



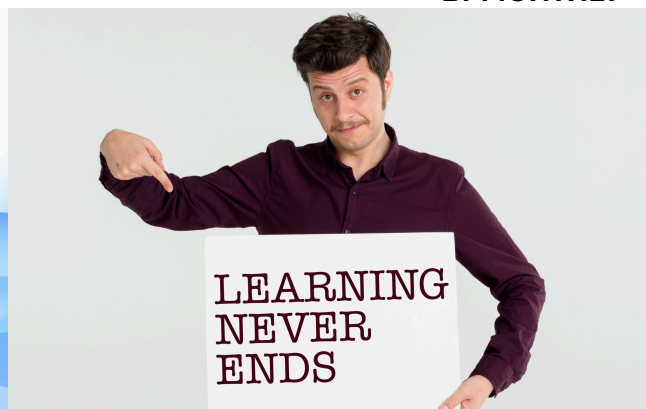
Learning & Development Global

BHUBANESWAR CHAPTER
Bhubaneswar, Dist: Khurda

APRIL & MAY '25

Collaborating Co-Creating Contributing

BI-MONTHLY



Bringing our members closer through shared experiences and insight

April & May '25 Newsletter – Riding the Waves of Learning—A Summer of Growth

Editorial – Wisdom Waves, April-May Edition

Summer is here, and with it comes a season of renewal, energy, and fresh perspectives. As we navigate the evolving landscape of leadership, learning, and community-building, this issue of Wisdom Waves is dedicated to the voices that shape progress—the thinkers, the mentors, and the challengers who push boundaries in HR and beyond.

What makes a thriving professional network? It's not just knowledge; it's the exchange of ideas. It's the courage to challenge, to innovate, and to mentor the next generation. It's the willingness to look beyond routine and ask, what's next?

Member Contributions: The Heart of Our Community

Our magazine thrives because of **YOU!** We are proud to highlight the invaluable submissions that enrich our shared learning:

- Expert articles tackling HR trends and leadership innovations.
- Reflections from recent events that provide fresh perspectives on workplace dynamics.
- Wisdom-driven discussions that challenge traditional thinking and inspire new directions.

Your voices bring depth, energy, and wisdom to every page, ensuring that Wisdom Waves remains a beacon of knowledge. Keep them coming—we are eager to hear more!

As you turn these pages, let them inspire. Let them remind you that learning is not confined to training rooms or classrooms—it's woven into conversations, experiences, and shared journeys. Whether you contribute, mentor, or simply engage, you are part of something powerful.

Keep the waves of wisdom flowing. Your voice shapes the future.

Send in your submissions and feedback!

Enjoy this month's newsletter.

Preeti

In this newsletter
you can expect:

Community Updates

Notes from Chapter Director
and Secretary

Meetup Conspectus
April - One More Zero
May - Sky is not the Limit

Elevating Excellence: Member
Contributions That Inspire

L & D Mentors and YLND Wing
(Youth)

Leadership in Action- wisdom
from our community

Voices and Vibes - A collection
of Wit, Wisdom and Whimsy

Community Hub :
Resources and Engagement





DIRECTOR'S VIEWPOINT

Dear Members,

Welcome to our Learning & Development family—a vibrant circle of dreamers, doers, and difference-makers!

Your presence here is not just an addition to our chapter—it's a spark. A spark that can light minds, shape futures, and transform potential into performance. We are thrilled to have passionate individuals like you join our mission to create a lasting impact on the lives of students and professionals alike.

Each one of you brings unique strengths, ideas, and stories. And when we bring these together, we don't just create plans—we build a Road Map of Purpose and Progress.



A path that empowers the next generation with knowledge, values, and vision.

Let's dream big. Let's act bold. Let's become the force that builds bridges between learning and leadership.

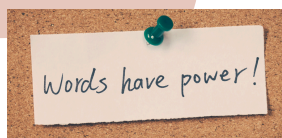
Together, we can, and we will, make a difference.

Let the Waves of Wisdom continue to rise!

With warm regards,

**Dr. Ashok Kr.Sahu,
Chapter Director**

SECRETARY SPEAK



Dear LnDians,

Namaskar!

Hope and pray all of you are doing good . It's always a pleasure to reach out to fellow LnDians

As we began our next financial year , we at LnD Bbsr chapter decided to give our members some food for thought as to how to go about managing their finance to be ultimately benefited . To make that possible , we organised this month's learning session based on that thought and had the best resource person to do the needful , Mr Dhananjaya Bhantia 's session , "One more zero - The Roadmap to Financial Freedom" did full justice and I am sure the attendees are now in a position to manage their income well.



I would like to take this opportunity to urge our members to come forward and take up responsibilities and give suggestions for our way forward .

I would like to sign off with quote ,

"Never lose sight of the fact that the most important yard stick to your success is how you treat other people." — Barbara Bush

Jai Hind

**Ms. Alkananda Swain
Secretary**



APRIL SPECIAL MEETUP - One more Zero by Dr. Dhananjay Banthia



**A beautifully summarised report sent in
by
Dr.Monalisa Mishra**

Money Mantra from a Motivational Magnate - Dhanajay Bhanthia

Money management is a crucial skill that can affect the quality of our lives. While not everyone agrees on the best methods to earn, save, and spend money, there are a few important habits that might help you achieve financial security. One among them is the habit of saving money. In perusal of the above L&D,Global, Bhubaneswar Chapter had a power laden financial information session with renowned financial strategist Dhananjay Banthia on April 6, 2025, at Hotel New Marion, which was supported by ICICI Prudential. It was a really instructive lesson about financial information and strategic planning. Attendees were completely blown away by a flawless presentation of financial data, excellent insights into efficient financial strategies, and the ability to make informed decisions and achieve financial freedom. The session's unusual blend of comedy and solid facts, as well as the title "Add One More Zero-The Roadmap to Financial Freedom," were both incredibly important.

Tracking income and expenses in a budget will help determine what one desires against what one needs. With time and a better understanding of where money goes, one may be able to cut back on items that are not needed to develop a savings fund was most diligently covered by the money maestro. That spending cash while having no access to is never a good decision, because it may result in taking on debt one can't repay. Debt has an impact on your physical and emotional health, in addition to one's financial well-being. Hence it's critical to manage money spending and money saving brooded Mr.Banthia, the money Kaiser .

To hold or drop the glass: that is the question!

A scintillating icebreaking session by the very dynamic L&Dian Jasobant Singhal was demonstrated with absolute fun and briskness in a special session meet on(date)

The essence of the activity was to spell out the mantra of holding on to valuable things of life(represented by the glass tumbler shelf by the random players of the activity).Another set of players held the plastic bottles.The test was to drop down the two items upon hearing a signal.But the players holding the glass tumblers held on and made sure not to drop them down despite being upon a thick carpet.

Apparently the message was clear. Nobody likes to abandon precious things in life.But a plastic bottle (symbolic of insignificant situations of life) can be dropped off ,as their is no scope any any damage.

The following reflection sums the experiment!

"As I stood there, the delicate glass cradled in my hands, I felt the weight of a deeper question: Would I hold on tight, preserving its fragile beauty, or let it slip away, surrendering to the inevitability of breakage? The glass, like life itself, seemed to tremble with uncertainty, its fate hanging precariously in the balance. In that moment, I realized that the choice wasn't just about the glass – it was about how I'd navigate the fragility and beauty of every moment that life presented to me."

<https://financialnewsindia.com/paper/Epaper?date=2025-04-10#images-8> :In the press



Reflections & Highlights



Members share their **thoughts, experiences, and memorable moments** from the event! From insights to connections, the conversations continue...



