

Learning, Leadership & Legacy

Shikharapur Community Learning Center (SCLC)

SCLC Strategic Exposure and Visioning Workshop 2026

Theme:

"Learning from Best Practices, Strengthening Partnerships, and Shaping the Future of Shikharapur Community Learning Centre"

Date: 19–21 June 2026

Locations: Pokhara and Baglung, Nepal

Organized by: Shikharapur Community Learning Centre (SCLC)

Collaboration: Hamro Palo, Right for Children, FAB School, DIRDC

Supported by: ONGD-FNEL, Luxembourg



Executive Summary



In June 2026, Shikharapur Community Learning Centre (SCLC) embarked on a significant institutional milestone through the organization of the **Strategic Exposure and Visioning Workshop**

2026, a comprehensive process designed to shape the future direction of the organization for the next five years and beyond.

The initiative was not merely a three-day workshop; it was a structured strategic planning journey that began with internal reflection and preparatory consultations, progressed through exposure learning and visioning exercises, and continues through a series of follow-up actions aimed at producing a comprehensive strategic framework for organizational growth and sustainability.

Guided by the theme “**Learning, Leadership & Legacy,**” the initiative brought together Board Members, management representatives, staff members, advisors, local government representatives, education leaders, development practitioners, architects, and strategic partners to collectively reflect on SCLC's achievements, explore emerging opportunities, and envision a transformative future.

The process combined participatory planning, institutional learning, strategic dialogue, exposure visits, and collaborative reflection to generate the foundations for SCLC's future Strategic Plan, Organizational Development Framework, and the envisioned Agriculture and Climate Knowledge Centre in Phakhel.

Participants and Facilitators of the Workshop

S.N	Name	Post	Phone
1	Shyam KC	Chairperson	9841401836
2	Nirmala Magrati	Vice Chairperson	9843712910
3	Kiran Nepali	Board Member	98490022812
4	Buddha Narayan Manandhar	Board Member	9841359045
5	Naniram Basnet	Board Member	9841238782
6	Nisha Bisunke	Secretary	9761464695
7	Madan Maharjan	Treasurer/ Dakshinkali Municipality	9841403260
8	Shivahari Bhujel	Board Member	9803168365
9	Ram Kumar Basnet	Dakshinkali Municipality, Principal	9841252197
10	Lalita Lamichhane	Field Cordinator	9860991243
11	Rabina Devkota	Office Administrator	9843520470
12	Rojina Shrestha	Admin and Finance officer	9810101001
13	Sarita Shrestha	JTA	9860429566
14	Niroj Shrestha	Program Director	9851013055
15	Chandra Kumar Bal	Indrasarowar Mun, Ward Chairperson	9849805041
16	Sanju Maya Lama	Vice Principal, Kalika Technical School	9840528103
17	Er Roshana Twati	Engineer Arch.	9818268949
18	Anita Thapa	Hamro Palo, Executive Director	9851053212
19	Anil Poudel	Right for Children, CEO	9856026162
20	Shaklik Ram Sharma	DIRDC, Program Manager	9857635112
21	KB rana Manager	DIRDC, Chairperson	
22	FAB School Team	Pokhara, Pumdi Bhumdi, Residence	

1. Background and Rationale

Since 2017, SCLC has been implementing community development initiatives with the support of ONGD-FNEL, Luxembourg, local



government and different collaborating organizations. Through agriculture promotion, community learning initiatives, youth engagement, alternative education support, and local development interventions, the organization has made meaningful contributions to community transformation.

As the organization matured and expanded its scope, the need emerged to:

- Revisit its long-term vision and mission.
- Assess organizational strengths and challenges.
- Explore emerging opportunities.
- Learn from successful institutions.
- Develop a roadmap for future growth.
- Strengthen organizational sustainability.
- Plan for future infrastructure and programmatic expansion.

Recognizing these needs, SCLC initiated a strategic planning process that would combine institutional reflection with practical learning from organizations that have successfully navigated similar development journeys.

