



ExFo 2024: EEB10XP - Enlightened Entrepreneurial Bureaucracy 10X Productivity



The Royal Civil Service Commission (RCSC) conducted executive forum 2024 to the senior bureaucrats in the country from 23th-26th Dec. 2024 in two batches. Under the theme **Enlightened Entrepreneurial Bureaucracy 10X Productivity**, the forum was facilitated by leadership expert Mr. Mo Kasti, Founder of Centre for Transformation and Innovation (CTI), USA. The session provided executives with tools and strategies to reset their leadership effectiveness over strategy, people, process and results, foster seamless collaboration, and implement innovative entrepre-

neurial approaches within their respective agencies.

The ExFo emphasized the importance of civil service leaders exemplifying an Enlightened Entrepreneurial Bureaucracy, highlighting the unwavering dedication of top civil servants to national development as we move toward the envisioned "Diamond Strategy." Through interactive dis-



cussion and reflective activities, the participants gained a deeper understanding of their roles in steering Bhutan's civil service towards



'Enlightened Entrepreneurial Bureaucracy.

The forum concluded with executives committing to actionable strategies aimed at creating value for Bhutan's people and economy. These commitments include establishing a clear mission and vision, adopting an innovative mindset, streamlining processes, delivering citizen-centric public services, fostering seamless inter-agency collaboration, and building future-ready talent and capabilities to align with Bhutan's 10-year vision to converge GMC. HPM graced the concluding session of the forum.

Contributed by: Dasho Dzongdag

Highlights

- **EEB10XP**
- **117th National Day**
- **Opening Ceremony of Weringla Drungkhag**
- **Community-Based Tourism (CBT)**

Mid-Year Budget Review Meeting



The review meeting, led by the Dasho Dzongdag at the new DT hall to assess and update the financial activities and plans for the 2024-2025 fiscal year. The meeting was attended by Dasho Dzongrab, department heads, accountants and Dzongkhag engineers. These reviews are crucial for ensur-

ing transparency, accountability and efficient governance in public financial management. The Dzongkhag Administration held a mid-year budget

review meeting, led by the Dasho Dzongdag at the new DT hall to assess and update the financial activities and plans for the 2024-2025 fiscal year. The meeting was attended by Dasho Dzongrab, department heads, accountants and Dzongkhag engineers. These reviews are crucial for ensur-



Contributed by: Accounts Office

Community-Based Tourism (CBT) – Experience Sharing from a Trip to Philippines



The Community-Based Tourism (CBT) training and workshop program, held in the Philippines from December 2 to 7, 2024, and funded by HELVETAS, emphasized sustainable

tourism practices, community engagement, and financial management. Guided by prominent practitioners, experts and academicians, the program featured a blend of lectures and primarily site visits, highlighting exemplary CBT practices and financial frameworks. Participants from various backgrounds shared insights, creating a dynamic and enriching learning experience.

Key Objectives of the Program:

1. Understand principles of CBT and community-driven tourism
2. Analyze socio-cultural, economic, and environmental impacts
3. Learn financial management and sustainable business
4. Observe real-world applications through field visits

The participants were taken to various sites including the latest innovation in the digital tourism in the city. The visit to Intramuros, Manila observed how historical landmarks are maintained and integrated into tourism initiatives. Sites like San Agustin Church and Casa Manila demonstrated the importance of preserving cultural heritage while generating community-driven tourism opportunities.



The visit to Manila City Hall, an "Important Cultural Property," showcased how civic spaces can serve dual purposes of administrative functions and cultural tourism. The adaptive reuse of its iconic clock tower as a tourist attraction was an excellent example of blending functionality with heritage conservation.

The Ayala Museum's use of interactive exhibits, such as

the Digital Gallery, illustrated how technology can enrich cultural storytelling and engage modern audiences. Additionally, its focus on indigenous traditions highlighted the role of museums in preserving and promoting heritage.

The mangrove conservation programs at Subic Bay exemplified how local ecosystems can be preserved while integrating tourism. Tree-planting initiatives further reinforced the importance of active community participation in environmental stewardship.

Adaptations for Dzongkhags:

1. Promote Bhutanese culture through festivals, storytelling, and showcasing traditional arts and crafts.
2. Collaborate with international organizations to secure funding and expertise for local tourism projects.
3. Implement eco-friendly practices, such as promoting reusable materials and reducing plastic waste.
4. Develop branding strategies that highlight each Dzongkhag's unique attractions and experiences. Adaptations for Dzongkhags:
5. Promote green infrastructure, such as solar lighting and eco-friendly construction.
6. Conduct educational programs to raise awareness about the importance of conservation.
7. Partner with environmental organizations to design sustainable tourism practices.