Thanks a lot Dr. Dhananjay for the awesome session. The presentation style of yours with Share-O-Shayari and experiences of life made it very easy to understand the Psychology of Money. May pl share the Planner for the benefit of our members. May like to contribute small tips once a while. Looking forward for many more opportunities to get connected with our members. Dr.Ashok Sahu

Thank you team L&D Global(R) Bhubaneswar for all the love & support. Thanks you @Ashok Kumar Sahu Sir for everything Dhananjay Banthia



Nice session today. It is an opportunity to learn and to build network with you all Happy to be a part of L&D – **Smruti Ranjan Sahoo**

One of the most marvellous session of the season Never experienced such a wonderful Information of finance with such punch of humour!!! I m spell bound , speechless, mesmerized, enchanted..and more focused on my financial ratings now on !!!! Thanks to Dhananjay Banthia ji and Ashok Sir for initiating the interest! Grateful **Dr.Monalisha Mishra**

The talk on " One more zero" by Dr Dhananjay Bhanthia was really superb and an eye opener. Thanks to L&D (Global) group for arranging such a nice topic by such a nice faculty. This was my first training session in L&D group. Special thanks to Dr Ashok Kumar Sahoo sir for motivating and encouraging me to join the group. It's an elite intellectual platform for sharing knowledge . Hi Dhananjay jee, thanks a lot for sharing the real meaning and need of financial management and the present mind set of senior citizens and youngsters. The way of your presentation is really superb .- thanks, Sanjiva kumar

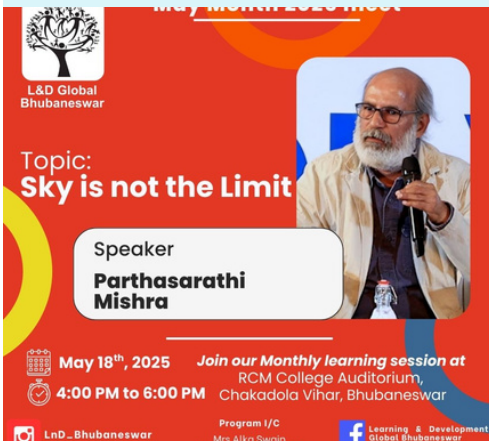
Dhananjay Ji Thanks for the insights Immense Value **Raja Singh**

TA big thank you to Dr Sahu, Alka mam and all core team members of L & D Global Bhubaneswar chapter to have arranged such a meaningful and informative session. I simply enjoyed Dhananjay sir's technique of presenting his ideas in an amazing story telling manner imparting all valuable lessons with such good sense of humour. It was definitely a session worth attending. I am happy to have been able to attend the session amidst my busy PhD coursework exam schedule. Thanks to all who put in efforts to make this session engaging and fruitful for all of us. L & D Global Bhubaneswar chapter rocks and I am proud to be an LnDian. **Regards Sanhita Sarkar Research Scholar**



MAY MEETUP - The Sky Is Not The Limit

Speaker Spotlight: Shri Parthasarathi Mishra – A Walk Through Transformational History



Leadership Lessons from a Visionary Vanguard: Parthasarathi Mishra

MA compelling session with Parthasarathi Mishra, a distinguished HR leader whose three decades of expertise have shaped industries across steel, mining, shipbuilding, power transmission, engineering, IT, and consulting. His leadership has driven workforce transformation across India and internationally, influencing corporate strategies in Japan, Europe, South Africa, the Middle East, and the United States.

As a Board Member for organizations including Amnaya Corporation (US), Center for Human Resources Development and Neuro-Linguistic Research (Mumbai), Odisha Corporate Foundation, and Research Forum India, his contributions continue to guide the future of HR leadership and business strategy. His advisory role with the Kalinga International Youth Foundation further reflects his commitment to mentoring young leaders.

Parthasarathi shared extraordinary insights into corporate resilience, unveiling the realities of setting up major enterprises in Odisha. His account of steering Tata Steel Kalinganagar through turbulent times after the Kalinganagar massacre and shaping Gopalpur's SEZ hub resonated deeply with attendees.

The video footage was a powerful reminder of the challenges and triumphs involved in corporate transformation—many participants recognized common names and places, having lived or worked in those regions or knowing someone affected. This made for a highly

interactive discussion, enriched with shared experiences and reflections.

Parthasarathi's session became a masterclass in HR leadership, offering profound lessons in negotiation, advising CEOs, policy implementation, community upliftment, and proactive decision-making. His approach demonstrated how HR influence from 2003 to today has reshaped industries and driven long-term change.

Opening Tribute & Interactive Engagement

The evening began with a one-minute silence in honor of Col Prof J. Satpathy's mother, a moment of respect and reflection that set a contemplative tone. Following this, Sujata Singh, our Treasurer, led the group in an invocation and opening song, fostering a sense of togetherness. Despite some technical challenges, the session quickly gained momentum.

The new member introductions were a wonderful opportunity to connect names to faces, further deepening the community bond.

Ink & Imagination – The Art of Mindfulness Through Creativity

The session took a shift toward mindfulness and creative expression, inviting members to break free from structured thinking. Participants engaged in doodling and journaling exercises, embracing spontaneous artistic expression as a means of presence and emotional balance.

Designed to:

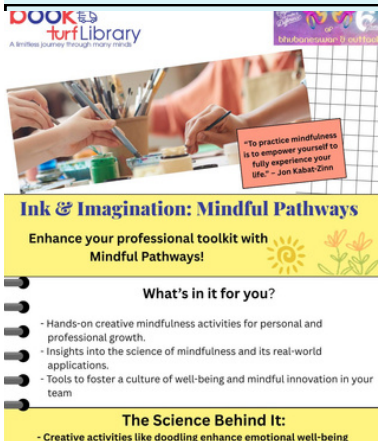
- Enhance Creativity: Encouraging participants to explore free-form ideas beyond structured business models.
- Cultivate Mindfulness: Using artistic exercises to strengthen focus and emotional clarity.

....cont



MAY MEETUP - The Sky Is Not The Limit

Speaker Spotlight: Shri Parthasarathi Mishra – A Walk Through Transformational History



cont...

- Discover New Leadership Approaches: Challenging participants to rethink...
- problem-solving and leadership strategies.
- Foster Connection: Providing a space where creative outputs and insights were shared.

Memorable Closing & Appreciation

As the evening unfolded, discussions extended well past the scheduled time, with participants deeply engaged in shared connections and meaningful conversations—even right up to the security gate!

Though 32 members registered, 21 attended, leaving behind a vibrant session that was filled with depth and insight.

A group photo was captured, though some members had prior commitments and had to leave reluctantly. Despite this, the evening remained energetic until the very last goodbye.

Special appreciation to Chapter Director Dr. Ashok Sahu and Chapter Secretary Ms. Alkananda Swain, who felicitated Mr. Parthasarathi Mishra with a thoughtful plant as a token of gratitude. Everyone enjoyed the snack box arranged and the tea provided by RCM College, which was warmly received and appreciated.

A huge thank you to our event support angels—the team from the book turf, behind the scenes who took photos, registered members, distributed kits, snacks, and tea. Their efforts ensured a seamless and welcoming atmosphere, making the event an incredible success.

Activity Feedback Submission Reminder

- Please send your feedback forms to:
- Book Turf Email: info@thebookturf.com
- Preethi's WhatsApp: Direct submission option

Closing Quote

"Leadership is not about titles or power—it is about impact, influence, and inspiration." – Robin Sharma

Editor's Closing Thoughts: As this session unfolded, it became clear that leadership is not just a position—it is a responsibility, a narrative, and a journey. From insightful discussions with Parthasarathi Mishra to the creative expressions that followed, the evening embodied a spirit of growth, resilience, and connection.

The beauty of these conversations is that they don't end with an event—they become lessons that shape perspectives and ignite action. Whether through HR strategies, mindful creativity, or shared reflections, each participant walked away with something valuable—something that goes beyond the walls of the venue.

And as always, Sky is not the limit—it's just the beginning.

Looking forward to hearing your reflections and continuing this journey of learning, creativity, and inspiration!

-Preethi Patnaik

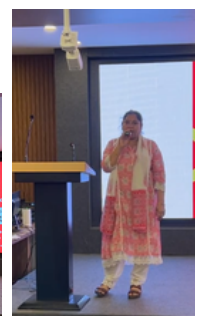


Reflections & Highlights



Members share their **thoughts, experiences, and memorable moments** from the event! From insights to connections, the conversations continue...

- Happy to learn that the session yesterday was enriching and enlightening..Parthasarathi is an extraordinary leader and a fabulous speaker.. No wonder the session was marvelous - **Surya Mohapatra**
 - it was a truly inspiring and candid session on the topic - "Sky is not the limit" . The words deeply resonated with us, reminding that the real boundaries are only those we set in our minds. The authenticity, real life reflections, and motivating tone ignited a spark within all of us to dream bigger, aim higher , and break through self imposed limits. Let's continue to soar beyond the Sky. **Dr.Ashok Sahu**
 - The Talk was wonderful and a Big Thanks to The Speaker & Team L&D - **Rtn Abdul Hakim Khan**
 - Excellent programme... very candid expression by Mr Parth Mishra. **Rabi Das**
 - Very inspiring and motivating real life stories of Sri Parthasarathi Mishra. 🙌 Great program -**Sanjiva Kumar**
 - Truly inspirational evening...loved the way he presented the reality to motivate every HR to understand the actual role behind human resource management - Sanhita Sarkar
 - The session was just wow. How a dedicated person with immense will power and vision along with technical expertise, can bring change not only to the corporate world being a torch bearer but could contribute to the entire nation irrespective of the risks. So Sky is not the limit. So for me also, the definition changed yesterday, whatever we can think, we can do. The sky is just the beginning 🙏. Grateful to each one of you for this opportunity 🙏 and gratitude to Parthasarathi Sir for sharing the insightful life experience with all of us- **Sashikanta Malik**
 - Thanks to the each and every members of Book Turf team for the wonderful job they have done yesterday. Starting from the registration of members to capturing the moments they did each and every job without any hesitation. Thank you boys n girls once again. **Dr.Ashok Sahu**
 - Preethi & Kanak , thank you so much for having put in so much effort in getting the activity together . What a wonderful learning that was , " disruptive learning " was a new way forward for any trainer & the activity is a good way to disrupt the thought process and start afresh . Can't thank you enough for that . Very well organised kit , all of us who have got it need to sit quietly and work it out . A big thank you to the entire team of Book Turf . **Alka Swain**
 - A warm thank you to all the members who joined us for this month's learning session on 18th May. Your presence made the event meaningful and reinforced our shared commitment to continuous learning. 🙏 A special appreciation to our core committee members who, behind the scenes, invest their valuable time and energy to bring everything together — from identifying impactful speakers to arranging the venue and managing all logistics. Your dedication is what keeps this platform thriving. 🙏 Although there are some derailment in the schedule yesterday, let's also remind ourselves that timely starting of the event, attendance and consistent participation are key to the success of our sessions. Our commitment to learning not only encourages great speakers to associate with us but also strengthens the culture of excellence we aspire to build. We would appreciate any suggestions from the members to make the sessions informative, interactive and interesting Together, let's keep the momentum alive and raise the bar for future sessions!
- With Regards Ashok Sahu**