2. Strategic Planning Process Framework

The Strategic Exposure and Visioning Workshop was designed around five interconnected phases:

Phase I: Concept Development and Planning

Phase II: Pre-Workshop Consultation and Preparation

Phase III: Strategic Exposure and Visioning Workshop

Phase IV: Post-Workshop Reflection and Working Groups

Phase V: Development of Strategic Deliverables

This phased approach ensured that the workshop became part of a larger institutional development process rather than an isolated event.

3. Phase I: Concept Development and Planning

The initiative originated from discussions among SCLC Board Members and Management Team regarding the future direction of the organization.

Several key questions guided the planning process:

- What should SCLC become in the next 5 years?
- How can the organization remain sustainable beyond project cycles?
- What institutional systems need strengthening?
- What lessons can be learned from successful organizations?
- How can SCLC create a lasting impact within communities?
- What should be the organization's flagship initiative for the future?

To answer these questions, SCLC designed a strategic exposure and visioning process that would combine learning, reflection, and planning.

4. Phase II: Pre-Workshop Consultation and Preparation

A dedicated pre-workshop meeting was organized involving Board Members, staff members, advisors, and management representatives.

The objectives of this preparation phase included:

Alignment of Expectations

Participants were briefed on the purpose, methodology, expected outcomes, and strategic importance of the initiative.

Review of Organizational Journey

Participants reflected on:

- Organizational achievements
- Lessons learned
- Existing partnerships
- Programmatic successes
- Institutional challenges

Preparation for Strategic Discussions

Participants were encouraged to review:

- Existing programs and projects
- Community needs and emerging trends
- Opportunities for future growth
- Potential strategic priorities

Identification of Key Discussion Areas

Several thematic areas were identified for deeper exploration:

- Governance and leadership
- Organizational sustainability
- Resource mobilization
- Agriculture and climate resilience
- Youth development
- Infrastructure development
- Partnership strengthening

The preparation process significantly improved the quality of participation and enabled deeper strategic discussions during the workshop.

5. Phase III: Strategic Exposure and Visioning Workshop

Day One: Organizational Reflection and Strategic Analysis

Venue: FAB School, Pokhara

The first day focused on reflection, dialogue, and strategic analysis.

Participants reviewed:

- SCLC's history and evolution
- Organizational achievements
- Current challenges
- Future opportunities



Following orientation and expectation-setting sessions, participants were divided into thematic working groups.

Group Exercise 1: SWOT Analysis

Participants analyzed:

- Strengths
- Weaknesses
- Opportunities
- Threats



affecting the future development of SCLC.

Group Exercise 2: Vision and Aspiration Mapping

Participants explored:

- The future identity of SCLC
- Desired organizational impact
- Long-term aspirations



Group Exercise 3: Goals, Objectives and Strategies

Participants discussed:

- Strategic priorities
- Institutional goals
- Programmatic directions

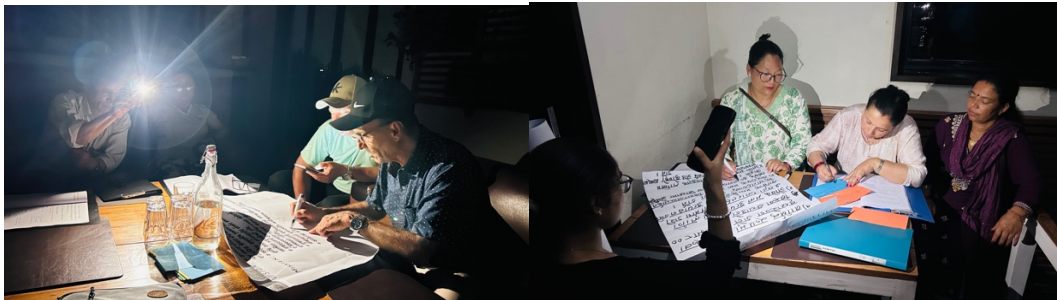


Group Exercise 4: PESTEL Analysis

Groups analyzed external factors influencing the organization:

- Political
- Economic
- Social
- Technological
- Environmental
- Legal

The day concluded with presentations from all groups, creating a strong foundation for the strategic planning process.



