





The Himalayan rhododendron is resilience in bloom much like entrepreneurs who thrive in the toughest terrain.

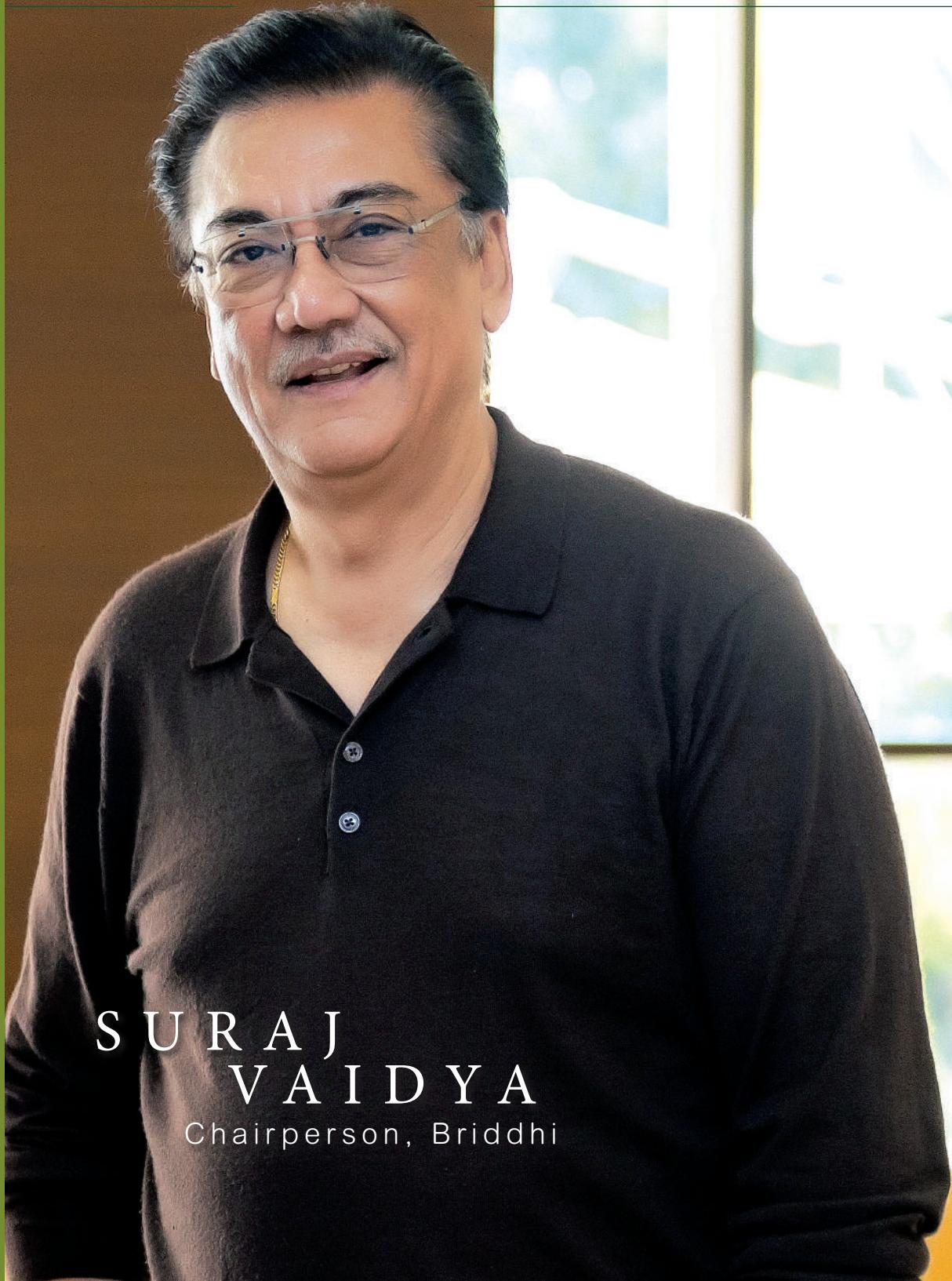
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# GIVING BACK



**Briddhi**  
Byapar Briddhi Bikalpa

# GIVING HOPE



S U R A J  
V A I D Y A

Chairperson, Briddhi



## Giving Back, Giving Hope

Nepal has always been a nation of entrepreneurs. From trading along the Silk Route to today's innovators building globally connected enterprises, our people have carried forward a legacy of courage, creativity and enterprise. This spirit is not just economic, it is generational.

Yet every generation faces its own challenges. Today's young entrepreneurs carry bold ideas, but often have to walk an uncertain path. In my years across diverse business sectors, and during my tenure leading FNCCI, one truth has become clear to me: timely mentorship can change destinies. Sometimes it is guidance. Sometimes it is perspective. And sometimes, it is simply someone saying, your dream matters.

Briddhi was born from that conviction.

At its heart, Briddhi is about people: experienced business leaders choosing to give back, and aspiring entrepreneurs daring to build. It is a platform where experience becomes guidance, success becomes responsibility, and leadership becomes service. Our philosophy is simple and profound: Giving Back, Giving Hope.

Our senior business leaders and professionals carry decades of insight and an enduring commitment to the nation's progress. Briddhi brings this wisdom together; not for personal gain but for a greater national purpose: nurturing the next generation of entrepreneurs who will shape Nepal's economic future.

This booklet offers a glimpse into a movement that is growing: mentor by mentor, enterprise by enterprise. It reflects a shared belief that when knowledge is passed forward, economies and nations grow stronger.

I envision a Nepal where mentorship is a culture, not a privilege; where businesses grow not only through capital but through trust, wisdom and shared experience. This vision is within reach only if more of us choose to step forward.

I personally invite you to join Briddhi. Share your knowledge and experience. Share your insight. Help someone build the next great Nepali company.

Because the greatest legacy we can leave is not what we accumulate but what we pass on, and the most powerful investment we can make is the gift of experience, belief and hope.

A professional portrait of a man with dark hair and a slight smile. He is wearing a dark grey plaid blazer over a white collared shirt and a teal ribbed sweater vest. He is standing against a plain white background.

# NIRAJ KHANAL

Director of Partnerships



## A Legacy of Mentorship

Looking back at Nepal's entrepreneurial journey over the past decade, one theme stands out: the quiet, transformative power of mentorship. Long before Briddhi existed, I had the privilege of working with PUM Netherlands Senior Experts, one of the world's most respected volunteer-mentorship networks. As PUM's local representative in Nepal, I witnessed firsthand how experienced professionals - whether at the peak of their careers or even post-retirement - traveled across continents simply to share their knowledge with entrepreneurs they had never met.

What struck me most was the purity of intent. There were no incentives, no transactions, no conditions, just a deep belief that entrepreneurs everywhere deserve guidance and that expertise, when freely shared, becomes a catalyst for meaningful change.

During my years with PUM, I saw factories modernize, family businesses evolve, and small enterprises take leaps forward, all because someone cared enough to mentor them. Those experiences stayed with me, teaching me that mentorship is not just advice; it is the transfer of wisdom, confidence, and belief from one generation of builders to the next.

As Nepal's startup ecosystem began to grow, it became clear we needed something similar here: a local model inspired by PUM's spirit, led by Nepali business leaders for Nepali entrepreneurs. That seed of an idea eventually grew into Briddhi. Our platform brings together senior business leaders who have built companies, navigated crises, and shaped industries in Nepal - people who know our markets, understand our challenges, and share a deep connection with this country.

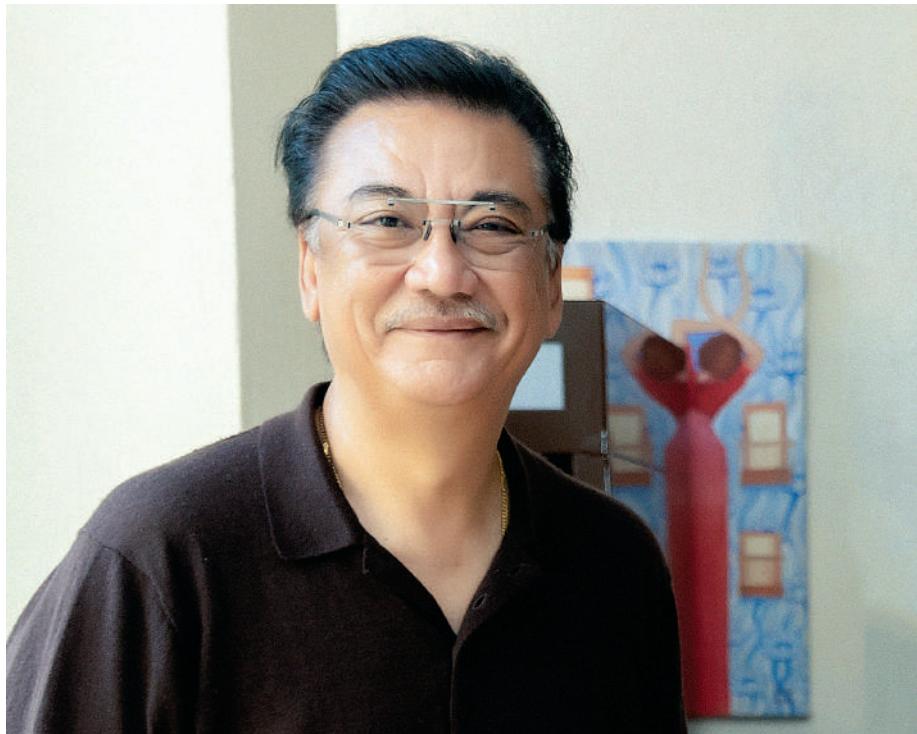
Today, Briddhi stands as a testament to that belief. CEOs, founders, and seasoned professionals volunteer their time - sometimes 15 days, sometimes much more -not for recognition but because they understand the challenges of entrepreneurship and the transformative impact of timely guidance.

Briddhi's journey is still young but its foundation rests on decades of global mentorship legacy and local passion. My experiences with PUM showed me what is possible when knowledge is shared generously. Briddhi is our effort to carry that legacy forward: to build a culture where successful leaders uplift the next generation and where mentorship becomes a defining pillar of Nepal's entrepreneurship ecosystem.

As I reflect on this journey, I feel grateful to the mentors who stepped up and to the entrepreneurs who trust us with their aspirations. This, to me, is the essence of Briddhi: a community grounded in expertise, empathy and the shared belief that Nepal's future will be shaped by those who choose to give back.

## SURAJ VAIDYA

*Chairperson*



Suraj Vaidya serves as the Chairperson of Briddhi. He is the President of the Vaidya's Organization of Industries and Trading Houses (VOITH) and the Honorary Consul General of the Republic of the Philippines. He has held key leadership roles including National Program Coordinator for the Government of Nepal's Visit Nepal Year 2020 campaign, Vice Chair of the Lumbini Development Trust (2006), and President of the Federation of Nepalese Chamber of Commerce and Industry (FNCCI). He also served as the Immediate Past President of the SAARC Chamber of Commerce & Industry (2016–2018).

An entrepreneur and MBA graduate from George Mason University, Vaidya leads industries across agriculture, construction, education and trading, and VOITH is recognized for combining economic value with community development. Beyond business, he is a vocal advocate for economic reform in Nepal, emphasizing that “economy should speak louder than politics.” Through Briddhi, he channels his experience and leadership to mentor and support the next generation of Nepali entrepreneurs.



