**g]kfndf o'jf sfo{sf nflu ;xof]u**

**cjwf/0ff kq, r}q @)&\***

**k[i7e"ld**

g]kfndf s'n hg;+Vofsf] $) k|ltzt o'jfx¿sf] hg;+Vof 5 . g]kfn o'y lehg @)@% -o'jf tyf v]ns'b dGqfno\_ sf cg;f/ æ!^ b]lv @$ jif{ pd]/ ;d"xnfO{ lzIff, :jf:Yo, tflnd, g]t[Tj lasf; tyf /f]huf/Ldf k|fyldstf lbOg]5Æ . g]kfn /]8qm; ;f];fO6Lsf cg';f/ b]zel/sf !^ b]lv @\* jif{ pd]/sf o'jfx¿ o'jf /]8qm; ;s{ndf cfj4 x'g ;Sg]5g\ .

g]kfn /]8qm; ;f];fO6Ln] o'jfx¿nfO{ cfkm\gf ultljlwsf] s]Gb|df /fVgsf nflu ;g\ @)!\* df o'jf ;+nUgtf /0fgLltsf] th'{{df u/]sf] 5 . To;}u/L ;g\ @)@! ;Dd sfof{Gjogdf /x]sf] g]kfn /]8qm;sf] cf7f}+ lasf; of]hgfdf “ljBfyL{ tyf o'jfx¿n] /]8qm; cleofgdf dxTjk"0f{ of]ubfg ug{ ;Sg] ePsfn] pgLx¿sf] ;DefjgfnfO{ sfo{qmd tyf ;]jfx¿df pkof]u ul/g]” s'/f pNn]v ul/Psf] 5 . To;}u/L, g]kfn /]8qm; ;f];fO6Lsf] /fli6«o ;f];fO6L lasf; of]hgf @)@!–@)@% df o'jf lasf;nfO{ Pp6f laifout If]qsf] ¿kdf ;dfj]z ul/Psf]] 5 .

;g\ @)@! Dff cfOPkmcf/;Lsf] ;Nkm]l/gf] Psf8]dLn] cfof]hgf u/]sf] “lnld6n]; cleofg” (Limitless Initiatives) df g]kfn /]8qm;sf cf7 hgf o'jf ;b:ox¿ klg 5gf}6 eP . o; cleofgdf 5gf}6 ePsf o'jfx¿n] cfkm\gf] gj k|jw{gfTds ;f]rnfO{ o'jfx¿dfkm{t k/LIf0f sfof{Gjog (piloting) sf nflu lapm k"FhL pknAw u/fOof] . To;nfO{ la:tf/df sfo{fGjogdf n}hfg klg ;lsG5 . cfOPkmcf/;L -dxf;+3\_ g]kfnn] o'jf ;zlQms/0fsf kxnx¿sf nflu s]xL aif{b]lv g]kfn /]8qm;nfO{ ;xof]u ul//x]sf] 5 . To; k|sf/sf kxnx¿nfO{ ;g\ @)@@ sf] sfo{;~rfng of]hgfdf ;dfj]z u/L sfof{Gjog ug{ ;xof]u ug'{kg]{ cfjZostf dx;'; ePsf] 5 . o; ljifodf ;g\ @)@@ sf] z'¿jftdf g]kfn /]8qm; ;f];fO6L tyf g]kfndf /x]sf] ;fem]bf/ ;f];fO6Lx¿ ljz]if u/L 8]lg; /]8qm;, lkmgNof08 /]8qm; / O6flnog /]8qm;;Fu 5nkmn ePsf] 5 .

;f] cjwf/0f kqdf laleGg ljifout If]qx¿df o'jfx¿n] :yfgLo ¿kdf z'¿jft u/L /fi6«AofkL sfof{Gjogdf n}hfg ;lsg] vfnsf kxnx¿ dfkm{t\ g]kfnsf o'jfx¿df hLjgpkof]uL ;Lkx¿ tyf dfgjLo d"Nosf] lasf; ;d]t ug{ ;lsof]; eGgsf nflu ul/g] sfo{x¿sf] d'Vo laz]iftfx¿ ;dfj]z ul/Psf] 5 .

