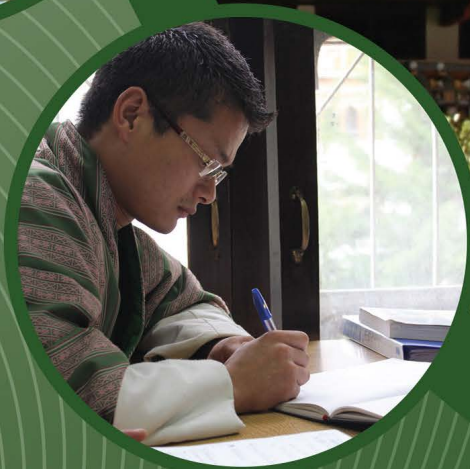


MANAGEMENT FOR
GROWTH AND DEVELOPMENT

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ROYAL INSTITUTE OF MANAGEMENT
BHUTAN

Programme Profile 2018 - 19





RIM was awarded “B-SCHOOL LEADERSHIP AWARD” by world Educational Congress Global Awards (for Educational, Leadership & Teaching) in June 2012. RIM was also awarded “B-SCHOOL LEADERSHIP AWARD” by CMO Asia in July 2010. Along with the award to the Institute , three faculty members were also given awards for excellence in teaching.



RIM is also listed in the 1000 Best Business Schools in the World by EDUNIVERSAL and is awarded 1 PALME considering its international influence

RIM FLAG



The upper half of the flag is yellow and the lower orange, symbolizing that RIM ventures for the national cause.

The white circle in centre stands for the values upheld and the green logo depicts the vision of development and excellence.

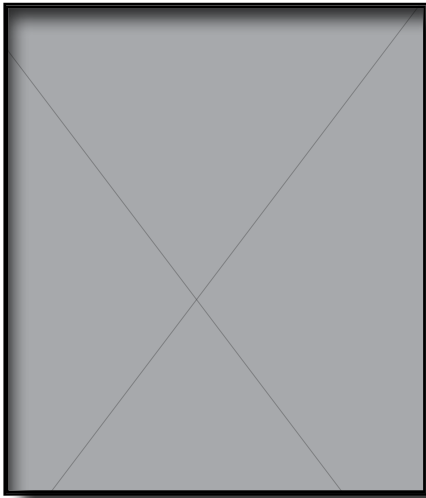
It is a symbol of RIM's determination to pursue its vision and become a premier centre in the region, for management development and excellence.

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Statement from the Chairman



About Management through Instinct ,Intuition and Clairvoyance

Time was eternity and management was the dictate of the strongest in prehistoric life of homo-sapiens. Man walked for miles and demarcated his own territory but with the changing times and changing people, man became civilized, rational, settled and management principles were essential in all walks of life. A fast growing country like ours could not do without. Thus, Royal Institute of Management was born in Bhutan in 1986.

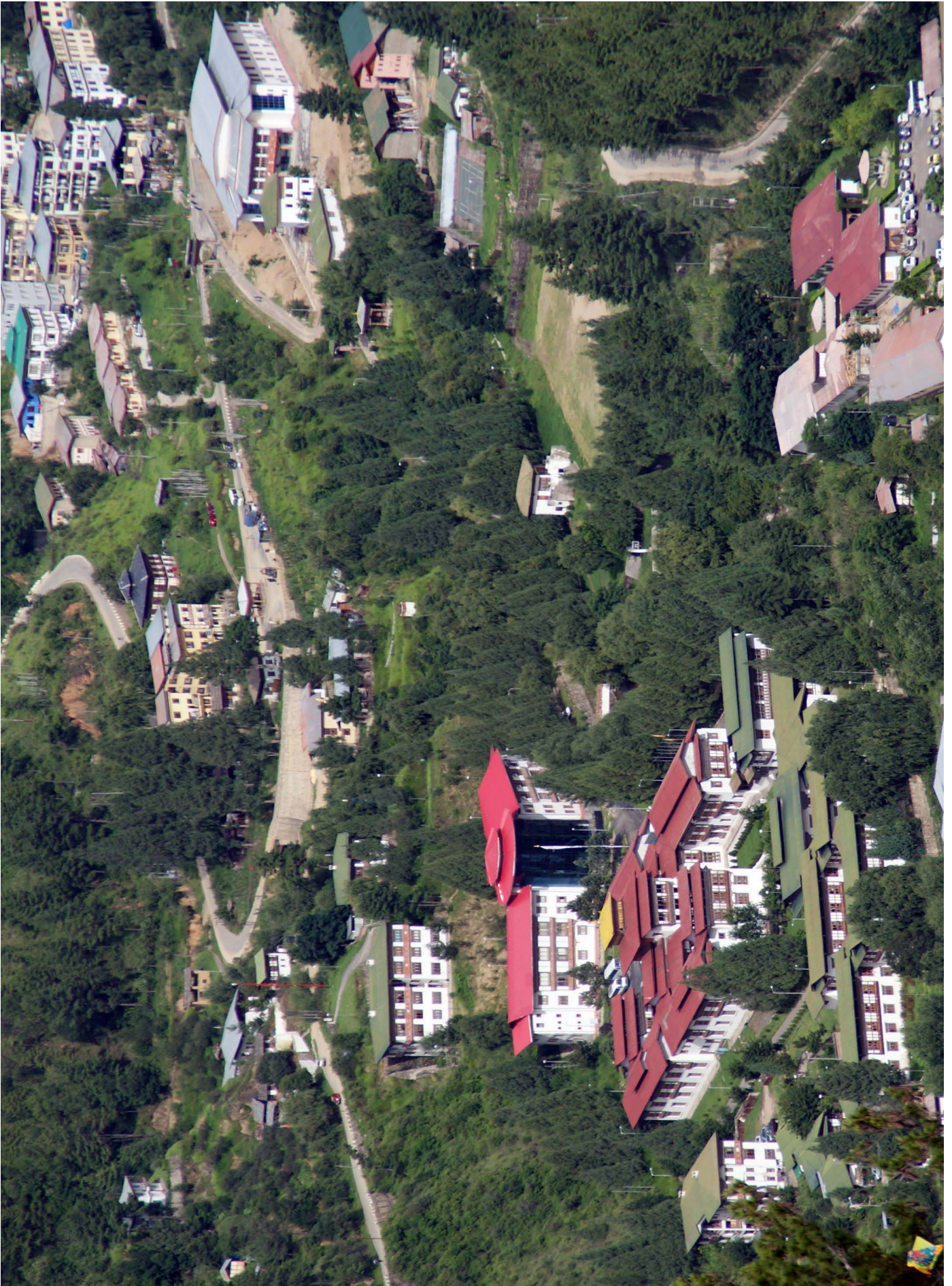
Managing is actually about adapting to change and transitioning to a desired future state. Several theories are enunciated by different authors and practitioners prescribing ways to go about it. However, when implemented, they bring mixed results of success as well as failures. Despite the best efforts of hundreds of the world's top managers and consultants, to creating an effective but repeatable road map for navigating major organizational change has remained elusive. However, there have been successes and these appear to be driven by the individual genius of a few. These leaders not only drove change, but also successfully managed the process of change. What did these leaders use to produce results and how can their successes be translated and taught to others?

Some people use their intuition, which is a natural ability or power that makes it possible to know something without proof or evidence, a feeling that guides a person to act in a certain way without fully understanding why. Such intuitive actions, at times have led to better changes. Our spiritual leaders use clairvoyance which is a supernatural power of seeing objects or actions removed in space or time from natural viewing. This may sound absurd to a secular person but several mishaps have been averted through clairvoyance. One always pays for change-either pay to address it or pay for the consequences of not addressing it. Using our instincts or intuition, being clairvoyant at times and putting heart and soul in what we do could be the secret to successful management and eventual happiness and contentment.

I am indeed honoured and privileged to be associated with this premier management institute and wish everybody all the best ahead.

Tashi Delek

Nima sangay Tshempo
Chairman
RIM Board of Directors



Welcome to the Royal Institute of Management (RIM), the premier management institute in the country. It was established in 1986 and was granted an autonomous status through a Royal Charter in 1990. RIM envisions to become a centre of excellence in management development and research. Its mission is to develop socially and professionally responsible and pro-active leaders with moral values and competencies.

While the Institute made a humble beginning by offering certificate level courses in office management, accounts and auditing, and information technology in the 1980s, it advanced soon towards offering diplomas, post graduate certificates and post graduate diplomas as well as post graduate degrees. Till date the institute has trained more than fifty thousand personnel through both short term and long term training programmes in the field of business and public administration, management, finance management, accounts and audit, information technology and law. RIM is a pioneer in starting fulltime master programmes (MPA, MBA, MBM) in the country in partnership with the University of Canberra, Australia. From 2012 to 2017 two hundred forty candidates graduated with masters' degree.

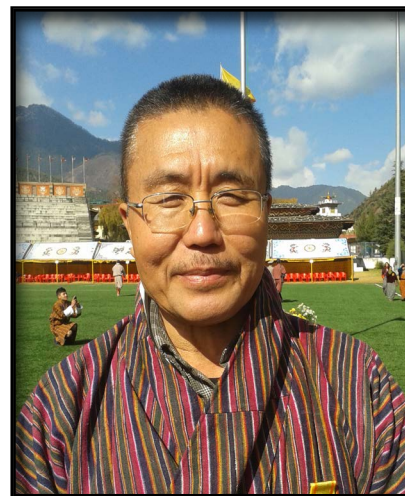
RIM has been awarded Platinum Member of the British Council IELTS partnership programme for the quality of services rendered to the programme. With the support from the World Bank the institute has started professional career in procurement, certified by CIPS. It has also initiated e-learning programme on ethics and integrity. RIM is the authorized Pearson VUE Test Centre. Efforts have been made to provide increased opportunities for learning outside the classroom through club activities, projects, seminars and talk series. We strive to create a holistic management institute, capable of producing socially and professionally responsible and proactive leaders with core values of excellence, discipline, innovation, team work and integrity as enshrined in the vision and mission statement of the institute. Accordingly, the institute has re-positioned itself for professional trainings and programmes.

The institute also takes pride in it's wonderful setting, located at Semtokha, below the Semtokha Dzong the oldest Dzong in the country, with Ola Rongchu flowing through it's wooded green campus. The infrastructure include adequate class room spaces, auditorium and multipurpose hall (largest in the country), learning resources centre, ICT facilities, adequate sports facilities including a gym and indoor basketball court. RIM has a team of qualified and experienced teaching faculty and staff committed to building the institute to greater heights.

