



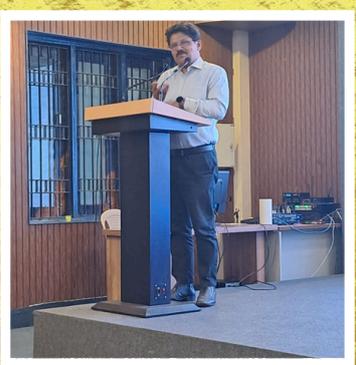
L&D Global  
Bhubaneswar

# WISDOM WAVES RETROSPECT

Special Edition of 2025



## The Year's Biggest Events...



 **Chapter Objective**  
Collaborating, Co-creating & Contributing

This special issue of Wisdom Waves is dedicated to the voices that shaped progress in the year 2025...

## Our newsletter thrives because of YOU!

- *Achievements of members that celebrated the success of the chapter in collaborating, co-creating and contributing*
- *Reflections from recent events and chapter collaborations that provided fresh perspectives on workplace dynamics*
- *Wisdom-driven discussions that challenged traditional thinking and inspired new directions*

### Your Voices Bring Depth and Energy !

As you turn these pages, let them remind you that learning is not confined to training rooms or classrooms—it's woven into conversations, experiences, and shared journeys.

## In this edition you can expect ■

- New Year Greetings from the Director's desk
- Secretary's new year message
- Recap of Member Achievements
- Recap of the Monthly Meet Ups of 2025
- Reflections & Highlights of the Year's Biggest Events
- Founder's Vision Forward
- Monthly Meet Round Up
- Reflections & Highlights of the Monthly Meet Up
- Year End Meet Round Up & Reflections
- Engagements of the Month
- Major Achievements of the Chapter
- Welcoming newest members on-board
- Birthday Wishes & Festive Greetings

## ABOUT US

The **L & D Global Bhubaneswar Chapter** was established **on 3rd July 2016** in presence of the **Founder Director, Mr Surya Prakash Mohapatra.**

The mission of L&D Global is to build a Community of Learning & Development Practitioners, where members can **Collaborate** to **Co-create** new body of knowledge and **Contribute** meaningfully to the betterment of the fraternity, the industry and the society.

This chapter is a unique combination of **corporate executives, academicians from various reputed B Schools, experienced corporate trainers and other intellectuals** from various fields normally addressed as **LnDians.**

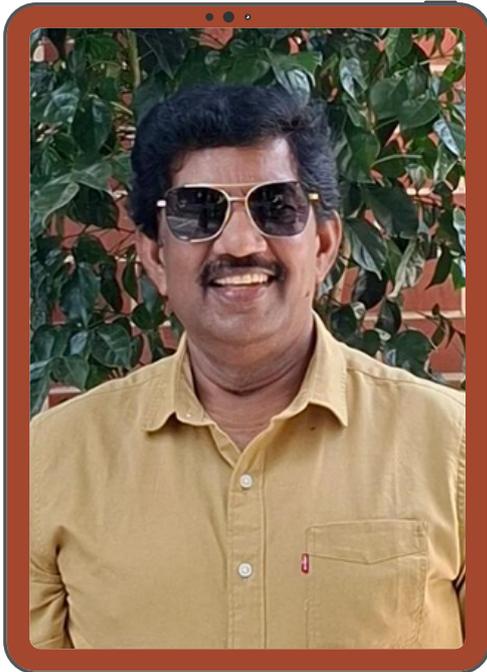
Wisdom Waves remains a beacon of knowledge. Keep them coming **we're eager to hear more!**

**Stay connected & Inspired!**  
Contact us : [editorlndbbsr@gmail.com](mailto:editorlndbbsr@gmail.com)



# 2026

## Happy New Year



“As we welcome the New Year, wishing all our L&D Global Bhubaneswar Chapter members and their families a year full of good health, happiness, peace, and success.

May this year bring smiles at home, satisfaction at work, new learnings, and many moments to celebrate together. Let us continue to grow—not just professionally, but also as better human beings, supportive colleagues, and a close-knit learning community.

Thank you for being such a positive, inspiring, and energetic group. With your involvement, ideas, and goodwill, I am sure the coming year will be even more meaningful and impactful for our chapter.

Let's learn together, grow together, and celebrate many more milestones together!

Wishing you and your loved ones a very Happy and Prosperous New Year!”

Warm wishes,  
**DR. ASHOK KU SAHU**  
Director

Dear LnDians ,  
Namaskar !

As we bid goodbye to 2025 & welcome 2026 ,I wish each one of you , the year ahead filled with joy , happiness and all the success.

Let’s keep building on our success together and the make this year our best yet.

Wishing you all a vibrant 2026 . I would like to sign off with a quote,

“The future depends on what you do today.” –  
Mahatma Gandhi

Jai Hind  
**ALKANANDA SWAIN**  
Secretary



**MAY OUR TEAMWORK CONTINUE TO SHINE, BRINGING US  
COLLECTIVE SUCCESS IN THE COMING YEAR**

# Recap of the Member's Achievement

You did it!  
*Congratulations*



## Prabhat Ku Sahoo

Honoured to receive the Inspirational CEO( in IT) Award at the National CEO Conclave 2025, hosted by The Interview Times.

## Manoranjan Patra

“Honoured to represent Jabsons Foods in my home state, Odisha at the SRI Fund Outreach Program on Empowering MSMEs of Odisha through SRI Fund, sharing our journey and insights to inspire SME and MSME entrepreneurs to scale with purpose, resilience, and innovation.”



## Dr. Suman Bhattacharya

-“My predictions 10 years back on "Technology & Business" published in The Statesman.”



## Dr. Debabrata Dash

On being Nominated as Member of the Syndicate of Utkal University!!