**o'jf ;xeflutf /0fgLlt cg';f/ o'jf ;+nUgtf**

g]/];f]sf] o'jf ;xeflutf /0fgLltdf o'jfx¿ ;sf/fTds ;fdflhs kl/jt{gsf nflu lhDd]jf/ / r'gf}ltk"0f{ sfo{df ;l/s eO{ glthf k|fKt ug{nfO{ o'jf ;xeflutfsf] ¿kdf kl/eflift ul/Psf] 5 . cfkm";Fu ;DalGwt ljifox¿ tyf ;+s6f;Gg ;d'bfosf nflu of]hgf th'{{df / lg0f{o k|s[ofdf o'jfx¿nfO{ ;xeflutf u/fOg]5 . dfgjLo ;]jfsf laleGg txx¿ ;~rfns ;ldlt, Aoj:yfkg / ;]jf k|jfxdf o'jfx¿sf] ;s[o tyf æcy{k"0f{ ;xeflutfdfkm{t\ o'jfx¿n] g} cfkm\gf] efUo sf]g]{5g\Æ . /]8qm;n] pgLx¿nfO{ ;fFr} g} of]hgf th'{{df ug{ tyf cfkm\gfnflu cfkm}{n] k}/jL ug{sf nflu clek|l/t ub{5 .

* o'jfsf] of]ubfg ePsf] – sfo{qmdx¿sf o'jfx¿n] d"NofÍg ug]{ jf k[i7kf]if0f k|bfg ub{5g\ .
* o'jfsf] ;+nUgtf ePsf] – sfo{qmdsf] lasf; ug{ jf sfof{Gjog ug{ o'jfx¿sf] ;+nUgtf ePsf] .
* o'jfx¿sf] g]t[Tj ePsf] – o'jfx¿af6 ;+u7g ag]sf]
* o'jfx¿nfO{ hf]l8Psf] – o'jfx¿sf] cGt/s[of tyf ;dflhs dfWodaf6 o'jfx¿sf] ;DaGw lasf; ePsf]

**o'jf ;xeflutf /0fgLltsf p4]Zox¿;Fu ;fdfGh:otf**

lzIff #=@ ;+s6f;Gg dflg;x¿sf] / /fli6«o ;f];fO6Lsf] cfjZostf k"/f ug{ k/Dk/fut, c;n cEof;x¿ / l;sfO{sf cfwf/df gjk|jt{gfTds ;f]rsf] k|:tfj ug{, k/LIf0f ug{ tyf Aofks¿kdf sfof{Gjog ug{ o'jfx¿ ;'/lIft jftfj/0fsf] ;[hgf ug]{ .

;xeflutf @=@ sfo{ ug]{ qmddf g} plrt k/fdz{ tyf ;Lk ljsf;sf cGo cj;/x¿ h:t} k|lzIf0f tyf yk lhDd]jf/L tyf hl6n e"ldsfx¿df ;xeflutfdfkm{t\ hLjg pkof]uL ;Lk ljsf; / :YffgLo tyf 3/]n' >d ahf/df /f]huf/Lsf] ;Defjgf a9fpg] 5 .

**ljlzi6 p2]Zo**

|  |  |
| --- | --- |
| cNksfnLg -;g\ @)@@\_ | o'jfg]t[Tj cleofgx¿sf] th'{df, of]hgf tyf z'¿jft ug{ g]/];f]nfO{ lgDgfg';f/ ;xof]u ug]{M   * laBfno tyf ;d'bfodf 5gf}6 ul/Psf ljifox¿ -h:t} hnjfo' kl/jt{g, :jf:Yo, clx+;f, ;fdflhs ;dfa]lztf cflb\_ ;DaGwL ;sf/fTds sfo{x¿ ug]{ * cleofgdf ;xeflu ePsf o'jfsf] ;zlQms/0f ug]{ * cleofgsf] qmddf dfgjLo d"Nosf] k|jw{g ug]{ |
| bL3{sfnLg -;g\ @)@%\_ | * ;g\ @)@@ sf] cg'ejsf] cfwf/df ;+:yfut ;+/rgf leq o'jfx¿sf] gjk|jt{gfTds cleofgnfO{ ;xof]u ug{ o'jfx¿n] Aoj:yfkg u/]sf] tyf k"jf{g'dfg ug{;lsg] sf]ifdf o'jfx¿sf] kx'Fr agfpg] . of] sfo{ g]/];f]sf] sfo{If]q tyf ;+u7gfTds ;~hfnsf] ;dGjodf x'g]5 . |

**of]hgfsf] cfwf/e"t ljz]iftfx¿ M**

**o'jfsf] g]t[Tj M** of] cleofg ;s[o o'jfx¿sf] ;d"x -sf]/ ;d"x\_ 4f/f th'{{df tyf Aoj:yfkg ul/Psf] x'g]5 . g]/];f] h'lgo/ tyf o'jf ljefu, cfOPkmcff/;L tyf OR5's ;fem]bf/sf] e"ldsf ;xhstf{sf] dfq x'g]5 .