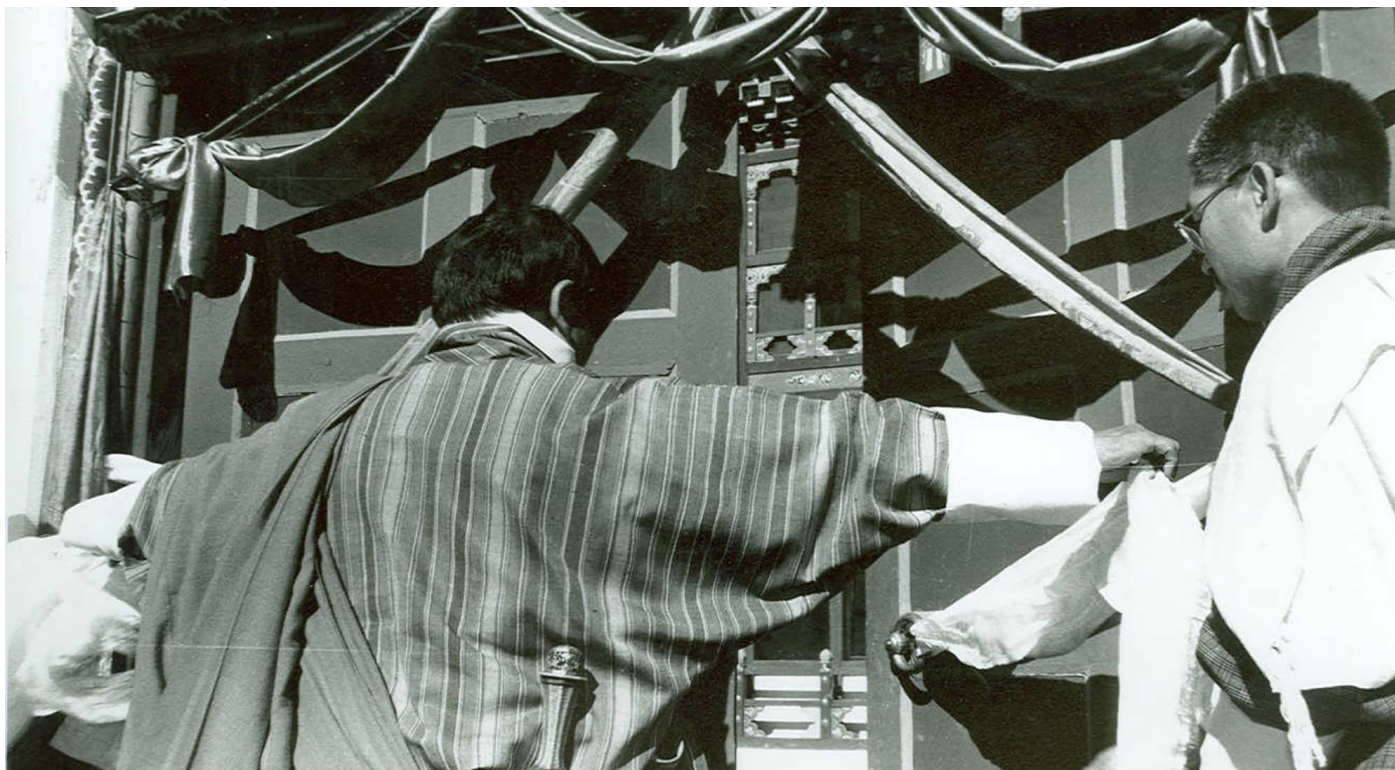
In this latest programme profile, you will learn more about various courses, co-curricular activities and other learning experiences that is in store for the potential candidates. Efforts will be made to update the information as the institute evolves and we sincerely solicit your support and cooperation.

We wish you success and rewarding experience for a better future.

Director General's Message



Ishewang Tandir
Director General



Establishment

The Royal Institute of Management was established as the country's apex management training institute, has been mandated to "impart, promote and improve professional knowledge and skills in management and administration in both public as well as private sector in the nation" towards complementing the achievement of our national goal. As the country's only management Institute, it is entrusted with the task of developing management and public administration by conducting training, Consultancy, research, and advisory activities and services. It was incorporated as an autonomous Institute under the Royal Charter, 1990.

VISION

"A Center of Excellence in Management Education, Training and Research"

MISSION

"To develop professionally and socially responsible managers and leaders who contribute to the sustainable development of government, community and private sector organisations."

ASPIRATIONS

- Offer Innovative management programmes capable of producing graduates who can create new opportunities and ventures
- Undertake research, consultancy and advisory services and be recognised as a 'think tank' in management development

- Serve as a confluence of management knowledge and practices providing effective interfaces between public, private and civil societies
- Be recognized as a leading management institute in the region with a special focus on ethical governance
- Serve as a model management institute in terms of its outlook, programmes, facilities, technologies and systems
- Be a centre of choice for students, academicians, researchers and professionals

STRATEGIC AREAS

In realizing the above vision and Mission, RIM has identified 6 key strategic areas:

- Position RIM as a nationally and internationally recognised centre of excellence in management development & policy research
- Benchmark RIM programs & services for national & international credibility
- Be recognised for the quality of advisory & research services
- Develop partnerships & networking arrangements with regional & international management training institutions to leverage their reputation & access their intellectual capital
- Generate revenue to support future sustenance, provide incentives for faculty & attract high expertise.
- Build the profile of faculty through increasing academic qualifications at the Masters and PhD level, and by attracting international faculty.

VALUES:

Successful organizations uphold a set of core values. These serve as the life force for the members of the organization in all their attitudes and behaviours. They have been set out to ensure that everyone will 'pull in the same direction.' The Institute's core values comprise the following:

Excellence:

We shall strive to maintain the highest form of standard in all our professional endeavours.

Discipline:

We shall uphold the image of the Institute in our internal and external dealings and shall not waver in our loyalty to the Institute and Tsa-wa-sum.

Innovation:

We shall promote innovation and creativity that serves the interest of the institute and the country.



His Lordship
Lyonpo Sonam Tobgye,
The Chief Justice of Bhutan

“ In our mind,we think of
management;In
our speech,we exhort its
necessity;In action,we
built the Royal Institute of
Management ”

Team work:

We are the members of a family and shall work together to create synergy by emerging our collective wisdom and talent.

Accountability:

We shall refrain from any activities that would be in conflict with the interest of the institute and Tsa-wa-sum, and shall be accountable for our words and actions.

Transparency:

We shall ensure ethical behavior, integrity and openness in our systems, procedures and actions in order to reinforce an organization culture that is based on trust and confidence.



Location and Facilities

Located seven kilometers at the outskirts of the capital city of Thimphu, the institute is situated below the oldest Dzong of Bhutan, the Semtokha Dzong (fortress). Overlooking the institute, we have the Buddha statue (Kuensel Phodrang) in the west and the Ola Rongchu flows through its 25-acre campus that adds to the serenity and the natural beauty of the campus.

The Institute houses an auditorium with a seating capacity of 210, a Temple / Lhakhang and sports facilities including a gymnasium. The training activities are conducted in its ten classrooms, seven computer laboratories, and three seminar/conference halls. The residential block comprises hostels with an intake capacity of 200 trainees and 14 units of residential quarters for faculty and ten for administrative staff with Wi-fi connectivity facility.



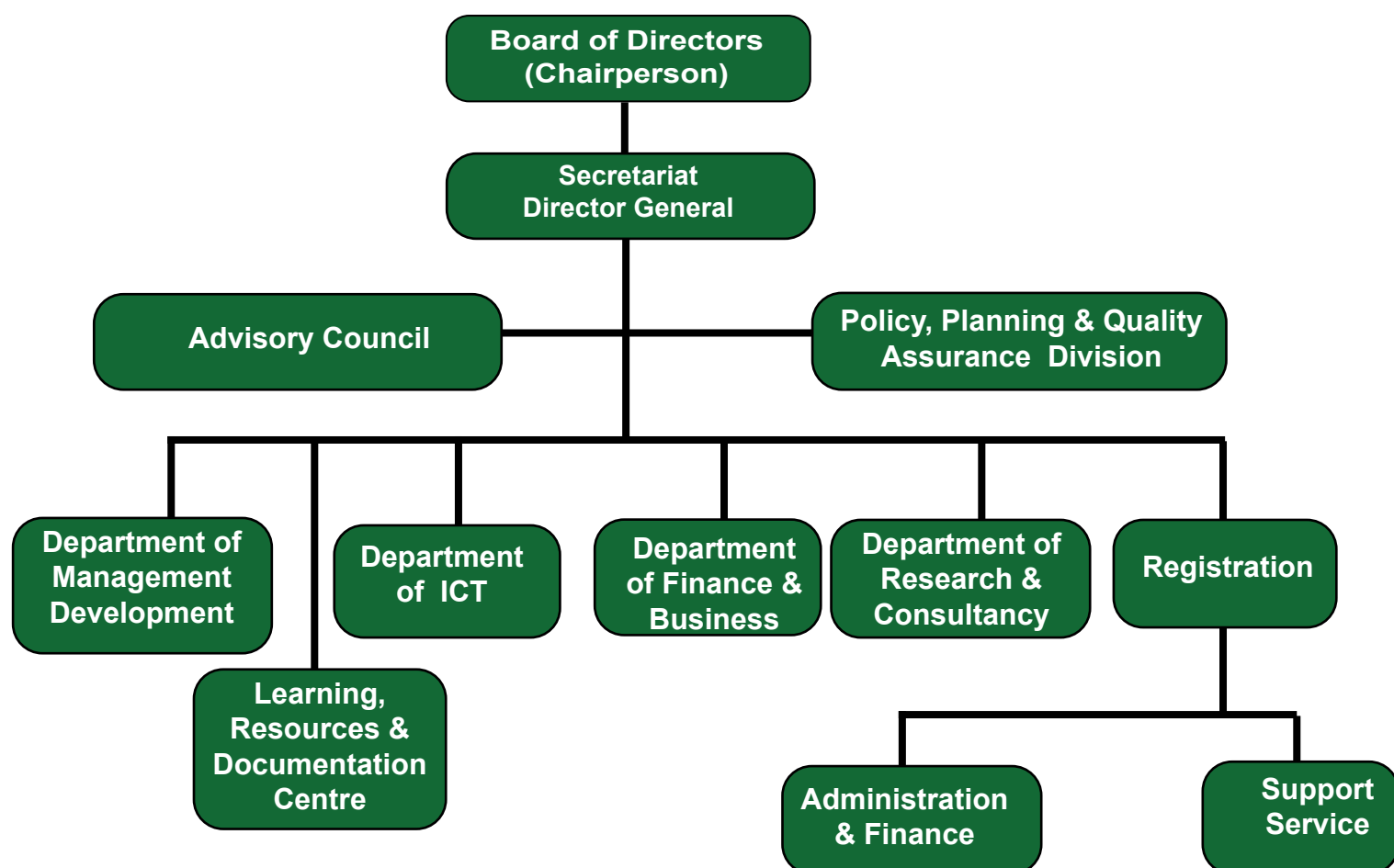
In order to support the academic activities, the Library houses a total collection of over twenty six thousand plus books, twenty seven subscribed Journals, nine hundred ninety four Audio visual materials, five thousand National and International reports in the fields of Management, Computer Science, Social Science, Philosophy, Language, Literature, History and Religion. The library is fully automated using KOHA software and provides access to the online catalogue of Library on Intranet and Internet. The library has also digitized in house publication of the trainees using DSpace software and it can be accessed on Intranet.

