



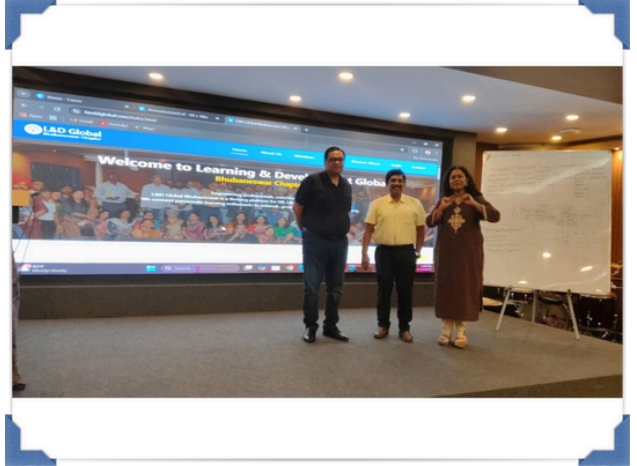
L&D Global
Bhubaneswar

WISDOM WAVES

Aug - Sept Edition of 2025



L & D Global Bhubaneswar Chapter becomes one of the first chapter to launch its official website under the unwavering support of team IT Plus Point headed by our dear member Prabhat Ku Sahoo."



High lights of the monthly meet ups

An amazing event full of knowledge sharing and interaction on **Gender Equality** by eminent speaker Prof. Dr. Shruti Das organised by L & D Global Bhubaneswar Chapter at RCM auditorium on 17th August 2025.

A wonderful opening interaction by Sanhita Sarkar to spread **awareness regarding Equal Footprints** left the audience speechless.

Official Website Launch of L & D Global Bhubaneswar Chapter becoming one of its kind in taking such an initiative.

Special thanks to **L & D member Prabhat Ku Sahoo** for keeping his promise and extending his unwavering support in the creation of the official website.

A thought provoking discussion on "**Transformational Coaching for Future Leaders**" by eminent speaker Dr. Tanaya Mishra on 14th September 2025.

A **Power-packed online session** sharing **valuable insights** into the most relevant and pressing themes shaping the coaching industry today.



Chapter Objective

Collaborating, Co-creating & Contributing

Wisdom Waves Empowering Voices for Progress ■



Theme of this Edition

August reflects the month of Indian independence. **Let's discuss benefits and challenges of Diversity, Equity, Inclusion for a Sustainable Future Workforce.**

September resonates with peace and societal well - being celebrating International Day of Peace on 21st September. **Let's join hands to express our views and experiences on the Impact of Violence and Conflict on Resilience and Mental Well being.**

In this edition you can expect ■

- Message from the Director's desk
- Secretary's message
- Monthly meet round ups - Aug & Sept
- Reflections & Highlights
- Founder's Vision
- knowledge Share: Aug - Sept
- Inspiring Quotes
- Member Engagements that inspire
- Celebrating Member Achievements
- Festive Greetings
- Birthday wishes
- Welcoming newest members on-board
- YLD (Youth Leadership Development)
- Wing

This issue of Wisdom Waves is dedicated to the voices that shape progress.

Member Contributions: The Heart of Our Community...

Our newsletter thrives because of YOU!

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 and Energy !

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

Let Wisdom Inspire !

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.

Your Voices Bring Depth and Energy !

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

Stay connected & Inspired!
Contact us : editorlndbbsr@gmail.com

From the Director's desk...

DR. ASHOK KU SAHU

Dear L&Dians,

As we enter this festive season, I extend my heartfelt wishes to you and your families. May Navaratri and Durga Puja bring strength and harmony, and may Diwali light up your lives with joy, prosperity, and wisdom.

Festivals remind us of renewal, unity, and growth — values that are equally central to our journey in Learning & Development. The future of L&D lies in embracing continuous learning, digital transformation, and collaborative knowledge-sharing to build agile, future-ready professionals.

Together, let us make this Chapter a vibrant hub of ideas, innovation, and inspiration, while keeping alive the spirit of learning and community.

Wishing you all a joyful and meaningful festive season.

With warm regards,
Director – L&D Chapter



Secretary's message...

Dear L&Dians,
Namaskar!

It is always a pleasure to connect with you through Wisdom Waves. Hope all of you are doing good.