**;dfj]zL M** of] cleofgdf b]zel/af6 ;a}sf] kx'Fr x'g]5 . sf]/ ;d"xsf] :yfkgf ubf{ ;a} ef}uf]lns If]q, n}+lus tyf cGo dxTjk"0f{ cfwf/df klg ;dfa]lztf z'lglZrt ul/g]5 .

**:yfgLo sfo{ tyf ;Lk lasf; M** of] cleofg d'VotM 5gf}6 ul/Psf ljifox¿df :yfgLo ¿kdf sfof{Gjogdf s]Gb|Lt x'g]5 . o;sf ;fy} ;xefuL o'jfx¿sf] ;Lk lasf; ug'{ klg o;sf] p2]Zo /xg]5 .

**l8lh6fOh];g M** o; cleofgdf !\_ cleofgsf] af/]df k|rf/–k|;f/ ug{, @\_ o'jfx¿af6 k|fKtx'g] k|:tfjx¿sf] Joj:yfkg ug{ tyf #\_ ul/Psf sfo{x¿ tyf vr{sf] k|lta]bgsf nflu l8lh6n cf}hf/x¿sf] k|of]u ul/g]5 .

**lbuf]kgf M** of] cleofgnfO{ kl/of]hgfsf] ¿kdf geP/ :jo+;]jfsf] efjgfsf cfwf/df ljBfno, SofDk; tyf ;d'bfodf :yfkgf ePsf o'jf ;s{nx¿nfO{ ;xof]u ug]{ ;+oGqsf] ¿kdf Aoj:yfkg ul/g]5 . cjwf/0fsf] th'{df, of]hgf, tyf sfof{Gjogsf x/]sf kfOnfx¿df lbuf]kgfsf nflu ljz]if Wofg lbOg]5 .

**hjfkmb]lxtf M** cGo kl/of]hgfeGbf km/s tl/sfn] Aoj:yfkg ul/g] ePklg o; cleofgn] sf]ifsf] ;d'lrt k|of]u tyf ultlalwx¿sf] kl/0ffd;DaGwL kf/blz{tf ;'lglZrt ug'{kg]{5 .

**;fem]]bf/L M** o; cleofgsf] qmddf z'¿jftdf of]hgf th'{{dfb]lv g} lbuf]kgf tyf a[xt sfof{GjognfO{ ;'lglZrt ug{sf nflu ;fem]bf/Lsf] gjk|jt{gfTds :j¿k cjnDag ul/g] 5 . g]kfnsf] lghL If]q;Fu cfly{s ;xof]u tyf ;Lk lasf;sf nflu cj;/x¿sf] pkof]u ul/g] 5 .

**k|:tfljt dfu{lrq**

|  |  |
| --- | --- |
| ;g\ @)@@ dfr{ | * cjwf/0fkqnfO{ clGtd ¿k lbg] tyf g]/];f]sf] ;~hfndf k|rf/k|;f/ ug]{ * 5gf}6sf cfwf/x¿ adf]lhd sf]/ ;d"xsf] :yfkgf ug]{ * ;Defljt cfly{s tyf k|lalws ;xof]usf nflu afx\o ;fem]bf/x¿;Fu ;xeflu x'g] * a'6SofDk (bootcamp) sf] of]hgf agfpg] |
| ;g\ @)@@ clk|n – d] | * cleofgsf] th'{df ug{ sf]/ ;d"xsf nflu a'6SofDksf] cfof]hgf ug]{ |
| ;g\ @)@@ d] – h'g | * of]hgfsf] la:t[tLs/0f / cf}hf/x¿sf] lasf; ug]{ |
| ;g\ @)@@ h'nfO{ | * cleofgsf] /fi6«AofkL z'¿jft ug]{ |