Elevating Excellence: Member Contributions That Inspire

Championing ideas, sharing wisdom, and shaping the future—one contribution at a time.

"True leadership is not about being in charge; it's about empowering others to rise." – Unknown

"The wisdom of a community is built on the voices of those who dare to share, inspire, and innovate." – Anonymous



Dive into the wisdom of our community! Below is a collection of insightful contributions from our members—click on each to explore their perspectives and expertise.

Explore a collection of insightful articles, reflections, and expertise shared by our valued members. Each contribution offers unique perspectives, leadership insights, and industry knowledge—click below to read, engage, and be inspired!

◆ **Reflections – Prof Dr S Sandhya & Col Prof Dr J Satpathy**

This paper examines three questions: How does a Mentor – Learner intelligence create biological basis absorption and retention preferences? What elements enhance Mentor – Learner oriented intelligence absorption and retention preferences? What do eye-impressions reveal in the cycle of biological Mentor – Learner oriented intelligence absorption and retention preference

◆ **Trust Dividend: How to Build and Sustain Trust in the Modern Workplace -Dr . Debabrata Dash Head -Human Resources (Eastern India) Arcelor Mittal Nippon Steel India**

In today's fast-paced, hyper-connected world, trust isn't just a nice-to-have—it's a strategic asset. Whether leading teams, managing change, or adapting to hybrid work, leaders and organizations that build and sustain trust create an environment where engagement, innovation, and performance thrive.

◆ **India's Demographic Dividend and the Strategic Role of HR: Empowering Women in the Workforce -Prof. Dr.Shradha Padhi , Dy. Director (Strategy & Planning)Regional College of Management (RCM), Bhubaneswar**

India's Demographic Dividend and the Strategic Role of HR: Empowering Women in the Workforce. India stands at a critical juncture in its demographic journey, with one of the world's youngest populations. Over 65% of its citizens are under the age of 35, offering a unique opportunity for accelerated economic growth — commonly referred to as the demographic dividend.

◆ **Unlocking Organizational Citizenship In Indian Firms Through A Linkage Between Green HRM And OCBE(Organizational Citizenship Behavior towards Environment) -Ms. Sanhita Sarkar, Research Scholar, Management Science,IBCS, SOA deemed to be University, BBSR.**

In this fast evolving dynamic business environment of today, where industries all over the world are blindly chasing their dream to become successful and portray themselves as giants in their preferred sector, very few are bothered about the environmental impact of increase of industrialization and the excessive use of available natural resources and where we will land few years from now

Each article in this edition offers a unique lens into leadership, trust, mentorship, and sustainability in the workplace. Through these contributions, our community continues to spark meaningful conversations and drive thought leadership. As we move forward, let's continue shaping this conversation together. Your voice, your insights, and your contributions fuel this community. Keep sharing, keep engaging, and keep inspiring.

Thank you for being an integral part of Wisdom Waves—until next time, let's keep the dialogue alive!



Reflections

Prof Dr S Sandhya & Col Prof Dr J Satpathy



The past decade and a half have witnessed the emergence of biology (Biological Sciences) in the field of learning and development management; specifically, the biological foundations of learning and development management. The disciplines of biology and learning and development management sciences have notably entered the domain of Learning and development management Studies. A wide array of academic disciplines, such as Cognitive Biological Science, Psychology, Organizational Studies, and Learning and development management, seek to investigate incentive-based Mentor – Learner oriented intelligence ‘learning style enhances memory work’. This intersects with the rise of AI, Mentor – Learner oriented intelligence accountability, new work paradigms, and the development of ‘learning style enhances memory work’ in the context of limited information regarding highly unstructured ‘learning style enhances memory work’ scenarios. The inclusion of Biology in Learning and development management has offered a new perspective on Learning and development management dynamics by merging experiments and laboratory simulations. Within a modern framework, absorption and retention preference-making, along with data-driven biological approaches to Mentor – Learner oriented intelligence ‘learning style enhances memory work’, address existing challenges. There exists a propensity to think in causal terms, favoring predictable outcomes. In this setting, sensory organs have been tested to supplement precise data and information. This prompts a fundamental question: what constitutes evidence in Mentor – Learner oriented intelligence absorption and retention preference sciences? This calls for comprehensive thinking and deep understanding as a paradigm for managing absorption and retention preference control is transforming. In this context, actions evolve from being result-oriented to relationship-oriented. This paper examines three questions: How does a Mentor – Learner intelligence create biological basis absorption and retention preferences? What elements enhance Mentor – Learner oriented intelligence absorption and retention preferences? What do eye-impressions reveal in the cycle of biological Mentor – Learner oriented intelligence absorption and retention preferences?

How rational should a Mentor or Learner be? How do affect and cognition interact within realm of Mentor - Learner biology absorption and retention preference making? How do biases, affect and cognition interact within realm of Mentor - Learner biology? Are perspectives of optimistic, hopeful, confident, and resilient Mentor or Learner distinct? To what extent can one envision compassion, thoughts and feelings of Mentor or Learner? How emotionally affected are Mentor or Learner during ‘learning style enhances memory work’ moment? The humanization sub - scale can evaluate effects produced by priming manipulation through following inquiries: To what extent can one perceive Mentor or Learner as human being, rather than merely means to an end? How do eyes formulate cognitive code?

How can scientific disciplines leverage digital ‘inferential’ data for logical inquiry? What are the essential geometric domains? What reciprocal relationships exist between cognitive and affective processes? What are the biological and behavioural foundations? In such a context, pertinent question is how Mentor or Learner going to decide when immersed in a situation of observed and unobserved forces within environment of Artificial (Fabricated and/or Synthetic) Intelligence? What considerations surround signal detection challenges inherent in situations? Under what conditions is Mentor or Learner judgment reliable? Why do some Mentor or Learner endeavour to transform ideas and aspirations? Ultimately, why is some Mentor or Learner successful while others are not?

An often-posed inquiry: Is Knowledge Learning and development management an Art or a Science? The discourse has

now positioned 21st century as a arena in terms of preference perception. ‘Learning and development management



Reflections

Prof Dr S Sandhya & Col Prof Dr J Satpaty



is a human science that examines human behaviour. Over years, Learning and development management has transformed from human science to include animal sciences as well as natural (i.e., biological) sciences. Age of

interdisciplinary Learning and development management has emerged, encompassing Biological Learning and development management, Cellular Learning and development management, Heterodox Learning and development management, Rational Learning and development management, Welfare Learning and development management,

Irrational Learning and development management, Participatory Learning and development management, Complexity Learning and development management, Pluralistic Learning and development management, Thermo Learning and development management, Molecular Learning and development management, Humanistic Learning and development management, Institutional Learning and development management, Genetic Learning and development management, Evolutionary Learning and development management, Heredity Learning and development management, Anthropoid Learning and development management, Cognitive Learning and development management, and Behavioural

Learning and development management, to name a few. Where do we find ourselves? Which of these do we choose to

adopt? How to leverage and utilize these for benefit and well-being of organizations and

individuals? At the core lies reality that there exists an array of absorption and retention preferences, alternatives, options, utility, and optimization. Moreover, humans and organizations face threats from VUCA (Vulnerability, Uncertainty, Complexity, and Ambiguity). 'Human Beings,' as 'Central Agents' adopt reasoned perspective with evolutionary outlook on behaviour. Some preferences are intricate yet significant despite introduction of new 'preference tasks. This results in adoption of resolute frameworks, development of operational tools and establishment of precise procedures to address versatile and multidimensional landscape. Ultimately, Learning and development management is integrated with biological sciences.