RIM Library has subscription to Proquest. ProQuest multidisciplinary, full-text database and this resource provides access to almost 40 of ProQuest's complete databases, with a variety of content types across over 175 subjects, making this the broadest single research resource in the world. We are also a member of Developing Library Network (DELNET) is a major Resource Sharing Library Network in "South Asia". DELNET also provides inter library loan for books, and document delivery services for journals articles to the Member libraries within and outside India. We also have free access to millions of unlimited books on e- pdf drive.

RIM also has one of the biggest Multipurpose Hall in the country that can accommodate around 2000-3000 people and has provision for an indoor basketball court.

Organization Structure

In order to align the institutional capacity and performance towards its strategic direction and to render focused attention towards the identified programme activities, the organization structure of the institute is formulated as below:



DMD- Department of Management Development shall have two centres namely, legal Studies and Management Development

DICT - Department of Information & Communications Technology

DFB - Department of Finance and Business shall have a Centre for Private Sector Development

DRC - Department of Research and Consultancy

DLS - Department of Library Services



POLICY/ MANAGEMENT

The Board of Directors headed by a Chairman appointed by the Royal Government provides leadership and strategic directions including policy guidance. The Board is supported by the Secretariat headed by the Director General of the Institute appointed by the Royal Government. The Director General is responsible for the day-to-day management and administration of the Institute and formulation of strategic policy proposals for consideration by the Board. A Policy, Planning & Quality Assurance supports the Secretariat. The Unit is headed by the Chief Planning Officer.

THE STRUCTURE

Besides the Policy, Planning & Quality Assurance, and Advisory Council, the structure is broadly divided into two functional areas viz. Programme and the Registration. The programme service is responsible for the discharge of academic services. The Registration supports the programme and is responsible for the general management, administration and provision of learning resource facilities.

PROGRAMME

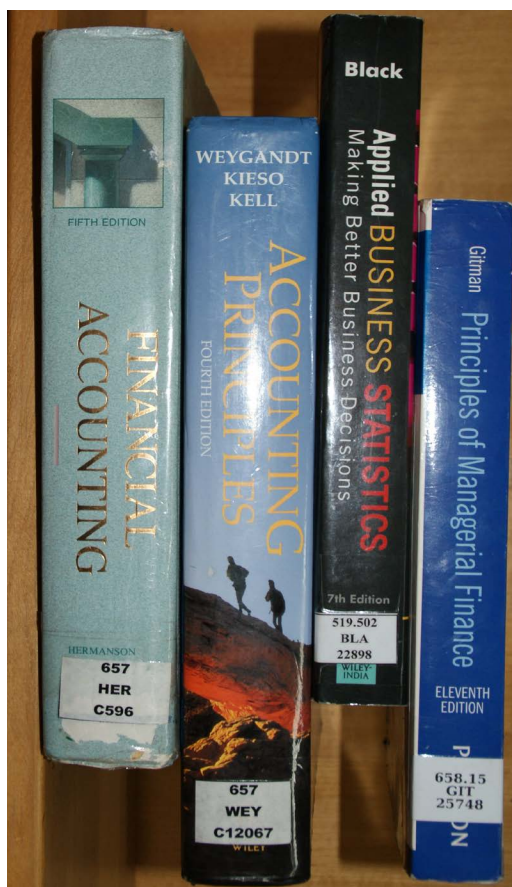
The academic services of the Institute is developed and delivered through its five departments namely:

1. Department of Management Development
2. Department of Finance and Business
3. Department of Information and Communications Technology
4. Department of Research and Consultancy
5. Department of Library Services

The new structure has five departments with Department of Library Services being the newest department. Departmentalizing provides focus of the programmes based on their broad grouping and specialization. A Department has the option of adding centres under its administrative jurisdiction to meet certain specialized programme needs.

Description of the Structure

Functions of the Programme Departments



1. DEPARTMENT OF MANAGEMENT DEVELOPMENT (DMD)

The main functions of Department of Management Development (DMD) are as follows:

Functions

- Conduct pre-service courses to the selected Civil Service Trainee Officers in the areas of Public Management and Legal Studies.
- Design and conduct modular professional programmes in allied field of management and leadership development.
- Provide advisory services on enhancing management development capacities of the Government at all levels.
- Undertake research in the areas of management development to facilitate development of courses and provide policy inputs for the Royal Government and private sector.
- Carry out consultancy to facilitate capacity development in the field of management development.

2. DEPARTMENT OF FINANCE AND BUSINESS (DFB)

The main functions of the DFB are as follows:

1. Design and conduct courses in the areas of Finance, Economics, Entrepreneurship and Business.
2. Provide advisory services on enhancing skills and competency development in the areas of finance, entrepreneurship and business of the Government and the corporate bodies including the private sector.
3. Coordinate profession specific programmes in the areas of Finance, Entrepreneurship and Management Development through the Business Development Service Centre.
4. Undertake research in the areas of finance, entrepreneurship, business and economics to facilitate development of course materials and provide policy inputs to the Royal Government, Corporate and Private sector.
5. Carry out consultancy to facilitate capacity development in the fields of finance, entrepreneurship and business.

3. DEPARTMENT OF INFORMATION AND COMMUNICATION TECHNOLOGY (DICT)

The main functions of the DICT are as follows:

- Design and conduct courses in the areas of Information and Communications Technology.
- Provide advisory services on enhancing skills and competency development in the areas of information and communication technology.

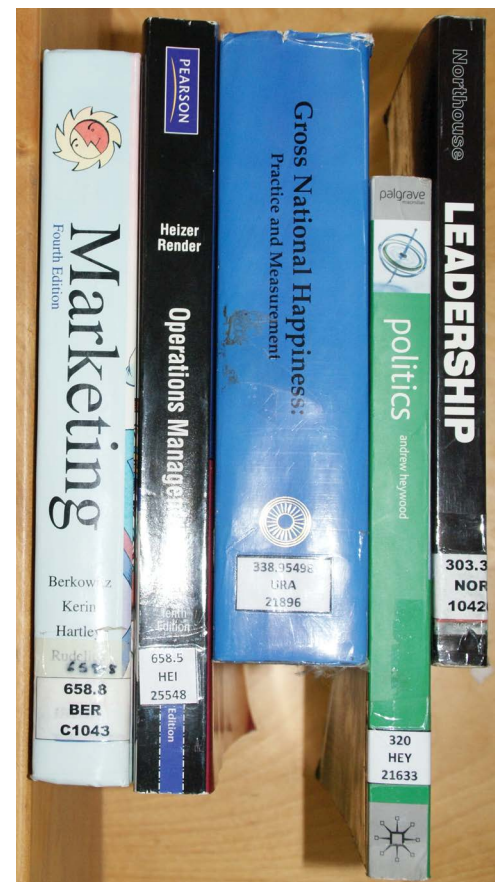
cy development in the areas of information and communications technology to the Government and the corporate bodies including the private sector.

- Undertake research in the areas of information and communication technology to facilitate development of training materials and provide policy inputs to the Royal Government and private sector.
- Carry out consultancy to facilitate capacity development in the fields of information and communications technology.
- Manage and maintain information management system requirement of the Institute and serve as the information technology support for the Institute.

4. DEPARTMENT OF RESEARCH & CONSULTANCY (DRC)

The Institute has identified three areas of focus as per the Royal Charter. These are teaching/training, Research and Consultancy. Hence, the Department of Research and Consultancy has the responsibility of developing the Research and Consultancy capabilities of the Institute as these would go on to feed on the quality of teaching and training through faculty experiences in real world and examples and case studies developed from the real world. Thus the main functions of the DRC are as follows:

- Determine and define the types of research areas of the institute so that they contribute meaningfully towards realizing the vision of the institute
- Focus on the discovery and application of knowledge, and including dissemination, preferably through publication in referred journals, authored and edited books, chapters in edited books, published conference proceedings, conference papers, working papers and research seminars and occasional papers among others.
- Facilitate the currency of academic output and scholarly teaching and learning culture within the Institute by encouraging the faculty teaching and training bring relevant real world experiences in the classroom.
- Complement and enhance teaching and research, thereby developing links between academics and business through the generation of real-time data and cases for teaching and learning
- Help advance knowledge and reputation for individual faculty members and the Institute
- Encourage faculty to engage in consultancy that values ex-





expertise, facilitates business entities and organizations

- Develop and maintain consultancy and research directory, and catalogue consultancy activities undertaken by faculty thereby ensuring their competencies in conducting research and consultancies
- Develop the thematic areas of training for the Institute by consulting with each Department and liaising with the relevant stakeholders and develop Institute wide annual training calendar.
- Market the expertise of each faculty and link with relevant stakeholders for consultancies and research

5. DEPARTMENT OF LIBRARY SERVICES (DLS)

The main function of the Library is to support the courses offered by the Institute by

- Providing efficient library services and resources to the faculty and the trainees of the Institute
- Educating the library users on the services and resources available at the library
- Creating a conducive environment for the faculty, staff and the trainees
- Maintaining collection development and resources that mirrors the interest of the faculty and the trainees
- Provide advisory services on enhancing skills and competency development in the areas of library management
- Carry out consultancy to facilitate capacity development in the fields of library automation and library management

DEPARTMENT HEADS

The following responsibilities feature for Heads in addition to the requirements for total management, monitoring and coordination of the department, preparation of plans and programs, annual 5 year budget plan, evaluation and work plans.

The following is also in addition to the Procedures as set out in the Institutional Teaching and Learning Policy.

