



COOPERATIVE EDUCATION REPORT

Research & Consulting at N&S Partners Pvt. Ltd.

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Abstract

This report presents the first phase of my internship as a Research Trainee at N&S Partners Pvt. Ltd. Nepal, an affiliated office of N&S Partners Japan, headquartered in Tokyo, with its Nepal branch located in Sanepa, Lalitpur. Over the course of the program, I worked on both client-focused assignments and research projects that were designed to build my skills and prepare me for more advanced responsibilities.

On the client side, I contributed to projects across diverse industries by preparing interview memos, conducting market research, coordinating with interviewees, managing logistics, communicating with other firms, and performing various related tasks. These responsibilities required me to refine complex information into clear, actionable insights that supported effective decision-making, while ensuring accuracy and consistency across all documents. I also developed the ability to manage revisions efficiently, incorporate feedback promptly, and communicate progress with project managers in a clear and professional manner.

Alongside this, I engaged in writing research papers and weekly training sessions that formed an important part of my development. These included studies on economic growth of various countries, business cases, and more. Research papers typically spanned several weeks and required independent research, analysis, and structured writing, while sharing sessions provided a platform to present findings, exchange feedback, and strengthen both reasoning and communication skills.

The internship gave me an environment where academic knowledge and business research met. I improved my ability to structure complex information, write concise and purposeful research papers, and approach problems with curiosity and discipline. These experiences have prepared me to take on challenging roles in international business research and strategy where clarity of thought and quality of execution are essential.

Keywords: research and consulting, critical reasoning, industry analysis, time management, and problem solving

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I would like to express my sincere gratitude to Siam University and Kathmandu College of Management for granting me the opportunity to undertake this internship as part of my Bachelor of Business Administration program. The experience of engaging in Research and Consulting at N&S Partners Pvt. Ltd. has allowed me to integrate knowledge with the demands of a professional environment, enriching both my academic and personal growth.

I am deeply indebted to my advisor, Mr. Raj Sankrit, whose consistent guidance, constructive feedback, and encouragement were invaluable in shaping this report. I would also like to extend my heartfelt appreciation to my workplace supervisors, Mr. Subham Agrawal and Mr. Durgesh Pradhan, for their mentorship, patience, and continuous support throughout my internship. Despite their busy schedules, they consistently took the time to provide detailed feedback on my work, which I deeply value as an opportunity to learn and improve. Their constructive insights helped me refine my analytical thinking, strengthen my work discipline, and develop a deeper understanding of research and consulting practices.

Finally, I am grateful to the entire team at N&S Partners Pvt. Ltd. Nepal for fostering a collaborative and growth-oriented environment that has greatly contributed to my professional development. This report stands as a reflection of the collective guidance, trust, and encouragement I have received, for which I remain profoundly thankful.

Pratibha Rajbanshi

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List of Abbreviations

- NSP: Necessary & Sufficient Partners
- R&C: Research & Consulting
- DR: Desk Research
- PIC: Person In Charge
- SR: Senior Researcher
- MR: Middle Researcher
- JR: Junior Researcher
- RT: Research Trainee
- GD: Group Discussion
- QC: Quality Control
- TMS: Time Management Sheet



Chapter 1: Introduction

This chapter provides a comprehensive overview of N&S Partners Pvt. Ltd. Nepal, a research and consulting firm operating under the headquarters of N&S Partners Japan. The sections that follow present the company's background, its establishment and evolution in Nepal, its mission, vision, and guiding principles, along with the scope of its consulting and research services. The chapter also outlines the reasons behind my decision to join N&S Partners for my cooperative studies, emphasizing the unique opportunities it offered to bridge academic learning with practical industry exposure.

1.1. Company Profile



Figure 1. Logo of N&S Partners

N&S Partners Pvt. Ltd. Nepal operates as an affiliated office of N&S Partners Japan, headquartered in Tokyo. Based in Sanepa, Lalitpur, the firm is dedicated to bridging Nepalese talent with global opportunities in strategic research, consulting, and creative production. With a team that includes graduates from leading institutions such as Harvard Business School and the University of Tokyo, N&S Partners applies world-class methodologies, including those practiced by the top-tier consulting firms, to address complex challenges faced by organizations worldwide.

N&S Partners Pvt. Ltd. Nepal operates through three independent units: Research & Consulting, Digital Gear Nepal, and Business Development. The Research & Consulting division delivers strategic advisory services across multiple industries. Digital Gear Nepal specializes in motion capture and animation for global clients. The Business Development unit leads ventures such as e-commerce platforms and services that support Nepalese workers in Japan. Together, these units reflect the company's diverse portfolio, bringing strategy, creativity, and innovation under one umbrella.

1.1.1. History of the Company

N&S Partners was established in Japan with the vision of building a global consulting and creative firm that combines rigorous analysis with innovative solutions. As its reputation grew among international clients, including FORTUNE 500 companies, the company expanded its footprint into Nepal. The Nepal office was founded with the belief that local talent, if given the right exposure and guidance, could deliver services at par with international standards.

Since its establishment in Kathmandu, N&S Partners Nepal has contributed to international projects through strategic research, supported cross-border collaboration with Japan, and ventured into the creative economy through animation and digital production. The firm has also initiated community-focused services, such as supporting Nepalese workers in Japan to claim their pension entitlements, reflecting its commitment to both commercial excellence and social responsibility.

1.1.2. Mission

N&S Partners's vision is to empower Nepalese talent by building future-ready industries in strategic research and creative production, delivering global-standard services through international collaboration and unlocking new opportunities (N&S Partners, 2025).

1.1.3. Vision

N&S Partners is here to establish Nepal as a trusted global hub for high-value creative and strategic services (N&S Partners, 2025).

1.1.4. Core Values

N&S Partners has been successful in fostering a collaborative environment that benefits both clients and employees. The company emphasizes building strong relationships within the workplace and with external stakeholders, creating opportunities for open dialogue, two-way exchange of ideas, and joint problem-solving. This approach not only strengthens teamwork but also ensures that solutions are developed through shared perspectives and collective effort (N&S Partners , 2025). The core values are:

- Integrity and courage expression
- Rapid, performance-oriented pace
- A solid approach to problem-solving
- Highly curious and enthusiastic individuals
- People-centered, encouraging cultures
- Strong global-scale consulting teams
- Inspirational coaching and training leaders
- Global recognition & rewards

1.1.5. Services Provided

N&S Partners Pvt. Ltd. operates through three distinct units, each with its own focus, clientele, and specialization. While they exist under the same organizational umbrella, the units' function independently.

- Research & Consulting: This unit focuses on management consulting, strategic research, and advisory services. It applies consulting methodologies aligned with global standards to projects across industries such as automotive, agriculture, consumer goods, professional services, smart cities, and manufacturing. The work involves market entry strategies, growth planning, and operational improvement, often in collaboration with international clients.
- Digital Gear Nepal: A specialized creative and technical division, Digital Gear Nepal (Digilabs) provides motion capture and post-production services in partnership with its parent company, Digital Gear Inc. Japan. Its outputs include VTuber animation, virtual productions, training simulations, and lifelike digital modeling, serving clients in the global creative and media industries.

- ***Business Development:*** This unit designs and executes ventures aimed at long-term consumer benefit and community support. Key projects include Tetoteto, an e-commerce marketplace for South Asian groceries in Japan, and Nenkin Sewa, a service helping Nepalese workers in Japan reclaim their pension contributions. Business Development combines commercial innovation with social responsibility, addressing needs that extend beyond traditional consulting.

1.2. Organizational Structure

This section covers the organizational structure of N&S Partners Pvt. Ltd. Nepal, with a focus on the Management Team, Advisory Team, and the Research & Consulting Team. It outlines their roles, responsibilities, and the way they contribute collectively to the company's operations and strategic direction. The office does not follow a rigid hierarchical culture, which allows for open communication, quicker problem-solving, and a more collaborative environment where ideas can flow freely across all levels of the organization.

1.2.1. Functional Divisions and Key Roles



Figure 2. Organizational Structure - Leadership, Management Team



Figure 3. Organizational Structure - Leadership, Advisory Team

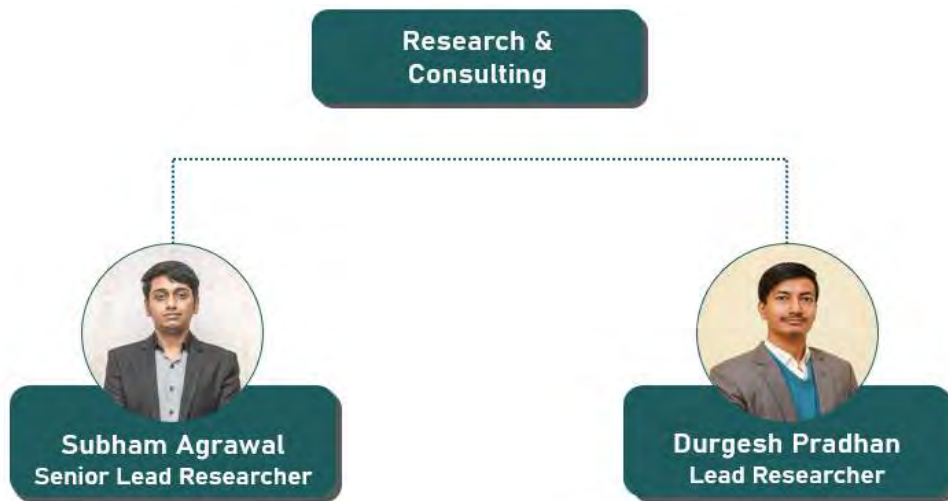


Figure 4. Organizational Structure - Research & Consulting Team

Management Team

- **Ashish Manandhar, CEO, N&S Partners**
Oversees the multidisciplinary operations of the company, focusing on building strategic connections between Nepal and Japan. Leads initiatives in strategic research and 3D animation, and guides community-focused projects such as pension support services for Nepali workers returning from Japan.
- **Tuan Pham, CFO and COO, N&S Partners Nepal**
Responsible for financial management, operational oversight, and strategic planning. Provides expertise in investor relations, market intelligence, and business strategy, ensuring the company's sustainable growth and financial stability.
- **Yui Goto, CMO, N&S Partners Nepal**
Leads business development and market expansion, supporting major companies across sectors such as automobile, logistics, construction, and consumer goods. Oversees research hubs, new business initiatives, and market entry strategies while managing operations in Nepal and abroad.