## Er. Dr. P.C.Panda

“Being felicitated by LIFETIME ACHIEVEMENT AWARD by the Institute of Engineers, Angul”





# Congrats ON YOUR milestone!



**Prof Dr S Sandhya**



**Col Prof Dr J Satpathy**



**Awarded with the Neuromanagement Leadership award from Florida (USA) based Neuro-Integral Research Institute!!**



**Dr. Pragyan Paramita Das**  
Awarded Ph.D. at PM&IR  
Department of Utkal University



**Rosy Barik**

**Being felicitated by BEST PAPER PRESENTER AWARD at the 27th National Conference organized by Srusti Academy of Management and Technology (Autonomous)**



**Dr. Monalisa Mishra**  
Crowned First Runner-Up at Beauty with Purpose, a groundbreaking pageant organized by Gems of Odisha at Tampara, Berhampur.



# Recap of the Monthly Meet Ups of 2025

**ONLINE TALK SERIES**

L&D Global Bhubaneswar



**Topic**  
Sakuni vs Krishna - Strategic thinking in the lens of Mahabharat

by  
**Sri Debasis Satapathy,**  
Chief General Manager ( HRM), NBBC( India) Ltd

JANUARY 10, 2025

**JAN 2025**

Sakuni v/s Krishna:  
Strategic Thinking in the Lens of Mahabharata  
by **Debasis Satapathy**

**FEB 2025**

New Age Business  
Opportunity  
by **Dr. Sanjeev Mahapatra**

L&D Global Bhubaneswar

**Topic**  
New age business opportunity



by  
**Dr. Sanjeev Mahapatra**  
Secretary UCCIL

VENUE:  
RCM COLLEGE  
CHAKADOLA VIHAR,  
BHUBANESWAR

FEBRUARY 28, 2025  
REGISTRATION 5:15 PM  
SESSION: 5:30 - 6:30 PM

L&D Global Bhubaneswar

**Topics**

**Financial inclusion for Women**



**Ms. Nilanjana Mukherjee**  
Managing Director,  
KALINGA HOSPITAL limited

**Impactful storytelling**



**Sri. Surya Prakash Mohapatra**  
Head of Talent Skilling,  
Wipro Enterprise  
Founder,  
L&D Global Chapter

**March 29th, 2025** *Join our Monthly learning session at*  
RCM College Auditorium,  
Chakadola Vihar, Bhubaneswar

**5:00 PM to 6:30 PM**

**MARCH 2025**

Financial Inclusion for Women  
by **Nilanjana Mukherjee**

Impactful storytelling  
by **Surya Prakash Mohapatra**



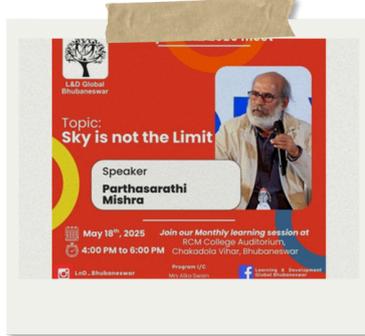
Money Mantra from a Motivational Magnate  
– **Dhanajay Bhantha**

**MAY 2025**

The Untold Layers of Operation Sindoor: Strategic & Leadership Insights For Corporates  
– **Brig. Dr. D.B.Pany**



**APRIL 2025**



The Sky Is Not The Limit  
by Parthasarathi Mishra  
– A Walk Through  
Transformational History



**JUNE 2025**



**JULY 2025**

L & D Global Bhubaneswar  
Chapter proudly celebrates  
the  
**9<sup>th</sup> year of learning & development journey...**





**SEPT 2025**

Equal Footprints: How Gender Equality Shapes a Greener Planet  
by **Prof. Dr. Shruti Das**

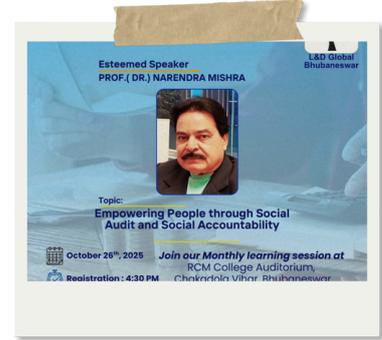
Empowering People Through Social Audit & Social Accounting  
by **Prof. Dr. Narendra Mishra**



**AUG 2025**



Transformational Coaching For Future Leaders  
by **Dr. Tanaya Mishra**



**OCT 2025**

L & D Global Bhubaneswar Chapter feels privileged to collaborate with IMIS, a 30 year old premier management college to organize a **HR Conclave on “Empowering HR to Lead in the Age of AI”** 🎉

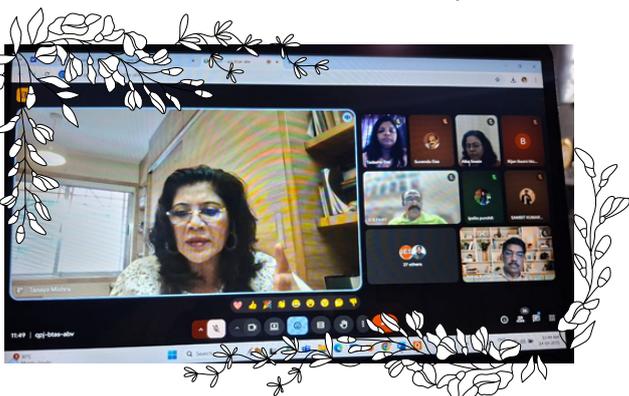


**NOV 2025**

The Real Power of Appreciation: Appreciation & Its Effects On Relationships, Psychology, Motivation & Well-being  
by **Roshan Suhail**

# Reflections & Highlights of The Year's Biggest Events







## The Founder's Vision Forward ■



Dear Friends,

Wishing you and your near and dear ones a very Happy New Year.