The Centre/Department Head will

1. Ensure the quality of the educational provision within their relevant department and according to the Academic Policy Framework
2. Facilitate information sharing on best practice in teaching and learning



These will necessitate the following functions

- Develop and approve all proposals for new course offerings
- Undertake an annual review of courses and units
- Report to Academic Committee on outcomes of course monitoring cycle
- Approve unit outlines, assessment processes, exams and outcomes
- Approve recommendations for credit for Accreditation of Prior Learning
- Investigate, determine and record outcomes of grievance appeals (this responsibility may be delegated to other faculty)
- Prepare annual summary of student grievances received to Academic Committee
- Consider, dismiss or refer allegations of student misconduct
- Convene meetings of faculty members to investigate breaches of academic integrity
- Appoint principal investigator of academic meeting to investigate breaches of academic integrity



Programme Portfolio



Lyonpo Thinley Gyamtsho
Former Chairperson of
Royal Civil Service Commission

“ The fact that Bhutan today boasts of having one of the best Civil Service systems at least amongst the developing countries of the world speaks in volume on the caliber of the institute and its faculty. ”

One of the important elements of the various strategic exercises carried out by the RIM is the identification of training programmes that the Institute could offer. Identification of the training programme was undertaken through a comprehensive study of the stakeholder learning needs and the general academic portfolios as delivered in similar institute around the world. RIM's stakeholders included the civil service, the private sector and the local government functionaries.

The numerous learning needs of the stakeholders are then grouped into coherent and standard academic programme unit. The following programme portfolios are proposed for development and delivery:

1. Public Policy and Legislation
2. Local Governance, Civil Society and Participation
3. Development Planning
4. Public Finance, Budgeting and Contracting
5. Quality and Service Management
6. Strategic Management and Organizational Development
7. Leadership and Personal Effectiveness
8. Administrative and Supervisory Management
9. ICT and Technology
10. Evaluation, Monitoring and Research
11. Corporate Finance
12. Management Communication

All courses offered by the RIM shall fall into the above programme portfolios



The programme portfolio allocation is based on the subject nature of the courses / programmes as follows:

Department of Management Development	Department of Finance and Business	Department Information and communications Technology
Public Policy and legislation	Public Finance	Network Application & Administration
Leadership	Budgeting & Contract	Web Design, Web Application & Desktop Publication
Local Governance & Community Services	Management Monitoring, Evaluation and Research	Database Management MIS & Hardware Technology
Development Planning Strategic Management	Corporate Finance	Software Application & Programming
Human Resource Management	Business Administration	
Administrative and Supervisory Management		
Management Communication		
Organizational Behaviour		

Allocation of Programmes to The Department

The Business Development Service Centre (BDSC) is established under the Department of Finance and Business to develop professional business practices and to assist business growth and development.

While the central coordination of the development and delivery of the courses/ programmes will be carried out by the department concerned, it shall however draw resources from other departments if available or otherwise even draw resources from outside of the Institute.

Each department is responsible to develop and deliver the courses/ programmes that are allocated to them or that may be allocated to them in future based on the emerging needs.

REGULAR PROGRAMMES

The regular programmes are as follows:



Dasho Ugyen Tshewang,
Auditor General of Bhutan

Department of Management Development	Department of Finance and Business	Department of Information and communications Technology
Post Graduate Diploma in Public Administration	Master of Business Administration	Diploma of Information Management Systems (Discontinued since 2016)
Post Graduate Diploma in National Law	Post Graduate Diploma in Financial Management (Government & Business)	
Diploma in National Law (Discontinued since 2016)	Diploma in Financial Management (Discontinued since 2016)	

“ With Royal Institute of Management as the source of knowledge and skills, we are able to professionalize our audit services and we feel that any success and achievement of ours is equally a part of the institute's success. ”

COURSE MODULES OF PGDPA AND PGDFM

The courses Post Graduate Diploma in Public Administration and Post Graduate Diploma in Financial Management have been upgraded from Post Graduate Certificate to Post Graduate Diploma since January 2005.

PGDPA and PGDFM consists of 8 core units. These units are taught over three terms. Three units are taught in the first two terms and the remaining two in the third term. The courses begin with introductory program which includes academic learning skills

The total contact hours for the PGDPA and PGDFM course is as follows:

Total Core Units	8 Units
Total contact hours	8 Units x 39 hours = 312 hours

In addition, candidates have to undergo skill based units that are also part of the courses but are non-credited units.

DEPARTMENT OF MANAGEMENT DEVELOPMENT



Under the Department of Management Development, the institute currently offers the following courses:

COURSE OUTLINE

Objective:

The overall objective of the PGDPA course is to equip participants with the requisite skills, knowledge and values for productive careers in the civil service. The specific objectives of the course are to:

1. develop the range of knowledge and skills required of development
2. develop managers for public sector organizations;
3. develop the ability to manage people, projects, and other public resources effectively and ethically to achieve development goals; and
4. develop a clear understanding of the emerging profile and role of civil service officers in the changing contexts and emerging democracies

Designed for:

Candidates who have been selected from the Bhutan Civil Service Examination (BCSE).

All the Post Graduate Diploma (PGD) courses begins with the following orientation programme:

Introductory Programme (PGDPA, PGDFM & PGDNL)

- Learning Methodology
- Basic Computer Skills

Post Graduate Diploma In Public Administration (PGDPA)



- Learning Resources (orientation of the library)
- Professional Code of Conduct and Ethics
- Learning Resources (orientation of the library)



"I am proud to be an alumni of Royal Institute of Management (RIM). The one-year PGDPA program had equipped me professionally with the requisite skills and knowledge that are directly relevant to my workplace. I consider RIM as the bridge between the journeys from the Schools and Colleges to the workplace. RIM taught me to think beyond classroom context, reconcile different views and make rational decisions. If I am professionally sound at workplace today, it is due to professional knowledge and skills imparted by RIM that are useful in management and public administration. If my outcomes are outstanding, the inputs were provided by RIM. I look forward to come back to RIM for more learning from the excellent faculties."

Sonam Dorji
PGDPA, 2007

Learning Outcomes:

Upon the completion of the course, the participants will be able to:

- Analyse and apply international Public Administration theory to current context in Bhutan and elsewhere
- Plan, monitor and evaluate development policies and programmes
- Prepare financial plans and effectively utilize public funds and resources.
- Contribute to evidence based policies and programmes
- Recruit, develop, motivate and manage change in human resources
- Appropriately apply the ethical and professional basis of Public Administration

Learning Areas:

The PGDPA course provides the following learning modules that are divided into three terms:

COURSE STRUCTURE BY YEAR, CREDIT AND UNIT LEVEL

Term	Core Units	Credit points
Term 1 (2nd Feb -27th Apr, 2018)	1. Organisational Behaviour	15
	2. Research Methodology	15
	3. Economic Principles and Application	15
Term 2 (21st May – 17th Aug, 2018)	1. Introduction to public Administration	15
	2. Managing People in Organisations	15
	3. Public Financial Management	15
Term 3 (10th Sept – 30th Nov, 2018)	1. Public Policy and Programme Planning	15
	2. Research Report	15
Total		120

SKILL BASED/ TEACHING LEARNING UNITS:

In PGDPA course, we offer 4 teaching learning units and they are follows:

Term I

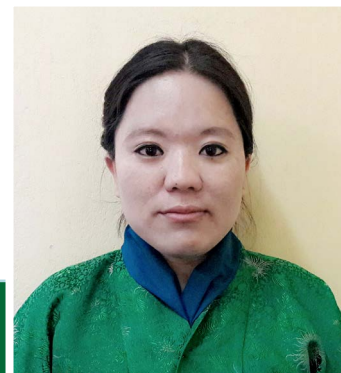
1. Unicode & Yigkur Namzha
2. Management Communication
3. IT Fundamentals

Term II

1. Government Policies & Development Programme

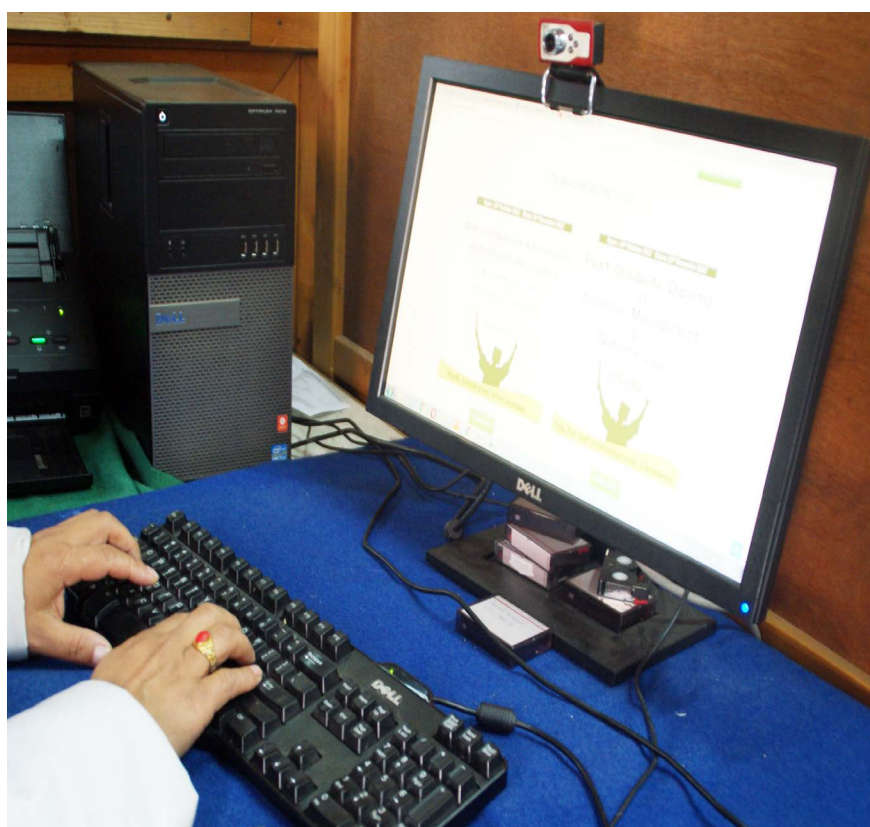
Duration:

12 months (from February - December every year)



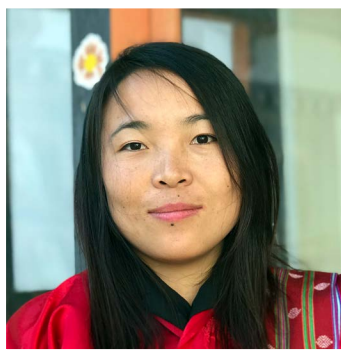
“I have so much respect for the Institute. A year long stay at RIM helped me develop better perspective towards learning. The professional courses provided by the Institute prepared me to be who I am today. I also owe the Institute for giving me various opportunities to work on public speaking and develop communication skills. Of all, I want to thank RIM for guiding me to focus on achieving my goal. It was a great pleasure to be part of the renowned Institute.”

*Lekhi Choden
PGDPA 2017*





Post Graduate Diploma In National Law (PGDNL)



“11 months in RIM has been an aspirational journey. The knowledge and values that I have acquired from the institute has prepared me for the challenges in life. Though the beginning of the journey was a bit overwhelming (having lost touch with dzongkha for quite sometime), I gradually became passionate about the course, with the help of supportive lecturers and a bit of determination.”