Education and training systems are complex. This document seeks to examine and showcase new models of behavioral thinking within the neuro-scientific philosophy of biology experiments. The study includes aspects of 'gaze' and 'attention' during training sessions, ultimately leading to a 'retention and absorption' quotient. In this document, the computational theory of mind has been discussed to elucidate the neural foundation of the philosophy of training with distinctive yet ambiguous 'experiments and answers' where no single external cued answer can be deemed correct. Both protocols explore, build upon, and enhance the discourse by framing research inquiries in the philosophy of training from the perspective of 'Mentor - Learner - Instructional mode' complexity concerning 'retention and absorption.' Research concentrated on Mentor - Learner centered intelligence absorption and retention preference has yet to acknowledge biological elements (. A developing trend within the Social and Behavioral Sciences recognizes Heredity, Hormones, Bodily Processes, and Biological Science as 'Pillars of Biology' that act as contributing factors to the significance of Biology in Mentor - Learner oriented intelligence absorption and retention preference. Quantitative genetics and molecular genetics represent two methodologies that analyze the impact of biology on Mentor - Learner oriented intelligence absorption and retention preference ('Nature versus Nurture'). It appears there are methodological, theoretical, and paradigm shifts related to Biology in Mentor - Learner oriented intelligence absorption and retention preference. This highlights the influence of genetic makeup on the vision and biology of managers. Research originating from the social sciences has variably linked the achievements of these individuals to risk-taking, aggression, and sociability. The critical question is: does a genetic predisposition exist toward Mentor - Learner oriented intelligence absorption and retention preference?

Prof Dr S Sandhya & Col Prof Dr J Satpathy



Trust Dividend: How to Build and Sustain Trust in the Modern Workplace

Dr . Debabrata Dash

Head -Human Resources (Eastern India) Arcelor Mittal Nippon Steel India



In today's fast-paced, hyper-connected world, trust isn't just a nice-to-have—it's a strategic asset. Whether leading teams, managing change, or adapting to hybrid work, leaders and organizations that build and sustain trust create an environment where engagement, innovation, and performance thrive. 💡

📊 According to Gallup (2023), employees who trust their leaders are 4x more likely to be engaged and 70% less likely to experience burnout. So, how can we build trust in our workplaces?

Here are the key 5 pillars:

◆ 1. Consistency

Trust is built in small, repeated actions. Consistency in behavior and decision-making shows your team that they can rely on you, even in challenging times.

◆ 2. Transparency

Be open about goals, challenges, and decisions. Employees trust leaders who share information openly and avoid secrecy. When Airbnb laid off staff during the pandemic, their open letter explaining the decision garnered trust from both employees and the public.

◆ 3. Competence

Trust depends on capability. Leaders who deliver results and make sound decisions earn respect. A key trait? Admitting mistakes and learning from them.

◆ 4. Empathy

Listen to your team. Understand their needs, concerns, and challenges. Compassionate leadership creates an environment where trust can grow. Microsoft's Satya Nadella transformed the company's culture by leading with empathy.

◆ 5. Accountability

Follow through on commitments. Trust thrives when we hold ourselves—and each other—accountable for our actions.

📈 The ROI of Trust is huge:

76% higher employee engagement

50% higher productivity

2x faster innovation

40% lower turnover

(Studies from HBR, PWC, and Deloitte)

🌟 Key takeaway:

Trust isn't built overnight. It's a long-term commitment to integrity, openness, and care. When trust is high, work feels better, results come faster, and relationships deepen.

Trust is the New Leadership Currency

Let's build workplaces where trust isn't just an ideal—it's a foundation for success. 🧰🚀

[hashtag#Leadership](#)

[hashtag#Trust](#)

[hashtag#EmployeeEngagement](#)

[hashtag#WorkCulture](#) [hashtag#BusinessStrategy](#)

[hashtag#HR](#)

[hashtag#EmployeeWellbeing](#)

[hashtag#LeadershipDevelopment](#)

For further reading and to follow on LinkedIn
: <https://www.linkedin.com/in/dr-debabrata-dash-8a8b76205/>



India's Demographic Dividend and the Strategic Role of HR: Empowering Women in the Workforce

Prof. Dr. Shradha Padhi

Dy. Director (Strategy & Planning)

Regional College of Management (RCM), Bhubaneswar



India's Demographic Dividend and the Strategic Role of HR: Empowering Women in the Workforce

India stands at a critical juncture in its demographic journey, with one of the world's youngest populations. Over 65% of its citizens are under the age of 35, offering a unique opportunity for accelerated economic growth — commonly referred to as the demographic dividend. However, this potential can only be realized if the labor force is fully engaged, skilled, and equitably represented. A key component of this equation is the participation and empowerment of women.

Despite progress in education, female labor force participation in India remains among the lowest globally. Social norms, safety concerns, limited access to childcare, and workplace biases continue to hinder women's full involvement in the economy. If addressed effectively, it is estimated that equal participation of women could add \$700 billion to India's GDP by 2030.- McKinsey Global Institute (MGI).

This is where the Human Resources (HR) function plays a transformative role.

The Role of HR in Empowering Women and Unlocking the Demographic Dividend

- **Inclusive Recruitment Strategies**

HR can drive change by designing gender-sensitive hiring practices that target female talent across all levels, particularly in sectors where women are underrepresented. Proactive outreach to women returning to work after career breaks can also widen the talent pool.

- **Skilling and Reskilling Initiatives**

Women often face limited access to emerging tech and leadership training. HR must champion targeted upskilling programs, mentorship, and digital literacy to ensure women can thrive in the evolving job market.

- **Flexible Work Models**

Offering hybrid work options, part-time roles, and career re-entry programs enables greater participation from women, especially those balancing caregiving responsibilities.

- **Safe and Supportive Work Environments**

Policies addressing workplace harassment, gender pay gaps, and unconscious bias are crucial. HR should lead in fostering safe, respectful, and equitable workplaces.

- **Leadership Development and Representation**

HR can design programs that groom women for leadership roles, set diversity goals, and hold organizations accountable for progress on gender parity.

- **Policy Advocacy and Culture Change**

Beyond internal policy, HR leaders can influence broader organizational and societal culture by normalizing women in leadership, challenging stereotypes, and supporting public-private collaborations to enhance women's economic empowerment.

Conclusion

To fully harness India's demographic dividend, the participation of women in the economy is not optional — it is essential. The HR function, with its unique position at the intersection of people, policy, and purpose, must lead this effort. By building inclusive, future-ready workplaces, HR professionals have the power to transform India's youth potential — especially that of its women — into a lasting engine of growth and equity.

Linkedin :<https://www.linkedin.com/in/shradha-hr/>



Unlocking Organizational Citizenship In Indian Firms Through A Linkage Between Green HRM And OCBE (Organizational Citizenship Behavior towards Environment)



Ms. Sanhita Sarkar,
Research Scholar, Management Science, IBCS, SOA deemed to be University, BBSR.

In this fast evolving dynamic business environment of today, where industries all over the world are blindly chasing their dream to become successful and portray themselves as giants in their preferred sector, very few are bothered about the environmental impact of increase of industrialization and the excessive use of available natural resources and where we will land few years from now. In future, will our upcoming generation be able to live in a healthy and prosperous planet. It is a million dollar question to be answered till date. This awareness is amongst people to understand the importance of invaluable natural resources has led some companies to take an initiative to go Green and integrate these Green initiatives with Human Resource Management. This has given birth to Green HRM practices adopted by companies all over the world with an aim to create a future workforce which is morally and socially responsible in doing business keeping in mind the environmental impact of their products/services thereby going Green or producing and delivering eco-friendly products and services. The introduction of Green HRM and its implementation in an effective manner fosters an atmosphere of employee belongingness towards the organization beyond the expected level to use the available resources responsibly and be socially responsible for its environmental impact, further creating 'Green Climate' within the organization as an onset of sustainability within the organization. This will positively affect the employee motivation level to not only work dedicatedly but also be focussed and take initiatives to align individual objectives with the organizational environmental objectives thereby fostering employee green behaviour.

This leads to the development of OCBE (Organizational Citizenship Behaviour towards Environment) which will further act as a catalyst to develop Organizational Citizenship amongst them enabling them to achieve organizational outcomes in an effective manner. Therefore, researchers should aim to find the relationship between Green HRM and OCBE and explore the mediating role this relationship plays in fostering Organizational Citizenship within the organization. Further it is quite necessary to identify how far Indian firms have adopted these Green initiatives and introduced them into HRM with a broad application area in recruitment, selection, training and development, performance appraisal, compensation and benefits, reward management etc. Also it is important to explore the moderating effects of organizational culture and employee engagement on the relationship between Green HRM and OCBE towards unlocking Organizational Citizenship. Based on available literature, a comprehensive study of Indian firms will help us provide recommendations for those firms who choose to effectively implement Green HRM practices thereby enabling development of green attitudes and behaviour amongst employees leading to OCBE and further paving the path for Organizational Citizenship. Infact, we can say that Organizational Citizenship is the crux of sustainable business practices and enabling organizations to operate in an environmentally sustainable fashion.