We at L&D Global had a very eventful 2025. I am proud of what we achieved. I am also quite excited about our future as we step into 2026. The rapid evolution of technology has put the L&D professionals at the CenterStage. As a group we need to focus on newer and more creative ways of preparing talent in enterprises for the future. We need to do this with speed and agility because the pace of change is faster than ever before. We also need to prepare our talent to work with machines more effectively. So the future is all about skilling, reskilling and cross skilling.

I envisage L&D Global playing a crucial role in enabling the enablers (L&D practitioners) as the world gets ready for an exciting yet challenging journey.

Thank you.

Best wishes.

**Surya Prakash Mohapatra**

Founder, L & D Global Bhubaneswar Chapter

“

*Build your skills not  
your Resume.*

*- Sheryl Sandberg*

”

# Monthly Meet round up-Dec 2025

**L&D Global Bhubaneswar Chapter**  
On Line training session  
December-2025

**Topic:**  
**Decoding the 4 Labour Codes**

**Schedule:**  
December 7<sup>th</sup>, 2025  
10:30 AM to 1:30 PM

**Eligibility:**  
L&D Bhubaneswar Chapter members: Free joining  
Non members: INR 199/-

Scan this QR for payment

Whatsapp your details and transaction screenshot to Mob: 9437041310 (Shaikh)

**Section-60-Conciliation**

Conciliation Proceeding is deemed to have commenced on the first meeting held by conciliation officer after receipt of notice of strike or lock-out.

60(2)(b) – Conciliation proceedings deemed to have concluded on failure of conciliation recorded by conciliation officer.

Dr TK Panda is presenting

umar Sahu, Dr TK Panda, Srinivasa Bra..., Kulamani Panda, Pradipta Kumar Tri..., ipsita pu., sahu, D B PANY, Pratap Panda

Decoding the 4 Labour Codes

An online session on labour laws and codes by Dr. Tapas K Panda was conducted on 7th December 2025, covering key aspects like impact analysis on daily wagers, small shops, and vendors. The discussion included existing labour laws in India and the purpose of new labour codes, focusing on social, political, and economic justice, protection of weaker sections, and maintenance of industrial peace. The session also touched upon ILO conventions, including those related to working hours, minimum wages, forced labour, and safety provisions.

The importance of human rights and dignity was emphasized, with references to articles 14, 16, 19, 21, 23, and 24 of the constitution. Real-life examples were cited, such as the Contract Labour Act and issues faced by contract workers. The session also covered laws governing employee relations in India, including amendments and recommendations.

Key additions to labour laws were discussed, including changes to the definition of "industry" and "fixed-term employment". The session also touched upon EPF contributions, wage calculations, strikes, lockouts, retrenchment, and closure. A Q&A session followed, addressing queries on dispute resolution and EPF calculations.

The session provided valuable insights and practical examples, making it a impactful discussion for future implementations. **The discussion on labour laws and codes highlighted the need for effective implementation and enforcement to protect workers' rights and promote industrial peace.** Overall, the session was informative and engaging, providing a comprehensive overview of labour laws and codes in India.

# Reflections & Highlights of Monthly Meet Dec 2025



*"It was a wonderful session ... this is something excellent session on Legal matters related to IR ... Looking forward to have a full session on this topic."*

**Shaikh Abdul Rab**

*"We extend our sincere appreciation to the entire team. A insightful session on IR and other labour legislations. Dr. Panda sir has really demonstrated in depth on decoding the four codes of the new amendment labour law. Special thanks to Ashok Sahu sir for organising such a wonderful learning session which will be definitely contribute on implementations. Thanks to L&D Global BBSR chapter."*

**Ipsita Purohit**

*"Today's session by Dr. Panda on the New Labour Codes was highly insightful. It highlighted that the changes introduced under the new Codes are far more extensive than initially anticipated. Despite the limited time, Dr. Panda made a commendable effort to cover several key aspects of the reforms. Thanks to Dr Sahu for arranging the such a nice session on new Labour codes."*

*As HR professionals, it is imperative for us to develop a deeper and more comprehensive understanding of the New Labour Codes. In this context, I request the Dr Sahu and L&D team to organize a structured Management Development Program (MDP) on the New Labour Codes, which would be highly beneficial and value-adding for HR practitioners."*

**Brahma Srinivasa**

*"Today's session on four Labour Codes was stupendous. Dr. Panda, the Trainer is a storehouse of knowledge in labour laws. Within a short span of time, he divulged many new things and clarified a lot of doubts on this new topic. I would express my hearty thanks to Dr. Ashok Kumar Sahoo and team for organising such online sessions for us. I personally inculcated a lot of learning from this amazing session. Again thanks a lot to the team for organising such a fabulous session."*

**Kulamani Panda**

*"It's a very informative session. Thanks."*

**Rtn. Abdul Hakim Khan**

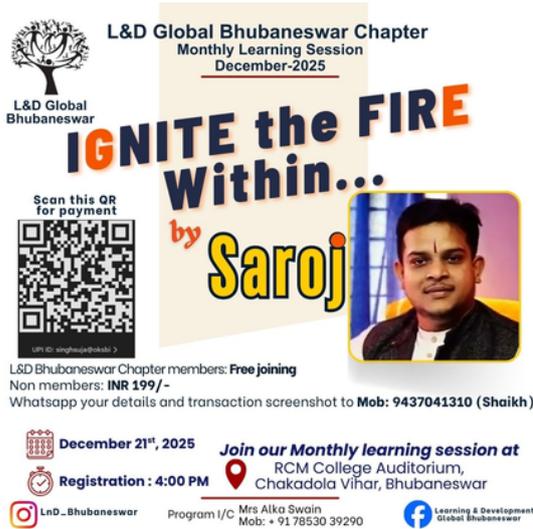
*"I express my sincere gratitude for having organised a very insightful and informative session on one of the burning topics of the Nation right now. Thanks to the entire team behind the show especially Dr. Sahu Sir and Mr. Shaikh for seamless execution and organising. And my special regards to Dr. Tapas Panda for such an enlightening delivery. Looking forward to an in-depth workshop in future."*