**;Dks{**

Herve Gazeau df]gf cof{n

Sfo{qmd ;+of]hs lgb]{zs, h'lgo/ tyf o'jf ;]jf laefu

cfOPkmcf/;L /fli6o sfof{no g]kfn g]kfn /]8qm; ;f];fO6L

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**:jo+;]jsx¿sf nflu cfJxfg**

g]kfn /]8qm; ;f];fO6Ln] cfkm\gf] sfo{If]q leq /xL o'jfx¿sf] g]t[Tjdf ul/g] dfgjLo sfo{x¿sf] cjw/0ff th'{{df, of]hgf lgdf{0f tyf sfof{Gjogsf nflu o'jf sf]/ ;d"x u7g ug{sf nflu ;s[o tyf pTk|]l/t :jo+;]jsx¿sf] vf]hL ul//x]sf] 5 . o:tf] sfo{ 5gf}6 ePsf z}lIfs ;+:yf tyf ;d'bfodf k"0f{¿kdf o'jfx¿sf] g]t[Tjdf / :jo+;]jL¿kdf :yfgLo ¿kdf ul/g] kl/sNkgf ul/Psf] 5 .

**5gf}6sf cfwf/x¿**

* /]8qm;sf l;4fGt / cfrf/;+lxtfsf] k"0f{ kfngf ub}{ ;d'bfosf nflu sfo{ ug{ pTk|]l/t AolQm
* b/vf:t lbg] ;dodf !^ jif{ eO{ #) jif{ ggf3]sf] AolQm
* g]/];f]sf] o'jf ultlalwx¿df / ;d'bfodf ;s[o ;xeflutf ePsf] AolQm
* cfkm\gf] ;d'bfon] ;fdgf u/]sf dfgjLo r'gf}ltx¿sf] af/]df hfgsf/L ePsf] AolQm
* g]/];f]sf] sfo{9fFrf leq /x]/ gjk|jt{gfTds ljrf/x¿ tyf gofF sfo{z}nL cjnDag ug{ tof/ AolQm
* ef}lts¿kdf pkl:yt eO{ ;~rfng x'g] a}7sx¿df ;xeflutfsf nflu ;Ifd jf tof/ ePsf] AolQm -;DalGwt vr{ cfof]hsx¿n] Aoxf]g]{ 5g\ .\_
* cgnfOg a}7sx¿df ;xeflutf hgfpg ;Ifd jf ;Dks{ :yfkgf x'g;Sg] AolQm
* g]kfnL / c+u|]hL efiff -n]vfO{ / af]nfO{\_ df ;Ifd AolQm

**cjlw**

o'jf sf]/ ;d"xsf] cjlw k|f/Dedf lgo'lQmsf] ;dob]lv Ps jif{sf] x'g]5 . cfjZos ePdf, o'jf ;b:o OR5's ePsf] / cfwf/x¿ k"/f x'g] ePdf ;do cjlw tLg jif{;Dd yk x'g ;Sg]5 .

cfj]bg lbg] o'jfn] :jo+;]jfsf] efjgf adf]lhd k"0f{ ¿kdf a'em]sf], To;sf] kfngf ug]{ tyf ;xeflutf ePjfkt s'g} klg kfl/>ldssf] ck]Iff x'g]5}g . To;}u/L, cfj]bsx¿ a}7sx¿df ;s[o ;xeflu x'g]5g\ tyf ;d'xdf cfkm"n] lhDdf lnPsf] sfo{ k"/f ug'{kg]{5 .

**;dfj]lztfsf] nflu cfJxfg**

clGtd 5gf}6 ug]{ ;dodf g]/];f] / ;fem]bf/x¿n] o'jf sf]/ ;d"xdf g]kfnL kl/j]zcg';f/sf] lalawtf / k|ltlglwTj ;'lglZrt ug]{5g\ . o; cg';f/ dfly pNn]v ePcg';f/ 5gf}6sf cfwf/x¿ k"/f ePsf ;a} laz]if u/L ckf+utf ePsf, ;LdfGts[t ;d'bfosf / b'u{d If]q nufotaf6 klg cfj]bgsf nflu cg'/f]w 5 . 5gf}6 ;ldltn] # hgf ;b:ox¿ yk u/L a9Ldf !& hgf;Ddsf] o'jf sf]/ ;d"x x'g]5 .