## KUSH KUMAR JOSHI

*Director of Programs*

Kush Kumar Joshi is the Director of Programs at Briddhi. He is the Co-Founder, Managing Director and Chairman of Nepal Ekarat Engineering Company Private Limited (NEEK), Nepal's leading transformer manufacturer. With over three decades of experience in the electrical engineering and power sector, Joshi is renowned for his technical expertise and innovations, including the introduction of package substations in Nepal.

In July 2025, he was appointed as an expert member of Nepal's Board of Trade. He also serves as Chairman of Liberty Energy and Himalayan Bamboo Pvt. Ltd. and is a former President of FNCCI. Through Briddhi, he brings his deep knowledge of industry, entrepreneurship and policy to support emerging business leaders.

## DR. SAMATA PRASAD

*Director of Finance*



Dr. Samata Prasad serves as Briddhi's Director of Finance. She is an entrepreneur and philanthropist with ventures across Nepal and India. She is the owner and Managing Director of Mabel Corporate Group overseeing businesses in FMCG, agriculture, hospitality and healthcare. She also leads Nepal Mediciti Hospital.

Dr. Prasad holds a PhD in Nutritional Sciences from Amravati University, India, and is deeply committed to supporting entrepreneurs by providing domestic and international platforms for Nepali products. Beyond business, she contributes to philanthropy through the Phulkumari Mahato Memorial Trust and Hospital and has championed female empowerment as the former President of NRN's Nari Nikunja. She actively drives projects in health, education and community development across Nepal.



## **NIRAJ KHANAL**

*Director of Partnerships*

Niraj Khanal is Briddhi's Director of Partnerships and a seasoned entrepreneurship ecosystem enabler with over 15 years of experience. He is a Co-Founder and Director of Briddhi Pvt. Ltd., Director at KGS Inc., and Founder of Antarprerana, supporting incubators in Nepal and Bhutan. He connects Nepali businesses with international expertise, and supports startup funding pipelines from seed to angel investment.

Khanal is a member of FNCCI's Startup and Innovation Committee, teaches Entrepreneurship and Innovation in MBA programs at Tribhuvan University, and has been recognized as an Outstanding Alumni of Kathmandu University (2018). He is also a member of the Local and Regional Economic Development (LRED) Expert Pool initiated by GIZ/GRAPE and has served as PUM Senior Experts Local Representative for Nepal.

## SHRADHHA SHAKYA

*Managing Partner*



Shraddha Shakya serves as the Managing Partner of Byapar Briddhi (Briddhi Pvt. Ltd.) leading entrepreneurship development, incubation, and mentor-mentee matchmaking. She works closely with government bodies, private industries and academic institutions to strengthen the entrepreneurship ecosystem in Nepal and Bhutan.

She has supported policy development, including the Koshi Startup Policy and National Business Incubator Operating Procedures, and has led mentorship and incubation programs for SMEs and returnee migrants. She is also a member of the Local and Regional Economic Development (LRED) Expert Pool initiated by GIZ/GRAPE. Shraddha holds an MSc in Global Studies and International Development from Roskilde University, Denmark, and has received recognition for programs such as the Nava Udyamshala Best Business Idea Award.

In Briddhi, she focuses on scalable mentorship models, international collaboration and ecosystem strengthening, ensuring that entrepreneurs receive both guidance and the platform to succeed.



## Andy Wehkamp

Andy Wehkamp, based in South Holland, the Netherlands, is Chairperson of the Association of PARTOS and a board member of Le Grand Cru (LGC) Global. She also serves on the Supervisory Board of the DEAL Foundation and is a Senior Expert with PUM Netherlands. Previously, she held multiple leadership roles at SNV and served as Director of Strategic Partnerships at PUM Senior Experts. She holds a Master's degree in Social Anthropology from the University of Amsterdam and is widely recognized for her expertise in capacity building, international development, NGO leadership, rural development, and sustainable development.



## Janneke Janssen

Janneke Janssen is a former Country Coordinator for Nepal at PUM Senior Experts of the Netherlands. She holds a Master's degree in Business Sociology from Erasmus University Rotterdam and has worked extensively across government institutions, commercial enterprises, and interim management organizations. After retirement, she volunteered with PUM, supporting impact-driven entrepreneurship in Nepal until the organization concluded its operations in 2024. Janneke worked closely with the founders of Briddhi to help institutionalize the organization, continuing the legacy of mentorship. She is deeply committed to sharing experience, fostering entrepreneurial growth, and promoting compassionate, volunteer-led development.



## Pim de Bokx

Pim de Bokx is a PUM Senior Expert and Managing Partner at Pioneerz, with entrepreneurial experience spanning more than four decades. Having founded companies since the age of 14, he has been involved in numerous NGO, social, and commercial initiatives worldwide, all centered on entrepreneurship and socioeconomic development. He played a key role in launching the Startup Nation 2030 mission in 2021 and has supported the capacity building of academic and community incubators globally. His expertise includes business incubator development and management, entrepreneurial ecosystem design, economic development policy, and innovation infrastructure, with notable contributions to the BViT Cluster Incubator in Delft, ESA BIC Noordwijk, and the Innovatiefabriek (Innovation Factory).

# THE BRIDDHI MODEL

## where experience meets impact

At its core, Briddhi is a structured, volunteer-driven mentorship program designed to make the act of giving back both meaningful and effortless. It is Nepal's first ever platform that institutionalizes the culture of volunteer mentorship. It acts as an exclusive platform of volunteer mentors who are firm believers in giving back to society and voluntarily coming together for the growth of Nepali enterprises, with a focus on sustainable development and high impact. It envisions cultivating a thriving entrepreneurial ecosystem, where young, aspiring business leaders are equipped with the skills, knowledge, and resources they need to thrive. Its mission is to create lasting impact by providing mentorship and guidance to enterprises and organizations seeking support in improving their business performance and help them create their niche ecosystem that inspires creativity and resilience.

Briddhi recognizes that senior business leaders lead busy lives, and yet, so many are willing to contribute if a clear, well-organized platform enables them to do so. Briddhi exists to provide that structure for volunteer mentors.

Briddhi defines mentors as professionals with valuable expertise, skills, and networks in their respective fields. They volunteer to mentor enterprises, motivated by a strong

desire to give back to society. Depending on their mentees' needs, mentors assume diverse roles, including those of experts, trainers, advisors, facilitators, mediators, guardians, and companions.

**As a mentor:** Briddhi envisions a mentor taking on one of the three key roles during their mentorship session with their mentee, based on their interests and expertise.

**As a trainer:** Mentors are expected to play the role of trainer in their specific area of expertise or essential business skills (Traveling is optional),

**As a domain expert:** This position requires Mentors to share their in-depth knowledge and insights in your specialized field. (Traveling is expected),

**As an advisor:** As an advisor, mentors will provide guidance on broader business matters, leveraging their experience to help others navigate various challenges. Travel is optional, granting mentors the choice of how best to connect with those seeking advice (where traveling is optional).

**Note:** Briddhi does not use the term "coach" to refer to its mentor, to avoid possible confusion. For Briddhi, coaches refer to professional business coaches who are usually paid consultants.

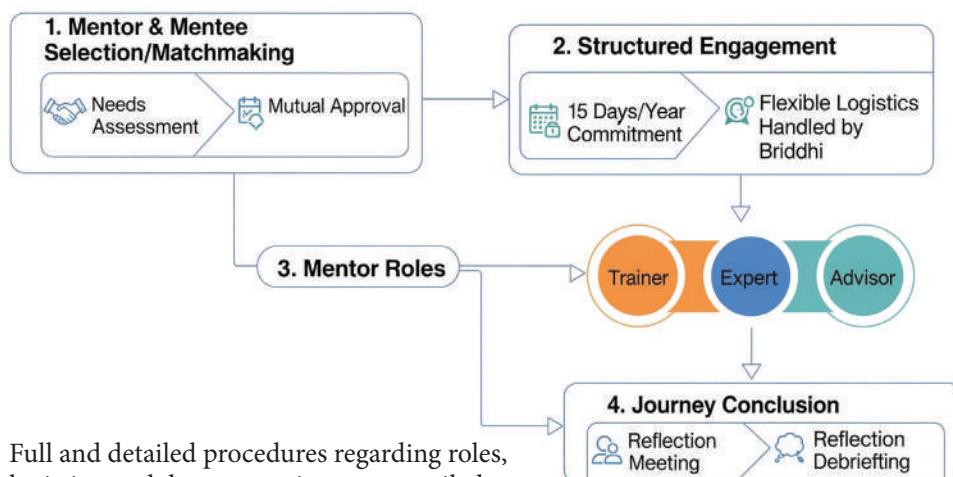
## Targeted Mentees

Briddhi supports established Startups, SMEs, or High Growth enterprises that are privately owned and typically demonstrate a minimum of two years in operation, over 10 employees, and an annual revenue of at least 50 lakh NPR. The main criteria is a minimum commitment of 6 months to the mentorship period.

## How Matchmaking Works

Entrepreneurs approach Briddhi with very specific needs. They often require strategic guidance, operations improvement, market insights, financial structuring, leadership support, and more. Our role is to understand these needs deeply and identify the mentor whose experience best fits the entrepreneur's challenge. Sometimes one mentor is sufficient; sometimes multiple mentors may

### Briddhi Mentorship Model



Full and detailed procedures regarding roles, logistics, and documentation are compiled in a separate Mentors Guidebook. This Guidebook will be shared with all successfully onboarded members of the Briddhi volunteer mentor community.

## Joining the Mentorship Pool

Becoming a Briddhi mentor begins with a simple step: signing up for our mentorship pool. This is an open invitation to experienced professionals: CEOs, founders, functional experts, industry veterans who want to share what they have learned. Once registered, mentors become part of a curated group of leaders who may be matched with entrepreneurs based on their expertise, background, and sector alignment.

be paired with a company over time. The goal is always the same: the right expertise, at the right moment, for the right entrepreneur.

Briddhi follows a volunteering model inspired by global best practices, adapted to Nepal's realities. Mentors commit to contributing 15 days per year. This engagement is designed to be flexible, distributed, and manageable. These 15 days can be spent working with a single entrepreneur or several, depending on each mentor's availability and preference. Sessions can be virtual, in-person, or hybrid, and structured in ways that feel natural to the mentor while still delivering value to the entrepreneur.

## Briddhi Handles the Logistics, So Mentors Can Focus on What Matters

Behind every mentorship relationship is a series of processes that keep things smooth and professional. Briddhi takes care of all of it.

### Our team handles:

- onboarding and documentation
- scoping sessions with entrepreneurs
- scheduling and coordination
- progress tracking and follow-ups
- final reporting and feedbacks

This means mentors can focus on sharing their insights without worrying about the operational details. For entrepreneurs, it means every mentorship engagement is properly guided, monitored, and supported to ensure meaningful outcomes.

## A Platform Built on Trust and Purpose

Briddhi's mentorship platform is not transactional, it is relational. It is a space where experienced leaders come forward because they care, and where entrepreneurs engage because they trust the value of wisdom shared across generations. Through structured match-making, organized support, and a focus on community building, Briddhi ensures that mentorship becomes a transformative experience for both sides.