Advisory Team

- **Hideyuki Kato, Representative Director and President, N&S Partners**
Provides strategic guidance to the firm, particularly in the areas of business strategy and market expansion. Advises clients in the automotive, entertainment, and consumer goods sectors, while also overseeing the company's global operations.
- **Seungchul Seo, President, Projeteam, Inc.**
Advises N&S Partners on organizational development and strategic planning, drawing on extensive international consulting experience. Provides insights into business growth, human resource development, and global market entry strategies.
- **Hiroaki Kuwajima, Director, K&Associates**

Specializes in management consulting, policy research, and international business development. Advises on government relations, investment strategies, and global partnerships, while connecting the firm to networks in Silicon Valley and beyond.

Research & Consulting Team, Nepal

- Shubham Agrawal, Senior Lead Researcher
- Dugesh Pradhan, Lead Researcher
- Pratibha Rajbanshi, Research Trainee
- Subin Pant, Research Trainee
- Prasun Bhandari, Research Trainee
- Prajita Ghimire, Research Trainee

Human Resource & Operations

- Pratika Prajapati

1.2.2. Trainee Roles and Responsibilities

As a Research Trainee at N&S Partners Pvt. Ltd. Nepal, my responsibilities centered on supporting research and consulting activities across internal projects and international engagements. I conducted industry and company research, analyzed qualitative and quantitative data, and prepared reports, memos, and presentations that translated findings into actionable insights.

The role required logical reasoning, critical thinking, and strong communication skills. I collaborated closely with senior researchers, participated in case study discussions, and received continuous feedback to refine my analytical and writing abilities. In addition, I was exposed to structured problem-solving frameworks and international consulting standards, which deepened my understanding of evidence-based business research.

Beyond technical skills, the position encouraged qualities such as self-discipline, teamwork, and curiosity. It provided opportunities for mentorship and knowledge-sharing, making the internship a valuable platform for professional development and a foundation for future growth in research and strategy consulting.

1.2.3. My Placement within the Organizational Structure

Within the company's organizational framework, my position was part of the Research & Consulting Team. I worked directly under the guidance of the Senior Lead Researcher, Mr. Shubham Agrawal, and the Lead Researcher, Mr. Dugesh Pradhan. In this role, I supported ongoing projects through research, memo writing, and case analysis, while contributing to both team assignments and individual learning tasks.

Although my position was entry-level, the company's non-hierarchical culture allowed for open communication and collaboration across all levels. This environment gave me the opportunity to share ideas, learn from experienced mentors, and actively participate in discussions that shaped project outcomes. My placement within the Research & Consulting

Team was structured as a traineeship, designed to build independence in project execution while providing exposure to the firm's broader consulting practices.

1.2.4. My Position in the Company's Organizational Structure

My decision to join N&S Partners Pvt. Ltd. stemmed from a strong interest in the consulting field and my aspiration to build a career in strategy and problem-solving. Consulting attracts me because it provides the opportunity to work on diverse challenges across industries, requiring both analytical rigor and creative thinking. I wanted to experience how real-world business problems are broken down, studied systematically, and transformed into actionable solutions.

By starting at N&S Partners, I aimed to learn from the ground up how research and structured analysis form the backbone of consulting. I was motivated by the firm's professional environment, where global-standard practices are applied while still being rooted in the local context of Nepal. I saw this as the right platform to sharpen my critical thinking skills, develop a problem-solving mindset, and gain exposure to international-level consulting methodologies.

Most importantly, I wanted to challenge myself intellectually and step into an environment where curiosity, discipline, and teamwork drive meaningful impact. Joining N&S Partners was therefore a deliberate choice to prepare myself for a future in top-tier consulting, while contributing to a firm that is bridging Nepalese talent with global opportunities.

1.3. My Motivation to Join N&S Partners

My position as a Research Trainee at N&S Partners Nepal was part of the Research and Consulting Division, functioning under a flat organizational structure that promoted direct collaboration across teams. I worked closely with middle researchers, project managers, and the Japan headquarters on research, reporting, and interview coordination tasks. The role required cross-departmental communication across units to ensure accuracy and consistency in project deliverables. Although I joined as a trainee, I was given meaningful opportunities to support client-facing deliverables under close supervision, which I deeply value as a reflection of the company's trust, encouragement, and commitment to continuous learning.

1.4. Strategic Analysis of the Company

Strengths	Weaknesses
<ul style="list-style-type: none"> • Strong global collaboration, especially with Japan, ensuring exposure to international standards • Focus on developing Nepalese talent at competitive costs • Multidisciplinary expertise across consulting, business development, and creative industries • Flexible, non-hierarchical structure that enables quick communication • Application of structured problem-solving methodologies inspired by MBB practices 	<ul style="list-style-type: none"> • Limited domestic client base, as most projects are conducted in coordination with Japan, reducing opportunities to strengthen visibility within Nepal • Limited availability of experienced professionals and gradual outflow of skilled workers abroad require firms to invest significantly in training and retention • Limited visibility in local professional networks and industry events

Opportunities	Threats
<ul style="list-style-type: none"> • Growing demand for consulting services in South Asia and Southeast Asia, specifically Nepal • Ability to leverage Nepalese talent as a hub for cost-effective, high-quality consulting • Opportunity to specialize in niche research-heavy projects (e.g., technology, mobility, consumer goods) • Potential for regional expansion beyond Nepal and Japan 	<ul style="list-style-type: none"> • Competition from low-cost charging firms • Economic slowdowns or recessions reducing consulting budgets • High risk of talent/brain drain • Regulatory or geopolitical changes impacting cross-border projects

Table 1. SWOT Analysis of N&S Partners

During my internship at N&S Partners, it became clear to me that the firm distinguishes itself through its unique positioning as a Nepal-based consultancy with strong international linkages, particularly with Japan. Its commitment to developing Nepalese talent, applying structured consulting methodologies, and bridging strategy with creativity gives it a competitive edge in an emerging market. By combining rigorous research practices with innovative ventures such as business development and creative production, N&S Partners reflects both agility and ambition.

However, as a relatively young player in Nepal's consulting industry, the firm has limited experience with domestic clients and remains relatively less known in the local market, even though it enjoys stronger recognition through its international collaborations, particularly in Japan. At the same time, the rising demand for consulting in South Asia, the increasing global shift toward digital transformation, and the ability to offer cost-effective research solutions position N&S Partners strongly for growth. Overall, the firm is poised to carve out a niche as a trusted regional partner for global consulting, provided it strengthens its focus, nurtures talent, and continues to leverage its cross-border partnerships.

1.5. Statement of the Report

This cooperative education report documents my ongoing traineeship at N&S Partners Pvt. Ltd. Nepal as a Research Trainee from July 21, 2025. The report aims to provide a comprehensive account of my responsibilities, contributions, and learning experiences during this period.

The internship coincided with the firm's growing portfolio of research and consulting projects in collaboration with the parent company in Japan. This provided me with the opportunity to engage in industry research, case study analysis, cluster paper development, and project-based consulting tasks, while working under the guidance of senior researchers.

Through detailed documentation of my activities and reflections on the knowledge gained, this report demonstrates how the internship has enhanced my professional competencies, strengthened my problem-solving and analytical skills, and enabled the practical application of academic concepts in a consulting environment.

1.6. Objectives of Co-operative Studies

The significance of this report and the objectives of my cooperative education study are as follows:

- Apply theoretical knowledge: To apply the principles of management, marketing, economics, and international business learned in the classroom to real consulting and research contexts within N&S Partners Nepal.
- Gain industry-specific and consulting knowledge: To develop a practical understanding of how management consulting operates, including client problem-solving, market research, memo and cluster paper development, and data-driven decision-making processes.
- Develop cross-cultural business and communication skills: To gain hands-on experience in collaborating with international teams, especially with the Japan team and global clients, while understanding the nuances of multicultural business communication and project alignment.
- Strengthen analytical and digital research competencies: To enhance data analysis, secondary research, and visualization skills through the use of Excel, PowerPoint, and consulting-style frameworks to structure insights and deliverables effectively.
- Strengthen analytical and digital research competencies: To enhance data analysis, secondary research, and visualization skills through the use of Excel, PowerPoint, and consulting-style frameworks to structure insights and deliverables effectively.
- Contribute to ongoing projects and organizational growth: To make meaningful contributions to NSP's active research projects such as industry papers, interview memos, and market mapping while learning from senior researchers and project leaders.
- Build a professional and collaborative network: To establish relationships with colleagues, mentors, and international partners, and to strengthen professional communication, teamwork, and client-oriented presentation skills.
- Identify personal strengths and areas for improvement: To assess my professional capabilities in a structured consulting environment, identify areas that require development, and build competencies that support long-term growth in research and strategy consulting.