The training program in the Philippines offered valuable and practical insights into sustainable and inclusive tourism development, highlighting best practices that align well with Bhutan's goals. The emphasis was on inclusivity, cultural preservation, and environmental sustainability, which are integral to Bhutan's ethos and the Gross National Happiness philosophy. These lessons underscored the importance of community-based tourism (CBT) as a tool for fostering socio-economic development while safeguarding cultural and natural heritage.



117th National Day



As the nation united to celebrate the 117th National Day, people from every corner of Monggar Dzongkhag also gathered at the Monggar Public Ground to mark the occasion. The celebration began with the traditional Chhibdrel ceremony to welcome the Chief Guest, Dasho Dzongdag, the representative of His Majesty, the

King, eminent members of Parliament along with other distinguished guests, followed by Zhabten and marchhang.

The event showcased a variety of traditional songs and dances performed by schools, Dzongkhag officials, regional leaders, hospital staff and the business community. To enhance the festive atmosphere, the audience enjoyed the Zhana Ngachham and had the chance to win prizes in the free lottery. Additionally, winners of several traditional games and sports, including the Marathon, Basketball, and Khuru competitions, held from December 13th to 15th as part of the Build-up program were honored with



prizes and certificates. The event concluded on a joyful note with a Tashi Laybey performance symbolizing national unity and peace, followed by lunch for all participants. The day was a perfect combination of reverence and celebration, fostering a sense of gratitude, joy and national pride among the community.

Contributed by: DT Office

Honouring our Civil Servants as a 117th National Day Build-up Program

As a part of the build-up program dedicated to the celebration of the 117th National Day, the Dzongkhag Administration, Mongar orga-



nized the Royal Civil Service Award Ceremony for the year 2024 at the Dratshang Kuenrey on 13th December

one (Lifetime Awardee) from NRDCL were honored in the ceremony.

They received khadhar from the Kuenra and service medals and certificates from Dasho Dzongdag. The recipients were categorized into four categories: Lifetime Medal, Gold Medal (30 years of service), Silver Medals (20 years of service), and Bronze Medals (10 years of service). Among the recipients, 1 was awarded Medal for Lifetime Service, 1 of 50 out of 60 recipients received Gold Medal, 24 received Silver Medals, and 24 groups within received Bronze Medals.



the Dzongkhag Administration extends its congratulations and gratitude to the awardees.

Contributed by: HR Office

Social responsibility program "Bridging the Gap"

Students from five schools in remote



areas participated in the Social Responsibility program organized by the Bhutan Football Federation. The program aimed to bridge gaps, help underprivileged students improve their communication and football skills and reach the country's most isolated schools. Held in Changlingmethang, it marked the first visit to an urban setting for all the students, making it a memorable experience filled with learning and excitement. In the morning, students participated in a two-hour grassroots football session led by national coaches. After lunch, they had the chance to explore significant landmarks in Thimphu. Additionally, the program featured fun activities that encouraged exploration and interac-

tion. A key focus was teaching students the importance of both football and personal safety with topics such as sexual assault, physical violence, mental abuse and anti-bullying addressed by the coordinators to ensure child safety.

During the Lunch hour, Dasho Dzongdag of Monggar Dzongkhag met with the students in Thimphu and hosted lunch at Thimphu Clock Tower Restaurant and students had a privileged



tower.

Rinchen Choden, a Class PP student, shared, "I was amazed when I first arrived in Thimphu because of the big buildings, cars and the huge Changlingmethang ground." Choni Zangmo from Class II added, "I saw takin, deer and yak for the first time at

the zoo, and the Buddha Point was one



of the most unforgettable sights in Thimphu." By the end of the day, the students left with more than just memories, they also gained inspiration, knowledge, and confidence. The program effectively combined exposure, education and sports, highlighting the importance of such initiatives in bridging the divide between urban and remote students. Karma Thinley, a Class III student, said, "Football is my favorite sport and I used to play it often, but my style of play is different from what the coaches taught me. I've learned new football techniques, like clapping, ball mastery, inside and outside turns and step-over turns. I'll always remember these skills and keep improving."

Contributed by: Pangthang PS

Gearing Up for the 117th National Day: National Day Build-up Programs

The Monggar Sports Association along the Monggar Dzongkhag Administration organized various build-



up program to mark the 117th

National Day.

On the day of 13th December, a marathon completion was conducted among the men's and women's category from Kidheykhar to Monggar Public



ground. A total of 68 athletes took part in the tournament.

Similarly, on 14th December, an Open Basketball Competition was conducted and only four teams participated in the tournament.