Day Two: Exposure Learning and Strategic Visioning

Venue: FAB School, Pokhara

The second day focused on learning from successful institutions and exploring future possibilities.

Opening Session

The session was facilitated by SCLC Coordinator Ms. Lalita Lamichhane.

Participants were welcomed by:

Mr. Shyam Bahadur KC,
Chairperson, SCLC

The workshop objectives were presented by:

Mr. Niroj Shrestha, Director, SCLC



Conceptual Architectural Design and Master Planning Vision

Infrastructure Vision Presentation by Er. Roshana Twati

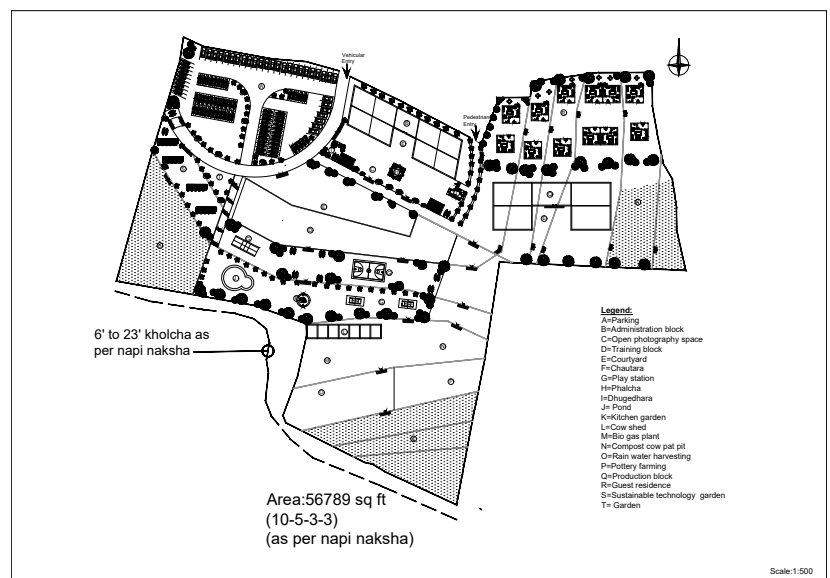


A significant session of the workshop was the presentation by **Er. Roshana Twati**, who shared the preliminary architectural vision and infrastructure development concept for SCLC's 10-ropani property in Phakhel,

Indrasarowar Rural Municipality. The concept was developed based on her field visit to the site, technical assessment of the land, understanding of the local context, and consultations regarding the long-term aspirations of SCLC and the needs of the surrounding communities. Drawing upon her professional expertise in architecture and sustainable design, she envisioned a multi-purpose learning and development space that could serve as a hub for agriculture, climate resilience, skills development, innovation, and community learning.

Her presentation explored potential infrastructure components including community learning spaces, climate-smart facilities, agricultural demonstration plots,

training and innovation centers, residential and meeting facilities, and future expansion opportunities that align with SCLC's vision of establishing an Agriculture and Climate Knowledge Centre. The proposed design emphasized sustainable land



utilization, environmental responsibility, functionality, and the creation of spaces that encourage learning, collaboration, and community engagement.

The presentation generated vibrant discussions among participants, who actively shared their perspectives, ideas, and recommendations regarding future infrastructure needs, program requirements, accessibility, sustainability measures, and long-term institutional growth. The session became highly participatory, allowing stakeholders to collectively reflect on how the physical infrastructure could support SCLC's strategic vision and future development priorities.