**Arunima Patra**

*"It was indeed an insightful session by Dr. Tapas K Panda who is an Authority on Labour Law. An in-depth deliberations on the 4 Labour Codes with lots of legal judgments have helped the participants to get an overview of the changes. Yes, lot more is to be discussed and deliberated once the rules are framed. Participants view on organising a MDP on the topic would be deliberated in the core committee for a detailed planning & execution. Thank you Dr. Panda for the Marathon Session."*

**Dr. Ashok Ku Sahu**

# Year End Meet round up



L&D Global Bhubaneswar Chapter  
Monthly Learning Session  
December-2025

**IGNITE the FIRE Within...**  
by **Saroj**

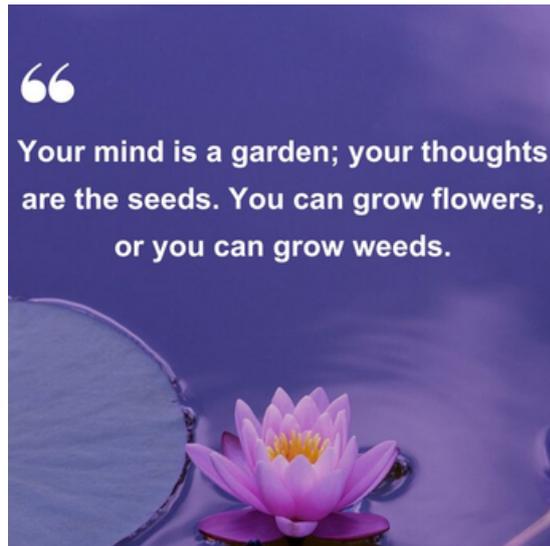
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L&D Bhubaneswar Chapter members: **Free joining**  
Non members: **INR 199/-**  
Whatsapp your details and transaction screenshot to **Mob: 9437041310 (Shaikh)**

**December 21<sup>st</sup>, 2025** Join our Monthly learning session at  
RCM College Auditorium,  
Chakadola Vihar, Bhubaneswar

**Registration: 4:00 PM**

L&D\_Bhubaneswar Program I/C Mrs Alka Swain Mob: + 91 78530 39290 Learning & Development Global Bhubaneswar



**On the occasion of World Meditation Day on 21st December 2025, a session on unlocking the inner strength by our dear member, Prince Saroj Kumar, was indeed an enlightening session focussed on the power of introspection and self-realization, reminding us that understanding our inner self is the key to a happy and fulfilling life.** Before stepping out into the world, we must look inward and understand our own potential. When our body and mind are aligned, we can face negativity with a positive mindset, attracting good things and believing in ourselves. Realizing our potential helps us overcome jealousy and instead, inspires us to learn from others and grow. Our thoughts shape our actions, and our actions define us. By thinking positively, we can change our perspective and attract positivity. Our belief in ourselves sets our mindset, regulates our thoughts, and guides our actions. Introspection is the key to unlocking our inner strength and believing in ourselves.

Life is a stage, and we are the actors. Our thoughts, positive or negative, decide our course of action. So let's focus on being in a high-frequency mode, attracting positivity and success.

**The session ended with an emotional note of connectivity with the inner self which was visible in the tearful eyes of the audience.** It was followed by an exercise of hugging and greeting each other with gratitude and thankfulness for the contribution each one has in our lives. **The session concluded with a surprise lucky draw, sponsored by Mrs. Snehalata Sahu, wife of Dr. Ashok Kumar Sahu, the winners of which were Rosy Barik and Brig. Dr. D.B.Pany and a cake cutting ceremony to celebrate another year of collaborating, co-creating and contributing to the field of learning and development.**

## Takeaway

**“Believe in yourself, and there's no power that can stop you from achieving your goals.”**

# Reflections & Highlights of the Year End Meet ■



“Thanks a lot Mr Prince 🙏🙏

It was really a great mind blowing session....

You had glued each one of us.... through out the session....

Specially, the last 20 mins ignited our minds , by taking us to various events of our past life ....., removing the low frequency past situations/people/circumstances and filled up with high frequency situations/people....in our life so far..

Certainly, we have to live our life with high frequency positive mind .... Which is the key to achieve not only our major goals of the year but to concur our daily activities with success....

U set the tone to start the New year with a new resolve 🙏🙏

Thank you once again.”

**Brig. Dr. D.B.Pany**

“Very well delivered. Proud f u. It's time to become a preacher. Think over it...u were earning 5 lacs in Pune ...u will earn 5 cr .....start pondering.”

**Jasobant Narayan Singhal**

“Dear Prince, I've known you since 2019, and I'm aware of the feedback you received from today's online session with our college students and staff. I believe physical meditation is something different from an online session - it's magical and has a greater impact on me. Thanks a lot! I'm looking forward to many more sessions through our L&d team.”

**Harekrishna Patnaik**

“I have already spoken about the session. Hope it was recorded. Still would like to add again that it was worth attending and was in fact one of the best sessions of the year.

The realisation of our inner self is the greatest thing in the world that can keep you alive happily ever after because before we step forward into the worldly matters, we should take a step inward to understand our own selves and realize our own potential. Once that is done, your body and mind both are aligned and open to accept the negativity around with a positive mind set. And if you are positive, you make space for good things to happen to you as you start believing that whatever you are doing is right for you and right for others around you.