Chapter 2: Co-op Study Activities

This chapter describes my experience as a co-operative education student at N&S Partners Nepal. It outlines the main responsibilities and tasks I handled during the internship, which included research support, data organization, memo preparation, and coordination with the Japan team. The section also explains how I worked with team members in a professional consulting environment and followed established processes to complete assigned tasks. By summarizing these activities, this chapter provides an overview of the practical exposure I gained and the learning outcomes achieved during the internship period.

2.1. Job Description

As a Research Trainee at N&S Partners Nepal, I supported research and project execution in collaboration with the Japan team. The role involved desk research, expert interview memo preparation, translation, and project coordination in a cross-border consulting environment.

The major areas of responsibility included:

- Market and Industry Research
 - Conduct in-depth research on market structures, competitors, and consumer trends across industries such as automobiles, luxury goods, and labor mobility.
 - Gather and interpret data from both primary (expert interviews) and secondary sources to identify patterns, challenges, and opportunities
 - Analyze qualitative and quantitative findings to support client-oriented decision-making.
- Research and Data Compilation
 - Defined research objectives and scopes based on client needs.
 - Collect and verify company, market, and industry data from reliable sources.
 - Organize datasets and prepare concise summaries for use in client deliverables.
- Report Preparation and Data Presentation
 - Draft concise and structured reports including interview memos, cluster papers, and country-level analyses.
 - Apply logical reasoning and evidence-based interpretation to present clear, actionable insights.
 - Contribute to data validation, visualization, and Excel-based analysis.
- Project / Interview Logistics
 - Coordinate interview schedules among experts, translators, and the Japan team.
 - Prepare and distribute secure Zoom links, managed aliases, and ensured client confidentiality.
 - Manage documentation, version control, and follow-up reporting for active projects.
- Memo Writing
 - Transcribed expert interviews and drafted structured memos summarizing key insights.
 - Conducted background research to contextualize expert opinions.

- Incorporated feedback from middle researchers and finalized reports for submission to Japan.
- Cluster Paper Writing
 - Conducted background research on national economies and industries.
 - Identified major trends, growth drivers, and decline factors.
 - Structured reports using cause-effect logic and analytical evidence.
- Translation
 - Translate research documents, PowerPoint slides, and memos with contextual accuracy.
 - Maintain the original format and tone to ensure consistency across all deliverables.

This role offered practical exposure to research-based consulting, where structured problem-solving and attention to detail were key to ensuring high-quality deliverables.

2.2. My Duties and Responsibilities

During the internship period, I participated in multiple ongoing projects related to market research, expert interviews, and country-level reports. My duties primarily involved supporting researchers in compiling data, managing logistics, and preparing analytical documents for client reporting.

I worked under close supervision from senior researchers in Nepal and collaborated frequently with the Japan team through online meetings and correspondence. Tasks were often divided by project type, and responsibilities shifted between research compilation, memo drafting, and coordination depending on project timelines.

- Research and Data Compilation: This function required both attention to factual accuracy and critical interpretation of information.
 - Defined the scope and objective of each project by understanding the research question and expected outcome.
 - Identified credible sources and evaluated their reliability before using data for analysis.
 - Cross-checked inconsistencies between datasets and rationalized findings with contextual reasoning.
 - Organized and interpreted data in Excel using a standardized structure to support further analysis and memo writing.
- Memo Writing and Analytical Reporting: Memo writing required analytical thinking to transform unstructured interview transcripts into logical, decision-useful insights.
 - Transcribed and synthesized expert interviews, identifying key themes, trends, and causative relationships.
 - Developed structured drafts that connected evidence with business implications.
 - Incorporated reviewer feedback with reasoning, ensuring that revisions enhanced the logical flow and clarity of argument.
 - Delivered final versions that reflected both accuracy and analytical coherence.

- Cluster Paper Writing: In this responsibility, I was encouraged to think beyond surface-level data and interpret economic dynamics critically.
 - Conducted background research on macroeconomic indicators, policy trends, and industry developments.
 - Examined underlying causes behind market growth or decline, using cause–effect reasoning.
 - Assisted in designing report structures that aligned with the consulting logic used by the Japan headquarters.
 - Reviewed drafts to check for analytical soundness and factual precision.
- Project and Interview Logistics: Project logistics required structured coordination and anticipation of potential gaps.
 - Organized interview schedules and communication channels between experts, translators, and research teams.
 - Applied foresight to preempt common logistical issues, such as time-zone misalignments or technical errors.
 - Updated trackers and prepared summaries that captured not only status but also bottlenecks for improvement.
- Translation and Documentation Support: Translation demanded interpretive understanding rather than literal conversion of text.
 - Translated materials with focus on contextual meaning, tone, and technical accuracy.
 - Reviewed translated drafts to ensure logical flow, eliminating inconsistencies or ambiguities.
 - Supported documentation management by maintaining organized records for easy traceability and quality review.
- Internal Collaboration and Learning: My learning experience extended beyond tasks involved developing structured thinking and professional communication.
 - Collaborated with middle researchers to discuss reasoning behind analytical choices and interpretation of findings.
 - Refined my approach based on feedback, focusing on clarity, logic, and data integrity.
 - Learned to balance independent problem-solving with teamwork, contributing to deliverables through evidence-backed reasoning.

In summary, my responsibilities allowed me to practice critical thinking at every stage, from defining research problems to interpreting insights and ensuring coherence in deliverables. The internship deepened my understanding of how consulting research integrates analytical rigor, structured reasoning, and collaborative precision.

2.3. Activities in Coordination with Co-Workers

The research and consulting environment at N&S Partners Nepal is highly collaborative, with a small, close-knit team of six members working in coordination with the Japan headquarters. Communication across offices was project-based and primarily conducted through Slack,

where updates, deliverables, and feedback were shared regularly. During active projects, communication with the Japan team occurred almost daily to ensure alignment in research direction and reporting quality.

Within the Nepal team, coordination extended beyond project execution to continuous learning and review. Regular in-person meetings were organized for training sessions, project progress discussions, critical thinking exercises, and feedback reviews. These sessions provided space for reflection, idea exchange, and structured problem-solving. The working culture encouraged analytical discussion while also allowing autonomy in individual tasks, enabling each team member to take ownership of their assignments.

My role within this structure involved both independent execution and active collaboration. I frequently took initiative in coordinating research activities and logistics while contributing my perspectives during group discussions. Feedback was provided primarily through written comments in project-specific channels, with occasional real-time discussions during meetings. I made a habit of documenting feedback and review notes for future reference, which helped in refining my analytical process and writing structure over time.

Mentorship played a central role in the coordination process. The lead researcher and middle researcher closely supervised ongoing projects and guided our approach to memo writing, translation, and analytical reasoning. Each new assignment was an opportunity to build on previous feedback and apply critical thinking more effectively. Collaboration was especially important during cluster paper writing and team sharing sessions, where members researched specific topics and presented insights collectively. These sessions improved both team alignment and individual analytical clarity.

Overall, teamwork at N&S Partners Nepal functioned as a blend of structure and intellectual freedom. Regular communication, documented feedback, and a culture of open discussion created an environment that valued precision, learning, and continuous improvement in consulting practice.

2.4. My Job Process

Through the following structured processes, I was able to effectively contribute to the mission/goals of the company while enhancing my own skills.

Task Name	Step 1	Step 2	Step 3	Step 4	Step 5
Memo Writing	Set up memo framework	Transcribe expert interview recording	Draft memo based on transcript and background research	QC by Middle Researcher / feedback incorporation	Final reporting to Japan team
Research (Data Compilation)	Define research scope and objective	Collect data from official and reliable sources	Verify and cross-check data points	Organize and clean data in Excel	Summarize findings for memo or cluster paper

Cluster Paper Writing	Conduct background research on country's economy and key industries	Identify key factors	Structure report into phases, causes, and effects	Draft analytical sections with evidence and causal logic	Review, refine, and finalize for submission
Project / Interview Logistics	Coordinate schedule with client and internal team	Prepare and send meeting link	Communicate with expert for confirmation and reminders	Update logistics tracker and checklist	Post-interview reporting and documentation
Translation (Japanese ↔ English)	Receive source materials (PPTs, documents)	Translate content with contextual and industry accuracy	Maintain layout consistency with original file	QC by Middle Researcher / feedback incorporation	Submit final translated version to Japan team

Table 2. Job Process Breakdown

2.5. Contributions as a Co-op Student in the Company

During my traineeship at N&S Partners Nepal, I was entrusted with research and consulting responsibilities that required a balance of precision, logical thinking, and adaptability. My contributions extended beyond assigned tasks, as I actively engaged in problem-solving discussions, questioned data inconsistencies, and applied structured reasoning in each stage of work. Although the specific projects I participated in remain confidential, my experience spanned multiple industries and involved close collaboration with both the Nepal and Japan teams.