Sherub Pelmo
PGDNL, 2017

COURSE OUTLINE

Objective:

The PGDNL aims to assist Dzongkhag Courts, High Court, Organizations and lawyers to succeed and:

- develop the range of knowledge and skills required of Drangpons and lawyers
- develop the ability to negotiate and settle disputes among people and civil problems
- develop a clear understanding of the emerging role and responsibilities of Drangpons

Designed for:

Candidates who have been selected to pursue career in the areas of National Law selected through the Bhutan Civil Service Examination (BCSE) selection process of the PGDNL.

Learning Outcomes:

Upon the completion of the course, the participants will be to:

- Understand and articulate /interpret the National Laws
- Handle all types of cases (civil and criminal cases) in the Courts of Law
- Act as legal Counsellors as and when required
- Appropriately apply the ethical and professional basis in discharging the responsibilities.

Learning Areas:

The PGDNL course in addition to field studies once/twice a month in nearby courts provide the following learning modules that are divided into three terms:

COURSE STRUCTURE BY YEAR,CREDIT AND UNIT LEVEL

Term	Core Units	Credit points
Term 1 (2nd Feb -27th Apr, 2018)	1. Ngagdon	15
	2. Sumtag	15
	3. Thrim I (Sa, Nyen & Kelthrim)	15
	4. Tshema	7.5
	5. Legal Research & Writing	15
Term 2 (21st May – 17th Aug, 2018)	1. Tshema	7.5
	2. Thrim II (Penal Code)	15
	3. Thrim III (Court Procedure)	15
	4. Thrim IV (Evidence and Bankruptcy Act)	
	5. Thrim V (Constitution)	15
	6. Nyen Ngag	15
Term 3 (10th Sept – 30th Nov, 2018)	1. Choenjug	15
	2. Moot Court	15
	3. Legal Drafting	15

SKILL BASED / TEACHING LEARNING UNITS

In PGDNL course,we offer 5 teaching learning units and they are follows:

Term I

1. IT Fundamental
2. Dzongkha Unicode and Yikur Namzhag
3. Driglam Namzha
4. Leadership Effectiveness And Development

Term II

1. Government Policies and Development Programme

Duration:

12 months (from February - December every year)



“Becoming a part of the RIM family was indeed an overwhelming experience of a lifetime. Here, I had the privilege of being taught by esteemed professors who have mastered great knowledge in the legal subjects relevant to our domestic needs. The patient attitude of the lecturers made my learning an enjoyable task in the duration of almost a year.

Although my stay in the Institute of Excellence was very short lived, I take pride in admitting that this Institute has groomed me academically and personally. I have built few of my life's best moments here to be cherished for all times to come.”

*Kelzang Wangmo
PGDNL, 2010*

DEPARTMENT OF FINANCE AND BUSINESS



Under the Department of Finance and Business, the institute offers the following courses at present:

Post Graduate Diploma In Financial Management (PGDFM Government)

DEPARTMENT OF FINANCE AND BUSINESS

Under the Department of Finance and Business, the institute offers the following courses at present:

COURSE OUTLINE

Objective:

The PGDFM aims to assist public and private organizations by:

- building the strengths of human resources in the areas of finance and accounts
- developing the auditing skills required in executing the auditing tasks of the government and corporate organizations
- enhance the analytical skills for effective decision making capabilities of the finance personnel in the government and private sectors
- meeting the requirement of the skilled human resources in the Department of Revenue and Customs specifically to assist Public and Private organizations

Designed for:

Candidates who have been selected to pursue career in the areas of finance and accounts selected through the Bhutan Civil Service Examination (BCSE) selection process of the PGDFM.

Learning Areas:

The PGDFM course provides the following learning areas/modules that are divided into three terms:

COURSE STRUCTURE BY YEAR, CREDIT AND UNIT LEVEL

Term	Core Units	Credit points
Term 1 (2nd Feb -27th Apr, 2018)	1. Financial Accounting	15
	2. Public Finance	15
	3. Introduction to Research Methodology	15
Term 2 (21st May – 17th Aug, 2018)	1. Managerial Economics	15
	2. Introduction to Public Administration	15
	3. Management Accounting	15
Term 3 (10th Sept – 30th Nov, 2018)	1. Principles of Auditing	15
	2. Corporate Finance	15

Learning Outcomes:

On successful completion of the course, graduates should be able to:

- Constructively analyze and present financial related information.
- Manage and guide the management in financial related works.
- Provide accurate and timely information for decision making.
- Approach financial and business challenges from local and global prospective.
- Act in accordance with universal standards of integrity, honesty and ethical attributes.

SKILL BASED UNITS /TEACHING LEARNING UNITS

PGDFM (Govt.)

In PGDFM - Government course, we offer 10 teaching learning and skilled based units and they are follows:

Term I:

1. Management Communication
2. IT Fundamentals
3. Procurement Management
4. Leadership Effectiveness and Development
5. Driglam Namzha



“Post Graduate Diploma in Financial Management (PGDFM) is a one year course which aims to develop proactive managers with technical competency and decision making capability. It has been journey of learning to me imparted not only the knowledge but also the confidence and attitude. The one month on-the-job training not only made me gain practical experiences but also added towards learning various government policies and plans. The best thing in RIM was faculty team and their endeavor to impart the right kind of education.”

*Namgay Pelzang
PGDFM, 2011*

Term II:

1. Government Policies and Development Programmes
2. Tax, Excise & Revenue Accounting
3. Government Accounting I

Term III:

1. Tally
2. Government Accounting II (PEMS & MYRB)

Duration:

12 months (from February- December every year)



“The Royal Institute of Management through the Post Graduate Program has given me the platform to bridge the gap between my academic learning and real time application. The program also gave me the opportunity to bond and make 29 additional lifelong friends who came from diverse backgrounds. These people, in addition to the wonderful faculty, still plays a big role in my personal and professional growth.”

*Tshering Wangmo
PGCDM, 2005*



Post Graduate Diploma In Financial Management (PGDFM Business)

COURSE OUTLINE

Objective:

The PGDFM - Business aims to assist corporate and private organizations by:

- Develop range of advanced financial knowledge, skills and attitudes needed for public and corporate sector financial management practices.
- Develop managerial skills and knowledge that enhances the ability
- to make decisions in complex environments that are appropriate and timely.
- Inculcate universal standards of integrity, honesty and ethical attributes.

Learning Areas:

The PGDFM - Business course provides the following learning modules that are divided into three terms:

Term	Core Units	Credit points
Term 1 (2nd Feb -27th Apr, 2018)	1. Financial Accounting	15
	2. Introduction to Research Methodology	15
Term 2 (21st May – 17th Aug, 2018)	1. Managerial Economics	15
	2. Financial Markets and Institutions	15
	3. Management Accounting	15
Term 3 (10th Sept – 30th Nov, 2018)	1. Principles of Auditing	15
	2. Corporate Finance	15
	3. Investment analysis and portfolio management	15

Learning Outcomes:

On successful completion of the course, graduates should be able to:

- Constructively analyze and present financial related information.
- Manage and guide the management in financial related works.
- Provide accurate and timely information for decision making.
- Approach financial and business challenges from local and global perspective.
- Act in accordance with universal standards of integrity, honesty and ethical attributes.

SKILL BASED UNITS /TEACHING LEARNING UNITS
PGDFM (Business)
Term I:

1. Management Communication
2. IT Fundamentals
3. Procurement Management
4. Driglam Namzha
5. Leadership Effectiveness and Development

Term 2:

1. Government Policies and Development Programmes

Term 3:

1. Tally

Duration:

12 months (from February - December every year)



“Words will not be adequate enough to show my appreciation for The Royal Institute of Management. It’s a special institute where the nation upholders are being produced continuously and definitely the mission is carried on to the future to benefit Bhutan, our beautiful homeland.

“A place to see transformation in a self awaits every one of us”

Choki Gyeltshen
PGDFM, 2017

DEPARTMENT OF INFORMATION AND COMMUNICATIONS TECHNOLOGY



Under the Department of Information and Communications Technology, the institute used to offer Diploma of Information and Management Systems (DIMS). This course has been discontinued since 2017. Therefore, currently the department does not offer any other regular course.

DICT facilitates as Academy Partner and Certification Exam Centers for the following:

- UN- Academy of ICT Essentials for Government Leaders
- Cisco Network Academy
- Bhutan- Korea Information Access Center
- International Computer Driving License Center
- Pearson VUE Test Center



UN-APCICT Academy of ICT Essentials for Government Leaders

The “Academy of ICT Essentials for Government Leaders Programme” (Academy) is APCICT’s flagship initiative to equip government officials and policymakers with the essential knowledge and skills to leverage ICT for national and regional socio-economic development. In order to provide government officials and other government stakeholders with the most comprehensive ICT for development (ICTD) training, the Academy covers an extensive range of ICT related topics.

RIM has signed an “Implementation arrangement for the APCICT training programme” with UN-APCICT. RIM is the Academy Partner in Bhutan and is actively involved in supporting and implementing APCICT related activities in the country.

Some of the UN-APCICT modules that RIM has delivered since 2011 are:

- Social Media for Development
- ICT Disaster Risk Management
- ICT Project Management in Theory and Practice
- Information Security and Privacy
- IoT (Internet of Things) and Cybersecurity
- IPv6 and Network Security
- ICT, Climate Change and Green Growth

International Computer Driving License (ICDL Center)

RIM has signed an agreement with ICDL Asia Pvt. Ltd based in Singapore. Therefore, RIM is authorized to deliver certification tests for ICDL programs. Certification exams for basic, intermediate and Advanced ICDL modules such Computer Essentials, Word Processing, Image Editing, Web Editing, IT Security, Databases, Presentations, etc. are supported by ICDL- RIM. Additional information about the courses can be found here (http://www.rim.edu.bt/?page_id=7977)

Pearson VUE Test Center

RIM has been Pearson VUE Test Center since 2011 and is authorized to deliver certifications exams for the following Pearson VUE Testing clients such as SPSS, CompTIA Testing, PostgreSQL CE (SRA OSS), Institute of Internal auditors, Cisco Systems, Inc, etc.



Dasho Meghraj Gurung
The First Director, RIM

“ I have had a ringside view of the Institute’s history and bear witness to its tangible contribution towards enhancing human resource development particularly of our Civil Service and there by ensuring successful execution of the nation’s development plans. ”

Cisco NetAcad

CISCO Systems Inc. USA is one of the world's largest giants in the field of Networking Technology. CISCO Networking Training Programs are recognized worldwide and offer students excellent opportunities for global employment, after qualifying CISCO Certification Examination.