Concluding her presentation, Er. Twati emphasized that the concept shared during the workshop was only an initial draft intended to stimulate discussion and gather stakeholder feedback. She noted, *"This is the very first draft and a preliminary concept developed to initiate discussion. Based on the valuable feedback and recommendations received from workshop participants, I will further refine the design and present an improved version for review, approval, and future infrastructure development planning."* Her commitment to an inclusive and consultative design process was highly appreciated by participants and provided a strong foundation for the next phase of infrastructure planning.

Institutional Development and Sustainability Session by Mr. Shalik Ram Sharma, Executive Director, DIRDC

Mr. Shalik Ram Sharma facilitated an insightful session on institutional development, governance, leadership, and long-term sustainability, drawing upon his extensive experience in managing community-based development and technical education initiatives. He shared



practical lessons from his organization's journey, highlighting the importance of strong systems, effective leadership, and strategic planning in building sustainable institutions.

The session provided valuable insights into Technical and Vocational Education and Training (TVET) program management, community-centered training models, skills certification systems, and resource mobilization approaches. Through real-life examples and experiences, Mr. Sharma demonstrated how institutions can successfully combine skills development, community empowerment, and organizational sustainability. Participants highly appreciated his practical recommendations and the valuable lessons that can inform SCLC's future strategic and institutional development.

Concluding his presentation, **Mr. Shalik Ram Sharma, Executive Director of DIRDC**, encouraged participants to continue their learning journey through the upcoming exposure visit to Baglung. He remarked, *“My sharing and session will become even clearer when you visit the DIRDC Training Centre, meet our entrepreneur beneficiaries working in the market, and interact with successful graduates whom we have invited to share their journeys with you tomorrow. Their experiences will demonstrate how skills development and community support can create lasting change in people's lives. I warmly welcome you all to Baglung.”* His invitation generated enthusiasm among participants and set the stage for a meaningful learning experience during the following day's field visit.

Strategic Leadership and Institutional Development Session by Ms. Anita Thapa

"Future-Ready Communities: Learning, Innovation and Leadership for Social Change"



One of the most engaging and insightful sessions of the workshop was facilitated by **Ms. Anita Thapa**, Executive Director of

Hamro Palo, who served as a key resource person for the strategic visioning process. Drawing from her extensive experience in organizational leadership, institutional development, and social impact initiatives, Ms. Thapa guided participants through a reflective and thought-provoking exploration of strategic thinking, leadership development, organizational culture, institutional growth, and long-term sustainability. Her session encouraged participants to look beyond individual projects and activities and instead consider the broader purpose, vision, and legacy that SCLC seeks to create within the communities it serves.

Throughout the session, Ms. Thapa emphasized that sustainable institutions are built not only through successful



programs but through strong leadership, shared values, collective ownership, and

the ability to adapt to changing social, political, economic, and technological environments. She highlighted the importance of patience, resilience, adaptability, and continuous learning in organizational development, stressing that meaningful community transformation requires long-term commitment and strategic investment. Drawing upon practical examples from her professional journey, she inspired participants to think critically about the future of SCLC and its potential role in creating lasting social impact.

To ensure active participation and experiential learning, Ms. Thapa engaged participants in a series of energizers, interactive exercises, group reflections, and organizational development activities that encouraged everyone to contribute their perspectives and experiences. These participatory methods created an open and collaborative learning environment where participants were able to reflect on SCLC's strengths, challenges, opportunities, values, and future aspirations. Through these exercises, participants gained a deeper understanding of how strategic planning is not merely a management tool but an integral process that connects leadership, organizational culture, community engagement, and institutional sustainability.

Despite travelling from Kathmandu and managing a demanding professional schedule, Ms. Thapa generously dedicated her time, expertise, and energy to support SCLC's strategic development journey. Her dynamic facilitation style, practical insights, and genuine commitment to community-centered development were highly appreciated by all participants. The session not only strengthened participants' understanding of strategic planning and institutional growth but also fostered greater motivation, ownership, and confidence among Board Members, staff, and stakeholders as they collectively envisioned the future direction of SCLC.