- *Advancing Analytical Rigor in Research:* My primary contribution was in strengthening the depth and structure of research outputs. I worked on data compilation and validation, cross-referencing multiple sources to ensure reliability. Instead of collecting information passively, I learned to evaluate data quality, question assumptions, and identify missing variables. This analytical approach helped ensure that even preliminary research aligned with the consulting logic expected by the Japan headquarters.
- *Supporting Insightful Memo Development:* In preparing and reviewing expert interview memos, I contributed to improving clarity and reasoning within reports. I assisted in organizing transcripts, drafting memos, and ensuring that interview insights were connected logically to the research objective. In one project that required an unconventional memo format, I helped adapt the reporting structure to client-specific requirements. Through these contributions, I developed an understanding of how qualitative insights are translated into structured consulting documents.
- *Enhancing Coordination and Cross-Border Workflow:* I played an active role in ensuring smooth coordination between the Nepal office and the Japan office. My daily end-of-day updates on Slack, along with frequent progress communication, helped maintain workflow

transparency. I also assisted in managing cross-time zone logistics for client interviews and internal review sessions. These experiences taught me the importance of communication precision and accountability in a cross-cultural consulting setup.

- *Contributing to Translation and Conceptual Accuracy*: I provided translation support for internal documents and presentations between Japanese and English, as well as Nepali to English for select projects. Rather than translating word-for-word, I focused on preserving conceptual intent, terminology accuracy, and readability. This process improved my ability to interpret context and align written materials with the intended analytical purpose of the document.
- *Applying Critical Thinking and Adaptive Learning*: One of my most meaningful contributions was adopting a proactive approach to reasoning. I sought clarification whenever project scopes were ambiguous and restructured outputs based on feedback from senior researchers. This not only refined the quality of deliverables but also improved my ability to think ahead by anticipating data gaps, inconsistencies, or client expectations. Each feedback cycle became a platform for practicing analytical discipline and compositional precision.
- *Building Collaborative and Professional Maturity*: Beyond technical outputs, I contributed to fostering a collaborative work environment by participating actively in internal discussions and reflection sessions. Through continuous mentorship from senior researchers, I learned how to connect independent work with team objectives. My willingness to volunteer for extended hours and late-night coordination with international teams reflected both adaptability and commitment to collective outcomes.

My experiences allowed me to evolve from task execution toward structured problem-solving, which is a core capability in consulting research.

Chapter 3: Learning Process and Outcomes

This chapter outlines the challenges and learning processes I experienced during my traineeship at N&S Partners Nepal, along with the key outcomes derived from this period of professional development. It reflects how I approached problems methodically, applied structured reasoning to resolve them, and translated theoretical knowledge into practical research and consulting skills. The chapter also summarizes the technical and interpersonal competencies I strengthened through continuous mentorship, collaboration, and analytical work.

3.1. Challenges Encountered

Throughout my traineeship at N&S Partners Nepal, I encountered several professional challenges that helped me strengthen analytical discipline, adaptability, and problem-solving capability. These challenges were an essential part of the learning process, as they revealed the complexity of consulting work and the standards expected in a global research environment.

- Analytical and Research-Related Challenges

Adjusting to the firm's research structure and consulting logic was a gradual process. Although I was familiar with frameworks such as MECE and cause-effect analysis from my coursework, their application at N&S Partners required far greater precision, conciseness, and factual grounding. Every analytical statement needed to directly support a client's decision context, which demanded sharper reasoning and consistency.

Data availability also posed difficulties at times. Certain sources were conflicting or lacked credibility, and part of my role involved evaluating which data best aligned with project logic and client objectives. This process improved my ability to assess reliability and defend information choices logically. The shift from academic writing to a concise, evidence-driven consulting style required constant feedback and iteration, guided closely by senior researchers.

- Cross-Border Communication and Coordination

Working across time zones occasionally led to extended working hours, especially when projects involved clients or experts outside Japan. Communication also required adjustment, as I sometimes joined projects shortly before meetings and needed to quickly understand the context to contribute effectively. I learned to maintain professionalism and remain composed while catching up rapidly to ongoing discussions.

Feedback and coordination occurred across multiple platforms such as Slack for daily updates, Google Chat for feedback, and shared documents for collaborative editing. Understanding each communication channel's tone and purpose took practice, but over time I became comfortable managing updates, clarifications, and revisions efficiently.

- Quality Control and Review Process

The firm maintains a high standard of quality control, where every deliverable undergoes detailed review before submission to the Japan headquarters. Meeting these expectations within tight timelines was initially demanding. I often had to revise and refine outputs several times, ensuring accuracy, consistency, and logical flow. Each review helped me understand the

importance of structure, tone, and evidence in professional research writing. Over time, I learned to anticipate potential feedback and improve the first draft's precision.

- *Time Management and Prioritization*

Balancing multiple projects simultaneously tested my time-management skills. There were occasions when Slack updates or edited messages did not notify in real time, leading to minor communication gaps. I addressed this by creating a personal checklist and reviewing project channels more frequently. I also began preparing tasks, such as memo frameworks, in advance to reduce last-minute pressure. When deadlines overlapped, I managed workloads through careful prioritization and, when necessary, volunteered additional time to ensure project continuity.

- *Cognitive and Skill Development Challenges*

Learning to “think like a consultant” was one of the most intellectually demanding aspects of the traineeship. Moving beyond data collection to derive implications required critical questioning, synthesis, and disciplined reasoning. I gradually learned how to connect scattered information into a logical narrative and to evaluate not only what data said, but why it mattered.

Transcribing interviews, especially when translating Nepali recordings into English, also posed challenges in accuracy and clarity. Manual transcription demanded focus and linguistic judgment to preserve meaning while meeting deadlines. This task strengthened my patience, attention to detail, and respect for quality assurance in professional deliverables.

- *Collaboration and Mentorship*

I worked under the guidance of both lead and middle researchers, who provided structured feedback throughout each project. While I was always receptive to comments, the volume and frequency of revisions sometimes felt mentally demanding. Over time, I learned to process feedback constructively, recognize patterns in my errors, and adjust my working approach accordingly. This experience enhanced my resilience, self-awareness, and ability to adapt within a fast-paced consulting culture.

Taken together, these challenges contributed significantly to my professional development. The analytical precision, communication discipline, and commitment to quality that initially felt demanding became defining aspects of my growth, strengthening both my problem-solving ability and adaptability to consulting standards.

3.2. Problem-Solving Approaches Uses

Problem-solving was an integral part of daily work, particularly because consulting projects required both analytical precision and timely execution. The firm's emphasis on independent reasoning encouraged me to analyze each issue logically before seeking validation from senior members. My approach to resolving challenges evolved into a structured process involving identification, analysis, hypothesis testing, collaboration, and documentation.

- *Logical Breakdown and Root Cause Analysis*

Whenever I encountered issues such as conflicting data, unclear project scopes, or condensed timelines, my first instinct was to break down the problem logically into smaller components. This approach followed the MECE (Mutually Exclusive, Collectively Exhaustive) principle, which is fundamental in consulting and ensures that all possible elements of a problem are covered without overlap (Gupta, 2025).

For example, when industry datasets showed inconsistent figures, I applied the “5 Whys” method of root cause analysis (Brit, 2025) to trace whether the inconsistency stemmed from data recency, source credibility, or differing definitions. This logical structuring helped me identify not only what was wrong but why it occurred, allowing me to propose reasoned solutions instead of surface corrections.

- *Applying the Pyramid Principle for Communication and Reasoning*

A core part of my problem-solving development involved learning to present ideas using Barbara Minto’s Pyramid Principle, which emphasizes that reasoning should flow from conclusion to supporting arguments, not the other way around (Liz, 2025).

At N&S Partners, I applied this principle while drafting memos and cluster papers. I learned to start with the main insight or key finding, followed by grouped supporting evidence organized logically under each point. This not only improved clarity for readers but also strengthened my analytical thinking by requiring me to identify the hierarchy of information before writing.

For example, when summarizing expert interview insights, I structured paragraphs so that the main message appeared first, followed by logical clusters of reasons, examples, and implications. This process made my writing concise, persuasive, and aligned with professional consulting standards.

- *Independent Analysis and Hypothesis Validation*

Before consulting with senior researchers, I made it a point to first attempt an independent analysis. For each challenge, whether related to unclear data interpretation, formatting, or memo structure, I framed a working hypothesis, tested possible solutions, and later sought validation. This hypothesis-driven approach, widely adopted in consulting (Liedtka, 2006), allowed me to build confidence in analytical reasoning and take ownership of my work.

By validating my thought process rather than relying on step-by-step instruction, I developed self-reliance and learned how to structure my logic in a way that could be constructively challenged and refined.

- *Collaboration and Guided Refinement*

While independence was valued, collaboration was equally essential to maintaining accuracy and consistency. For problems requiring alignment with existing templates or Japan-side expectations, I consulted with middle researchers to cross-verify deliverables. This peer feedback process functioned as an internal quality assurance step, improving not just outputs but also my understanding of professional review mechanisms.

In several cases, referencing past deliverables and documentation from Japan HQ helped me align both the analytical tone and reporting structure of new outputs, ensuring uniformity across teams.

- Process Improvement and Data Organization

I contributed to internal process improvement by suggesting ways to better organize datasets for research tracking. Through clarifying questions and iteration, I developed standardized Excel structures that simplified data referencing during memo writing. These small process enhancements improved information flow and reduced redundancy during quality control (QC) stages.

- Documentation and Reflective Learning

Throughout my internship, I maintained a documentation system to record challenges, decisions, and feedback. This reflective practice, consistent with Kolb's Experiential Learning Cycle (Kolb, 1984), allowed me to convert experiences into structured learning. By documenting how each issue was resolved, I built a personal reference library that improved my ability to manage similar situations more efficiently in subsequent projects.