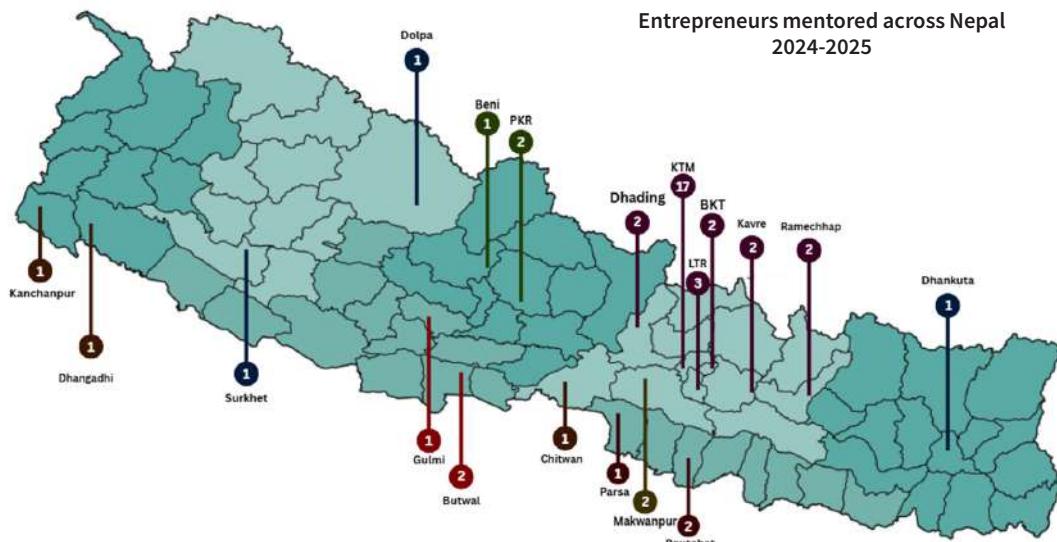
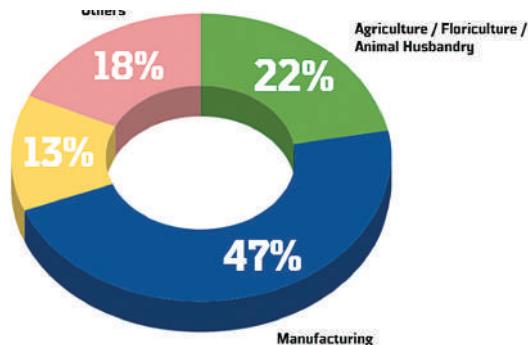
As this movement grows, so does our vision: a Nepal where hundreds of seasoned professionals volunteer a small portion of their year to shape the future of our economy. This platform is your invitation into that community. A space to give back. A chance to give hope. And a meaningful way to contribute to Nepal's entrepreneurial future.

### What do we offer to mentors



## What we have achieved so far

**60<sup>+</sup>** Volunteer Mentors  
Onboarded (2024-2025)





## Arun Dev Pant

*Director, Design Cell*

Arun Dev Pant is a design and urban resilience professional who actively supports early-stage entrepreneurs working in climate-smart and nature-based solutions. As Director of Design Cell, he brings extensive experience in human-centered design, green infrastructure, and sustainable spatial planning. Widely regarded as one of Nepal's leading architects, his notable projects include Radisson Hotel Kathmandu, Hotel Barahi Pokhara, and Chitwan Medical College. Educated in the United States, he is associated with the Society of Nepalese Architects (SONA) and is an active voice in national dialogue on resilient development. He continues to mentor young professionals across the built-environment sector.



## Anil Keshary Shah

*Chairperson, Lead Nepal*

Anil Keshary Shah is one of Nepal's most respected business leaders, recognized for his visionary leadership and contributions to national development and youth empowerment. He is the former CEO of Nabil Bank Ltd. and Mega Bank Ltd., where he played a pivotal role in strengthening institutional governance, innovation, and growth. Currently, he serves as Chairperson of Lead Nepal, a leadership platform focused on nurturing ethical, purpose-driven leaders. A sought-after mentor, speaker, and thought leader, Shah inspires entrepreneurs and changemakers to drive sustainable economic and social progress across Nepal.



## Kush Kumar Joshi

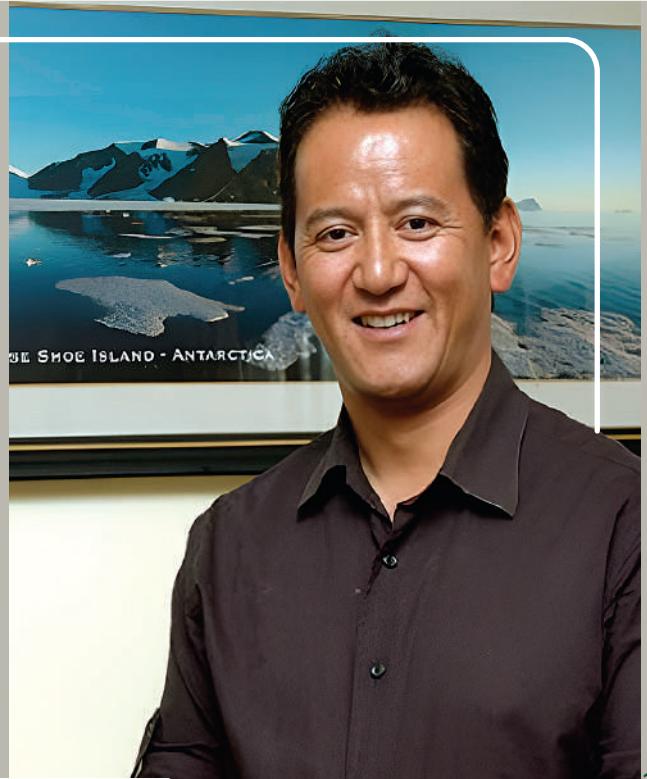
*Founder & Managing Director,  
NEEK*

Kush Kumar Joshi is the Co-founder and Managing Director of Nepal Ekarat Engineering Company Pvt. Ltd. (NEEK), Nepal's leading transformer manufacturing company. An electrical engineer by training, he has over three decades of experience in Nepal's power sector and is recognized for introducing innovations such as package substations. He has served as an expert member of Nepal's Board of Trade and as President of the Federation of Nepalese Chambers of Commerce and Industry (FNCCI), holding multiple senior leadership roles within the private sector.

## Tashi Wangchuk Tenzing

*Founder, Nepal Green Tara  
Foundation*

Tashi Tenzing is an explorer, entrepreneur, and philanthropist, and the founder of the Nepal Green Tara Foundation (NGTF), which works to advance sustainable development in Himalayan communities. NGTF partners with local village groups to deliver community-led, cost-effective development initiatives with strong local ownership. Following in the footsteps of his grandfather, Tenzing Norgay Sherpa, he has summited Mount Everest multiple times. As a mentor, he brings deep insight into rural markets, community engagement, and inclusive enterprise development.





## Sushama Sharma

*CEO & Co-founder, Phool Prasad*

Sushama Sharma is a first-generation entrepreneur who transitioned from a successful banking career to co-founding Phool Prasad, which produces incense from floral waste, and Himalayan Tranquility, a premium tea brand. With extensive experience in teaching, sales, marketing and IT, she values resilience, discipline and mental well-being. As a mentor, she guides nature-based entrepreneurs on value-chain development, product innovation, sustainable sourcing, and market positioning.



## Saurabh Jyoti

*Director, Padma Jyoti Group of Companies*

Saurabh Jyoti is a prominent business leader and youth advocate known for transforming ideas into action. As Director of the Padma Jyoti Group of Companies, he oversees a diversified portfolio spanning manufacturing, trading, services, and investments. He serves on the advisory board of the Nepalese Young Entrepreneurs Forum and leads multiple media initiatives, including a tourism-focused YouTube channel and the 360 Leadership talk show. As a mentor, he supports NbS entrepreneurs in understanding market dynamics, refining value propositions, and building resilient business models.

## **Dr. Ghana S. Gurung**

*Country Representative, WWF Nepal*

Dr. Ghana S. Gurung has served as Country Representative of WWF Nepal since 2018 and brings over 20 years of experience in biodiversity conservation, ecotourism, policy engagement, and community-based natural resource management. Under his leadership, Nepal has seen significant growth in key wildlife populations, including tigers, rhinos, and snow leopards. He has also played a critical role in strengthening transboundary conservation cooperation with China and India. As a mentor, he supports founders in aligning enterprises with environmental priorities and long-term ecological impact.



## **Ajit Bikram Shah**

*CEO & Director, Lotus Holdings*

Ajit Bikram Shah is an accomplished entrepreneur and CEO of Lotus Holdings, an investment company engaged in real estate, healthcare, handmade rugs, and information technology, employing nearly 1,000 people nationwide. Known for his ethical leadership and entrepreneurial vision, he mentors NbS entrepreneurs on business model development, operational efficiency, market expansion, and investment readiness.





## Niraj Khanal

*Director, Byapar Briddhi  
Bikalpa*

Niraj Khanal is an entrepreneurship ecosystem enabler with over 15 years of experience supporting startups and early-stage founders in Nepal. As Director of Byapar Briddhi Bikalpa Pvt. Ltd., he strengthens enterprise growth through investment readiness, ecosystem partnerships, and strategic capacity building. He is also an active angel investor. Previously, he served as CEO and Co-founder of Antarprerana, supporting incubators across Nepal and Bhutan.



## Reetal Rana

*Managing Director,  
Mid-Valley International  
College*

Reetal Rana is Managing Director of Mid-Valley International College, affiliated with HELP University (Malaysia) and City & Guilds (UK). She currently serves as President of EO Nepal and is an Executive Committee Member of PATA Nepal. With experience spanning education, enterprise development, and tourism leadership, she mentors entrepreneurs on leadership development, organizational growth, and market strategy.



## Suraj Vaidya

*President, VOITH |  
Chairperson, Byapar  
Bridhhi Bikalpa*

Suraj Vaidya is a distinguished business leader and President of VOITH, a major Nepali conglomerate. As Chairperson of Byapar Bridhhi Bikalpa, he envisioned and institutionalized the Bridhhi mentorship initiative, bringing together experienced industrialists to support emerging entrepreneurs. A strong advocate for innovation and youth-led growth, he continues to champion sustainable private-sector development.

## Gerrit Jan Van't Veen

*Founder & Fellow, We Are  
Changemakers*

Gerrit Jan Van't Veen is the Founder and Fellow of We Are Changemakers, a platform empowering social innovators and visionary leaders to address complex societal challenges. He specializes in translating ideas into actionable initiatives, building collaborative networks, and fostering leadership resilience. Gerrit combines big-picture thinking with practical approaches, mentoring entrepreneurs to scale sustainable, impact-driven solutions.





### Dr. Samata Prasad

*Managing Director,  
Nepal Mediciti Hospital*

Dr. Samata Prasad leads healthcare, FMCG, and agricultural ventures. She mentors entrepreneurs on business leadership, social impact, and sustainable enterprise development.

### Rajesh Bhakta Shrestha

*President, Floriculture Association Nepal (FAN)*

Rajesh Bhakta Shrestha is a leading figure in Nepal's floriculture sector, specializing in flower production, nursery management, and market development. As President of FAN and proprietor of The Standard Nursery, he strengthens grower coordination, promotes domestic markets, and professionalizes the sector. He mentors entrepreneurs on improving production practices, market linkages, and building sustainable floriculture businesses.





## Suryansh Vaidya

*CEO, Ather Nepal*

Suryansh Vaidya is CEO of Ather Nepal and Director at VOITH, Nepal's diversified family-owned conglomerate. A pioneer in electric mobility, he promotes EV adoption while supporting policy advocacy, innovation, and homegrown initiatives like Yatri Motors. His mentoring focuses on business leadership, automotive distribution, sustainable technologies, and entrepreneurship development.