Royal Institute of Management is the first Cisco Networking Local Academy to be set up in Bhutan. The Academy was setup in the year 1999 under the project "Setting-up of CISCO Networking institute", Asia Pacific Development Information Programme (APDIP). The Local Academy provides a curriculum of four semester participation program, enabling students to attain the privileged CCNA certification and training.

Bhutan-Korea Information Access Center (IAC)

Bhutan-Korea Information Access Center (IAC) is established by National Information Society Agency (NIA), Ministry of Science, ICT and Future Planning (MSIP), Government of Republic of Korea in 2015.

The center aims to offer local communities a wide range of opportunities for ICT enablement and bring them into information society.

The IAC center functions as the ICT educational center where by the center provides:

- class based ICT trainings
- Virtual based ICT trainings
- share ICT educational content through IAC website.
- provide free internet access to community





The Management Development Programmes (MDPs) are developed through intensive Training Needs Analysis and feedback of stakeholders. These programmes are offered with the objective to upgrade the professional capacity of the in-service public servants. The Institute has been working closely with the Royal Civil Service Commission (RCSC) in designing and delivering such programmes. Occasionally, the institute also offer tailor-made courses on a demand basis from the respective agencies and organizations.

Management Development Programme

The MDPs are targeted at various groups of public servants with the objective to develop their competencies in respective positions. In general, MDPs offered by the Institute fall in the following categories:

- Executive Seminars and Conferences (for executive levels);
- Advanced Management Programmes (for senior professional levels); Basic Management Programmes (for middle and junior professional levels); and
- Effective Supervision (for supervisory levels)
- Support Service Courses (for operational levels)

Specific courses planned under the above generic programmes are: ethical governance, public policy, public service excellence, performance management, leadership, strategic studies, good governance including



e-Governance, public private partnership, organization development, human resource management, customer service, management communications, local governance and disaster management. These programmes are offered in collaboration with the Royal Civil Service Commission (RCSC) and other key stakeholders of the corporate and private sectors.

More than 7 MDPs on leadership, public service delivery, ICT & business interface and Library Management trends and techniques were designed, tested and delivered in 2017. In 2018-19 more than 10 MDPs are planned to be designed and delivered.

Some of our planned MDPs are:

Executive Seminar	<ul style="list-style-type: none"> • Leadership & Change
Advanced level Programme	<ul style="list-style-type: none"> • Design Thinking
Supervisory programme	<ul style="list-style-type: none"> • Organization Development & Change
Executive Seminar	<ul style="list-style-type: none"> • Basic Management Development Programme
Advanced level Programme	<ul style="list-style-type: none"> • Public Policy
Supervisory Programme	<ul style="list-style-type: none"> • Public Service Delivery
Executive Seminar	<ul style="list-style-type: none"> • Performance Management
Advanced level Programme	<ul style="list-style-type: none"> • Social Accountability and Governance
Supervisory Programme	<ul style="list-style-type: none"> • Good Governance and Public
Executive Seminar	<ul style="list-style-type: none"> • Administrative Reforms
Advanced level Programme	<ul style="list-style-type: none"> • Corporate Leadership
Supervisory Programme	<ul style="list-style-type: none"> • Professionalism and Ethics
Executive Seminar	<ul style="list-style-type: none"> • Service delivery

“ RIM is an important HRD institution. We would like to promote and strengthen RIM as a world class education and training institution for civil servants in particular and also for all kinds of management education in general. ”

Future Plan

The Institute currently offers the Master of Business Administration (MBA). Additionally, RIM is planning to offer Executive- Master of Business Administration (Exec-MBA) and Certified Professional Accounting (CPA). These courses are expected commence in 2018. The Executive- Master of Business Administration (Exec-MBA) is offered in affiliation with the University of Canberra, Australia on a joint batching model. The Certified Professional Accounting (CPA). is offered in affiliation with the CPA, Australia. All the modules for the masters' courses had been designed by the Institute with professional assistance from the Australian National University of Canberra.

RIM plans to be recognized for its management programmes in the short-term, advisory and research services in the medium-term and achieve pre-eminence for all its key programmes and services in the long-term both at the national and regional level.



*“What we need is not a leader to lead the masses - we need
Leadership of the self.”
- His Majesty the King of Bhutan*

His Majesty the King during His audience with the teacher trainees in Samtse in March 2014 said that “the most important thing they could teach their future students was the skill to pursue lifelong learning.” His Majesty added that “the teachers must be good role models for their students and inspire the thousands of young people who will pass through their classrooms to become strong and capable future citizens of the country.”



Study An International Degree in Thimphu

Improve your career options with a prestigious Australian degree from The University of Canberra and the Royal Institute of Management. You benefit from the experience, resources and knowledge of two respected academic institutions, the Royal Institute of Management and the University of Canberra. Each institution located in their country's capital city, home to the nations' governments, diplomatic communities and professional bodies.

The Institute used to offer The Master of Business Management (Executive leadership and Public Administration) but it has been discontinued since 2017.

Currently, The Master of Business Administration is the only course that is been continued in RIM.



Master of Business Administration (MBA)

The MBA is based on coursework where Professors from University of Canberra present intensive lectures at RIM. It is designed to enable practicing managers and other professionals to transfer learning immediately to the workplace. The broad aim of the course is to offer individuals aspiring general management or senior functional management roles the opportunity to develop competencies of enterprises.

Eligibility & Admission Criteria

Applicants must have a degree or equivalent as approved by the University of Canberra Admissions Committee and at least 2 years of relevant work experience or equivalent prior to admission. Applicants must also have English Language Standard of IELTS score of 6.0 across all band levels.

Eligible applicants will be given credits as per their qualification.

The Course is conducted at:

Royal Institute of Management, Thimphu, BHUTAN

COURSE REQUIREMENTS

Students complete 11 required units and 1 restricted choice.

REQUIRED/CORE UNITS

1. Entrepreneurship PG
2. Marketing G
3. Managing Change and Innovation PG
4. Economic and Policy G
5. Financial Management G
6. BGL Research Project PG
7. Research Methods PG
8. Strategic Management and Policy Development PG
9. Institutions of Law and Government G
10. Gross National Happiness (GNH) PG
11. Business Finance PG

RESTRICTED CHOICE

1. Human Resource Management PG
2. Public Management at the Interface PG
3. Business Ethics PG



"I had a great experience and learning opportunity while pursuing my Masters in Business Administration at the Royal Institute of Management offered by the University of Canberra. I am very grateful to both RIM and UC for providing a platform where we could pursue our master's degree from a world renowned university without have to leave the country. The best part about pursuing MBA at RIM was that the course is suitable for in-service candidates, it is inexpensive, the lecturers and the staffs are friendly and helpful, and to top it all I had a great opportunity to learn from and be among diverse group of experienced classmates.

*Tshering Choki,
MBA 2016-2017*

VISITING PROFESSORS' PROFILE FROM THE UNIVERSITY OF CANBERRA

Name: Ivana Damjanovic

Faculty/Department: Faculty of Business,
Government & Law

Designation: Sessional Faculty

Course: MBA

Unit: Institutions of Law & Government G



Name: Dr. Dennis Foley

Faculty/Department: School of Management,
Business, Government and Law

Designation: Professor

Course: MBA

Unit: Entrepreneurship PG

Name: Dr. Douglas John Davies

Faculty/Department: Faculty of Business,
Government & Law

Designation: Adjunct Associate Professor

Course: MBA

Unit: Managing Change and Innovation





Name: Dr. Yongqing Fang

Faculty/Department: Faculty of Business, Government & Law

Designation: Sessional

Course: MBA

Unit: Strategic Management & Policy Development PG

Name: Dr. Richard Egan

Faculty/Department: Faculty of Business, Government & Law

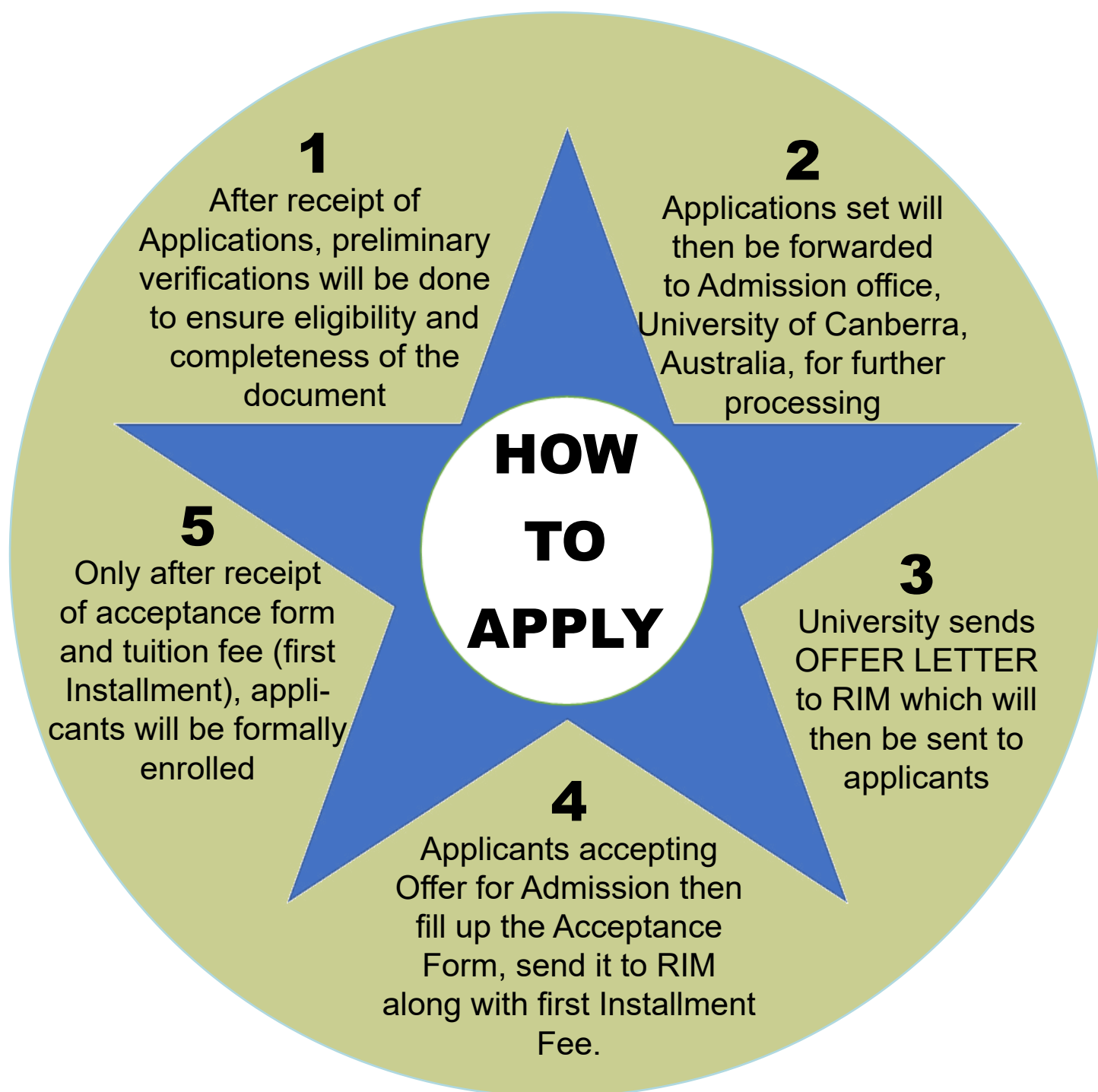
Designation: Doctor

Course: MBA

Unit: BGL Research Project PG



HOW TO APPLY FOR THE MASTER'S PROGRAMMES



NOTE FOR RGOB APPLICANTS FROM THE CIVIL SERVICE:

FOR IMPORTANT DEADLINES FOR THE RGoB scholarship APPLICANTS FROM THE CIVIL SERVICE - 2016 INTAKE, Please check RCSC website.