Overall, my problem-solving approach evolved into a balance of analytical reasoning, structured communication, and continuous reflection. Frameworks like MECE, the Pyramid Principle, and hypothesis-based reasoning enabled me to think systematically, communicate with clarity, and maintain precision under time-sensitive conditions.

3.3. Examples of Problem Resolution

During my internship, I encountered multiple situations that required critical analysis, adaptability, and structured problem-solving. The following examples highlight how I approached and resolved such challenges in real project environments.

- Challenge: Data Inconsistency Across Sources

While conducting secondary research for an ongoing project, I encountered conflicting information from multiple industry sources regarding company market shares and production volumes. Such discrepancies are common in consulting research but can affect the credibility of insights.

Solution:

I approached the issue by assessing the reliability and publication dates of each source. I verified data consistency through cross-referencing with official databases, recent financial reports, and credible industry associations. Applying the MECE framework helped me organize information into logical categories for easier validation.

Result:

The reconciled dataset maintained both accuracy and consistency and was later integrated into the final project report after internal quality checks. This experience strengthened my ability to exercise professional judgment when interpreting quantitative data.

- *Challenge: Late Addition to Ongoing Project Discussions*

On several occasions, I was added to meetings with little prior notice, especially for projects already in progress. In such situations, being unprepared could easily lead to misunderstandings or hinder effective participation.

Solution:

To adapt, I quickly reviewed available project materials, previous memos, and recent Slack discussions to grasp the project scope within a limited timeframe. I also prepared a concise set of potential discussion points and clarifying questions to ensure I could contribute meaningfully without disrupting the meeting flow.

Result:

This proactive approach allowed me to participate effectively and provide value during discussions despite the short preparation time. It also improved my ability to synthesize large volumes of information under pressure and remain composed in dynamic consulting settings.

- *Challenge: Overlapping Deadlines and Time-Zone Coordination*

Consulting projects at N&S Partners often operate under compressed timelines, with deliverables linked to multiple time zones. There were instances when project deadlines coincided with evening coordination meetings with international teams.

Solution:

To manage this effectively, I prioritized high-impact tasks and prepared certain materials, such as memo frameworks or data tables, in advance. I maintained detailed personal trackers to monitor progress and avoid missing smaller updates. When necessary, I extended working hours to ensure submissions remained on time without compromising quality.

Result:

All assigned tasks were completed within deadlines, and feedback on timeliness and reliability was consistently positive. This experience helped me cultivate discipline, accountability, and professional endurance, which are qualities essential for consulting work.

- *Challenge: Maintaining Translation Accuracy and Context*

During translation tasks involving Japanese to English and Nepali to English documents, ensuring both linguistic accuracy and contextual relevance was essential. Even minor misinterpretations could affect how the research intent or analytical nuance was conveyed.

Solution:

To ensure precision, I used two translation platforms for initial drafts and then refined the text through manual review. I cross-checked each segment with the project's research objectives and confirmed that the translation reflected the intended meaning rather than direct word-for-word equivalence.

Result:

The final translations maintained conceptual clarity and tone consistency and were approved during the quality control (QC) stage without major revisions. This process enhanced my sensitivity to language context and the importance of precision in cross-cultural communication.

3.4. Recommendations to the Company

Based on my traineeship experience, I observed a highly organized and disciplined consulting environment, supported by structured workflows, formal training systems, and clear expectations for deliverables. The following recommendations are intended not as criticisms, but as reflections that could further enhance the firm's efficiency, communication flow, and work sustainability for future trainees and researchers.

- Encourage Gradual Learning Progression for Trainees:
The formal training process and access to reading materials provided a strong foundation for learning consulting logic and frameworks such as MECE and the Pyramid Principle. However, since the learning curve in consulting is steep, allowing room for gradual reinforcement and structured pacing could strengthen long-term understanding. Enforcing a slightly slower learning rhythm in certain training stages, especially when complex concepts are introduced, would allow trainees to internalize methodologies more deeply and apply them more confidently in live projects.
- Introduce a Clear Communication Etiquette Guideline:
Communication within the team is professional and transparent, primarily managed through Slack and Google Chat. However, given the precision expected in tone and response, a concise communication etiquette guideline could help new members align more quickly with team norms. For instance, clarifying preferred response formats, reaction usage, and acknowledgment protocols would prevent misunderstandings, particularly for interns who are still adapting to the professional environment. This would maintain efficiency while ensuring consistency in professional communication standards.
- Balance Task Allocation During High-Pressure Periods:
N&S Partners handles multiple projects simultaneously, often involving cross-border coordination with the Japan headquarters. While the shared calendars and trackers already provide visibility into workloads, task distribution during high-pressure periods could be monitored more closely. At times, impromptu requests from international team members may overlap with pre-assigned tasks, increasing workload intensity. A more balanced task allocation approach, or a short review checkpoint during overlapping timelines, could help maintain quality while protecting long-term work sustainability and morale.
- Maintain and Expand Knowledge Sharing Practices:
The company's Knowledge Warehouse and learning materials are already valuable resources that document past projects and training modules. To build upon this, occasional internal sharing sessions or project retrospectives could be organized to reflect on unique

challenges and lessons learned from recent projects. Such discussions would complement existing materials by providing context-specific learning, enhancing the collective knowledge base of the firm.

These recommendations are based on my firsthand observations during the traineeship and are intended to support N&S Partners Nepal in further strengthening its consulting excellence, operational efficiency, and learning culture as it continues to expand its role in cross-border research and strategic projects.

3.5. Technical and Soft Skills Acquired

During my traineeship at N&S Partners Nepal, I had the opportunity to build a strong foundation in both research and consulting work. Being involved in multiple projects with the Japan headquarters exposed me to new ways of thinking, higher expectations for precision, and a fast-paced professional environment. Over time, I developed a combination of technical and soft skills that helped me work more confidently and effectively as part of the team.

- *Technical Skills:*
 - *Research and Data Analysis:* Learned how to collect, organize, and evaluate information from credible sources, and turn raw data into meaningful insights that support client understanding.
 - *Consulting Frameworks:* Practiced using structured approaches such as MECE and the Pyramid Principle to make research outputs more logical, focused, and easy to follow.
 - *Memo and Report Writing:* Improved my ability to write clear, concise, and well-structured documents by summarizing expert interviews and organizing information for client use.
 - *Excel and Data Management:* Became more comfortable working with Excel to clean, cross-check, and format datasets in a standardized way for analysis and reporting.
 - *Cross-Cultural Coordination:* Gained experience in coordinating with teams in Japan, learning to manage updates, meeting schedules, and communication styles across different time zones.
 - *Translation and Accuracy:* Strengthened my translation skills between Japanese and English by focusing on meaning and tone rather than direct word-for-word conversion.
 - *Quality Control and Review:* Understood how even small details, such as data accuracy or sentence structure, affect the credibility of consulting deliverables.
 - *Documentation and Knowledge Sharing:* Built the habit of keeping personal notes and reflections to track what worked well and what could be improved for future tasks.
- *Soft Skills:*
 - *Critical Thinking:* Learned to look beyond surface-level information, identify the root cause of issues, and structure my reasoning clearly.
 - *Problem-Solving:* Developed the confidence to handle challenges such as missing data, time pressure, and evolving project requirements with a calm, solution-oriented mindset.
 - *Time Management:* Learned to plan my work better, stay organized across projects, and meet deadlines without compromising on quality.

- Professional Communication: Improved my communication style to be clear, respectful, and concise, especially when coordinating through Slack or email with senior researchers.
- Adaptability: Adjusted quickly to new topics, industries, and expectations while staying open to feedback and change.
- Teamwork and Collaboration: Understood the importance of listening to others' perspectives and contributing constructively to shared goals.
- Attention to Detail: Realized how accuracy, formatting, and tone reflect professionalism and credibility in consulting work.
- Accountability: Learned to take full responsibility for assigned tasks, even when projects were challenging or time-sensitive.
- Continuous Learning: Developed a mindset of learning through reflection, treating every feedback or mistake as a chance to refine my thinking and grow professionally.

3.6. Implementation/Application of Coursework to Real Working Situations

My academic coursework provided the theoretical base that I was able to apply in practical ways during my traineeship at N&S Partners Nepal. Working in a research and consulting environment required analytical precision, structured communication, and the ability to translate academic frameworks into real-world problem-solving.

- Research Methodology and Data Analysis
Concepts from research methodology and statistics helped me approach every project with a logical structure. I learned to define objectives clearly, evaluate data reliability, and identify skewness or bias in datasets before drawing conclusions. For instance, while compiling numerical data for one market study, I used statistical reasoning to check for data distortion and ensure that the conclusions drawn were balanced and defensible. These analytical habits allowed me to produce cleaner, more credible datasets and reports.
- Strategy and Management Courses
Lessons from management and strategy courses taught me to apply frameworks like hypothesis-driven problem solving, where I framed possible explanations before testing them with research evidence. This approach helped me stay focused when analyzing complex information, as it prevented unnecessary data collection and improved efficiency. I also applied decision-making logic learned in class to prioritize issues based on their relevance to client objectives and project timelines.
- Operations and Project Management
The project management principles covered in coursework became useful for task scheduling and progress tracking. I applied tools such as Gantt chart logic and backward planning in spreadsheets to plan deliverables ahead of time. This helped me stay prepared for overlapping assignments and adapt quickly when last-minute changes were introduced.
- International Business and Cross-Cultural Communication
Theories from international business and cross-cultural management directly related to the work culture at N&S Partners. Understanding how communication styles and expectations

differ across countries helped me coordinate more effectively with the Japan headquarters. I learned to adapt tone and phrasing when sending updates or clarifications, maintaining both clarity and professionalism across teams.