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Forum Debate

Col Prof Dr J Satpathy



“The human brain is much more interesting to study than any AI tools.”

Topic : 1

Is the growing reliance on AI in learning platforms diminishing the human touch in L&D?

Is the growing reliance on AI in learning platforms diminishing the human touch in L&D?

My take is that AI will always remain Artificial manned by human brains. Remember, behind every successful Machine or Software or even a Robot, there is a human (brain) element that injects info, guides info management, course correction and monitoring. Human touch will always be there irrespective of mechanization, mechatronics, digitalisation etc etc. The Human Element cannot be obliterated off from AI dynamics. Natural Intelligence will always reign Supreme. The lowest point can be 51 : 49 in favour of Human Touch in L & D.

Quoted

" No matter how advanced AI becomes, it will always need the human touch to unlock its full potential and ensure its ethical and meaningful use. While AI can process vast amounts of data, predict patterns, and execute tasks with unparalleled speed and accuracy, it lacks the innate qualities that make us human—empathy, creativity, and intuition. These traits are essential for understanding complex emotions, fostering genuine connections, and making nuanced decisions in unpredictable situations.

Empathy, for instance, allows humans to interpret subtle emotional cues that AI might overlook, ensuring solutions are tailored to individual needs. Creativity fuels innovation, enabling humans to think beyond existing frameworks and imagine possibilities that algorithms alone cannot predict. Intuition, shaped by experience and subconscious reasoning, guides decisions where data alone offers no clarity. Additionally, humans play a crucial role in designing, training, and regulating AI systems to reflect societal values and ethics. Without this guidance, AI risks operating in ways that could inadvertently perpetuate biases or harm.

Therefore, the synergy between AI's computational power and humanity's emotional intelligence is not just complementary—it's essential. Together, they can create transformative solutions, but the heart of progress will always lie in the human touch, steering AI toward a future that prioritizes compassion, creativity, and connection.

Submitted by : Col Prof Dr J Satpathy

Linkedin

:<https://www.linkedin.com/pulse/col-prof-dr-j-satpathy-jyotirmaya-satpathy>



Youth Development Program (YdP): Bridging Academia and Industry for Future Leaders



Unlocking Potential, Shaping Careers

Preparing students for successful careers goes beyond academics—it requires practical experience, industry exposure, and structured mentorship. The Youth Development Program (YDP) equips MBA students, graduates, and postgraduates with essential skills to step into the workforce confidently.

Why YDP Matters

With industries evolving rapidly, institutions must ensure their students possess job-ready skills, business acumen, and leadership capabilities. YdP provides an integrated learning experience that complements traditional education, helping students enhance employability and placement success.

Key Offerings for Students

Resume Building & Personal Branding– Expert guidance on crafting impactful resumes, LinkedIn profiles, and professional storytelling.

- Mock Interviews & Assessment Centers– Practical exposure to real-world hiring processes through structured simulations.

- Industry Insights & Business Acumen – Exclusive sessions covering market trends, leadership challenges, and corporate expectations.

- Soft Skills & Professional Readiness– Training in communication, teamwork, negotiation, and adaptability.

- Networking & Mentorship – Direct access to HR professionals, corporate leaders, and YdP alumni who provide career insights and guidance.

- Leadership & Innovation Initiatives – Collaborative projects encouraging strategic thinking, teamwork, and problem-solving.

Invitation to Institutions: Explore Collaboration with YDP

We invite academic institutions, placement coordinators, and career development teams to connect with us and explore how YDP can enhance student preparedness for placements and professional success.

By partnering with YDP, institutions can:

- ✓ Offer structured skill development programs tailored to industry needs.
- ✓ Strengthen placement outcomes with expert-led guidance.
- ✓ Provide students with direct networking opportunities and mentorship from industry professionals.
- ✓ Enhance institutional reputation by fostering career-ready graduates.

Let's Shape the Future Together

We welcome discussions on customized program integration, guest lectures, and exclusive training workshops tailored for your students.

How to Join

Schedule a meeting with us to explore collaboration opportunities!

- Sign up as a student member to gain exclusive mentorship, career insights, and industry connections with L&D professionals.
- Membership Fee Student: 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 for institution membership details.



Navigating Pre-Placement: A Roadmap for MBA Students

Introduction

The journey from the classroom to the corporate world is filled with challenges and opportunities. Pre-placement activities are designed to bridge this gap, equipping MBA students with the skills, insights, and confidence required to secure desirable roles. A strategic approach to pre-placement can set the foundation for a successful career.

Understanding the Pre-Placement Phase

Pre-placement is not just about interviews; it is a holistic process that includes resume building, networking, mock assessments, and personal branding. It is crucial for students to approach it with an analytical mindset, treating it as an opportunity to refine their strengths and identify areas for improvement.

Essential Preparation Strategies

1. Crafting a Powerful Resume

Your resume is your first impression. Tailor it to highlight key skills, achievements, and experiences that align with industry expectations. Keep it concise and impactful—an employer should be able to grasp your unique strengths within a few seconds.

2. Building a Strong LinkedIn Profile

Networking plays a vital role in securing opportunities. An optimized LinkedIn profile enhances visibility and credibility. Regularly engage with industry professionals, share insights, and participate in meaningful discussions to position yourself as a proactive candidate.

3. Developing Interview Skills

Mock interviews, case studies, and group discussions are pivotal in sharpening responses. Work on structuring answers using the STAR method (Situation, Task, Action, Result) to provide clear and compelling responses.

4. Enhancing Soft Skills

While technical expertise is essential, soft skills—such as communication, teamwork, and leadership—set candidates apart. Participate in role-playing exercises, public speaking events, and team projects to hone these skills.

5. Industry Research & Business Acumen

Employers value candidates who demonstrate industry knowledge and business acumen. Stay updated on emerging trends, market shifts, and company strategies. Read industry-specific reports, follow thought leaders, and explore case studies relevant to your domain.

6. Networking with Alumni & Professionals

Leverage alumni networks to gain insights into company cultures and hiring trends. Informational interviews can provide valuable guidance, offering a deeper understanding of what recruiters seek.

7. Personal Branding & Storytelling

A well-crafted personal narrative helps recruiters connect with candidates beyond qualifications. Reflect on your journey, aspirations, and experiences, and be prepared to articulate them authentically during interactions.

Conclusion

Pre-placement preparation is a transformative phase that demands dedication and strategic effort. By focusing on resume building, networking, interview skills, and industry knowledge, MBA students can maximize their chances of securing rewarding opportunities. The key lies in approaching this journey with confidence, adaptability, and a growth mindset.

Final Tip: Be prepared, be proactive, and be persistent. Success follows those who are ready to embrace it.



Case Study : Zomato During the Pandemic – Reinventing in Crisis

Dr.Ashok Kumar Sahu



In early 2020, when the COVID-19 pandemic hit, India went into lockdown and Zomato, one of the country's leading food delivery platforms, faced a major crisis. With restaurants shutting down and deliveries dropping drastically, Zomato's core business was in jeopardy. Thousands of delivery workers were also at risk of losing their livelihood.

The leadership, instead of downsizing immediately, saw an opportunity to pivot.

Within weeks, Zomato launched "Zomato Market", delivering groceries directly to households using their existing delivery network. They also introduced contactless delivery, and soon collaborated with the government to provide meals to stranded migrants and frontline workers. Simultaneously, they trained delivery workers in health protocols, provided safety gear, and launched health insurance initiatives.

Though revenues dipped temporarily, this quick transformation not only kept the company afloat but enhanced its brand image as a responsible and agile organization. Zomato's response earned widespread appreciation and reinforced its commitment to innovation and society.

Reflection & Discussion Questions

1. What key leadership qualities helped Zomato respond effectively to the crisis?
2. What risks do you think Zomato took with its business model, and how did they manage them?
3. If you were part of the leadership team, what additional services or innovations would you have suggested?
4. How can young professionals prepare themselves to think creatively during crises?
5. Does this story change your perspective on failure, disruption, and reinvention? How?

Members may like to send their answer/views to be published in the next edition of Wisdom Waves @ editorIndbbsr@gmail.com

Management Story

Take a look at an apple tree. There might be five hundred apples on the tree, but each apple has just ten seeds. That's lot of seeds.

We might ask, "why you need so many seeds to grow just a few more apple trees ?

Nature has something to teach us here. It's telling us: "Not all seeds grow. In life, most seeds never grow. So if you really want to make something happen, you had better try more than once."

