



### **BIO DATA**

1. Name: Norbu Wangchuk
2. Date of Birth: 14<sup>th</sup> November, 1969
3. Village: Yonphula, Kanglung, Trashigang
4. Current Position: Minister, Ministry of Economic Affairs

### **EDUCATION**

1. B.Sc. (1988 - 1992) from Sherubtse College, University of Delhi, Kanglung Bhutan majoring in Botany and Zoology.
2. MBA (1995 - 1997) India.
3. Post Graduate Certificate in Education (PGCE) (1999 – 2000) from National Institute of Education, Samtse, Bhutan

### **PUBLICATION AND RESEARCH**

- a) Editor of the RIM newsletter
- b) Published several articles in the Dzongchong Rigphel, the RIM Institute Journal.
  - i. GNH: practicing it.
  - ii. Privatization in Bhutan, Theory and Practice
  - iii. Globalization, a challenge to GNH
  - iv. Managing your Boss
  - v. The Pygmalion Effect in the private sector organization
- c) Undertaken and completed Research on “Privatization: Theory and Practices”
- d) Supervised research studies of Post Graduate studies.

### **PROFESSIONAL EXPERIENCE**

#### ***2008 – 2012***

1. Designed and developed following documents / manuals:
  - a. Educating for Gross national Happiness (presently used by all the schools in Bhutan)

- b. Leadership for Farmer's Group and Cooperatives (Presently used in all the farmer's groups in Bhutan)
  - c. Marketing and export management training Manual (Presently used at the BCCI)
  - d. Performance Management System manual (used by DGPC and Schools in Bhutan)
2. Trainings conducted
- a. Leadership for Chairpersons and executives of cooperatives and farmer's groups
  - b. Leadership for Board Members of Tourism Industry
  - c. Leadership for top brass of the armed forces in Bhutan
  - d. Leadership for corporate executives in Bhutan
  - e. Leadership for international participants in Laos and Bangkok

***2000 – 2005 Senior Lecturer at the Royal Institute of Management (RIM)***

**Training**

1. Taught the undergraduate and post graduate courses in the areas of strategic Planning, good governance, management, customer service and social marketing at the RIM.
2. Designed and delivered curriculum for various courses which are currently delivered at the RIM.
3. Designed and developed course assessment and evaluation systems.
4. Developed customized management courses and delivered to the executives of the private sector in Bhutan.
5. Guided research projects of the post graduate students related to different good governance issues.

**Consultancy**

1. Conducted impact assessment and evaluation of the capacity development project of JICA. The assignment was aimed at evaluating the training and education intervention of the JICA project under the good governance initiative in the three Dzongkhags, Trashigang, Haa and Bumthang.

2. Developed a Ten year HR master Plan for the Ministry of Agriculture, Royal Government of Bhutan. The project involved comprehensive assessment of the capacity need for the Ministry, evaluation of its training and non training capacity development intervention and identification of its future capacity need for the Ministry.
3. Conducted Training needs analysis for the National Women's Association of Bhutan and developed institutional strengthening interventions leading to enhanced HR capacities.

***2005 – 2007 Local consultant for the Royal Civil Service Commission (RCSC)***

As a team leader conducted organizational development exercise for the following government organizations:

- a. Ministry of Labor and Human Resources
- b. The Royal Audit Authority
- c. The Ministry of Agriculture
- d. National Environment Commission
- e. The National Land Commission
- f. The Ministry of Health

The OD exercise involved undertaking of surveys and research on numerous issues to ascertain gaps in the organization related to its structure, capacities, programmes and projects. The report of these OD are under consideration by the RGoB.

***2004 – 2006 Consultant for the Bhutan Times Ltd..***

1. Conducted Organizational analysis for Bhutan Times leading to the launch of the newspaper.
2. Engaged in establishing marketing system and distribution network for Bhutan Times throughout the country.
3. Helped in the positioning of the newspaper as a “bold, unofficial voice of the people”.

***2006 – 2007 Consultant for the Food Corporation of Bhutan (FCB)***

1. Conducted impact analysis of its capacities, both at the organizational and human resource levels.
2. Conducted Organizational analysis for the food commodities of FCB leading to project interventions and marketing institutional strengthening.

3. Provided consultancy interventions in the operational improvement of its auction yards situated all over the country.
4. Conducted an overall study of the FCB focused on organizational development leading to the report titled: "The Way Forward".