## Raul Moktan

*Co-Founder,  
Gymkhana*

Raul Moktan is the founder of Gymkhana Muay Thai, a leading fitness and martial arts centre in Kathmandu. With extensive experience in gym operations and Muay Thai training, he builds strong, inclusive communities around combat sports. He mentors entrepreneurs in sports and fitness business development, emphasizing professionalism, community engagement, and operational excellence.





## Jiwan Prabha Lama

*Senior Advisor, Food Safety & Quality Control, KMC*

Jiwan Lama is an expert in food safety, quality control, and regulatory leadership. She serves as Food Safety Advisor at Kathmandu Metropolitan City, Senior Advisor at Food Enterprise Solutions, and Expert Senior Food Technologist at NAIC. Formerly Director General of the Department of Food Technology and Quality Control, she mentors entrepreneurs in food standards, compliance, and developing robust food business practices.



## Tjeerd Dijkstra

*Expert, Briddhi & PUM  
Netherlands*

Tjeerd Dijkstra is a Netherlands-based professional specializing in Scrum, team facilitation, and project delivery. He works with organizations to enhance agility, improve communication between technical teams and business stakeholders, and ensure high-quality outcomes. He mentors entrepreneurs and teams on structured processes, adaptive leadership, and effective problem-solving in dynamic environments.

## Chijman Gurung

*Founder, Hangkook Sarang*

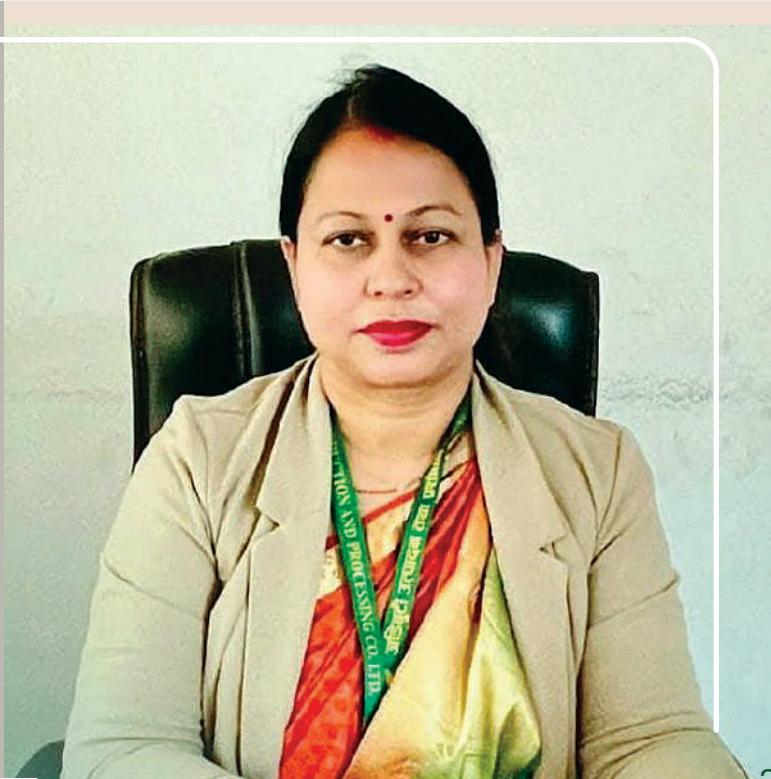
Chijman Gurung is a seasoned entrepreneur who introduced authentic Korean cuisine to Nepal through Hangkook Sarang, established in 2002. A Korea returnee, he has successfully blended Korean culinary culture with Nepali business practices. He is also Chairperson of the Sukhwati Foundation, Nepal's first registered charity shop and social enterprise, supporting reuse, recycling, and community empowerment.



## Sangita Yadav

*CEO, Nepal Gramodhyog, Krishi Swablaban*

Sangita Yadav is a development professional with expertise in enterprise support, traditional medicine, and public-sector operations. She previously served as General Manager at Herbs Production & Processing Co. Ltd. and now leads Nepal Gramodhyog, supporting local producers, building market linkages, and fostering inclusive economic opportunities at the community level.





## Dr. Sailesh Ranjitkar

*Ecologist, Ethnobiologist,  
Agro-Ecological  
Researcher*

Dr. Sailesh Ranjitkar specializes in biodiversity, agroforestry, and climate-resilient landscapes. He bridges traditional ecological knowledge with scientific innovation, mentoring entrepreneurs on sustainable practices, environmental stewardship, and climate-adaptive business solutions.



## Deepti Khakurel

*Director,  
Anterprerana*

Deepti Khakurel has over 17 years of experience in local economic development, governance, and entrepreneurship promotion. She has expertise to build inclusive, resilient, and scalable enterprises, emphasizing governance, sustainable market systems, and social impact.

## Anu Joshi Shrestha

*Rural Development &  
Value Chain Expert,  
ICIMOD*

Anu Joshi Shrestha is a Rural Enterprise and Value Chain Development Specialist at ICIMOD and serves as the Country Focal Person for Nepal. With over 20 years of experience, she has worked on women's entrepreneurship, climate adaptation, circular economy, and green business innovation. She also operates the Beauty Bar Salon, bridging development practice with private enterprise, and mentors entrepreneurs on sustainable value chains.



## Dilip Gurung

*Co-Founder, KGS Inc.*

Dilip Gurung specializes in strategic planning and growth facilitation for Business Membership Organizations (BMOs). He has expertise in organizational development, strategic clarity, and long-term impact, enabling MSMEs to achieve sustainable growth.





## Manik Balami

*Chief Business Officer,  
Rudolph Corporate  
Services Pvt. Ltd.*

Manik Balami leads financial strategy, compliance, and investment preparedness at Rudolph Corporate Services. With expertise in scalable financial frameworks, he mentors entrepreneurs on governance, financial readiness, and strategic growth.

## Aavash Pradhan

*Managing Partner,  
Rudolph Corporate  
Services Pvt. Ltd.*

Aavash Pradhan is a legal and corporate expert, co-founder of APS Law Firm, and Managing Partner at Rudolph Corporate Services. He mentors entrepreneurs on corporate law, regulatory compliance, and business governance, bridging legal expertise with practical business solutions.



## **Saroj Koirala**

*Proprietor, Saroj Koirala & Associates*

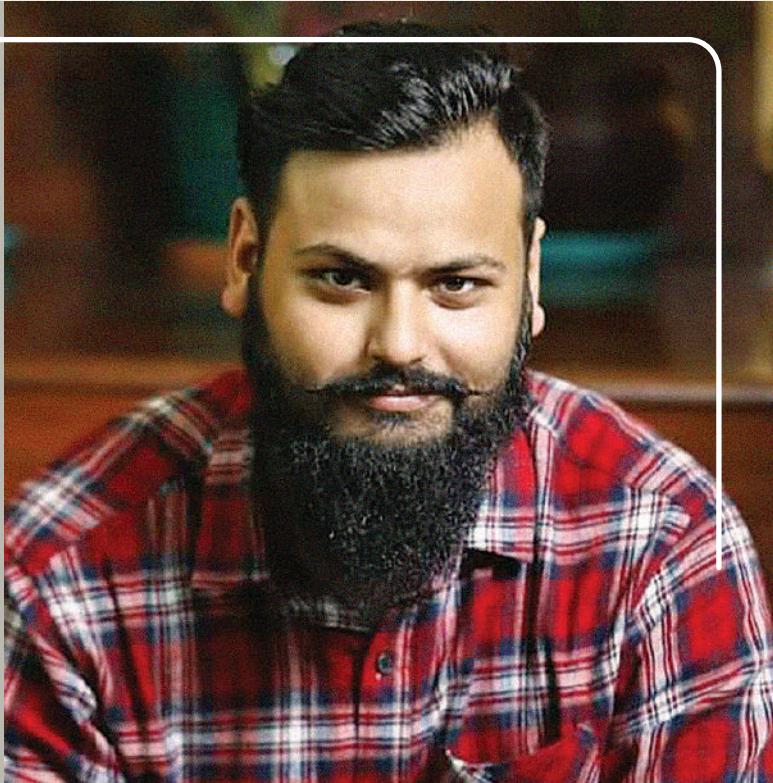
Saroj Koirala is a Chartered Accountant with over 23 years of experience in financial management, auditing, taxation, and advisory services. He mentors startups on financial planning, risk management, and compliance, enabling SMEs to build resilient and growth-oriented businesses.

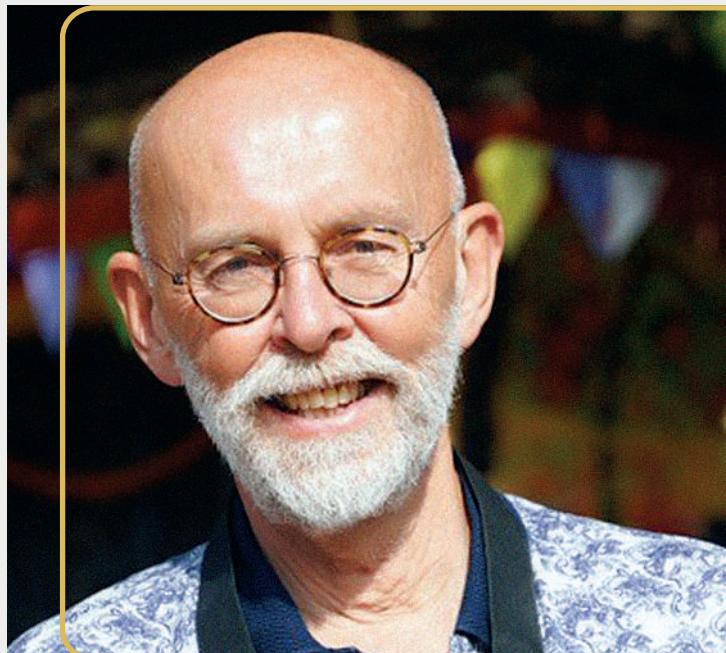


## **Pravesh Mishra**

*Expert, Marketing & Branding*

Pravesh Mishra is a marketing and branding expert and digital marketing trainer. At Kathmandu Digital Marketing Institute, he trains entrepreneurs and professionals in social media strategy, content creation, and brand development. He mentors startups on building strong digital presence, audience engagement, and brand growth.





## Hugo Lingeman

*Expert,  
Social Impact  
Development*

Hugo Lingeman is a social impact consultant and entrepreneur, mentoring NGOs and SMEs on digital marketing, storytelling, and scalable social initiatives.



## Gaurav Shrestha

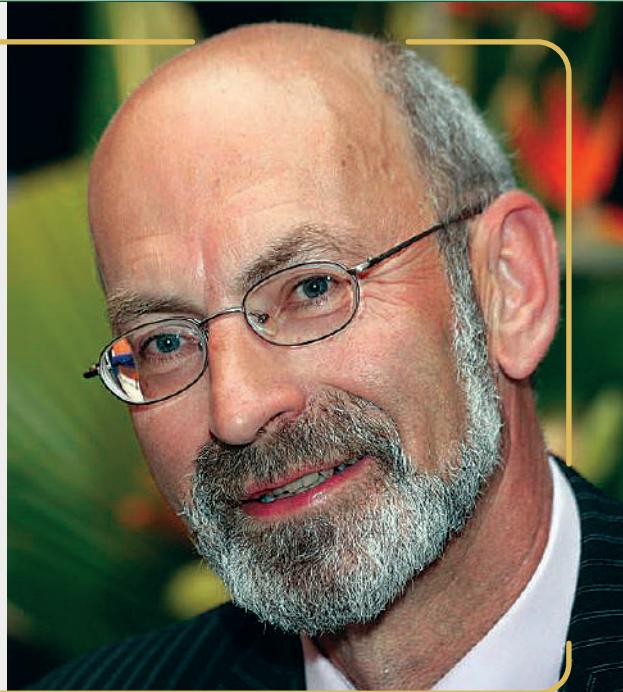
*Co-Founder, KGS Inc.*

Gaurav Shrestha leads entrepreneurship development and enterprise support at KGS Inc., mentoring startups on operational strategy, capacity building, and ecosystem collaboration.