- *Business Communication and Professional Writing*

The writing and presentation skills I gained from business communication courses were essential for preparing memos, summaries, and PowerPoint slides. My strong command of English and vocabulary helped me communicate ideas clearly and with the right tone for a consulting environment. I learned to write in a concise and logical manner, beginning with the main idea and then supporting it with relevant facts and examples. This approach made documents easier to review and ensured that my communication remained clear, precise, and professional in both internal and client-facing contexts.

- *Marketing and Consumer Understanding*

Although I was not directly engaged in marketing, concepts from consumer behavior and market segmentation were useful in understanding how companies position themselves within industries. These theories helped me interpret expert interviews more effectively and identify factors influencing demand and brand strategy across different markets.

- *Use of Digital Tools and AI Applications*

My coursework in digital literacy and frequent use of Excel, PowerPoint, and collaborative platforms like Google Docs proved essential for daily operations. I also explored AI-assisted tools to speed up initial data organization and translation checks, while ensuring final reviews were done manually to maintain accuracy and judgment. This integration of technology improved productivity without compromising quality.

3.7. Co-op Learning Experience and Outcomes

My traineeship at N&S Partners Nepal was one of the most formative learning experiences I have had so far. It helped me understand how theoretical concepts from my studies translate into actual consulting work and what it means to perform in a professional environment where precision, structure, and discipline are non-negotiable. My internship at N&S Partners provided invaluable learning experiences across multiple business functions:

- *Structured Thinking and Analytical Maturity*

During my traineeship, I learned to think more logically and approach each task with structure rather than habit. I learned to:

- Approach problems logically by identifying objectives, forming hypotheses, and testing them with data.
- Shift from collecting large amounts of information to focusing on what is most relevant to the project.
- Improve the ability to connect multiple data points into coherent insights that support decision-making.
- Understand how structured frameworks like hypothesis-based reasoning and MECE thinking improve clarity and precision.

- Communication Precision and Cross-Cultural Awareness

Working with both the Nepal and Japan teams taught me how important clarity and tone are in a professional environment. I developed confidence to:

- Strengthen clarity, tone, and structure in written communication for internal and cross-border teams.
- Learn to adapt communication styles for different cultural contexts when coordinating with the Japan headquarters.
- Recognize the importance of timing, accuracy, and tone in professional messages, especially in Slack and email updates.
- Become more patient and understanding while working across different time zones and professional cultures.

- Work Discipline and Ownership

The fast-paced consulting environment helped me build consistency, responsibility, and professional reliability. I learned to:

- Build the habit of planning tasks proactively and maintaining steady progress across multiple projects.
- Take complete ownership of assigned work without depending on continuous supervision.
- Manage overlapping deadlines and late-night meetings while ensuring consistency in output quality.
- Develop reliability, focus, and a sense of professional accountability.

- Learning Agility and Adaptability

Every project introduced new topics and expectations, which strengthened my ability to learn quickly and adjust with purpose. I developed the capacity to:

- Adapted quickly to new industries, topics, and project requirements through self-study and feedback.
- Learned to accept revisions and feedback as part of professional growth, not as setbacks.
- Strengthened the ability to transfer learnings from one project to another to work more efficiently.
- Developed the mindset to continuously refine approaches based on what worked best.

- Project Management and Time Discipline

The consulting environment required me to handle multiple tasks simultaneously while maintaining accuracy and consistency. I learned to:

- Plan deliverables in advance to meet overlapping deadlines.
- Manage shifting priorities and integrate feedback under tight time constraints.
- Balance independent execution with regular communication for progress tracking.
- Document work systematically for transparency and version control.

- Professional Growth and Critical Thinking

The overall work experience strengthened my ability to think critically, adapt quickly, and take ownership of responsibilities. I developed confidence in:

- Approaching new industries and topics with curiosity and structure.
- Handling feedback positively and improving through each review cycle.
- Maintaining accountability and reliability in team-based projects.
- Thinking beyond task execution to understand the reasoning behind each assignment.



Chapter 4: Conclusion

This chapter presents a comprehensive reflection on my cooperative learning experience at N&S Partners Nepal, where I worked in a professional consulting and research environment. It summarizes the key learnings, achievements, and personal growth that emerged over the course of the traineeship. The chapter also discusses the challenges encountered, the strategies used to overcome them, and suggestions to enhance the co-op learning process. Finally, it includes my personal reflections on how this experience has shaped my analytical mindset, work ethic, and preparedness for future professional endeavors.

4.1. Summary of Highlights from my Co-op experience at N&S Partners

Throughout my traineeship at N&S Partners Nepal, I engaged in a range of analytical and coordination activities that strengthened my understanding of consulting research and project management. I was involved in projects that required market research, data compilation, expert interview memos, translation, and meeting logistics, which together provided a comprehensive view of how consulting deliverables are produced and refined.

While my overall experience at N&S Partners Nepal was highly enriching and transformative, it also came with challenges that tested my adaptability and problem-solving abilities. The consulting environment is fast-paced and detail-oriented, which often required me to balance precision, communication, and time management simultaneously. These challenges, though demanding, became important parts of my learning journey and helped me understand the realities of working in a professional consulting setting.

4.2. Self-assessment for Professional Development

The traineeship at N&S Partners Nepal helped me see myself more clearly as a professional. Working on real consulting projects, receiving feedback from mentors, and collaborating closely with the team made me aware of both my strengths and the areas where I still have room to grow. It was through this mix of challenge and guidance that I began to understand how I work best and what I need to keep developing to perform better in a research and consulting setting.

- *Strengths*: Some of my strengths were newly developed during the traineeship, while others were refined and strengthened through continuous application.
 - *Adaptability*: I was able to adjust quickly to shifting priorities and timelines. Working on multiple projects with different requirements taught me how to remain flexible while maintaining focus and quality under pressure.
 - *Analytical and Research Skills*: I became more confident in gathering, organizing, and interpreting data to draw logical insights. I learned to identify credible sources, verify inconsistencies, and support conclusions with evidence rather than assumption.
 - *Communication and Collaboration*: Regular coordination with both the Nepal and Japan teams helped me become more deliberate with tone and clarity. I learned how to structure my communication according to the audience, whether discussing analytical content or logistical details.

- Professional Discipline: The consulting workflow at N&S Partners demands consistency and accuracy. Through repeated reviews and revisions, I developed a stronger sense of ownership, accountability, and attention to detail in every output.
- Critical Thinking: I improved my ability to question data, challenge assumptions, and look at problems from multiple perspectives before forming conclusions. This helped me transition from task-based execution to more logical, insight-driven reasoning.
- Areas for Development: While I gained significant exposure to consulting research and operations, the experience also made me aware of specific areas where I can continue to grow.
 - Strategic Perspective: I aim to strengthen my ability to connect individual research tasks with broader project objectives and long-term client goals. Developing a more strategic lens will help me think beyond data and focus on implications.
 - Technical Proficiency: I would benefit from expanding my technical skills, particularly in advanced Excel functions, data visualization, and automation tools that improve analytical efficiency.
 - Quantitative Depth: Although I am comfortable with qualitative insights, I want to deepen my ability to interpret numerical data and apply statistical reasoning in complex research contexts.
 - Decision-Making Confidence: I plan to work on building more confidence in proposing solutions independently, supported by structured reasoning and evidence.
 - Work-Life Balance Awareness: Given the demanding nature of consulting timelines, I recognize the importance of managing energy and maintaining sustainable productivity without compromising performance.

4.3. Benefits from the Internship for Future career

This internship at N&S Partners Nepal has provided several meaningful benefits that will positively influence my future career.

- Practical Experience in Consulting Research
Working on different consulting projects gave me hands-on experience in market research, data analysis, and report writing. Understanding how structured research supports real business decisions has helped me develop a more practical and logical approach to problem-solving.
- Versatile Skill Set
The variety of tasks I handled, from data compilation and memo drafting to translation and meeting coordination, helped me build a flexible set of skills. These include analytical thinking, teamwork, communication, and attention to detail, all of which will be useful in any professional field I choose to pursue.
- Exposure to Cross-Border Collaboration

Working with both the Nepal and Japan teams gave me valuable experience in cross-cultural communication. Learning to coordinate across time zones and adapt to different working styles has improved my confidence in working within international teams.

- *Real-World Problem-Solving*

The internship taught me how to handle real challenges under time constraints. I learned how to organize tasks, verify information, and make quick yet thoughtful decisions. This experience strengthened my ability to stay composed, practical, and solution-oriented.

- *Professional Network*

Collaborating with mentors and colleagues at N&S Partners Nepal allowed me to build a strong professional network. The feedback and guidance I received from senior researchers have been valuable in shaping how I think and work. These relationships will continue to guide me in my professional growth.

- *Industry and Consulting Knowledge*

The internship gave me exposure to consulting as a profession and how research is used to understand industries, markets, and businesses. This understanding of how insights are built and communicated has provided a solid base for future work in research or strategy-related fields.

- *Career Direction*

Most importantly, this experience helped me identify my long-term interests. I found myself drawn to analytical work, structured writing, and collaborative research. This realization has clarified my goal of continuing to grow in consulting and strategy-driven roles.

Overall, the experience at N&S Partners Nepal has helped me combine academic knowledge with real consulting practice. It has improved my employability, strengthened my professional confidence, and provided a clearer sense of direction for my future career path.