In fact if you realise your own potential, you will not feel jealous of other resourceful people around you. Rather you will want to learn from them and grow to increase your potential with positivity and happiness.

Life is a stage where we act as actors and what we portray to the world is our real self guided by our actions which are guided by our thoughts.

Thoughts positive or negative decide our course of action ahead and make us what we are in the eyes of the audience. But these thoughts are regulated by experiences and situations we face in our lives which changes our perspective towards things around us.

So to think positive we need to be in high frequency mode attracting all positivity around us which is the stepping stone of a successful life ahead. And this is completely based on our belief that we can do it.

Our belief sets our mind set which regulates our thoughts which guides our actions. And our actions make us what we are from inside.

So introspection is the mantra which gives you strength to believe in yourself and if you believe in yourself, there is no power in this universe that can refrain you from achieving what you want.

👉 That was today's session in a nutshell beautifully conducted by our dear member Prince Saroj Kumar on the occasion of World Meditation Day. An absolutely eye-opening session for those who still believed that meditation toh baba rishi muniyo ka kaam hai...

Those who missed the session, have actually missed a great session in terms of knowledge, learning and experience.

Thank you once again Prince for having made us believe in ourselves and realize how resourceful we are from within and can be for the people around us.”

**Sanhita Sarkar**



"This session was really awesome. Purely rebirth and healing session. The gift is really very nice. Loved it. Thanks Ashok Sir for this wonderful creativity and thanks to madam also. Sanhita madam made my day. Thanks prince sir."

**Rosy Barik**

"Indeed a great experience with Mr Saroj Sir in World Meditation day."

**R.K.Patra**

"Great session. Unique of its kind. Thanks to Ashok Sahoo Sir and Alka madam for organising such a beautiful session."

**Sanjiva Kumar**

"There couldn't have been a better day other than the "World Meditation Day", for an inspiring session "Ignite the Fire Within" by our own Prince Saroj. A deeply enriching and soul-stirring experience. It did not just introduce meditation as a practice, but as a way of creating a positive inner space—something each one of us truly needs as we step into 2026.

The Igniting session by Prince Saroj - beautifully opened the window to clarity, calmness, and inner strength. His approach was simple yet powerful, reflective yet practical, enabling participants to pause, reconnect, experience and rediscover their inner fire.

The 20 minute powerful visualisation was the best one could think of.

The session inspired mindfulness, positivity, and self-awareness—leaving everyone with renewed energy, hope, and a clearer vision for personal and professional life ahead.

Thank you Prince ..for lighting the spark that will continue to glow within us.

A session to remember, reflect upon, and practice in everyday life.

Thankful to all those who attended and experienced the Magic.

We are also thankful to our Guest Members who joined in large numbers.

Thanks Sanhita for the delicious Cake.

Congratulations Dear Brig.Dr.Pany and Rosy Ma'am for being the Lucky participants of the session sponsored by "Sneha's Creation"

Thanks to HK, Royal Bal (Guest) and Jasobant for the melodious closing of the session.

The year ahead will be more vibrant, collaborative and help us moving forward from strength to strength.

Have a wonderful time.

Wish you all a Happy Christmas and Prosperous New Year."

**Dr.Ashok Ku Sahu**

"It was indeed a great opportunity to see such an amazing session in 2025...A great kick to start something fresh and... Yes.. We need to change Dhancha.... Hats off @LnD Prince Saroj Kumar... May Lord Jagannath bless you..."

**Tushar Dash**

"Quality time invested yesterday in the event. Unfortunately I had to leave early."

**Raja Singh**

"Hearty thanks to Ashok Sir, Alaka Mam and the team for organising a session on a topic different from other regular topics and selected the right person to conduct this session. Kudos to Mr. Prince, the session was fabulous.

Really, this topic is connected with the journey about internal self, not about the physical body or outside the body. If we analyse, all the knowledge related to the physical body and outside it is only 10%, but the wisdom inside the body called inner journey is 90%.

We are always talking about our physical body, but we have 7 bodies. Next to our physical body, Etheric body is existing, where 2,72,000 glands and 7 chakras are operating. In addition, we have 14 Auras, which can be seen through Carolean camera. Even, Science doesn't enter into the 2nd body and touch the function of 7 chakras till date. What the great Rishis has written, the scientists don't even touch 1% till date.

We are living in this Universe temporarily, but our original place is spiritual world (7 Lokas). After death we will go there and spend good time with other great soul in subtle forms.

If we will study the books like Life after death, Journey of the Soul, Soul Gift etc. etc., we can understand the mystery and history behind life.

But I would like to express my deepest gratitude to the entire L&D team to start session on Atma Darshan and meditation through a beautiful topic after a pretty long time. Yes, beginning is half done and I am visualising this type of topics to be conducted during 2026."

**Kulamani Panda**





## Monday Thoughtfulness Induced by

Dr. Pragyan Paramita Das

### Q.1. HOW CAN WE MAKE OUR ORGANISATION MORE ATTRACTIVE TO GEN-Z TALENTS???

#### Takeaways from the Responses

- Gen Z, born between 1997 and 2005, prioritizes authenticity, inclusivity, and social responsibility. They're tech-savvy, value individuality, and focus on mental health and wellness. They're drawn to experiences over material possessions and value transparency and honesty.
- To connect with Gen Z, brands should engage in meaningful conversations, embrace social issues, and leverage digital platforms. They're influenced by technology, which enhances their experience through convenience and access to information.
- Gen Z values equity, gender equality, and resource sharing. They're ambitious, want challenging assignments, and prioritize purpose over profit. To retain Gen Z talent, organizations should offer flexibility, growth opportunities, and purpose-driven cultures.
- They're not just lazy; they're recalibrating priorities, valuing sustainability, balance, and meaning. Gen Z is teaching us to rethink what makes work fulfilling, prioritizing purpose, impact, and wellness.
- Key strategies to engage Gen Z include:
  - Flexible work models and mental health support
  - Clear career paths and micro-learning opportunities
  - Transparent pay bands and skill-based rewards
  - Digital peer recognition and gamified tools
  - Frequent feedback loops and pulse surveys
  - CSR volunteering and sustainability initiatives
- By embracing these values and strategies, organizations can attract and retain Gen Z talent, creating a more resilient and humane work environment.