Mr. Anil Poudel : "From Vision to Institution: Leading Sustainable Growth and Organizational Excellence"



A major highlight of the Strategic Exposure and Visioning Workshop was the inspiring session facilitated by **Mr. Anil Poudel, Chief Executive Officer of Right4Children and Initiator of FAB School**, whose leadership and innovative approach have become widely recognized in Nepal's education and social enterprise sector. Drawing from his extensive experience in establishing and expanding transformative educational initiatives, Mr. Poudel shared the remarkable journey of Right4Children, Read for Change (R4C), and FAB School, demonstrating how a strong vision, community ownership, innovation, and entrepreneurial thinking can create meaningful and sustainable social impact.

During the session, Mr. Poudel provided valuable insights into the principles and practices of social entrepreneurship, highlighting how organizations can remain mission-driven while developing sustainable models that support long-term growth and impact. He discussed key themes including sustainability through enterprise, community ownership, innovation in education, organizational resilience, and effectively managing change and growth in an increasingly complex development environment. Through practical examples and real-life experiences, participants gained a deeper understanding of how institutions can balance social mission,

organizational sustainability, and community impact while continuously adapting to emerging opportunities and challenges.

The learning experience was further enriched by the unique opportunity for participants to stay and learn within the FAB School environment itself. This allowed them to directly observe how social enterprise approaches are integrated into everyday operations, creating both educational opportunities and sustainable organizational models. Participants were particularly inspired by the way FAB School has transformed innovative ideas into practical solutions that benefit children, youth, and communities while ensuring institutional sustainability.

One of the most powerful messages shared by Mr. Poudel, which strongly resonated with participants and emerged as an important recommendation for the future direction of Shikharapur Community Learning Centre, was:

"A school should not only educate children; it should become a learning hub that continuously creates opportunities for communities to grow."

This message sparked meaningful discussions among participants about the future role of SCLC as more than a project-implementing organization, encouraging them to envision the Centre as a dynamic community learning hub that integrates education, skills development, youth empowerment, agriculture, climate resilience, innovation, and community transformation. The quote became one of the defining reflections of the workshop and provided valuable guidance for SCLC's future strategic planning process.

Mr. Poudel also expressed his appreciation for the integrated community development approach adopted by SCLC, recognizing its efforts to connect education, youth empowerment, social development, community engagement, and future agricultural innovation under a shared vision for sustainable development.

He encouraged the organization to continue strengthening these interconnected approaches and to build on its existing achievements while exploring innovative pathways for future growth.

At the conclusion of the session, Mr. Poudel extended his sincere appreciation to Shikharapur Community Learning Centre for organizing the workshop and creating a meaningful platform for learning, reflection, and strategic dialogue. He also acknowledged the continued support of ONGD-FNEL and expressed gratitude to Hamro Palo and all collaborating partners for their contributions in making the workshop possible. He appreciated the active participation, openness, and commitment demonstrated by all participants and expressed his pleasure in being part of an important process that seeks to shape the future direction of SCLC and contribute to lasting community transformation.

Day Three: Exposure Visit and Learning Exchange



The final day was dedicated to an exposure visit to the Dhaulagiri Integrated Rural Development Center (DIRDC), Baglung. Exposure Visit and

Learning Exchange at DIRDC Baglung

The exposure to DIRDC Baglung was thoughtfully organized to provide participants with a comprehensive learning experience. The DIRDC team warmly welcomed the SCLC delegation and facilitated a range of learning activities, including visits to vocational training centres, interactions with beneficiaries and local entrepreneurs, and a dedicated sharing session led by the organization's Chairperson and senior

management team. These engagements enabled participants to gain first-hand insights into institutional development, skills training, entrepreneurship promotion, and community empowerment.

As part of the visit, participants also had the opportunity to visit educational institutions supported by DIRDC, including Dhaulagiri Technical Education Centre (TEC), Dhaulagiri Deaf School, and Ram Rekha School for Differently Abled Children. These visits provided valuable learning on inclusive education, technical and vocational training, and community-based support systems, further demonstrating DIRDC's long-standing contribution to empowering marginalized and vulnerable groups through education, skills development, and social inclusion.

