

## **Centre for Leadership Development (CLD) – Royal Institute of Management**

The Centre for Leadership Development (CLD) at the Royal Institute of Management (RIM) is a strategic initiative designed to contribute to Bhutan's transformation vision, E2B10X, by nurturing a new generation of capable and values-driven leaders across all sectors. With Bhutan's increasing demand for high-impact leadership, the CLD aims to become the premier hub for developing enlightened entrepreneurs and guiding the Bhutanese bureaucracy toward visionary and transformative governance.

CLD aspires to be a leading Centre for leadership development, research, and consultancy, anchoring its work in a dynamic blend of contemporary global frameworks and Bhutanese values. Through innovative training programs, cutting-edge research, and strategic collaborations with international institutions and experts, the Centre is committed to cultivating leaders equipped to address complex local and global challenges.

As Bhutan enters a new era of socio-economic transformation guided by the Diamond Strategy of His Majesty's vision for the Gelephu Mindfulness City and Royal Civil Service Commission's (RCSC) vision towards Enlightened Entrepreneurial Bureaucracy. In this context, CLD plays a critical role in fostering leadership that is not only innovative and forward-looking but also grounded in the country's unique development philosophy of Gross National Happiness (GNH) and the principles of sustainable development.

Whether in the civil service, corporate, or non-profit sectors, CLD supports individuals and organizations to lead with impact, integrity, and insight.

**Vision:** "To Become Leading Hub in Shaping Enlightened Entrepreneurial Bureaucrats by 2034!"

**Mission:** "Empowering bureaucrats with entrepreneurial leadership, wisdom, agility, innovation and sustainable impact to build a future-ready Bhutan."

### **Objectives:**

The Centre aims to:

Develop and conduct comprehensive leadership programmes for different levels of management across various sectors;

- Provide professional services in enhancing entrepreneurship, innovation performance, culture and excellence in an organization.
- Conduct research on leadership practices incorporating practical contemporary international and national values;
- Create a knowledge and skills hub for leadership development;
- Foster partnerships and collaborations with international leadership institutions.

## **Core Programmes & Services**

The following training programmes and consultancies are being offered to civil servants, corporate, private and CSO/NGOs:

**Foundational In-service Training (FIT):** Catered to all top selected national officers' trainees from technical, administrative and financial background;

**Foundational In-Service Training (FIT++):** Specialized training catered to top selected national administrative and financial services trainee officers;

**Leadership Development Programmes:** Short to medium-term workshops, seminars, and training to enhance practical leadership skills;

**Leadership Mentoring:** Medium-term mentor-mentee relationships for career and personal growth;

**Leadership Performance Management and Coaching:** Individualized and Institutional support to refine decision-making, confidence, crucial communication and strategic thinking/management;

**Policy Foresight and Strategic Analysis:** Equips leaders with tools to anticipate future policy trend and make strategic, evidence-informed decisions;

**Results-Based Management (RBM):** Provides practical skills to plan, monitor, and evaluate programs effectively, focusing on achieving measurable results;

**Emotional and Social Intelligence:** Enhances leaders' ability to understand and manage their own emotions, build strong interpersonal relationships and facilitative organizational culture and excellence;

**Leadership Assessment:** Long-term services for evaluating leadership competencies, recruitment, and potential analysis.

**Leadership Certification:** Formal medium-term programme providing professional credentials in leadership.

### **Contact Point:**

For any collaboration, leadership training, capacity building and research inquiries, please contact:

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Royal Institute of Management

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