**Contributors:** Pradip Choudhury, Dr. Ashok Ku Sahu, Col. Prof. Dr. Jyoti Satpathy, Girish C Surdeo, Preethi Patnaik

### Q.2. WHAT TRULY MOTIVATES EMPLOYEES... BEYOND SALARY AND INCENTIVES???

#### Takeaway from the Responses

Employees thrive when valued, respected, and recognized. A simple "good job" or acknowledgement can motivate more than money. Meaningful work, autonomy, and growth opportunities fuel purpose and engagement. A friendly atmosphere, job satisfaction, and understanding the "why" behind tasks also drive motivation. Non-monetary rewards like recognition and appreciation are valued more than financial benefits, boosting productivity and performance. When employees feel valued, they're happier, more motivated, and committed to the organization.

**Contributors:** Madhumita Swain, Sanjiva Kumar, Arun Sahoo, Sanhita Sarkar, Arunima Patra

### Q.3. IS POLITICAL SKILL A NECESSARY LEADERSHIP COMPETENCY TODAY IN ORGANISATIONS??

#### Responses

*“When has it never been? Leadership is a combination of will, wit and wisdom. When you lead, political moral compass requires a spin from time to time. The key is to align it, in a direction where the damage is minimal. This competence is usually hard to achieve since it is very tricky. As an entrepreneur, I can assure you that.”*

**Abhipsa Tripathy**

*“In today's fast-paced, tech-driven world, effective leadership requires a systematic and scientific approach. It's not just about charisma or intuition; it's about using logical reasoning, hypothesis testing, and evidence-based decision-making. Leaders need to be flexible, data-savvy, and receptive to revision.*

*Scientific thinking helps leaders understand their teams, evaluate situations objectively, and create practical strategies. Leadership attitudes are no longer fixed; they're flexible tools that can be developed and refined. A leader's attitude shapes their behavior, emotional intelligence, and decision-making.*

*By applying scientific thinking, leaders can overcome cognitive biases like confirmation bias and groupthink. They can test hypotheses, gather feedback, and adjust their approach. This cycle of observe, hypothesize, experiment, evaluate, and refine is key to effective leadership.*

*Leadership is about creating a mindset, not just holding a position. It's about using evidence-based approaches to drive outcomes, impact people, and fuel advancement. By combining psychological knowledge with leadership models, we can deconstruct the attitudes that make leaders effective.*

*Effective leadership is about:*

- Being flexible and adaptable
- Using data and evidence to inform decisions
- Understanding team dynamics and motivations
- Overcoming cognitive biases and thinking critically
- Creating a culture of experimentation and learning

*By embracing scientific thinking, leaders can drive success in today's complex world. It's not just about being a good leader; it's about being an effective leader, and that's a science that can be learned.”*

**Col. Prof. Dr. Jyoti Satpathy**

*“Effective leadership in India requires “political savvy” to navigate hierarchies, competition, and cultural nuances. Core skills include social astuteness, interpersonal influence, and networking. Leaders should think before speaking, manage up, and build trust through sincerity.*

*In India, identify informal influencers, stay neutral, and communicate transparently. Map stakeholders' motivations and offer help to build relationships. Develop skills through feedback, social events, and training in ethical decision-making and alliance-building.*

*Transparent cultures and karma-dharma balance can transform politics into collaboration. Key strategies include:*

- Identify informal influencers and stay neutral
- Communicate transparently and map stakeholders' motivations
- Develop social astuteness and interpersonal influence
- Practice impulse control and manage up
- Build trust through sincerity and transparency

*By honing these skills, leaders can drive performance, prevent toxic politics, and foster collaboration in India's complex organizational landscape.”*

**Girish Chandra Surdeo**



**An Engagement Initiative by  
our dear member  
Tadasha Das**



*Welcome to Thought-Provoking  
Thursdays!!*

*Responses*



Good Morning L&D Wizards! 😊

Welcome to Thought-Provoking Thursday — our weekly pause to think beyond the routine.

🌟 Today's Thought: Curiosity Quoriant

📖 "The important thing is not to stop questioning." – Albert Einstein

Curiosity fuels learning, innovation, and empathy.

💬 How does questioning helps all L&D professionals and what's one question that has shaped your thinking recently?

"Definitely questioning is something which helps us get answers to what we are curious to know about and the one question that is haunting most of us in the recent times is "If Artificial Intelligence is a technology created by mankind, then why do we even need to bother about its impact on various aspects of modern workplace especially the people ?? Is it really going to harm our future? Does it have the capability of surpassing human intelligence? These are some frequently asked questions nowadays in every professional forum.

In fact it has affected people both positively and negatively. Positively for those who have accepted this challenge as an opportunity to learn and advance and negatively for those who are fearing it's intelligence which might eat up their jobs.

The reality is those who have decided to accept it and are ready for its adoption and integration in various aspects for growth and advancement are the ones who can survive amidst this techno world because they are continuously putting an effort to upskill and reskill themselves to be in pace with the advancements.

They are the warriors who will win the war between AI and humans in the long run. Therefore, the need arises to explore the specific reasons for the adoption gaps of AI in various fields where people are aware of its potential benefits and what it can do for us to provide a better tomorrow.

So let's embrace it with courage and make ourselves ready to face the challenges as opportunities for growth and development for a better tomorrow and brighter future ahead."