This might mean:

You will attend twenty interviews to get one job. You will interview forty people to find one good employee. You will talk to fifty people to sell one house, one car, one vacuum cleaner, one insurance policy, or a business idea. And you might meet a hundred acquaintances just to find one special friend.

Collected.

Dr.Ashok Kumar Sahu



(Re)Introducing Myself in Short

Anshuman Marddaraj Bhuyan,
Agripreneur



(Re)Introducing Myself in Short

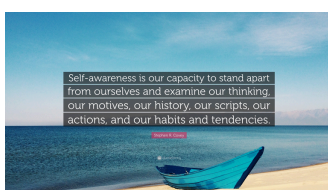
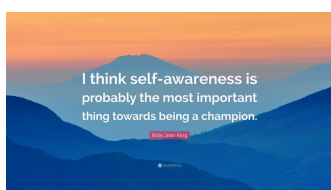
I am you, a human being, I call myself the top most occupant in food chain, I proclaim to have the most powerful brain on earth, I can understand, analyze, communicate, remember, recall, imagine, invent. Now a days I am inching closer to artificialize these god's gift into machines also, so in a sense I am actually inching towards being God if not by creating life but by making my mechanical toys mimic one. But all my intensions and ambitions are to serve this world only, at least as defined by me for now, until my creations start defining me like I did to mine.

My creator, made me to be a human being, empowered me with emotions to feel, empathize, imagine & dream, intelligence to learn, assess, plan, communicate & materialize using limbs, senses singularly or in a sync collectively, to use humanity to help prosper. I used those tools to create envy, deception, sabotage, greed, fear, untrust, hate, cruelty, selfishness, laziness, procrastination and spread insanity. So when did I lose my senses and intelligence and all those divine strengths I was born with? The moment I recognized myself as an individual and defined myself limited to the earthly name and fame and ambitions attached to it maybe, I just limited every aspect of my life and in my eyes that of others into an unlimited abyss of shrewdness and embarked into an infinite sinking of humanity.

Isn't it important to recognize who I am and what's my real purpose in this universe first? Whatever I do, even if it is for the purpose of my livelihood, isn't it important to know what purpose should it serve? In one of his videos, I am fortunate to find Dr Devdutt Pattanaik the ace mythologist and writer describing about basis of serving metaphorically through Valmiki Ramayan and Hanuman Ramayan in a conference of entrepreneurs. It was such an important piece of advice not only to those who were present there, I personally felt it should be the morale, the basic ground work of all professionals as well as non-professionals while delivering our actions. Every work needs devotion to outshine.

Thoughtful vision, deep introspection, blissful self-awareness, meaningful actions, humbling gratitude, responsible accountability, selfless sacrifice, every bit of focus on self-improvisation for the greater good is the key to sustainably create a sensible humankind. It is already time to realize the urgency to re-realize the importance of those forgotten value systems, the conveniently skipped ones, the ones which are kept up to books and elderly advices only, to rebuild the foundation of human character.

As Sadhguru says, becoming a human being in true sense itself is optimum enough to contribute to serve mankind and all life and this beautiful world and this vast universe and ultimately the creator himself. I believe it's peak time that we rewire ourselves and re-introduce ourselves as human beings.



Anshuman Marddaraj Bhuyan



Rustic Resilience

Dr. Monalisa Mishra
Addl. Deputy Director,
Regional College of Management, Bhubaneswar



Rustic Resilience

Remember parents saying us "You town folks lack liver in doing anything brave and challenging ! Look at the village bugs ;you can't match their intellect and energy." Lately upon a visit to my countryside ,I came across a funny yet thoughtful observation of this connotation.

My twelve-year-old nephew Sunny a city boy (the current identity of one fifth of the country's population) accompanied me to the village on a short trip. He visited his cousin Santosh also twelve, at our ancestral house and farm. After a hearty meal, Sunny needed the washroom. Santosh pointed to the open fields, leaving Sunny perplexed.

"Out there?" Sunny asked, hesitant.

Kumar nodded, unfazed. "Nature's toilet."

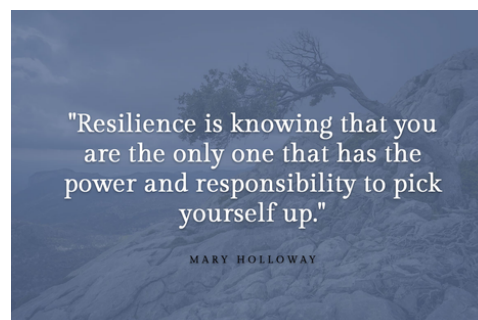
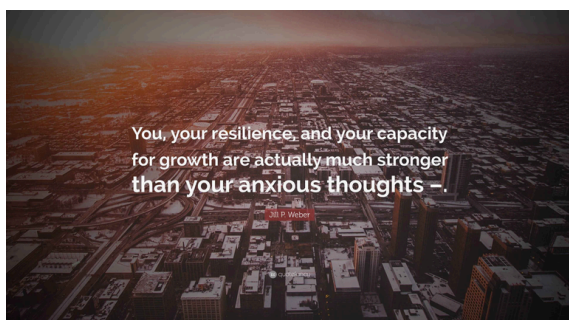
As Sunny struggled to adapt (which took him nearly an hour)Santosh strolled into the fields with ease. Sunny watched, admiring his cousin's rustic resilience. In that moment, he realized that resilience wasn't just about grand things, but also about embracing life's simple challenges with humility. More wonders were coming up like the breezy noon in the orchard with no air condition, ludo and cards in person instead of the device ,snacking of nuts and village fruits in the early evening, watching and attending the cattle and fishing pond.

The experience left Sunny with a newfound appreciation for Santosh's and his rustic companions' resourcefulness and adaptability and the simplicity of the countryside folks .

The rustic resilience stumps off the extra comfort zone of our little ones who can actually welcome resistance and sport resilience if parents can consider their countryside living as the game changer!

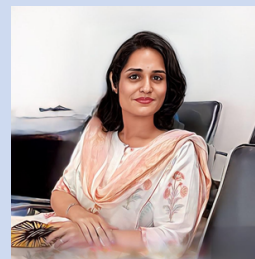
So next time the summer trip to a cool destination should include at least a day in the countryside!

Dr. Monalisa Mishra



Beyond the cover : Embrace the journey of Book Therapy

Kanak Misra
The Book Turf Library
Founder



Book therapy, or bibliotherapy, harnesses literature to nurture mental and emotional well-being. Immersing in diverse narratives allows readers to escape stress, cultivate empathy, and derive fresh insights into personal challenges. Each carefully chosen text acts as both a mirror—reflecting personal experiences—and a lens that reveals new perspectives, serving as a potent tool for easing anxiety while sharpening critical thinking and vocabulary. Beyond these individual benefits, bibliotherapy also fosters communal dialogue and social connection, deepening bonds as discussions around these texts reaffirm that personal challenges are part of a shared human experience.

To put these concepts into practice, consider exploring these recommended books for bibliotherapy:

- The Choice: Embrace the Possible by Edith Eger
-
- The Prophet by Kahlil Gibran
-
- The Gifts of Imperfection by Brené Brown
-
- Tiny Beautiful Things by Cheryl Strayed
-
- A Man Called Ove by Fredrik Backman
-
- The Alchemist by Paulo Coelho
-
- The Little Prince by Antoine de Saint-Exupéry
-
- The Hobbit by J.R.R. Tolkien
-
- To Kill a Mockingbird by Harper Lee
-
- The Book Thief by Markus Zusak

Each of these texts offers a unique blend of self-reflection, emotional resilience, and personal growth—key pillars of book therapy. By inviting introspection and providing fresh pathways for healing, they offer both solace and a practical roadmap for overcoming life's challenges. Embracing bibliotherapy means not only nurturing our inner world but also forging deeper connections within the communities around us.

So Unearth that cherished gem from your personal collection ,or make your way to the nearest bookstore or library and embark on a new literary journey.

Kanak Misra



Let's Continue the Journey of Learning & Impact | Membership Renewal 2025-26

Dear Members/Changemakers,

Alone, we can do so little; together, we can do so much." – Helen Keller

The strength of any community lies in the **passion of its people**—and you have been the driving force behind the success of **L&D Global – Bhubaneswar Chapter**.

As we step into another year filled with possibilities, we invite you to **renew your membership for 2025-26**, and continue to be a part of this **vibrant, purpose-driven learning community** as already notified in the group.

Why stay connected?

Because as a member, you:

1. **Belong to a national network** of L&D leaders and professionals
2. Get **exclusive access** to events, conclaves, and expert-led sessions
3. Can **showcase your expertise** and contribute to knowledge sharing
4. **Open doors** to collaboration, visibility, and personal growth
5. **Become part of meaningful change** in the L&D ecosystem

This is more than just a membership—it's a movement.

Ready to lead from the front?