Supporting Inclusive Education

Participants learned about DIRDC's remarkable contribution to educational opportunities for children with disabilities, including support to schools serving Deaf students, Technical Education Centers, and Ram Rekha School, educational institution for children with physical disabilities.

Through infrastructure development, technical support, skills training, and resource mobilization, DIRDC has transformed educational access and opportunities for many individuals who were previously marginalized due to limited resources and opportunities.

Beneficiary Story: A Journey of Empowerment

One of the most inspiring moments of the visit was hearing the story of Ms.

Shrestha, a beneficiary who shared her entrepreneurial journey.



She reflected: “The training and support I received through DIDRC changed my life. It gave me confidence to start my own business. Later, I secured a bank loan and gradually expanded my enterprise.



Today, my business supports my family and has given me dignity, independence, and hope for the future.”

Her story demonstrated how skills development, confidence building, and access to opportunities can create lasting economic empowerment.

Technical Skills for Sustainable Livelihoods

Mr. Mukunda Prasad Paudel, Plumber/House Wiring Trainer, who was himself trained through DIDRC programs, shared his experiences as a trainer in Plumbing and House Wiring. He stated: “Trainees should learn both plumbing and house wiring because both skills are required in every household. When working on new construction projects, having multiple skills creates more opportunities and increases income. These are practical skills that remain useful throughout life.”

His message highlighted the importance of integrated vocational training for sustainable livelihoods.

Reflections from Leadership

Mr. K.B. Rana Magar, Chairman of DIDRC, appreciated the commitment and teamwork demonstrated by the SCLC delegation. He remarked: “What



impressed me most about Shikharapur is its strong teamwork and integrated approach. Community transformation requires collaboration, vision, and persistence. SCLC has shown promising leadership in connecting multiple sectors for holistic development.”

6. Key Learning Areas

The Strategic Exposure and Visioning Workshop provided participants with valuable insights, practical experiences, and strategic perspectives that will contribute to the future growth and sustainability of SCLC. Through interactive discussions, expert presentations, exposure visits, and group reflection exercises, participants gained a deeper understanding of institutional development, leadership, innovation, community engagement, and long-term strategic planning. The major learning areas emerging from the workshop are summarized below:

Leadership and Governance

- Shared leadership and teamwork
- Active Board engagement and ownership
- Organizational accountability and transparency
- Leadership succession planning

Strategic Planning

- Long-term visioning and future thinking
- Goal setting and strategic alignment
- Prioritization of organizational objectives
- Risk assessment and adaptive planning

Institutional Sustainability

- Resource diversification and mobilization

- Social enterprise and sustainability models
- Strategic partnership development
- Financial resilience and growth

Community Development

- Community participation and ownership
- Skills development and empowerment
- Inclusive development approaches
- Local innovation and transformation

Infrastructure Development

- Climate-smart and sustainable design
- Community-centered learning environments
- Agricultural demonstration and training facilities
- Multi-purpose community and innovation spaces

Collectively, these learning areas provided a strong foundation for SCLC's ongoing strategic planning process and future institutional development efforts.

7. Immediate Outcomes

The Strategic Exposure and Visioning Initiative produced several immediate and tangible outcomes that strengthened SCLC's strategic thinking, organizational cohesion, and future planning process. Through collective reflection, exposure learning, expert facilitation, and stakeholder engagement, participants developed a shared understanding of the organization's future direction and identified key priorities for institutional growth and sustainability.

Organizational Outcomes

The workshop created an opportunity for participants to collectively reflect on the identity, achievements, challenges, and aspirations of SCLC. Through this process, a stronger sense of unity and shared purpose emerged among Board Members, staff, and stakeholders.