**Sanhita Sarkar**

"Technology, always intended to have as a tool for undoubtably better living, only for those who knows how to control-use fire into its benefits, no confusion in it its best forms of usage and boons, I'm one of those who are sceptical about the 'control and regulations' part, it is only the next year of 1945 that made them realise its urgency to put an UNSC ban to use it as weapon but it was a little late, whether our realisation is worth of two cities and millions of lives is surely something to think about much prior to aftermaths, and now this AI which is spreading faster than any N fission or fusion, so the work on control mechanism must and must be a much faster one than this super quick tech boom aftermath."

**Anshuman Marddaraj**



*Response*

Thought-Provoking Thursday | Christmas Special 🎄

ry Christmas To My L&D Family 🎄 🍷 🍷

ouse!

as gently reminds us of things that rarely make it to  
rs — kindness, forgiveness, gratitude, and together

this is the last but one Thought-Provoking Thursd  
r, let's reflect on this:

at is one thing this year taught you to give more free  
atience, empathy, or grace?

re a thought or a moment that made this lesson r

For me, I have learnt to give time. Time to learn, think, forgive and most of all Time to self and family! Thanks for this thoughtful post.

**Abhipsa Tripathy**



*Sharpen your Saturdays!!*

*with*

*Eqta Jaithwa...*



### Responses

**Sharpening Up Saturday**

**YOUR LIFE IN 3 WORDS**

Examples :  
Tired but thankful  
Coffee, Chaos , Cousins



*"What a lovely introspective way to start a Saturday..*

*The Three Words of My Life that have governed my demeanor and best describing My Life or that ABC of my Life 🙌🙌🙌*

*Altruist*

*Boundless*

*Curious ...*

*Thank you Eqta for this beautiful bioscopical Saturday fling."*

**Dr. Monalisa Mishra**

*"Commitment, Compassion, Creativity"*

**Girish C Surdeo**

*"Empathetic, Witty, Talented"*

**Abhipsa Tripathy**

*"She (inspired by mother)*

*Sea (continuity with charms and challenges of life)*

*C( computer's role in our day to day life with net connection)"*

**Minati Das**

*"My three words would be Strong, Smiling and Successful."*

**Sanhita Sarkar**

*"I believe the 3 words for me are Birth - Struggle - Love"*

**Rtn. Abdul Hakim Khan**

*"For me 3 words will be - Family - Politeness - Chae"*

**Shaikh Abdul Rab**

*"Passion, Patience, Peace"*

**Ipsita Purohit**

*"For me 3 words would be...Perseverance - Pragmatic- Prudent"*

**Kirandeep Kaur**

*"Serve, Dedication, Consistency"*

**Tushar Dash**

*"My 3 words are love, respect & believe"*

**Harekrishna Patnaik**

*"My 3 words are : Health, Happiness and Content"*

**Sanjiva Kumar**

*"Life = Love , Living , Learning"*

**Sharada Bharaty**

*"My response is Peace, Serenity & Tranquility."*

**Col. Prof. Dr. Jyoti Satpathy**



*Saturday Vibes!!  
with  
Abhipsa Tripathy...*



*"Its time to unwind with Abhipsa's fun-filled Saturdays..."*



Most of us are either Pawwsomes ( Dog lovers) or Purrsons (Cat lovers). Which one are you and why?

This may reveal a lot about your human behaviour. Lets go!!

*Responses*

*"I am a Pawwsomes ..*

1. Dogs are the most intelligent animal.
2. Their IQ is very high
3. They are the most loyal
4. Dogs are the most faithful

*Cats are lazy, sleepy and find solace in 🐾 the warm arms only"*

**Col.Prof.Dr. Jyoti Satpathy**

*"I do love to see cute little puppies and kittens but don't like touching them. I am not fond of any. So don't know what it says about me??"*

**Sanhita Sarkar**

*"I love dogs for their strong emotional connection through loyalty, protection and trainability. A dog is a man's best friend and it boosts oxytocin. Dog's playfulness promotes active lifestyle and outings.*

*Cats are more self centred and believe in me first. But dogs are more sociable and are focused on their owners and their families. I have come across cases of dogs laying down their lives to protect their owners. But I have yet to see a case where a cat has died in saving the life of its owner."*

**Girish C Surdeo**

*"Me too... I am not a pet person...But I am neither a hater..."*

**Kirandeep Kaur**

*"I'm bi-petual, bridging Pawwsomes and Purrsons with equal love for both 🐶🐱❤️"*

**Preethi Patnaik**

*"Interesting. I am neither a Dog lover nor a CAT lover ..but here we have to, perhaps, analyze the personality from Management angle....that would be an interesting one..."*

**Dr. Ashok Ku Sahu**

*"Dog people are often social, loyal, and love outdoor activities. Cat people are independent, quiet, and appreciate subtle vibes.humans wonderfully defy simple labels—you can be an adventurous cat person or a homebody dog lover! Maybe the only true divide is between people who love animals and those who haven't met the right one yet.*



**Rtn. Abdul Hakim Khan**



If you see this as washroom doors, in a mall, where would you enter and why?

### Responses

If the Bee is not wearing a crown then I'd rather enter the one that says "Birds".

Kanak Mishra

"I would enter the bees.  
Birds are for ladies.....  
Men are busy bees.....hence prefer to enter bees do"

Col. Prof. Dr. Jyoti Satpathy

"I would like to see myself as a bird. I always try to have a bird's eye view of things that matter. I also love the freedom to be myself and soar high with my ideas, thoughts, dreams, hopes and aspirations.  
To me, birds symbolise letting the past go and living in the present.  
Birds also represent the ecology and my concern for the same.  
The endangered species like sparrows, which have completely vanished from the urban localities and are rarely seen even in the villages, tell me what happens when the role of nature and environment in our life is given a go by.  
Thanks for giving me the opportunity to share my views."