## Peter Van Asten

*Expert, PUM*

Peter Van Asten is a senior pig farming and livestock production expert, mentoring enterprises globally on sustainable livestock production, business development, and capacity building.



## Jean van der Hoeven

*Senior Policy Advisor,  
Economic Affairs,  
Recreation & Tourism*

Jean van der Hoeven advises on economic development, urban planning, and sustainable public policies. He mentors organizations and entrepreneurs on governance, strategic planning, and actionable solutions.





## Moushumi Shrestha

*Director, Shreenagar Agro Group*

Moushumi Shrestha, Honorary Consul General of Sweden in Nepal, leads Shreenagar Group and Shree Kisan Innovation. She has expertise in agriculture, market systems, and sustainable enterprise solutions, promoting farmer support, innovation, and inclusive growth.



## Anal Raj Bhattarai

*CEO, NRN Nepal Development Fund*

Anal Raj Bhattarai is a senior financial and development professional with extensive experience in banking, corporate advisory, and investment policy. He founded and led multiple banks, including Commerz and Trust Bank Nepal, Sanima Bank, and Clean Energy Development Bank. As CEO of NRN Nepal Development Fund, he provides strategic leadership, supports financial sector development, and has expertise in investment readiness and sustainable business growth.

## Ashish Adhikari

*Founder, Parayati Investments Pvt. Ltd.*

Ashish Adhikari is an entrepreneur and investor with a strong track record in Nepal's startup and SME ecosystem. He founded Red Mud Coffee, providing opportunities for underprivileged youth, and later co-founded Parayati Investments, supporting businesses in agriculture, tourism, IT, real estate, and stock trading. He has expertise in business strategy, growth, and youth empowerment while managing initiatives like the Roman Empire Education Foundation and Dropout Creation.



## Anup Shrestha

*Head, Department of Business & Trade, British Embassy Kathmandu*

Anup Shrestha leads UK-Nepal trade and investment relations as Head of the Department for Business & Trade at the British Embassy in Nepal. He promotes bilateral business collaboration, market linkages, and sustainable economic partnerships. Formerly Deputy Director at FNCCI, he brings expertise in trade promotion, investment facilitation, and policy engagement, mentoring entrepreneurs in international business and market development.





## Barsha Shrestha

*Business Head, ICRA Nepal*

Barsha Shrestha is a distinguished Nepali finance and banking leader with over three decades of professional experience. She currently serves as Business Head at ICRA Nepal Ltd, the country's first credit rating agency, where she leads strategic growth and analytical excellence. She began her career at Nabil Bank Ltd, later becoming Head of Privilege Banking, and went on to serve as the first woman General Manager in private sector banking at Clean Energy Development Bank Ltd. She played a pivotal role in securing CEDBL's membership in the Global Alliance for Banking on Values. Shrestha also serves on the Advisory Board of the Nepal Institute for Policy Research.



## Ashesh Maharjan

*Founder, Academy of Culinary Arts, Management & IT*

Ashesh Maharjan is an educational entrepreneur who founded the Academy of Culinary Arts & Hospitality Management and the Centre for Leadership & Entrepreneurship. With expertise in hospitality, leadership, and entrepreneurial education, he develops programs that prepare students and entrepreneurs for real-world challenges. He mentors emerging leaders in skills development, business management, and service excellence.

## Gagan Pradhan

*Founder, Himalayan Java*

Gagan Pradhan founded Nepal's first coffee chain, Himalayan Java, in 1999, bringing modern coffee culture to Kathmandu. With expertise in hospitality, brand building, and business scalability, he has expertise in sustainable growth, customer-centric innovation, and creating value-driven businesses. He encourages startups to reimagine everyday products while building sustainable enterprises.



## Binoj Basnyat

*Major General (Retd.),  
Nepali Army*

Major General (Retd.) Binoj Basnyat is a retired senior officer and strategic analyst specializing in national security, geopolitics, and governance. Widely published and featured in media, he contributes insights on South Asian security, political stability, and democratic resilience. He mentors emerging leaders in strategic thinking, risk assessment, and decision-making for national and regional impact.





## Nandini Lahe-Thapa

*Retired Senior Director,  
Nepal Tourism Board*

Nandini Lahe-Thapa served 26 years at NTB, leading marketing, communications, tourism product development, and crisis response. She contributed to international branding campaigns, tourism recovery, and sustainable development initiatives. She has expertise in strategic promotion, adaptability, and market-relevant business strategies for resilient tourism ventures.



## Narayan Bajaj

*Founder, Narayan Bajaj & Associates, Chartered Accountants*

Narayan Bajaj, CA, is a chartered accountant and business leader, serving as Principal at Narayan Bajaj & Associates. He is Honorary Consul of Romania in Nepal and President of the European Economic Chamber (EEC) Nepal. He has expertise in accounting, finance, international business, and economic advocacy, strengthening cross-border engagement and business credibility.

## Ratish Basnyat

*Team Leader, Nepal in Business Growth Advisors Programme*

Ratish Basnyat leads the Nepal in Business – Growth Advisors Programme, a UK-funded initiative supporting SME growth. With over 20 years of experience across government, private sector, and development organizations, he emphasizes capacity building, export promotion, and partnerships. He has expertise in sustainable SME growth, strategic planning, and ecosystem development.



## Samir Thapa

*Executive Chairman & Founder, Silver Mountain School of Hotel Management*

Samir Thapa founded the Silver Mountain School of Hotel Management, offering internationally affiliated hospitality programs. His work focuses on skills development, leadership, and practical industry experience. He mentors students and entrepreneurs on global hospitality standards, professional excellence, and sustainable business practices in tourism and culinary education.





## Shailendra Raj Giri

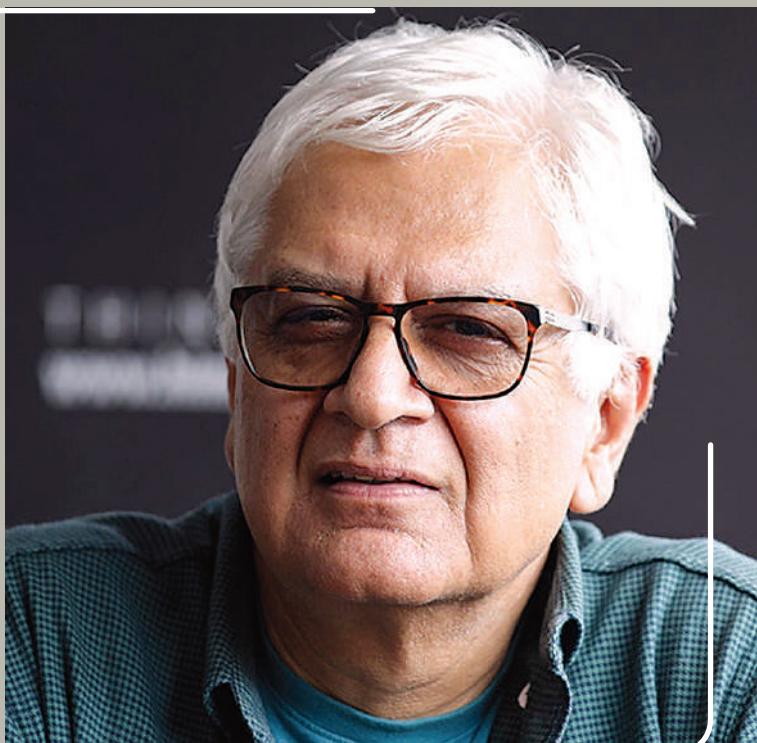
*Co-founder & CEO,  
Mero Job*

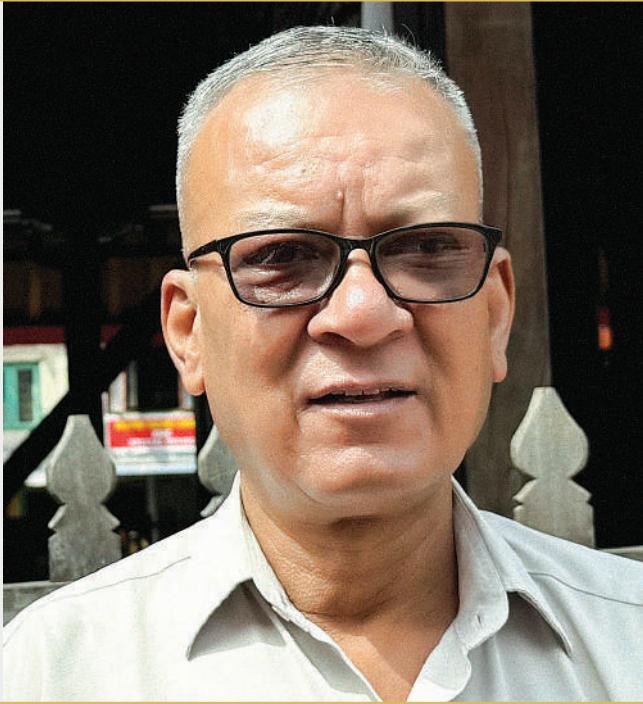
Shailendra Raj Giri is CEO of MeroJob, Nepal's leading online job portal. He connects job seekers with employers and strengthens Nepal's digital employment ecosystem. He has expertise in technology-enabled business solutions, platform scalability, and digital transformation for recruitment and professional services.

## Kunda Dixit

*Publisher, Nepali  
Times*

Kunda Dixit is a journalist, editor, and media entrepreneur, known for independent reporting and strong analytical insights. As Editor of Nepali Times and co-founder of Himal Southasian, he has expertise in media strategy, storytelling, and thought leadership.





## Kiran Man Chitrakar

*Director, Nepal Television*

Kiran Man Chitrakar is a senior media professional with expertise in broadcast production, news coverage, and international media engagement. He mentors entrepreneurs in media management, communication strategy, and public engagement.



## Siddhant Raj Pandey

*Chairperson & CEO, Business Oxygen (BO2)*

Siddhant Raj Pandey co-founded Business Oxygen, Nepal's first private equity impact fund for SMEs and climate finance. He has expertise in investment readiness, enterprise development, sustainable business models, and strategic growth, fostering a culture of entrepreneurship and innovation in Nepal.