We are also inviting **volunteers** who wish to take up responsibilities in:

- **Program Planning & Facilitation**
- **Communication & Digital Presence**
- **Community Outreach & Partnerships**
- **Member Engagement & Support**

I know, you have the **energy, ideas, and a heart for contribution**— and this is your **moment to shine**.
Let's keep learning. Let's keep growing. Let's keep inspiring.

Take action now! Renew your membership and step forward to lead.

"Great things are done by a series of small things brought together." – Vincent van Gogh

Together, we create lasting change. Let's make 2025-26 another impactful year!

Your involvement matters. Your ideas shape the future. Your leadership inspires growth.

Let's continue to learn, collaborate, and innovate—because in the journey of progress, **every voice, every contribution, and every action makes a difference.**

We look forward to seeing you lead, connect, and grow with us!

Warm regards,
Dr.Ashok Kumar Sahu
Director, L&D Global
Bhubaneswar Chapter



Fill in the membership form

**Join or
Renew Your
Membership**



Caption This - Winner Announcement



Image Courtesy -Mr.Saroj Patnaik

Winning caption gets a prize.

Leadership in Focus - Inspirational Speech (Shots)



A youtube video snippet of wisdom from a speech by founder **Mr.Surya Prakash Mohapatra** in this exclusive share in the whatsapp group by our Chapter Secretary, Ms. Alkananda Swain. A must-watch for those passionate about learning, development, and impactful leadership.



Placement Hacks Every MBA Grad Should Know

1. The 90-Second Rule – Recruiters scan resumes FAST. Make sure your top achievements stand out in the first few lines.
2. Decode Job Descriptions – Mirror keywords from job postings in your resume & LinkedIn profile. It boosts visibility in AI-driven screenings.
3. Turn Weaknesses Into Strengths – When asked about shortcomings, show how you're actively working to improve—growth mindset wins!
4. Leverage Alumni Networks – A warm intro via alumni can open doors faster than cold applications. Engage smartly!
5. Master the Power Pause – In interviews, pause before answering tough questions. It adds confidence and impact.
6. Negotiation Trick – Always let recruiters quote first on salary expectations. It gives you leverage for a better deal.

Need structured pre-placement coaching? L&D Bhubaneswar Chapter offers expert-led career prep for students & institutions!



Voices & Vibes -A Collection of Wit, Wisdom & Whimsy

Our members responded to a whatsapp activity

1. Name the book that redefined your world. 2. Share your favorite literary quote.

Mr. Debadutta Behera	Autobiography of a yogi	Every saint got a past, every sinner got a future. "A reader lives a thousand lives before he dies. One who doesn't, lives only one"
Ms. Sujata Singh	The Death	Time shall pass away
Dr. Debasmita Tripathy	Shrimad Bhagavad Gita	2. "God grant me the serenity to accept the things I cannot change, courage to change the things I can and the wisdom to know the difference. "
Dr. Alhadini	Shree mad Bhagabat Geeta 🌸🙏	Teaches me not to be a MASTER, but to be a complete surrendered SERVANT to HIM.
Ms. Arunima Patra	SIDHARTH	Be Yourself. Everyone Else Is Taken (Oscar Wilde)
Mr. Mano	Flow Deep work The CEO factory	
Rtn Abdul Hakim Khan		https://youtu.be/prqzHCR306A?si=WweYQDT75nq08uTc



Book Review

"Man's Search for Meaning" by Viktor E. Frankl

"Man's Search for Meaning" by Viktor E. Frankl is a powerful exploration of finding purpose amid hardship. Drawing from his experiences in Nazi concentration camps, Frankl shows that understanding our "why" can unlock the inner strength needed to face life's toughest challenges. His core message is simple: when people know what drives them, even the most difficult struggles can become opportunities for growth.

For trainers, mentors, and coaches, this book offers valuable insights. It serves as a reminder that guiding others to discover their own purpose is transformative. By helping individuals focus on what truly matters, setbacks can be reframed as stepping stones toward lasting resilience and personal growth. Ultimately, Frankl's work inspires a reflective journey toward building a more meaningful and fulfilling life for everyone.

Kanak Misra



Challenge yourself - HR Corner



For the Ultimate HR Genius

Instructions:

Answer all questions to the best of your ability.

No external references—this is a test of pure HR wisdom.

Select the most correct answer.

Questions

1. Which HR model emphasizes the alignment of HR strategies with business strategies? A) Harvard Model B) Michigan Model C) Ulrich Model D) Guest Model
2. What is the primary purpose of a competency framework in HR? A) To define job roles B) To assess employee performance C) To identify required skills and behaviors D) To manage payroll systems
3. Which HR metric measures the average time taken to fill a vacant position? A) Turnover rate B) Time-to-fill C) Cost-per-hire D) Retention rate
4. What is the key principle of the 'Balanced Scorecard' approach in HR? A) Focusing solely on financial metrics B) Integrating financial and non-financial metrics C) Prioritizing employee satisfaction D) Emphasizing cost reduction
5. Which HR theory is based on the hierarchy of needs? A) Herzberg's Two-Factor Theory B) Maslow's Hierarchy of Needs C) McGregor's Theory X and Theory Y D) Vroom's Expectancy Theory
6. What does the term 'psychological contract' refer to in HR? A) A formal employment agreement B) Unwritten expectations between employer and employee C) A legal contract for workplace behavior D) A performance appraisal document
7. Which HR strategy focuses on creating a positive employer brand to attract top talent? A) Talent acquisition B) Employer branding C) Succession planning D) Workforce planning
8. What is the primary goal of succession planning in HR? A) To reduce turnover rates B) To identify and develop future leaders C) To improve employee engagement D) To streamline recruitment processes
9. Which HR concept involves analyzing job roles to determine their value to the organization? A) Job evaluation B) Job analysis C) Performance appraisal D) Workforce planning
10. What is the primary focus of strategic human resource management (SHRM)? A) Day-to-day HR operations B) Aligning HR practices with organizational goals C) Managing employee grievances D) Implementing payroll systems
11. Which HR tool is used to measure employee engagement levels? A) 360-degree feedback B) Employee engagement surveys C) Performance appraisals D) Exit interviews
12. What does the term 'HR analytics' refer to? A) Analyzing payroll data B) Using data to make HR decisions C) Tracking employee attendance D) Monitoring recruitment processes
13. Which HR practice focuses on identifying and addressing skill gaps in the workforce? A) Training and development B) Performance management C) Workforce planning D) Employee engagement
14. What is the primary purpose of an HR audit? A) To evaluate HR policies and practices B) To monitor employee attendance C) To assess payroll systems D) To conduct performance appraisals
15. Which HR concept involves creating a diverse and inclusive workplace? A) Workforce planning B) Diversity management C) Employee engagement D) Succession planning

Just send in your answers to mail to click image for email :



For Trainers Who Shape Minds & Spark Change



The Trainer's Creed:

A trainer is not just a teacher, but an architect of curiosity, a storyteller of wisdom, and a conductor of inspiration.

The Three Voices of a Great Trainer

- The Mentor's Voice: That calm, steady tone that carries experience and insight, guiding learners toward mastery.
- The Motivator's Voice: Passionate, energetic, and contagious, it lifts minds and fuels engagement.
- The Challenger's Voice: Thought-provoking, stimulating deep reflection, and daring learners to go beyond comfort zones.

The Three Vibes Every Trainer Needs

- Curiosity over Compliance: The best lessons are those learners want to explore, not just follow.
- Empathy over Expertise: Being an expert is great, but being someone who understands the learner's journey? That's game-changing.
- Humor over Perfection: Mistakes are learning moments. A laugh turns an awkward moment into an unforgettable one.

The Trainer's Secret Superpowers

- X-ray Vision: You see the unspoken doubts, the quiet confusion, and the hidden potential in every learner.
- Shape-shifting: You become a storyteller, a coach, a challenger—whatever the moment demands.
- Lightning Speed Thinking: A random question? A tricky situation? You pivot and adapt like a pro.
- Mind Control (the good kind): You inspire people to think differently, making learning a journey, not a checklist.

A Touch of Whimsy – Trainer's Guide to the Unexpected

- You're not just explaining concepts, you're secretly performing magic.
- Every confused expression from a learner is a puzzle waiting to be solved.
- If they don't remember the theory, they'll remember the story. Make it a good one.

Trainer's Challenge – A 60-Second Reflection Exercise

Complete this thought: The best session I ever conducted was when I...

- What made it unforgettable?
- How did you connect with your learners?
- What would you do differently if you could repeat it?

Share your answer with fellow trainers—you might just spark a new idea or two.



Signature Trainer Lines – Say It with Style

- I'm not just teaching—I'm starting a conversation.
- If you leave with more questions than answers, I've done my job.
- We don't train people. We ignite curiosity and let it take flight.
- Mistakes? That's how great discoveries begin.



Voices & Vibes -A Collection of Wit, Wisdom & Whimsy

Who is poor ?