Appropriate Committees shall be constituted as and when necessary to support the academic programmes and the general administration and management of the Institute. Such committees may be temporary or permanent in nature depending on the role that these committees discharge

Committees

The Registration Unit is divided into Administration and Finance, and Support services. These divisions shall provide the following services to the management and programme.

- Human Resource Management
- Administration and Finance
- Registration/Student Affairs
- Estate Management

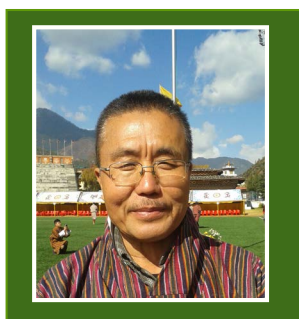
The Administration and Finance shall be accountable for the general administration (registration/student affairs) and Finance. Each of these functions will be carried out through its respective structural units viz. Administration Unit and Finance Unit. A Registrar who shall be responsible for the coordination and management of the support units shall head the Registration Unit.

Registration Unit

Governance: The Board of Directors

In keeping with the mandate of the Royal Charter, 1990 of the RIM, the Board of Directors is the supreme governing authority of the Institute and is headed by the Chairman. RIM Board of Directors is appointed by the Royal Government of Bhutan representing key stakeholders including representatives from corporate and private sector. The Board is responsible and accountable for all matters of governance, policy and plans of the Institute.

The Government reconstituted the Board of Directors of the RIM in December 2016 in order to effectively support the governance of the Institute. The present Board of Directors comprise of the following:



Mr. Tshewang Tandin
Director General
Member Secretary, RIM



Dasho Tashi
Zimpon Wongma,
Office of the Gyalpoi Zimpon
Member



Aum Kezang Choden Dorji
Director General
DAHE, Ministry of Education
Member



His Excellency
Lyonpo Ngeema Sangay Tshempo
Minister,
Ministry of Labour & Human Resource,
Chairman



Dasho Indraman Chhetri
Hon'ble Commissioner
Royal Civil Service Commission
Member



Mr. Kezang Wangdi
Dy. Secretary General
BCCI
Member



Mr. Tandin Tshering
Director General
Department of Small Cottage Industry
Ministry of Economic Affairs,
Member

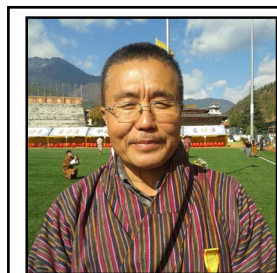
The faculty allocation into the departments had been done based on the following criteria:

- The educational qualification
- The specialization pursued or to be pursued
- The experience gained in the particular area

Faculty Allocation

Faculty and Staff Profile

SECRETARIAT



Tshewang Tandin
Director General
Qualification: M.Ed Administration from
University of New England, Australia



Sujata Rai
Designation : PA to DG

DEPARTMENT OF MANAGEMENT DEVELOPMENT (DMD)



Dhanapati Mishra
Qualification: Masters in Human Resource Planning and Development, SGGS Indraprastha University, India
Designation: Head / Assoc. Professor
Teaching Experience: Has been teaching since 1986



Dasho Sonam Rinchen
Qualification: Studied at Rigzhung Simtokha, Thimphu
Designation: Sr. Lecturer
Teaching Experience: Has been teaching since 2002



Gedun Pelzang
Qualification: Masters of Arts in Rigzhung RUB, Thimphu
Designation: Asstt. Professor
Teaching Experience: Has been teaching since 1997



Ugyen Lhendup
Qualification: Masters in Public Policy, Australian National University; PGDPA (RIM, 2008), BBA, India
Designation: Assoc. Lecturer
Teaching Experience: Has been teaching since 2008

**Dorji Pem**

Qualification: P.G. Diploma in Education (Economics)

Designation: Asstt. Lecturer

Teaching Experience: Has been teaching since 2018

**Mani Tshering**

Qualification: BBA, India; Certificate Course Office Management (CCOM) RIM,

Designation: Sr. Instructor

Teaching Experience: Has been teaching since 1998

**Tashi Wangzang**

Qualification: Certificate Course Office Management (CCOM)

RIM, TOT in ITMC, Malaysia

Designation: ADM Officer / Sr. Instructor

Teaching Experience: Has been teaching since 1998

**Sonam Choden**

Designation: Programme Assistant, DMD

DEPARTMENT OF FINANCE & BUSINESS (DFB)

**Karma Pema Loday**

Qualification: Bachelor of Arts.; MBA, Leicester Business School, DeMont Fort University, UK

Designation: Head / Asstt. Professor

Teaching Experience: Has been teaching since 1996

**Chonga Zangpo**

Qualification: MBA (Finance) in Flinders University, South Australia; BBA (Accountancy) Curtin University, Australia

Designation: Assoc. Lecturer

Teaching Experience: Has been teaching since 2007

**Kinley Om**

Qualification: Pursuing PhD, Masters in Business-Applied Finance, QUT; PGDFM, RIM, Bhutan

Designation: Assoc. Lecturer

Teaching Experience: Has been teaching since 2008

**Namgay Dem**

Qualification: Masters in Business (Professional Accounting), QUT; PGDFM, RIM, Bhutan

Designation: Assoc. Lecturer

Teaching Experience: Has been teaching since 2008

**Singhye Wangchuk**

Qualification: Masters in Logistics (Strategic Procurement), Curtin University, Australia; PGDFM, 2008; BA (Hons), Economics - 2006

Designation: Assoc. Lecturer

Teaching Experience: Has been teaching since 2009

**Phuntsho Wangmo**

Qualification: Pursuing PhD, Masters of Science in Economics, University of Texas, USA

Designation: Assoc. Lecturer

Teaching Experience: Has been teaching since 2007

**Pema Drupchern**

Qualification: B. Com (Finance), Bangalore University, India . DFM

Designation: Jr. Instructor

Teaching Experience: Has been teaching since 2002

**Luengten Dem**

Qualification: Masters in Professional Accounting, Edith Cowan University, Perth, Australia

Designation: Sr. Lecturer

Teaching Experience: Has been teaching since 1997

**Pema Dorji**

Qualification: B. Com (Finance), Bangalore University, India . DFM

Designation: Jr. Instructor

Teaching Experience: Has been teaching since 2002

**Sonam Peljor**

Qualification: PGDFM, RIM-

Designation: Asstt. Lecturer

Teaching Experience: Has been teaching since 2018

**Thinley Penjor**

Qualification: P.G. Diploma in Education (Commerce)

Designation: Asstt. Lecturer

Teaching Experience: Has been teaching since 2018

**Dolma**

Designation : Programme Assistant (DFB)

**Karma Tshomo**

Designation: Programme Assistant, DFB

DEPARTMENT OF LIBRARY SERVICES (DLS)



Kesang Dechen

Qualification: Masters in Library Science from Dalhousie University, Halifax Canada
Designation: Principal Librarian
Teaching Experience: Has been teaching since 1997



Kinley Tshomo

Designation : Library Assistant



Dawa Zangmo

Designation : Library Assistant



Ugyen Sonam

Designation : Library Assistant

DEPARTMENT OF INFORMATION AND COMMUNICATIONS TECHNOLOGY (DICT)



Karma Nidup

Qualification: Masters in Information Management, AIT Thailand
Designation: Head / Asstt. Professor
Teaching Experience: Has been teaching since 1998



Palmo Thinley

Qualification: Masters in Information Technology, QUT
Designation: Lecturer
Teaching Experience: Has been teaching since 2005



Wangdi

Qualification: Diploma in Information Technology, ISP Washington DC, USA
Designation: Lecturer
Teaching Experience: Has been teaching since 1990



Phurba

Qualification: Diploma in IMS, RIM Simtokha, Diploma in IT (Software Development), Canberra, Australia
Designation: Sr. Instructor
Teaching Experience: Has been teaching since 1998

**Ugyen Tshering****Qualification:** Diploma in IMS, RIM, Semtokha**Designation:** Web Master/Sr. Instructor**Teaching Experience:** Has been teaching since 1999**Kuenga Yangki****Qualification:** Master's degree in B. Tech Computer Science & Engineering, India**Designation:** Assoc. Lecturer**Teaching Experience:** Has been teaching since 2009**Tshering Wangchuk****Qualification:** Pursuing Master's degree in IT**Designation:** Asstt. Lecturer**Teaching Experience:** Has been teaching since 2012

DEPARTMENT OF RESEARCH AND CONSULTANCY (DRC)

**Jit Tshering****Qualification:** Masters of Philosophy in Economics Planning from University of Glasgow, UK**Designation:** Head / Assoc. Professor**Teaching Experience:** Has been teaching since 1987**Karma Yangzom****Designation:** Programme Assistant (DRC)

REGISTRATION



Thinley Namgyal

Qualification: MBA, University of Canberra, Australia

Designation: Registrar / Assoc. Professor

Teaching Experience: Has been teaching since 1999



Sonam Choiden

Qualification: PhD, QUT, Australia

Designation : On Secondment



Sonam Wangmo

Designation : Accounts Officer



Jigme Wangdi

Designation : Asstt. HRO



Pema Thinley

Designation : Sr. Estate Manager



Dorji Peljor

Designation : Asstt. Program Officer



Tashi Phuntsho

Designation : Sr. ICT Technician Associate



Yeshey

Designation : Sr. Admin. Asstt.



Hasta Maya Rai

Designation : Accounts Asstt.



Tenzin Dorji

Designation : HR Assistant



Chhimi Om
Designation : Registration
Assistant



Lakman Rai
Designation : Accounts Asstt.