## Charu Chadha

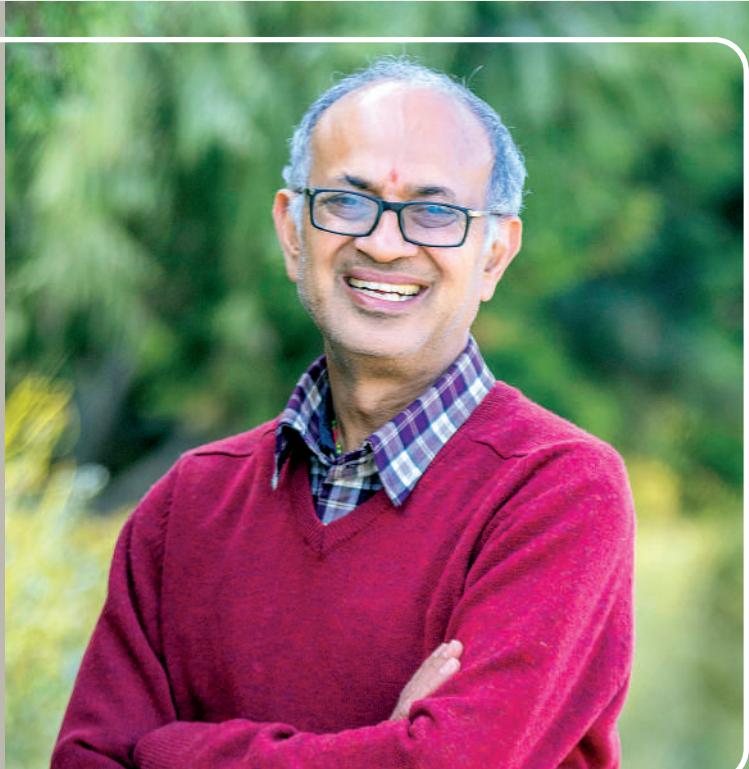
*Editor, Media 9 & Marketing  
Communications Strategist*

Charu Chadha is a senior media professional with experience in journalism, publishing, marketing communications, brand strategy and entrepreneurship. Her career spans corporate media leadership, journalism, documentary filmmaking, content creation and strategic communications. A consultant, speaker, and moderator, she engages on business, free markets, economic and youth empowerment, human centric technology and the future of work. She also serves on multiple social impact boards.

## Bhuvan Dahal

*Immediate Past  
President, Financial  
Literacy Nepal*

Bhuvan Dahal is a banking expert and financial leader with decades of experience in Nepal's financial sector. He has expertise in financial literacy, governance, and sustainable growth strategies for startups and SMEs.



## **Basant Chaudhary**

*Chairman & Founder,  
BLC Global Holdings Pvt.  
Ltd.*

Basant Chaudhary leads BLC Global Holdings, spanning healthcare, FMCG, agriculture, and manufacturing. He has expertise in ethical business leadership, enterprise growth and community-focused initiatives. He is the Consul General for the Kingdom of Morocco in Nepal, and has authored several books.



## **Deepak Raj Joshi**

*Chief Executive Officer,  
Nepal Tourism Board*

Deepak Raj Joshi leads NTB, driving tourism promotion, policy, and sustainable growth. He has extensive expertise in destination management, marketing strategy, and public-private collaboration in tourism. Joshi is a respected expert in tourism marketing and international promotion.



## Deependra Chamlagain

*Director, Samriddhi  
Foundation*

Deependra Chamlagain oversees operations and outreach at Samriddhi Foundation and GEN Nepal. He has expertise in youth leadership, policy advocacy, and enterprise development. He has long experience in designing and executing national and international programs on youth politics, volunteerism, leadership entrepreneurship and peace building.



## Stuti Basnyet

*Managing Director,  
Aadyanta Advisory*

Stuti Basnyet leads Aadyanta Advisory, bridging local enterprise with global networks. She has expertise on innovation, private sector engagement, and scaling social impact ventures.

## **Er. Umesh Kumar Gupta**

*Executive Director, IEDI*

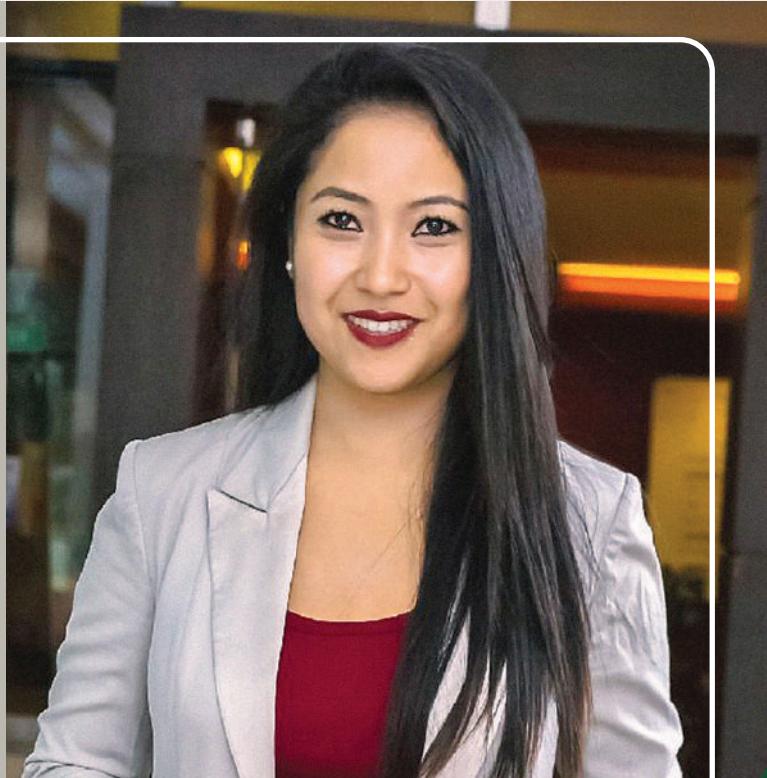
Umesh Kumar Gupta leads IEDI, an autonomous government institution supporting enterprise development in Nepal. With decades of experience bridging policy and practice, he designs programs connecting entrepreneurs to training, advisory services, and concessional financing. His expertise spans stakeholder engagement, incubation support, and ecosystem-building, helping startups navigate regulatory and operational challenges while fostering sustainable business growth.



## **Pawana Shrestha**

*Executive Director,  
Sealinks Group*

Pawana Shrestha leads Sealinks Group in travel, tourism, and aviation. She has expertise in operations management, business growth, and women's leadership.





## Dr. Biju Thapalia

*Vice-Chancellor,  
Purbanchal  
University*

Dr. Biju Thapalia leads academic programs, research, and entrepreneurship initiatives. He mentors students and entrepreneurs on innovation, leadership, and business solutions.



## Madan Lal Joshi

*Managing Director,  
Furniture Land Store Pvt.  
Ltd.*

Madan Lal Joshi leads furniture retail operations in Kathmandu, mentoring entrepreneurs on retail management, product sourcing, and market strategies.

## **Suyesh Pyakurel**

*MD, MM Group of Companies*

Suyesh Pyakurel leads MM Group of Companies, Nepal's largest PET packaging and preform manufacturer. He has expertise in industrial growth, operations, and strategic business expansion.



## **Sadichha Shrestha**

*Chief of Strategy and Communication, Idea Studio Nepal*

Sadichha Shrestha is a media personality and communication expert with over 15 years of experience in public speaking and event hosting. Miss Nepal 2010 and an MBA gold medalist from the Asian Institute of Technology, she is a communication and soft skills trainer, adjunct professor of public speaking, and freelance emcee, known for delivering engaging and impactful corporate and cultural events.





## Hari Datta Bhattarai

*Professor, Tribhuvan University*

Dr. Hari Datta Bhattarai specializes in plant physiology, biotechnology, and phytochemistry. He mentors students and entrepreneurs in scientific research, innovation, and sustainable plant-based business solutions.



*\*Listed in no particular order.*



strategic partners



Industrial Enterprise  
Development Institute

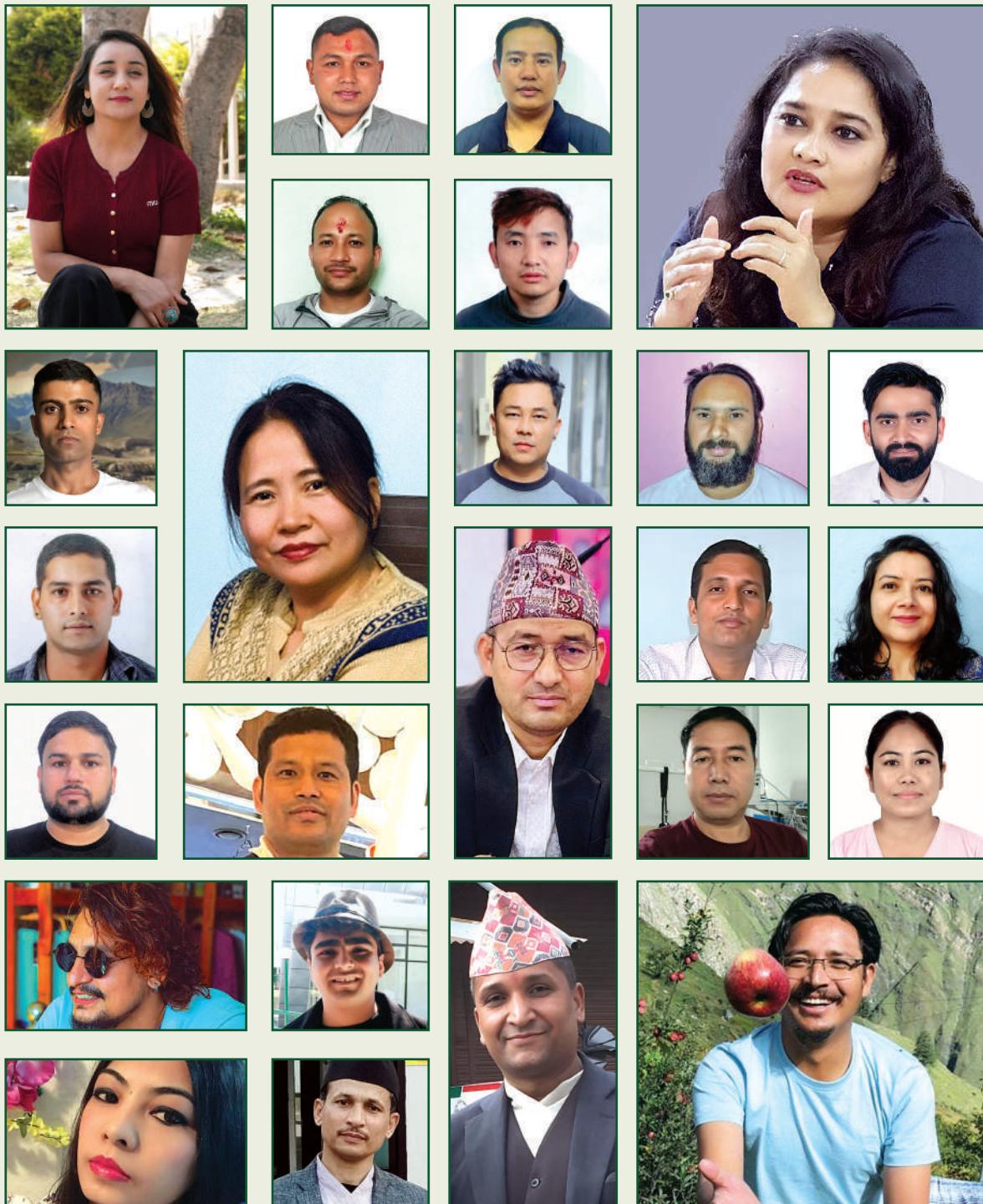






## OUR ENTREPRENEURS





# SAKAL BIOENZYME NEPAL POWERED BY PURPOSE

*Some businesses are born from opportunity.  
Others are born from loss.  
Sakal BioEnzyme Nepal belongs to the second kind.*



Photo: Rajendra Shakya, ICI M&D

Founded in 2024, this women-led social enterprise did not emerge from boardrooms or market forecasts, but from lived experience - grief, questions about health, and a quiet determination to protect others from the harm that often hides in plain sight. At its heart are Dr. Namita Maharjan, Sujata Shrestha, and Sarala Maharjan, three women who chose to turn the pain of cancer into collective purpose.