A wealthy woman goes to a saree store and tells the boy at the counter :

Bhaiya, show me some cheap sarees. It is my son's marriage and I have to give to my maid.

After sometime, the maid comes to the saree shop and tells the boy at the counter:

Bhaiya, show some expensive sarees. I want to gift my Mistress on her son's marriage"

Poverty is in the mind or in the purse?

Tell me.....

Who is rich ?

Once, a lady with her family was staying in a 3-star hotel for a picnic.

She was the mother of a 6 month old baby.

"Can I get 1 cup of milk?" asked the lady to the 3-star hotel manager.

"Yes madam", he replied, "But it will cost you money."

No problem", said the lady.

While driving back from hotel, the child was hungry again.

They stopped at a road side tea stall and took milk from the tea vendor.



How much?"
she asked the tea vendor.

"Madam, we don't charge money for kid's milk",
the old man said with a smile.

"Let me know if you need more for the journey"
The lady took one more cup and left.

She wondered, "Who's richer ?

The hotel manager or the old tea vendor ?

Sometimes, in the race for name, fame and money, we forget that we are all humans.

Let's help someone in need, without expecting something in return.

It will make us feel better than what anything else can.

Coffee never knew that it would taste so nice and sweet, before it met milk and sugar.

We are good as individuals but become better when we meet and blend with the right people. Stay connected.

The world is full of nice people... If you can't find one.

Be One 😊

Shared in forum



Community Hub: Resources & Engagement



Monthly Meetup Moments: A Glimpse into Connection & Growth

Our latest **Monthly Meetup** was a blend of **engaging discussions, vibrant networking, and shared insights**. Through these snapshots, we capture the **energy, collaboration, and excitement** that made this gathering special.

Each picture tells a story—of ideas exchanged, friendships strengthened, and the spirit of learning embraced. **Scroll through the gallery and relive the highlights**

Stay Positive!



*Positive
Vibes
Only*



*never
give
up*



*you can do
ANYTHING
you just have to be
DETERMINED*



*The
Future depends
on what you
Do Today*



*We can never
achieve **greatness**
alone*





News Round Up



Dr. Ashok Kumar Sahu: From Values to Victory—Empowering...

FEATURE: In the vast expanse of India's industrial landscape, where leadership is often measured by tangible outcomes...

interviewtimes.net

Double click to open

April - May Festive Greetings

April 2025

- April 13 – Pana Sankranti (Odia New Year)
- April 14 – Ambedkar Jayanti
- April 18 – Good Friday
- April 20 – Easter Sunday
- April 23 – Mahavir Jayanti

May 2025

- May 9 – Chandan Yatra (Jagannath Temple festival)
- May 14 – Buddha Purnima
- May 20 – National HR Day (Celebrating HR's role in shaping workplaces and leadership)
- May 26 – Sabitri Brata (Observed by married women in Odisha for their husbands' well-being)

May your celebrations be filled with warmth, laughter, and shared memories. Happy festivities

Birthdays



Happy Birthday to Our April & May Stars

Wishing all L&D Global members who celebrated in March a fantastic year ahead—filled with **growth, success, and inspiration!** Your dedication to learning and development continues to make a difference.

April:

- Subrat Ray - 4th
- Jyostna Mohanty - 11th
- Dhananjay Banthia - 23rd
- Preethi Patnaik - 23rd

May:

- Arun K Sahoo : 07th
- Amiya Patnaik : 09th
- Sk. Abdul Rub: 10th
- Sujata Singh: 15th
- Sanhita Sarkar : 27th



Here's to another year of impact and achievement! Cheers. If we have missed your special day do let us know and wishing you a Happy Birthday too...



Community Hub: Resources & Engagement



News Round Up -Happy International HR Day!



Happy International HR Day!

Today, we celebrate the HR leaders who shape workplaces with authenticity, inclusion, and innovation. Whether you're an entrepreneur, HR professional, or L&D expert, your work empowers individuals and transforms communities. As we embrace the future under the theme

"HumanifyAI – Leading HR Together",

let's remember these 9 Timeless HR Principles:

- People First, Always – When we prioritize people, success follows.
- Culture Drives Performance– A thriving workplace starts with a strong culture.
- Communication is Key – Open dialogue builds trust and connection.
- Hire for Attitude, Train for Skill– Mindset and adaptability matter.
- Diversity is Strength – Inclusive workplaces drive innovation.
- Continuous Learning Fuels Growth– Lifelong learning keeps us future-ready.
- Leadership is Service– The best leaders uplift others.
- AI Enhances, but Humans Transform– Technology enables, but people create impact.
- Respect is Non-Negotiable – Every individual deserves dignity and fairness.

"HR is not just a function; it's the heartbeat of every organization. When we put people first, success follows."

The Future of HR: AI + Human Leadership
HR isn't AI vs. humans—it's AI enhancing human impact.

- AI automates processes, but human empathy drives engagement.
- Technology streamlines, but trust and fairness create lasting connections.
- Data helps decisions, but people-first leadership ensures inclusivity.

Takeaway : AI is a powerful tool, but HR remains human at its core.

#InternationalHRDay #HumanifyAI #PeopleFirst #HRLeadership #Empowerment
#CommunityBuilding





Meet our New Members

Welcome to L&D Global!

Excited to have you with us! Here, we **connect, grow, and drive impactful learning experiences** together. Looking forward to your insights and contributions.

Welcome aboard!

- | | |
|-------------------------------|----------------------------------|
| 1. Ms.Smruti ranjan Sahu | 22.Mr.Madhuchanda Rath |
| 2.Dr. Snigdhamayee Choudhury | 23.Ms. Abhipsa Tripathy |
| 3.Ms.Jayalaxmi Samal | 24. Ms. Smita Kanungo |
| 4.Ms.Kulamani Panda | 25. Ms.Smruti Priyadarshini |
| 5.Mr.Prafulla kumar Panda | 26. Mr. Anshuman Mardaraj Bhuyan |
| 6.Mr. Sanjaya Nanda | 27.Mr. Amlan Pattnayak |
| 7.Dr. Tapas Kumar Panda | 28.Mr. Subrat Prasanna Mishra |
| 8.Ms.Swati Panda | 29.Ms.Subhasmita Parida |
| 9.Sri Bikram Panigrahi | |
| 10.Mr.Debadutta Behera | |
| 11.Rtn Abdul Hakim Khan | |
| 12. Mr.Radhashyam Mohapatra | |
| 13. Prof Narendra Mishra | |
| 14.Mr. Sourav Chakraborty | |
| 15.Mr.Himanshu Sekhar Pradhan | |
| 16.Ms. Kirandeep Kaur | |
| 17. Prof Jyotirmaya Satpathy | |
| 18. Prof Sandhya S. | |
| 19. Ms.Sweta Das | |
| 20. Dr. Vidyasagar Tulsi | |
| 21.Mr. Pritam Pany | |



Community Hub: Resources & Engagement



Advertising Space

We are excited to announce that here after in all our forthcoming Wisdom Waves , advertising space will be available for business and individuals who wish to promote their product or services. With a wide-reaching audience of professionals in L&D community, this is an excellent opportunity to gain visibility and show case your offerings. Available advertise option include :

1. Full Page: ₹5000.00
2. Half Page: ₹ 3000.00
3. Quarter Page= ₹ 1500.00

We also have discounts for 12 months, six months and three months advertisement at one go. The advertisement material and the payment must reach us in advance prior to publication of the advertisement. For further details and discounts, you may please contact Secretary L&D Global Bhubaneswar Chapter through :

Email id: Indglobalbbsr@gmail.com
Mobile: +917853039290

Wisdom Waves Contributions & Contests

Please send your writings for Wisdom Waves before 20th of each month at email: editorIndbbsr@gmail.com or to Ms.Preethi Patnaik on her whatsapp number +91 93371 88063

YLD (Youth Leadership Development) WING -

We invite the young and spirited Leaders of Tomorrow to come forward and join the YLD 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

Office Bearers

- Founder – Mr.Surya Prakash Mohapatra
- Director – Dr. Ashok Kumar Sahu
- Secretary – Ms. Alakananda 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
- Innovation Catalyst - Ms. Preethi Patnaik
- Community Engagement- Ms. Zainab Tasneem
- Strategic Visionary- Ms. Rajshree Updayaya

OUR SINCERE GRATITUDE TO OUR PARTNERS

Venue Partner & Host - REGIONAL COLLEGE OF MANAGEMENT, Bhubaneswar

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

Newsletter & Memento Plants - The Book Turf, Bhubaneswar

Preethi Patnaik
201 Shanti Niwas, Rasulgarh Industrial Estate Rasulgarh

Address & Contact for Consultancy and Mentor Connect

Ms. Alka Nanda Swain,
Secretary , L&D Global Bhubaneswar Chapter
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Thank you for reading!