Deki Lhamo
Designation : ICT Assistant



Kinley Dorji
Designation : Hardware
Assistant



Yadhu Ram Pokhrel
Designation : Audio Visual
Technician I



Jigme Loday
Designation : Store Incharge



Karma Tshering
Designation : Electrician



Karma
Designation : Admin. Assistant



Dorji
Designation : Driver / Reception



Norbu Wangchuk
Designation : Dispatcher



Sonam Dorji
Designation : Driver



Penjor
Designation : Driver



Tsheten Tshering
Designation : Driver



Pema Wangda
Designation : Driver



Jamtsho
Designation : Driver



Som Bdr. Rai
Designation : Messenger



Chador Tshering
Designation : Security Guard



Phurba
Designation : Security Guard



Damcho Wangchuk
Designation : Security Guard



Dorji Phuntsho
Designation : Security Guard

Talk Series by Eminent Persons

The Institute organizes monthly Series by the eminent persons from within and outside Bhutan. The main objective is to keep our students abreast with national and international trends in development management .

The talk Series in RIM has provided an important forum to interface with public, corporate, private and civil society organization on various important issues ranging from democracy and politics, spiritual values, development, environment, to management development and technology.

Here some of the distinguished eminent speakers who visited the institute.



Her Royal Highness
Princess Chulabhorn
Mahidol, Thailand



Professor Gadi Ariav
Tel Aviv U. Business
School



Dasho Karma Tshiteem
RCSC Chairperson



Dasho Dr. Sonam Kinga
National Council,
Chairperson



Professor William Long
Georgia State University



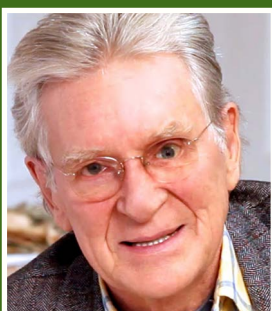
Raj Raghunathan
University of Texas



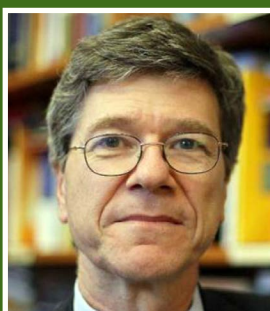
His Eminence
Dzogchen Ponlop
Rinpoche



His Eminence
Khamtruel Rinpoche



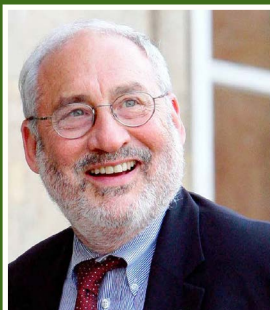
Professor Robert Thurman,
Columbia University



Professor Jeffery Sachs
Columbia University



Mr. Mathew K Asada
US Foreign Service
Diplomacy in Higher
Education



Professor Joseph
Stiglitz Noble Laureate,
Columbia University

Testimonial



*“The Judiciary has benefited immensely from the premier
Institute.”*

His Lordship Lyonpo Sonam Tobgye

Chief Justice of Bhutan

*“I was privileged to be associated with it right from its incep-
tion and seeing it take the physical form as an Institute that
fulfills the Wishes of our Monarchs.”*

Dasho Kunzang Wangdi

Chief Election Commissioner of Bhutan



*“RIM has trained and attuned the brightest graduates and pro-
fessionals of various sectors on the development priorities and
challenges of the country...”*

Dasho Bap Kesang, Former Secretary

Royal Civil Service Commission



“RIM has played a very important role in shaping me as a manager and as a leader now. I think RIM had imparted us and equipped us with the very important management education. As an alumnus of RIM, I must say that I am very proud of having gone through the training course and having benefitted immensely.”

Hon'ble MP Dorji Wangdi, RIM Alumnus

“The Master of Public Administration (MPA) and Master of Management (MM) being offered by the RIM are the first of their kinds in Bhutan and provide unique learning opportunities and environment to all the prospective candidates from the public, private and civil society organizations. We are hopeful that all eligible candidates will avail these in-country masters' programmes in their quest for continuous learning, professional up gradation, career enhancement and excelling in lives.”

Mr. Indraman Chhetri, Commissioner, RCSC



“Women who could not continue with further studies because of family raising responsibilities have an opportunity to advance their higher educational degree through the two up-coming masters' programmes. Further, women can spend time with the family and at the same time continue with their studies in Bhutan itself. In this way RIM hopes to provide higher educational opportunity to both men and women.”

Ms. Sonam Chuki, Former Faculty

“The expertise of the lecturers at the RIM is undoubted and valuable. The access that you get through them to some of the most cutting-edge academic research and the thought about the kind of problems that we are all wrestling with is brilliant. You will get to learn and grow outside of the classroom: through General Development Program or volunteering opportunities (Zhenphen Tshogpa), RIM opens to you a golden gate to real life where you can test and apply your educational ideal and passion. I have been part of a network of very smart people, which provides many great opportunities.”

Tenzin, PGDPA 2017



“I am very fortunate and honored to be the 1st batch to pursue the Masters in Management from well-established Royal Institute of Management in collaboration with the University of Canberra.

RIM is extremely self-motivating and has excellent faculty with lots of practical and professional knowledge, experiences and understanding. I was also impressed with the team work, communications abilities and capability to convey.

I would like to congratulate RIM and the University of Canberra for coming up with such a master's program, which is the 1st of its kind in the country.”

Chimi Palky, MM 2012



“Since a long time, RIM has been the breeding ground for talented leaders of the nation. For me, RIM was the apt place for exploring knowledge and enhancing wisdom. It is indeed a very big achievement and a great news to know that RIM will soon be having its

masters' programme. I am happy that the institute will continue to be the grooming centre for future leaders of the nation.”

Thinley Wangdi, PGDPA 2008



HIS MAJESTY THE KING AND HER MAJESTY THE QUEEN OF BHUTAN WITH RIM FACULTY & STAFF

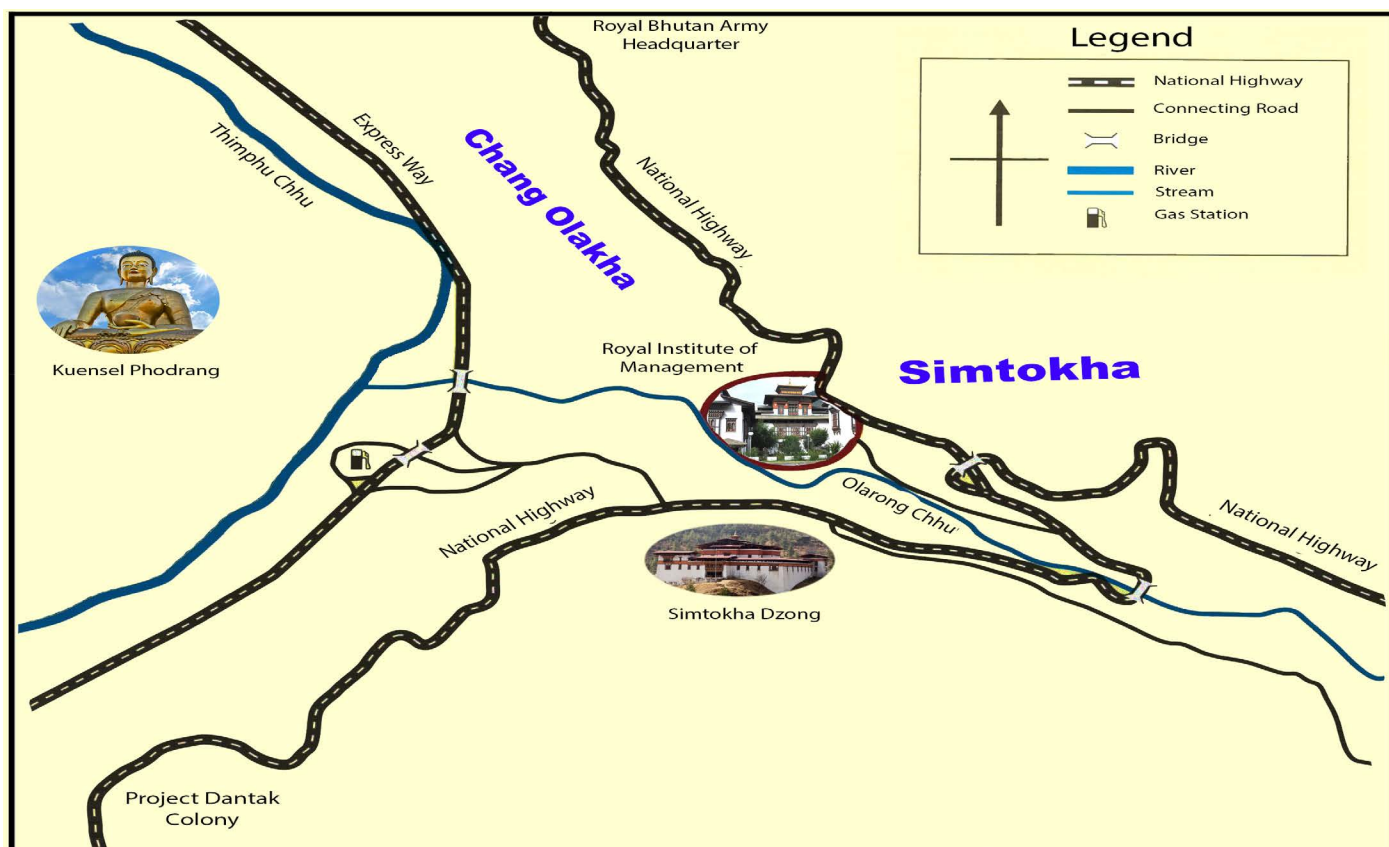


RIM Course Profile Summary with Course Fee for 2014

Course	Intake	Duration	Course Fees			Degree
			National		International	
			In-service (Govt. Corporate & Sponsored)	Pre-Service (Self Funded)		
* Masters in Business Administration 2018 -19	February	1 Year	Nu. 2,53,000		Nu. 6,50,000	UC, Australia
Post Graduate Diploma in National Law	February	1 Year	Nu. 112,000	Nu. 85,800	-	RIM
Post Graduate Diploma in Public Administration	February	1 Year	-	-	-	RIM
Post Graduate Diploma in Financial Management (Government)	February	1 Year	-	-	-	RIM
Post Graduate Diploma in Financial Management (Business)	February	1 Year	Nu. 112,000	Nu. 85,800	-	RIM

* The Units offered for the MBA will be determined based on candidates' profiles

Note: The course fees for all the above courses may change for the next academic intake.



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MDIS, Singapore

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Australia

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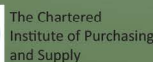


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