Finally, on 15th December, an Open Khuru Tournament was conducted to engage citizens



of Monggar Dzongkhag to celebrate the momentous 117th National Day.

For each build-up program, as a token of appreciation, winners and runners-up were awarded with cash prizes and certificates.

Contributed by: MSA

Mass Cleaning as a Build-Up Program



The Dzongkhag Administration, Mongar, organized a two-day Mass Cleaning Campaign on 14th and 15th of December, 2024, as part of the build-up program to celebrate the 117th National Day. The campaign also aimed to contribute to

fulfilling the goal of "Zero Waste," an initiative by Her Majesty the Gyaltsuen, which targets making Bhutan waste-free by 2030.

The campaign was joined by staff from regional offices, the Dzongkhag Administration, the Royal Bhutan Police, Dessups, Dratshang, Gewogs, and the business communities of Gyalpoizhing and Mongar town.



On the first day, the campaign began at Gangola and extended to the entrance gate of Mongar town. Simultaneously, the

Gyalpoizhing team started from Kurizampa and proceeded to Gyalpoizhing town. Approximately 100 people participated, and about 800 kilograms of waste were collected.



On the second day, the cleaning campaign began at Changshingpek and extended to the entrance gate of Mongar town. Around 120 individuals participated and approximately 600 kilograms of waste were collected.



The two-day campaign concluded successfully with a total of about 1,400 kilograms of waste collected.

Contributed by: Environment Office

Gonpoi Torjab



The six-day Gonpoi Torjab ceremony took place from December 26 to December 29, 2024. The event was attended by Dzongkhag officials, Gups, regional office heads, and devotees from Monggar Throm and surrounding areas, who gathered to offer prayers and receive blessings. The Torjab ceremony was held to dispel negative energies as the year came to a close, while welcoming the new year with hopes for the well-being of all sentient beings, long life for His Majesty the King, and peace and prosperity for the nation.



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Contributed by: DT Office

18th National Inter-Dzongkhag Taekwondo Championship



The Monggar Taekwondo Sports Association had been preparing to participate in the 18th National Inter-Dzongkhag Taekwondo Championship, scheduled to be held at CNR on December 30th and 31st.

Out of 32 participants, 17 athletes were selected for the event. On December 27th, the athletes had the opportunity to meet Dasho Dzongdag,

the President of the Monggar Sports Association. During the meeting, Dasho encouraged the participants to represent Monggar Dzongkhag with pride and reminded them not to misuse the skills acquired through their training. He also stressed the importance of striving for excellence, giving their best effort in the competition and ensuring that victories are



achieved through positive actions rather than ego or anger. Dasho concluded by wishing the athletes success in their upcoming competition.

Contributed by: Education Office

Refresher Course for Research and Rescue (SAR)



The refresher course for training, Search and Rescue (SAR) was conducted at the Monggar Dzongkhag police station in the presence of 27th Dasho Dzongdag, Dasho December 29, 2024. The training includes 26 participants, comprising December 29, 2024. The training started



In the opening remarks, Dasho Dzongdag emphasized the importance of preparedness for disasters and the proper use of search and rescue equipment. The three-day



with an introduction to the tools and equipment and their applications. Participants were also taught and demonstrated techniques for using ropes and knots specific to different disaster scenarios and environments.

Contributed by: RBP Office

December Month in Pictures



Pop of 1st Batch Gyalsups– Picture from BBS

December Month in Pictures



**Inaugural of 2nd Cohort of Gyalsung at Bondeyma, Lingmethang
– Picture from BBS**

December Month in Pictures



61st Annual Monggar Tshechu

December Month in Pictures



Landscape-level Ecotourism Taskforce (LECT) Meeting



Opening Ceremony of Weringla Drungkhag, 2024

NEW YEAR GREETING

HAPPY NEW YEAR! 2025



A Warm Greeting for the New Year

As we bid farewell to 2024, we celebrate a year of challenges, opportunities, and achievements made possible by your dedication and resilience. Thank you for being the cornerstone of our success.

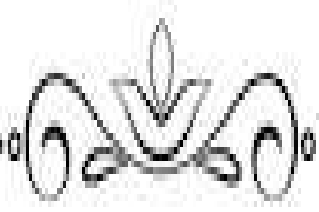
Together, we've delivered impactful stories and upheld excellence. As we welcome 2025, let's embrace fresh ideas, renewed energy, and boundless possibilities. Here's to continued growth, collaboration, and inspiring our audiences.

Wishing you and your loved ones a joyous, prosperous, and fulfilling 2025!

With gratitude,
Dzongkhag e-Newsletter Committee

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~ Dzongkhag Administration, Monggar



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