- Stronger shared vision for the future of SCLC
- Greater strategic clarity and organizational direction
- Improved alignment between governance, management, and programs
- Increased ownership and engagement among stakeholders

Leadership Outcomes

The workshop strengthened relationships among Board Members, management, staff, and partners while encouraging collaborative leadership and shared responsibility. Participants gained a deeper appreciation of their individual and collective roles in advancing the organization's mission and long-term sustainability.

- Enhanced collaboration among Board Members and staff
- Strengthened institutional commitment and teamwork
- Greater understanding of leadership roles and future responsibilities
- Increased motivation to contribute to organizational growth

Strategic Outcomes

The strategic discussions, group exercises, and exposure learning sessions generated valuable ideas and recommendations that will guide the next phase of SCLC's development. Participants identified emerging opportunities, future priorities, and potential pathways for sustainable growth and impact.

- Preliminary strategic priorities identified
- Future program directions and opportunities explored

- Initial framework for organizational development established
- Valuable inputs generated for the upcoming Strategic Plan and institutional roadmap

8. Follow-Up Process

Recognizing that strategic planning is a continuous process rather than a one-time event, SCLC has committed to a structured follow-up phase to translate the workshop's insights and recommendations into concrete actions. The next stage will focus on refining strategic priorities, strengthening institutional systems, and developing key organizational frameworks that will guide SCLC's future growth and sustainability.

Strategic Working Groups

To ensure continued participation and ownership, thematic working groups will be formed to lead specific areas of development, including:

- Strategic Plan Development
- Policy Development
- Governance Strengthening
- Infrastructure Planning
- Resource Mobilization
- Agriculture and Climate Knowledge Centre Development

Review and Validation Meetings

A series of follow-up consultations and review meetings will be conducted to validate workshop findings, refine strategic priorities, gather stakeholder feedback, and finalize recommendations for inclusion in SCLC's future strategic and organizational development plans.

9. Final Deliverables

The Strategic Exposure and Visioning Initiative will contribute to the development of several key documents and frameworks that will guide SCLC's future growth, sustainability, and institutional development.

Organizational Strategic Plan (2027–2031)

A comprehensive five-year strategic plan outlining:

- Vision and Mission
- Core Values
- Strategic Goals and Objectives
- Key Performance Indicators (KPIs)

Organizational Development Framework

A framework to strengthen institutional systems, including:

- Governance Structure
- Human Resource Development
- Leadership Development
- Monitoring, Evaluation, and Learning Systems

Agriculture and Climate Knowledge Centre Development Framework

A comprehensive concept and development framework will be prepared for SCLC's proposed Agriculture and Climate Knowledge Centre in Phakhel, serving as a flagship initiative for learning, innovation, climate resilience, and community development. The document will integrate the institutional vision and purpose of the Centre, infrastructure and architectural concepts, land utilization planning, program components and services, phased development priorities, sustainability

and management models, and a preliminary costing framework to guide future implementation and resource mobilization efforts.

Resource Mobilization Strategy

A strategic framework to support organizational sustainability through:

- Partnership Development Strategy
- Fundraising and Resource Mobilization Framework
- Social Enterprise and Income-Generating Opportunities

These deliverables will collectively provide a clear roadmap for SCLC's future direction, institutional strengthening, and long-term impact within the communities it serves.

10. Conclusion

The Strategic Exposure and Visioning Workshop 2026 marks a transformative milestone in the journey of Shikharapur CLC.

More than a workshop, it represents the beginning of a collective process to shape a stronger, more sustainable, and future-oriented institution. Through reflection, exposure, dialogue, and collaboration, participants laid the foundation for a new chapter of organizational growth.

The initiative reaffirmed SCLC's commitment to community transformation through learning, leadership, innovation, inclusion, and sustainability.

As the organization moves forward, the insights, partnerships, and aspirations generated through this process will guide the development of a robust strategic framework capable of creating lasting impact for communities and future generations.

Theme: Learning, Leadership & Legacy





Prepared by: Niroj Shrestha, Director