Their belief was simple, yet powerful: what we use every day should not slowly make us sick, nor poison the planet we depend on.

A personal loss to cancer compelled the founders to look closer at the everyday chemicals we accept without question - cleaners, disinfectants and household products that promise hygiene but leave behind invisible toxins. Instead of surrendering to fear, they searched for alternatives rooted in nature itself.

That search led them to bio enzymes - living, ferment-based solutions derived from organic waste like fruits, flowers and herbs. Nature, they realized, already knew how to clean, heal and regenerate. It simply needed to be trusted.



Sakal BioEnzyme's products - surface cleaners, floor cleaners, dishwashing liquids, hand washes, and mosquito repellents - are formulated using live microorganisms that break down grease, dirt and odor naturally. They are biodegradable, non-toxic and safe for homes, waterways, and the people who use them.

What makes the model even more meaningful is its circular approach: organic waste is transformed into value, reducing landfill pressure while creating affordable, sustainable alternatives.

In a market dominated by chemical brands, choosing nature was not the easy path but it was the right one. The early days were not without doubt. Many questioned whether bio enzymes could truly match the strength of chemical cleaners. Scaling fermentation processes and securing consistent raw materials posed their own challenges.

But Sakal BioEnzyme responded with patience and proof - community demonstrations, open conversations, and relentless refinement. Slowly, trust grew. What once felt unfamiliar began to feel necessary.

Sakal BioEnzyme's impact extends far beyond its products. The enterprise creates meaningful employment for single women and cancer survivors, offering skills training, income stability and dignity.

For the founders, empowerment is not a side goal, it is the foundation. In supporting women who have faced exclusion or illness, Sakal BioEnzyme reminds us that healing is not only environmental, it is human.

In early 2025, Sakal BioEnzyme reached a critical milestone by joining the Nature-Based Solutions (NbS) Innovative Challenge - Cohort I. Selected among the Top 10 winners, the enterprise received a seed grant of Rs 100,000, along with structured incubation support.

Mentorship became transformative. Financial guidance from Manik Balami strengthened long-term sustainability, while business mentorship from Reetal Rana, Managing Director of Mid-Valley International College, sharpened strategic focus and growth pathways.

Across nine hours of intensive mentorship, Sakal BioEnzyme gained market exposure, showcased products at the Saturday Le Sherpa Market, and connected with organic certification experts, including Dr. Saurabh Arora from India.

For the founders, it was more than guidance, it was validation.

Guided by mentorship, Sakal BioEnzyme expanded into partnerships with organic farms and eco-conscious hospitality businesses, including Prakriti Resort and Organic Farm. These collaborations demonstrated that nature-based products could meet both household and institutional standards.

The incubation journey also culminated in the launch of Sakal BioEnzyme's mosquito repellent at the NbS program's closing event, an innovation shaped by vision, mentorship, and persistence.

Today, Sakal BioEnzyme stands at the threshold of expansion. The founders envision bio enzyme solutions reaching every corner of Nepal, extending beyond household cleaning into agriculture and industrial applications.

But their deeper ambition goes beyond scale. They hope to change habits.

To raise awareness. To remind people that sustainable choices are not sacrifices, they are acts of care. Because when we choose nature, we choose health. When we empower women, we strengthen communities. And when purpose guides innovation, impact follows.

# Building an Ecosystem Where Entrepreneurs Can Thrive



Nepal's development journey increasingly depends on the strength and resilience of its entrepreneurs. Across sectors and regions, entrepreneurs are solving local problems, creating employment and introducing innovations that respond to Nepal's unique social, economic and environmental realities. For this potential to be fully realized, however, we must build an ecosystem that goes beyond access to finance and policy incentives; one that actively supports entrepreneurs through every stage of their journey.

The Government of Nepal has taken important steps in this direction, including the rollout of startup loan facilities designed to improve access to capital for early-stage and growth-oriented enterprises. These initiatives signal a clear commitment to fostering entrepreneurship as a driver of inclusive economic growth. Yet, experience has shown us that finance alone does not guarantee success. Without the right guidance, networks and decision-making support, even well-funded startups can struggle to sustain and scale.

This is where mentorship and ecosystem partnerships become indispensable. From a government and development perspective, mentorship is one of the most underutilized yet powerful tools available to us. Entrepreneurs often fail not due to lack of ideas or effort, but due to the absence of trusted advice at critical moments, when navigating regulatory pathways, refining business models, or responding to market shocks.

Institutions like the Industrial Enterprise Development Institute (IEDI) recognize this reality. Our deep partnership with ICIMOD, Briddhi and KGS Inc. reflects a shared belief that entrepreneurship support must be holistic. Programs such as the Nature-based Solutions (NbS) Innovation Challenge demonstrate how public institutions and private ecosystem enablers can work together combining policy intent, programmatic resources, mentorship, and market-oriented thinking to support entrepreneurs addressing climate, sustainability, and livelihood challenges.

The future before us presents two very different possibilities. In a hopeful future, strong partnerships continue to evolve, startup loans are complemented by mentorship, entrepreneurs are guided rather than left to navigate complexity alone, and innovation-led enterprises emerge as engines of green and inclusive growth. In such a scenario, entrepreneurship becomes a viable and respected pathway for Nepal's youth, contributing directly to economic resilience and national prosperity.

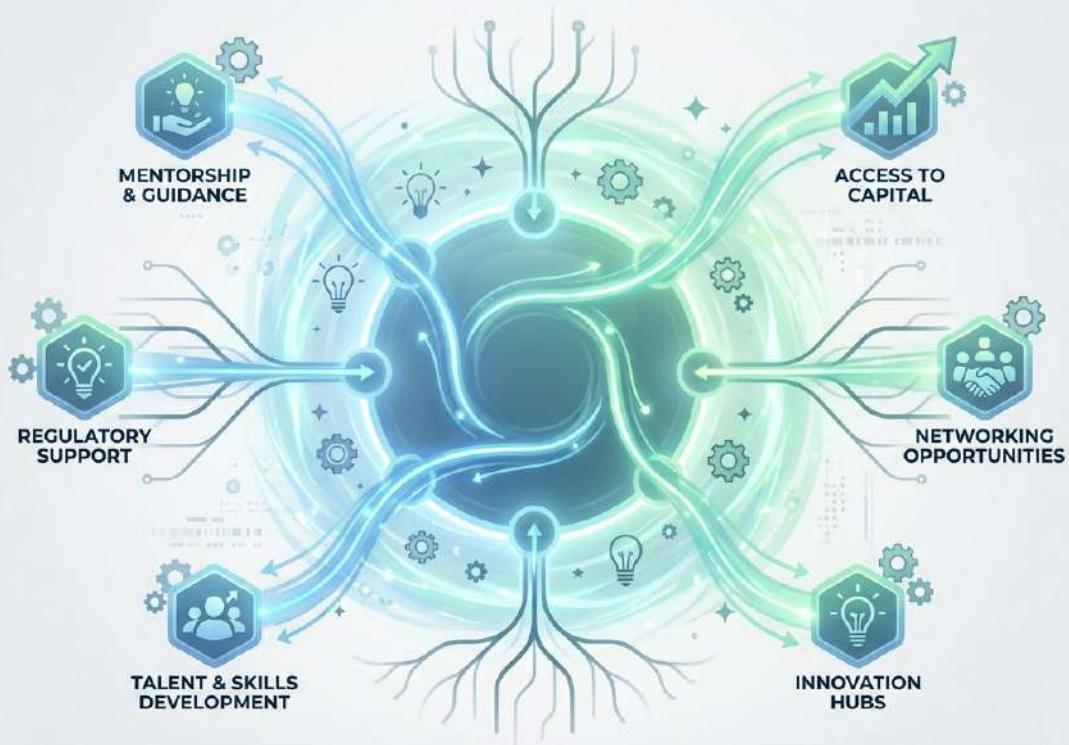


*Er. Umesh Kumar Gupta is an Executive Director of Industrial Enterprise Development Institute (IEDI), an autonomous government institution supporting enterprise development.*

The pessimistic alternative is equally clear. Without coordinated ecosystem support, financial instruments risk becoming transactional, promising ventures may fail prematurely and public trust in entrepreneurship-led development may erode. Fragmented efforts, operating in silos, could limit impact at a time when Nepal can least afford lost opportunities.

The choice, therefore, lies in how we collaborate. Platforms like Briddhi exemplify the connective role the ecosystem urgently needs; linking government commitment, institutional support and the lived experience of seasoned professionals. By strengthening these partnerships, we can ensure that entrepreneurship in Nepal is not left to chance but is nurtured with intention, responsibility and hope.

# Strengthening Entrepreneurial Ecosystems Through Mentorship and Partnership



Across the Hindu Kush Himalayan region, one truth is becoming increasingly clear: strong entrepreneurial ecosystems are built not only on capital, infrastructure or policy, but on people - on the willingness of experienced leaders to

guide, support and stand alongside those just beginning their journey. From ICIMOD's perspective, this human dimension of ecosystem-building is both powerful and often undervalued.

Our partnership with Briddhi is rooted in this understanding. Briddhi represents a model of ecosystem support that places mentorship at its core; mobilizing senior professionals and business leaders to voluntarily share their experience with young and emerging entrepreneurs. This approach aligns closely with ICIMOD's belief that sustainable development outcomes are best achieved when knowledge flows freely across generations, sectors and institutions.

Within the NbS Innovation Challenge, this mentorship-driven model is being implemented through a strong institutional collaboration: IEDI as the lead agency, KGS Inc. as the technical partner and Briddhi as the mentorship partner. Together, we are supporting three cohorts of entrepreneurs by the end of 2026. While the thematic focus of the program provides an important context, what truly distinguishes this initiative is the way mentorship is embedded as a structural pillar rather than a peripheral activity.

Briddhi's contribution demonstrates how volunteer mentors can significantly enhance the effectiveness of formal programs. By offering strategic guidance, lived experience and honest reflection, mentors help entrepreneurs navigate uncertainty, strengthen decision-making and build confidence. In doing so, mentorship transforms programs from transactional interventions into meaningful growth journeys.

Looking ahead, the priority is consolidation and replication. The value of the Briddhi model lies in its



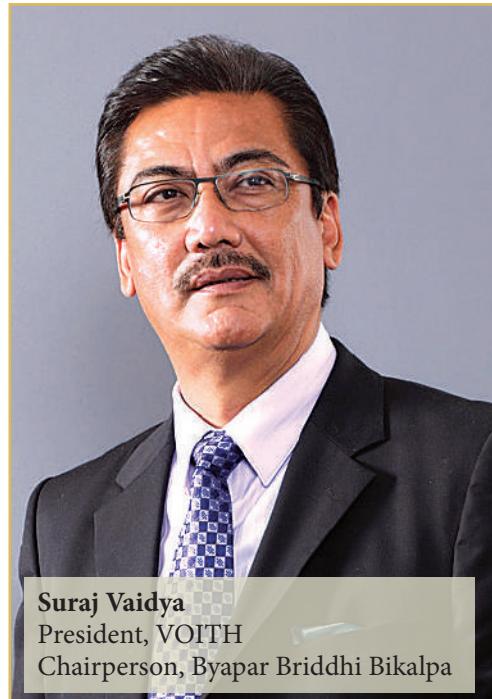
*Anu Joshi Shrestha is a Rural Enterprise and Value Chain Development Specialist at ICIMOD, where she also serves as the Country Focal Person for Nepal.*

simplicity and transferability: a clear structure for mobilizing volunteer mentors, strong alignment with institutional programs, and a shared culture of giving back. Platforms such as the GIREE Alliance offer a practical pathway to adapt and extend this approach across the region connecting ecosystem institutions, senior leaders, and entrepreneurs within and beyond national boundaries.