Girish C Surdeo

"Bees symbolises Men as they are workers, builders, they collect nectar and in the process honey is created, they are industrious and where as Birds symbolise Women associated with grace, nurturing, caring and stays most of the time in the nest. So both are beautifully created by God."

Purna Rao



# Celebrating Chapter Achievements!!



**Serial No. 100**  
Praveen Jaiswal

L & D Global Bhubaneswar  
Chapter Membership  
Touches A Century!!



Official Website Launch of  
L & D Global Bhubaneswar  
Chapter



Collaboration With IMIS, a Premier  
Organization to organize a HR  
Conclave on "Empowering HR to  
Lead in the Age of AI"



L & D Global Bhubaneswar  
Chapter As A Knowledge  
Partner In Krithon on World  
Cancer Day

An initiative by our dear member  
Lili Jenamani

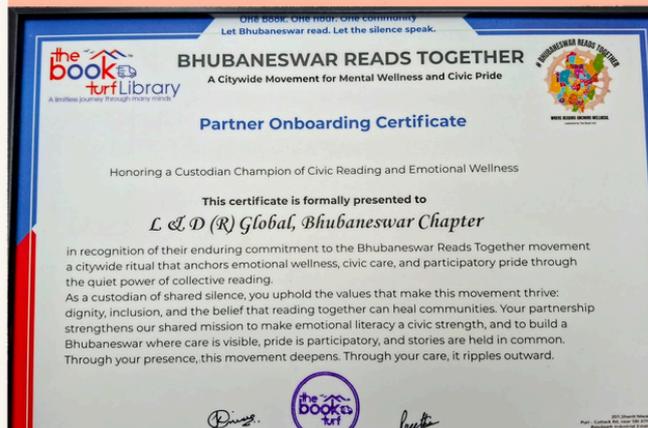




Partnership With  
Bhubaneswar Reads  
Together



L & D (R) Global, Bhubaneswar Chapter is privileged to be a Custodian Champion of Civic Reading and Emotional Wellness by extending our partnership with Bhubaneswar Reads Together movement, a citywide initiative for mental wellness & civic pride, powered by The Book Turf Library.



An amazing event full of knowledge sharing and entertainment organised by L & D Global Bhubaneswar Chapter on the occasion of 9<sup>th</sup> Foundation Day Celebration



A thought provoking Panel Discussion on "Learning in the age of AI: Threat or Opportunity"



A mesmerizing opening dance performance by a young talent of Odisha, Ms. Shristi Mohapatra



Power-packed performances by young talents from Orphanage "Paribartan"



*A very warm welcome into the  
community of Learning &  
Development...*

*New  
Member*

**“Here we connect, grow  
and drive impactful  
experiences together..”**

**Sl. No. 107**



**Sandeep Ku Mishra**



**“We're delighted to have you join our L&D community.  
We look forward to connecting and growing together.”**

*Thank you for joining us!!*



# Happy BIRTHDAY



 *Raja Singh Chowdhury* - 4<sup>th</sup> Dec

 *Subhasmita Parida* - 5<sup>th</sup> Dec

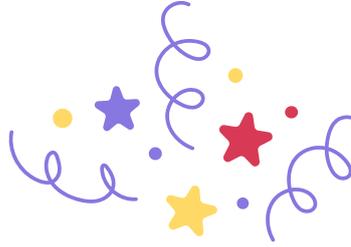
 *Madhusmita Swain* - 7<sup>th</sup> Dec

 *Saroj Patnaik* - 10<sup>th</sup> Dec

 *Pratap Chandra Panda* - 16<sup>th</sup> Dec

 *Dr. Rajendra Prasad Padhy* - 16<sup>th</sup> Dec

 *Budhish K Behera* - 30<sup>th</sup> Dec



*Wishing our dear  
L & D members a very  
HAPPY  
BIRTHDAY!!*



Wish You

A

Merry  
Christmas  
& Happy  
New Year



L&D Global  
Bhubaneswar



Youth L & D Global  
Bhubaneswar



L&D Global  
Bhubaneswar



## Youth Leadership

We invite the young and spirited Leaders of Tomorrow to come forward and join the **Youth L & D wing of the chapter**. Students from all streams are welcome to join, age limit is 25 years, PG students over 25 can be members as long as actively enrolled student.

- **Membership Fee : Rs.350/- for one year and Rs650/- for two years.**
- **Contact ; Brig. Dr. D.B.Pany (Retd) +91 94355 69940 or email : db.pany@gmail.com**

Visit us at <https://landdglobal.com/>

- **Founder – Mr. Surya Prakash Mohapatra**
- **Director – Dr. Ashok Kumar Sahu**
- **Secretary – Ms. Alkananda Swain**
- **Treasurer – Ms. Sujata Singh**
- **YLD Wing - Brig. Dr. D.B. Pany (Retd)**
- **Monthly Meet Coordinator – Mr. Soumen Mitra**
- **Media in Charge – Mr. Shaikh Abdul Rab**
- **Editorial Team - Ms. Sanhita Sarkar, Mr. Shaikh Abdul Rab, Ms.Tadasha Das**
- **Community Engagement-Dr.Pragyan Paramita Das, Ms.Tadasha Das, Ms.Abhipsa Tripathy**
- **Strategic Visionary - Ms. Rajshree Updayaya**
- **Industry Connect - Dr. Sachikanta Kar**

*Our Sincere Gratitude to our Venue Partner & Host*

**REGIONAL COLLEGE OF MANAGEMENT, Bhubaneswar**

**Prof. Dr. Sanghamitra Pal, Director, Regional College of Management, RCM Lane, Chandrashekharpur, Bhubaneswar**

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