4.4. Limitations of the Co-op Studies

While the cooperative learning experience at N&S Partners Nepal offered significant professional exposure and practical insight into consulting research, a few limitations shaped the overall scope of learning. These were not shortcomings of the program itself, but natural boundaries that come with being a trainee in a high-standard professional environment.

One limitation was the restricted level of access to certain stages of consulting operations. Since interns primarily assist with research, data organization, and coordination tasks, exposure to client discussions, strategic decision-making, or financial planning processes was understandably limited. This meant that while I gained depth in execution and analysis, my understanding of upper-level consulting strategy remained largely observational.

Another limitation was the short duration of the traineeship, which made it challenging to experience the complete lifecycle of larger projects. Many consulting assignments extend over

several months, and I often joined midway or transitioned before final submission. As a result, I could not always see the long-term impact or outcome of the work I contributed to.

In addition, the nature of some assignments, particularly repetitive documentation or formatting tasks, while necessary for quality assurance, offered fewer opportunities for creative or independent problem-solving. However, even these tasks contributed to building discipline, attention to detail, and process awareness.

Finally, working within a cross-border team structure occasionally limited real-time discussions and informal learning moments. Time-zone differences and virtual coordination meant that interactions often remained task-focused rather than exploratory, reducing opportunities for spontaneous brainstorming or mentorship conversations.

Despite these limitations, the experience provided a realistic understanding of how consulting teams function within structured, high-performance settings. It also highlighted areas where longer engagement or greater exposure could further strengthen my professional development in the future.

4.5. Recommendations for the Co-Op Studies

Based on my experience, I believe the university can make the co-op program even more impactful by helping students prepare for the realities of professional life beyond technical knowledge. For many students, the internship is their first encounter with a structured workplace, and additional preparation in understanding its complexities would make the transition smoother and more productive.

Before the internship, the university could conduct orientation sessions focused on workplace behavior and communication. Learning how to manage responsibilities, navigate professional hierarchies, and maintain clear yet respectful communication would help students adjust faster. Understanding workplace boundaries, confidentiality, and appropriate conduct in both in-person and digital communication is equally important.

In addition, training on soft skills such as time management, self-discipline, adaptability, and teamwork would give students a strong foundation for success. Many first-time interns struggle not because of lack of knowledge, but because of difficulty balancing multiple priorities or responding to feedback constructively. Sessions on handling workplace pressure, meeting deadlines, and maintaining mental resilience would be particularly valuable.

The university could also offer career guidance sessions that give students insight into the job market and different career pathways. These could include short talks by alumni or industry professionals who share experiences about starting their careers, common early-career challenges, and how to set realistic growth goals.

Lastly, encouraging placements in research-based, consulting, or international organizations would continue to expose students to diverse work cultures, professional standards, and

performance expectations. Such opportunities push students to develop independence, problem-solving ability, and confidence in working with people from different backgrounds.

Overall, these initiatives would help students enter the workplace not only as learners but as prepared professionals who can adapt, contribute, and grow.

4.6. Final Reflections

Reflecting on the past few months, I can confidently say that my traineeship at N&S Partners Nepal has been a defining part of my academic and personal growth. It gave me the opportunity to apply what I had learned in the classroom to real consulting projects, where every detail and decision carried professional significance. This experience not only improved my research and analytical abilities but also taught me the discipline, precision, and accountability that define consulting work.

Through this internship, I developed a deeper appreciation for structured thinking, teamwork, and the value of feedback. I learned how to manage multiple priorities, stay composed under pressure, and contribute meaningfully within a professional team. The mentorship and guidance I received from my seniors helped me refine the way I think and communicate, both as a researcher and as a learner.

More importantly, this experience helped me gain clarity about the kind of professional I aspire to become. I discovered a genuine interest in consulting research, structured analysis, and problem-solving. The exposure to real-world challenges and collaboration with cross-border teams has strengthened my confidence and adaptability.

Overall, this internship was not just an academic requirement but a pivotal step toward my professional journey. It has given me a clearer sense of direction, a stronger sense of purpose, and the confidence to continue growing as a thoughtful, capable, and responsible professional.

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Appendices

Appendix A: Weekly Log

Name of the Student: Pratibha Rajbanshi

Name of the Organization: N&S Partners Pvt. Ltd.

Name of Organization's Supervisor: Subham Agrawal

Date: July 21, 2025 - Ongoing

Week 1 (2025-07-21 to 2025-07-25)				
Monday (2025-07-21)	Tuesday (2025-07-22)	Wednesday (2025-07-23)	Thursday (2025-07-24)	Friday (2025-07-25)
<ul style="list-style-type: none"> • Orientation • Reviewed slide templates and guides (2022 & 2023 formats) • Learned about master slides, grouping principles, etc. • Went through past projects • Studied cluster papers 	<ul style="list-style-type: none"> • Cluster paper study • Training session by the lead researcher 	<ul style="list-style-type: none"> • Went through 3 cluster papers • Case study and reflection session 	<ul style="list-style-type: none"> • Read 2 recommended books • Group discussion on case study • Past project package material walk-through session 	<ul style="list-style-type: none"> • Memo training session • Studied memo methodologies and past examples
Week 2 (2025-07-28 to 2025-08-01)				
Monday (2025-07-28)	Tuesday (2025-07-29)	Wednesday (2025-07-30)	Thursday (2025-07-31)	Friday (2025-08-01)
<ul style="list-style-type: none"> • Introduction to TMS • Cluster paper research • Memo feedback session • Case study group discussion (GD) 	<ul style="list-style-type: none"> • Memo II writing • Case study and reflection session no. 2 	<ul style="list-style-type: none"> • Memo II and III feedback • Cluster Paper no. 1 research 	<ul style="list-style-type: none"> • Memo writing framework • Updated reflection sheet and my notes 	<ul style="list-style-type: none"> • Memo framework and memo writing (worked on multiple memos) • Cluster Paper no. 1 research and group discussion
Week 3 (2025-08-04 to 2025-08-08)				
Monday (2025-08-04)	Tuesday (2025-08-05)	Wednesday (2025-08-06)	Thursday (2025-08-07)	Friday (2025-08-08)

<ul style="list-style-type: none"> • Memo IV Training • Case study GD and work • Project 1 expert interview questions walkthrough 	<ul style="list-style-type: none"> • Project 1: questionnaire discussion, ppt revision, and memo framework preparation • Case study and reflection: topic no. 2 	<ul style="list-style-type: none"> • Project 1 memo corrections and reflection • Case study reflection • Cluster paper no. 1: discussion and research 	<ul style="list-style-type: none"> • Cluster paper no. 1 research • Documented comments on memo writing 	<ul style="list-style-type: none"> • Memo reflection session • Cluster paper no.1 review • Research on case study (Uber) • Expert interview with Client A and mini huddle
Week 4 (2025-08-11 to 2025-08-15)				
Monday (2025-08-11)	Tuesday (2025-08-12)	Wednesday (2025-08-13)	Thursday (2025-08-14)	Friday (2025-08-15)
<ul style="list-style-type: none"> • Project 1: transcript generation and correction • Project 1: memo making 	<ul style="list-style-type: none"> • Project 1: memo review and corrections • Case study (Uber): GD, and research 	<ul style="list-style-type: none"> • Project 1: memo review • Cluster paper no. 1 presentation • Case study (Uber) research and discussion 	<ul style="list-style-type: none"> • Project 1: memo review • Case study (Uber) GD • Sharing session (Uber case study) • Practiced critical reasoning questions 	<ul style="list-style-type: none"> • Expert interview no. 2, and transcript preparation, memo making • Sharing session • Reviewed project papers
Week 5 (2025-08-18 to 2025-08-22)				
Monday (2025-08-18)	Tuesday (2025-08-19)	Wednesday (2025-08-20)	Thursday (2025-08-21)	Friday (2025-08-22)
<ul style="list-style-type: none"> • Expert interview no. 2, memo making • Memo review with Seniors 	<ul style="list-style-type: none"> • Expert interview no. 2, memo making • Project 2: documents and slides walkthrough • Meeting with the Japan team • Sharing session GD • Cluster paper no. 1 GD 	<ul style="list-style-type: none"> • Expert interview no. 2 memo finalization • Project 2: team discussion • Sharing session GD 	<ul style="list-style-type: none"> • Project 1: 2nd memo review and corrections • Sharing session research and preparation • Project 2: desk research (DR) 	<ul style="list-style-type: none"> • Project 2: DR • Cluster paper no. 1 50% complete
Week 6 (2025-08-25 to 2025-08-29)				
Monday (2025-08-25)	Tuesday (2025-08-26)	Wednesday (2025-08-27)	Thursday (2025-08-28)	Friday (2025-08-29)