For ICIMOD, this partnership highlights an important direction for ecosystem development. When mentorship is intentionally integrated into programs and supported through credible partnerships, it strengthens not only individual entrepreneurs but the ecosystem as a whole. The Briddhi model offers a compelling reference point for how experience, commitment and collaboration can be organized to support entrepreneurship at scale: locally, nationally and regionally.



KGS Inc., Briddhi, and Antarprerana come together as a unified consortium with a shared vision to reimagine how entrepreneurship is built and sustained. Working as one integrated team, the consortium designs strong incubation systems, cultivates mentorship capital, and unlocks pathways to finance - bridging ideas to institutions, founders to guidance, and innovation to investment. By operating seamlessly across incubation, mentorship, and capital, the consortium nurtures resilient, purpose-driven, and scalable ventures, while strengthening the entrepreneurial ecosystems that enable innovation, inclusion, and long-term economic transformation.





**Dilip Gurung**

Founding Partner, KGS Inc.  
Strategy operation support at KGS  
Inc. & Antarprerana  
Mentor at Briddhi  
Investor



**Gaurav Shrestha**

Co-Founder, KGS Inc.  
Incubation Training Lead at Briddhi  
Investor



**Shraddha Shakya**

Managing Partner, Briddhi  
Startups & Innovation Program Lead  
at KGS  
Investor



**Sanil Tuladhar**

Project Coordinator, KGS Inc. &  
Briddhi



**Kabita Khadka Malla**  
Project Officer at KGS Inc. & GIREE  
Alliance Secretariat



**Sarina Shrestha**  
Finance Lead at KGS Inc.



**Sumina Shrestha**  
Finance Lead at Briddhi



**Urza Rana Magar**  
Communication and Content Creator  
- Briddhi & KGS



Entrepreneurship is complex and costly; mentors help founders spot blind spots, navigate systems, and transform hard-earned experience into shared wisdom in weak ecosystems

- Aashish Adhikari

Mentorship is important because not everyone has the same experiences, learnings, or understanding, and effective business strategies are built through experience and learning

- Aavash Pradhan

We truly believe in mentorship. The idea is not about telling the mentee what to do, but sharing our experiences on what works and what doesn't

- Ajit Bikram Shah

True mentorship isn't about transferring skills; it's about validating the vision you have for your own success

- Anal Raj Bhattarai

At its heart, mentorship is a shared journey toward stronger leadership and collective progress in Nepal

- Anil Keshary Shah

Mentorship for resilience is not just a process but a culture, one that encourages sharing, growth and giving back to build a green, inclusive entrepreneurial ecosystem

- Anu Joshi Shrestha

Mentorship is sharing experience and providing practical guidance to navigate challenges, while supporting growth and development, whether in business or in one's career

- Anup Shrestha

*My mentee changed my mind – it wasn't just about his business, but the joy of teaching young people that reminded me where happiness lies*

- Arun Dev Pant

Mentorship is a two-way relationship in which both parties have equal opportunities to learn and grow

- Ashesh Maharjan

Mentorship is indispensable in today's entrepreneurship and innovation landscape

- Barsha Shrestha

*I see in Bridhhi a quiet movement that helps young founders think clearly, act ethically, and stay resilient when the road gets hard*

- Basanta Chaudhary

Before making a crucial decision, please seek the help of the experienced mentors who have learnt from their successes and failures

- Bhuvan Dahal

Mentorship is three things: Two way learning, trust and initiative, and beyond lectures

- Binoj Basnyat

*Strong economies grow when experience flows forward, not when it retires*

- Charu Chadha

In Nepal's challenging startup ecosystem, mentors guide founders from confusion to viability by clarifying ideas, navigating local challenges, building roadmaps, identifying customers, and shaping strategies

- Chijman Gurung

Mentorship plays a crucial role in today's entrepreneurship ecosystem by improving survival rates, accelerating growth, reducing costly mistakes, and building resilience amid rapid change

- Deependra Chamlagain

Mentorship is a respectful, collaborative relationship built on open communication, active listening, exploring options, assessing consequences, and making informed decisions together

- Deepti Khakurel

Mentorship helps young entrepreneurs in understanding technicalities of the business environment and to take failure with ease

- Dr. Biju Thapalia

*I take the first step to learn, grow, build and support each other along the journey for sustainable future by turning every challenge into opportunity*

- Dr. Ghana S. Gurung

As Bridhhi's Director, I invite institutions to partner with us in strengthening Nepal's entrepreneurial ecosystem through mentorship, networks, and practical support, enabling startups and SMEs to grow sustainably, innovate confidently, and contribute to inclusive economic development across Nepal

- Dr. Samata Prasad

From a government and development perspective, mentorship is one of the most underutilized yet powerful tools available to us

- Er. Umesh Kumar Gupta

*Mentorship provides cross and independent learning externally from the company*

- Dilip Gurung

*Mentorship is not about creating followers but successors; it is a two-way learning process with social responsibility, where experience must be shared, not downloaded*

- Gagan Pradhan

*A good mentorship can save a big loss in terms of money and time for the new beginners increasing the probability of success in his/her objectives*

- Hari Datta Bhattarai

*I have seen many entrepreneurs grow through mentorship, expanding their businesses from national markets to the international stage*

- Jiwan Lama

*Mentorship in media balances creativity with responsibility*

- Kiran Man Chitrakar

*Mentoring is not teaching, it is empowering those who already have the skills. In Nepal's present context mentorship is also about reviving hope for the future*

- Kunda Dixit

*Mentorship cultivates mindset, consistency, and belief*

- Rahul Moktan

*I was not the lucky one to get the mentorship but got inspiration to drive my business. Today we have access to mentors which will not only inspire you but guide you and make you competitive in your business endeavour*

- Kush Kumar Joshi

*Experience with mentors in my life has been very valuable and have adopted their instructions which made me reach my present position in business journey*

- Madan Lal Joshi

*Effective mentorship is practical, context-driven, and trust-based, helping entrepreneurs understand real pros and cons, avoid unseen failures, and reduce negative impacts on founders and society*

- Manik Balami

*Mentorship is the art of passionately guiding eager and enthusiastic learners through practical and personal experience with real-world examples, clarifying pathways for personal growth and success*

- Moushumi Shrestha

*Mentorship, especially my predilection with Femtorship, empowers women through shared experiences, empathy, and guidance—helping them find confidence, authentic voices, and pathways for lasting personal and professional impact*

- Nandini Lahe-Thapa

*Mentorship is a two-way learning process; while mentors guide, they also gain new learning*

- Narayan Bajaj

*Mentorship - Vidya Daan: Sharing knowledge, ethics, and inspiration while providing equal access to networks to help entrepreneurs build resilient and sustainable businesses*

- Niraj Khanal

*I have mentored people to follow their passion through support, guidance, and engagement*

- Pawana Shrestha

*Mentorship is about letting people know where and how to start exploring*

- Pravesh Mishra

*Today, mentorship is very essential for the new generation for successful entrepreneurship*

- Rajesh Bhakta Shrestha

*Mentorship works best when it is demand-driven, with mentees genuinely seeking guidance, actively learning, applying insights, and turning advice into meaningful action*

- Ratisht Basnyat

*I really wondered what these mentoring business theories really look like in real life, and wanted to try mentoring real enterprises*

- Reetal Rana

*Volunteer mentorship is a rewarding way to give back by supporting others' growth while gaining new perspectives. It fosters empathy, leadership, and collaboration, benefiting both individuals and the community*

- Sadichha Shrestha

*Mentorship is necessary because it catalyzes the learning process and resilience for success of new ventures*

- Dr. Sailesh Ranjitkar

*Mentorship is the transfer of life knowledge and experience to another person through various forms of delivery, enabling them to become equally qualified and capable of performing similar work*

- Samir Thapa

*Mentorship reduces trial and error, sharpens strategy, expands networks, and turns potential into performance; while mentors also learn, strengthening ecosystems through culture, not programs*

- Sangita Yadav

*Mentorship goes beyond technical skills, shaping judgment, ethics, and decision-making through real cases, informal guidance, and shared experiences that strengthen professional standards and community* - Saroj Koirala

*Entrepreneurs, through the vast experience of mentors, get to learn about not repeating the same mistakes again and fast tracking growth and reaching their goal*

- Saurabh Jyoti

*I believe mentorship is the force multiplier of any ecosystem; it ensures that innovation isn't just a solo achievement, but a collective movement where knowledge is shared to help others go further, faster*

- Sailendra Raj Giri

*There is very little cross learning. Mentors can provide that bridge*

- Siddhant Raj Pandey

*Mentorship is a trust-based partnership rooted in shared learning, honest reflection and mutual respect where growth flows both ways through practical guidance and collaboration*

- Stuti Basnyet

*It's time to give back. For those of us who have built our paths, now is the time to light the way for others. Sharing our lessons is how we give back*

- Suraj Vaidya

*Mentorship is very important for the entire ecosystem. It's a place where people can share experiential knowledge and a different perspective to a particular problem or solution and it could be the make or break for a particular entrepreneur*

- Suryansh Vaidya

*Mentorship is required at each level of entrepreneurship, and we also gain knowledge from the mentee*

- Sushama Sharma

*Mentorship isn't about giving instructions; it's about offering perspective, asking the right questions, and empowering someone to discover their own potential with confidence*

- Suyesh Pyakurel

*I mentor because ecosystems thrive when experience is shared. Giving back honors what I have learned, while founders inspire innovation born from creativity, courage, and constraint*

- Swagat Raj Pyakurel

*In Nepal's vibrant startup ecosystem, mentorship can be a game-changer for entrepreneurs, helping them navigate challenges and accelerate growth*

- Tashi Wangchukk Tenzin

*Mentorship is to learn from a mentor with many years of experience and gain insight from the mistakes they have made*

- Tjeerd Dijkstra

*Mentoring helps founders slow down, consider stakeholders and risks and build resilient plans while staying grounded in what truly matters amid complexity*

- Gerrit Jan Van't Veen

*Mentorship strengthens organisations by accelerating learning and transferring knowledge. It helps to and create resilient, adaptable teams*

- Hugo Lingeman

*Mentoring begins with listening, asking focused questions, and collaborating on clarity, guiding decision-making rather than directing, while learning continuously through reciprocal exchange*

- Mr. Jean van der Hoeven

*Mentorship is a shared journey where experienced hands guide new minds, helping them learn, grow and move forward with confidence through shared knowledge, innovation and sustainable thinking*

- Gaurav Shrestha

*As a mentor, I am really happy to be able to share my knowledge to improve the situation for people, animals and planet. I think the most effective way is to educate extension people who can guide the local agricultural business*

- Peter Van Asten

*Mentorship brings to mine the process of sharing experience, practical Knowledge and ethical values of guide the next generation. It is about nurturing talent through Guidance trust, constructive feedback and real-world learning, helping individuals grow both professionally and personally*

- Kiran Man Chitrakar





# Bridhi

## Byapar Bridhi Bikalpa

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