<ul style="list-style-type: none"> • Project 2: DR • Cluster paper no. 1 review 	<ul style="list-style-type: none"> • Public holiday in Nepal: Teej 	<ul style="list-style-type: none"> • Project 2: DR • Sharing session • S&M discussions • Team memo review 	<ul style="list-style-type: none"> • Sharing session presentation • S&M material finalization • Cluster paper no. 2 GD, research • Project 2: sheet design 	<ul style="list-style-type: none"> • Project 3: project material walkthrough • Project 3: memo framework preparation • Project 3: expert interview no. 1
Week 7 (2025-09-01 to 2025-09-05)				
Monday (2025-09-01)	Tuesday (2025-09-02)	Wednesday (2025-09-03)	Thursday (2025-09-04)	Friday (2025-09-05)
<ul style="list-style-type: none"> • Project 3: transcript preparation, memo making 	<ul style="list-style-type: none"> • S&M: company research • Cluster paper no. 2 review • Sharing and reflection session 	<ul style="list-style-type: none"> • Updated reflection sheet • S&M: company research • Cluster paper no. 2 work and GD • Research on a specific requirement 	<ul style="list-style-type: none"> • Research continued from Wednesday • Cluster paper no. 2 writing and GD • S&M slide making 	<ul style="list-style-type: none"> • Cluster paper no. 2 writing and GD
Week 8 (2025-09-08 to 2025-09-12)				
Monday (2025-09-08)	Tuesday (2025-09-09)	Wednesday (2025-09-10)	Thursday (2025-09-11)	Friday (2025-09-12)
<ul style="list-style-type: none"> • Cluster paper no. 2 editing • S&M discussion • Project 4: research and info communication 	<ul style="list-style-type: none"> • Leave 	<ul style="list-style-type: none"> • Project 1 (AS_HMI): translation and checking completed • Cluster paper no. 2 research and writing 	<ul style="list-style-type: none"> • Cluster paper no. 2 GD, research and writing • S&M: company research • Project 5: DR 	<ul style="list-style-type: none"> • Project 5: data entry • Cluster paper no. 2 GD, and content finalization
Week 9 (2025-09-15 to 2025-09-19)				
Monday (2025-09-15)	Tuesday (2025-09-16)	Wednesday (2025-09-17)	Thursday (2025-09-18)	Friday (2025-09-19)

<ul style="list-style-type: none"> Project 6: proj. meeting and research 	<ul style="list-style-type: none"> Project 5: DR, and meeting with the Japan team Project 2: team meeting 	<ul style="list-style-type: none"> Project 3: research Project 5: team meeting 	<ul style="list-style-type: none"> Project 5: research Project 4: meeting on logistics management Project 4: translation Project 6: project update meeting 	<ul style="list-style-type: none"> Project 5: DR Project 6: DR
Week 10 (2025-09-22 to 2025-09-26)				
Monday (2025-09-22)	Tuesday (2025-09-23)	Wednesday (2025-09-24)	Thursday (2025-09-25)	Friday (2025-09-26)
<ul style="list-style-type: none"> Project 5: research Project 4: mock interview, questionnaire editing Project 6: DR 	<ul style="list-style-type: none"> Sharing session preparation Debate (Training session) Project 4: logistics checklist creation Project 6: DR and reporting 	<ul style="list-style-type: none"> Project 6: DR Project 4: logistics meeting and documentation, follow-up with the interviewee Project 5: progress update meeting Cluster paper no. 2 group discussion 	<ul style="list-style-type: none"> Project 4: interview logistics check Project 4: interview 1 conducted Project 6: progress update Project 5: research 	<ul style="list-style-type: none"> Project 6: output discussion and research Project 3: transcript making Cluster paper no. 2 group discussion
Week 11 (2025-09-29 to 2025-10-03)				
Monday (2025-09-29)	Tuesday (2025-09-30)	Wednesday (2025-10-01)	Thursday (2025-10-02)	Friday (2025-10-03)
<ul style="list-style-type: none"> NSP Dashain Holiday 	<ul style="list-style-type: none"> NSP Dashain Holiday 	<ul style="list-style-type: none"> NSP Dashain Holiday 	<ul style="list-style-type: none"> NSP Dashain Holiday 	<ul style="list-style-type: none"> Project 5: questionnaire run through and discussion Kadence: updated logistics checklist for Interview 2 TMS and reflection sheet update
Week 12 (2025-10-06 to 2025-10-10)				
Monday (2025-10-06)	Tuesday (2025-10-07)	Wednesday (2025-10-08)	Thursday (2025-10-09)	Friday (2025-10-10)

<ul style="list-style-type: none"> • Project 4: file management • Project 6: run through project description and attended the meeting 	<ul style="list-style-type: none"> • Project 4: logistics management and worked on deliverables 	<ul style="list-style-type: none"> • Training on various topics • Case study on a business 	<ul style="list-style-type: none"> • Sick leave 	<ul style="list-style-type: none"> • Training and feedback session on case studies
Week 13 (2025-10-13 to 2025-10-17)				
Monday (2025-10-13)	Tuesday (2025-10-14)	Wednesday (2025-10-15)	Thursday (2025-10-16)	Friday (2025-10-17)
<ul style="list-style-type: none"> • Training on slides making, and case study 	<ul style="list-style-type: none"> • Project 4: quality checking of a deliverable assigned • Training sessions 	<ul style="list-style-type: none"> • Training session • Research on tools to purchase for the firm 	<ul style="list-style-type: none"> • Training session 	<ul style="list-style-type: none"> • Sharing session by seniors on specific past projects
Week 14 (2025-10-20 to 2025-10-24)				
Monday (2025-10-20)	Tuesday (2025-10-21)	Wednesday (2025-10-22)	Thursday (2025-10-23)	Friday (2025-10-24)
<ul style="list-style-type: none"> • NSP Tihar holiday 	<ul style="list-style-type: none"> • NSP Tihar holiday 	<ul style="list-style-type: none"> • NSP Tihar holiday 	<ul style="list-style-type: none"> • NSP Tihar holiday 	<ul style="list-style-type: none"> • Project 5: research and data input • Project 7: research
Week 14 (2025-10-27 to 2025-10-31)				
Monday (2025-10-27)	Tuesday (2025-10-28)	Wednesday (2025-10-29)	Thursday (2025-10-30)	Friday (2025-10-31)
<ul style="list-style-type: none"> • Project 5: research and data input • Project 7: research 	<ul style="list-style-type: none"> • Project 5: slide making • Project 7: research 	<ul style="list-style-type: none"> • Project 5: slide making • Project 7: research 	<ul style="list-style-type: none"> • Project 5: slide review and update • Project 7: research 	<ul style="list-style-type: none"> • Training session • Team lunch
Week 15 (2025-11-03 to 2025-11-07)				
Monday (2025-11-03)	Tuesday (2025-11-04)	Wednesday (2025-11-05)	Thursday (2025-11-06)	Friday (2025-11-07)

<ul style="list-style-type: none"> Project 9: research 	<ul style="list-style-type: none"> Project 8: outreach and communication 	<ul style="list-style-type: none"> Project 5: slide making, transcript making, minute writing 	<ul style="list-style-type: none"> Project 5: participated in 3 meetings and worked on a deliverable 	<ul style="list-style-type: none"> Project 5: participated in 3 meetings, and worked on a deliverable
Week 16 (2025-11-10 to 2025-11-14)				
Monday (2025-11-10)	Tuesday (2025-11-11)	Wednesday (2025-11-12)	Thursday (2025-11-13)	Friday (2025-11-14)
<ul style="list-style-type: none"> Project 5: worked on deliverables Project 6: checked the requirements and prepared questions 	<ul style="list-style-type: none"> Sick leave 	<ul style="list-style-type: none"> Project 5: attended various meetings, worked on deliverables 	<ul style="list-style-type: none"> Project 5: attended various meetings, worked on deliverables 	<ul style="list-style-type: none"> Project 5: attended a meeting, and sent the required preliminary documents



Appendix B: Workplace Photographs

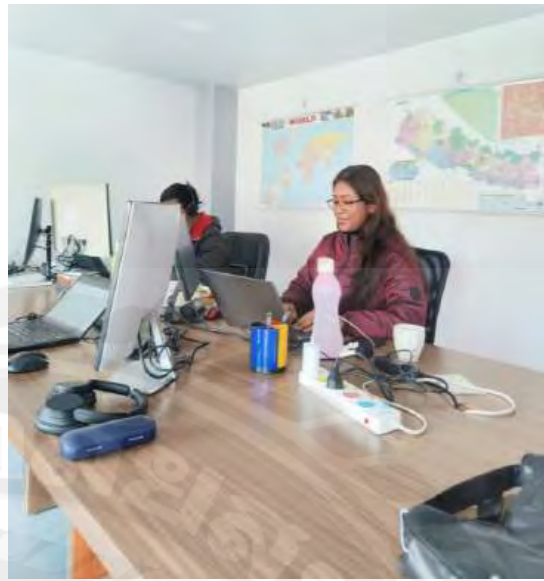
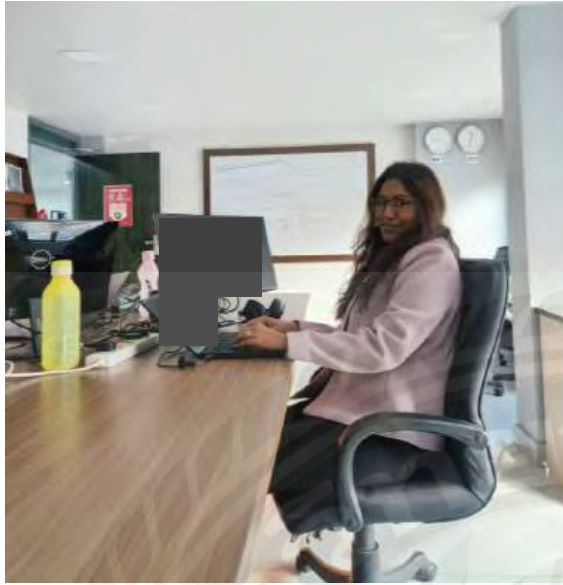


Figure 5. Workspace photographs