It gives me great pride to realise how our chapter is growing as a hub for knowledge-sharing, professional growth, and innovation. In this festive season of Navratri & Dussehra, I urge you to take inspiration from the spirit of these celebrations — the triumph of good over evil and the power of perseverance and courage and carry forward the message of learning & growing. Just as these festivals symbolize new beginnings and positive energy, may they encourage you to actively engage with our upcoming initiatives, contribute your insights, embrace continuous learning and work together toward a new world of learning and development.

Wishing you and your loved ones a joyous Navratri and a prosperous Dusshera.

I would like to sign off with a quote, "The time is always right to do what is right." —Martin Luther King Jr.

Jai Hind !!

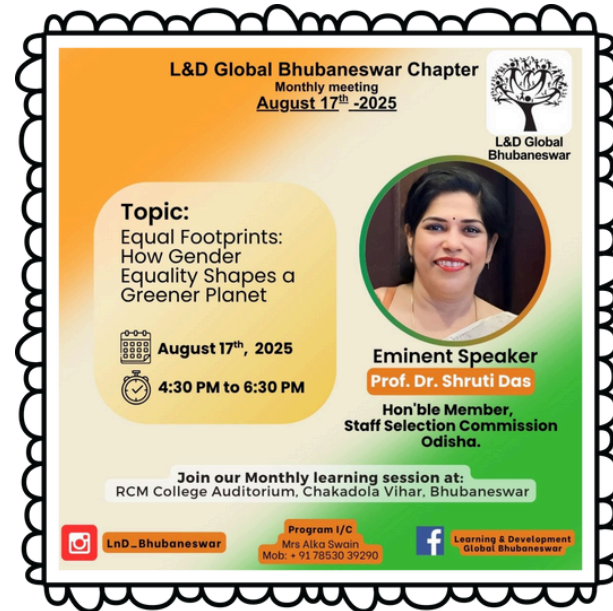


ALKANANDA SWAIN

Monthly meet round up-Aug 25

**EQUAL FOOTPRINTS:
HOW GENDER
EQUALITY SHAPES A
GREENER PLANET ”**

Speaker: Prof. Dr. Shruti Das



The August monthly meet of L & D Global Bhubaneswar chapter held on 17th August 2025 housed a gathering of professionals who had joined to discuss on the most debated topic “Gender Equality” which in fact is the unfinished business of the 21st century. The discussion was enriched by the valuable insights shared by eminent speaker of the evening Prof. Dr. Shruti Das, Honourable Member of Staff Selection Commission, Odisha. Sharing her views on the topic “Equal Footprints: How Gender Equality Shapes a Greener Planet”, she emphasized on eco-feminism.

The session began with an engaging interaction with the audience by our dear member Sanhita Sarkar, to gauge the awareness regarding “gender equality” amongst members present. A pictorial displayed scenarios portraying the real status of women in today’s world and the interpretation of the term gender equality in its true sense. The objective of the interaction was to make the audience aware of the specific terms related to gender equality, the basic difference between the terms ‘gender’ and ‘sex’ to provide clarity to the entire concept of equal footprints to enable the development of an inclusive mind set for a sustainable future.

This was followed by an informative and fruitful discussion on Eco-feminism by honourable speaker for the session Prof. Dr. Shruti Das. She stated that women in this male dominated society still do not have the decision – making power as they are portrayed as a commodity which can be used as per convenience in any situation. The men are very neutral about this treatment towards women. And this mentality is deep rooted in our traditions from those times when the very concept of women wearing anklets was initially introduced by men as a symbol of protection of women for preventing her from being grabbed away by other men in the society. She gradually became a possession. Remaining unheard for centuries women became a subject of tokenism, often underestimated because of the emotional aspect and the empathetic attitude of hers. So women though being the main source of production and growth in almost every sphere, remained unattended. Even today in this 21st century which marks the advancement of science and technology and open mind set emphasizing on diversity, equity and inclusion, women still hold only 39 % of the entire workforce in the world.

Emphasizing on ‘Eco – feminism’, Prof. Dr. Shruti Das spoke of paving a pathway of empowering women in whatever they do to build a sustainable environment. And it can start right from our own homes where we have seen since childhood how ladies of the house have been managing household and business keeping a balance with nature and working towards a sustainable growth and development. Today, the entire world is worried about global warming due to depletion of natural resources. But no one notices that it is the women who can save the world from being destroyed anymore as they know and practice exactly what is to be done to sustain all the valuable resources available to us. That is the reason that they are addressed as “Duhita” highlighting their importance in the family as described in ancient Vedic literature. So far women all over India have been an integral part of major protests like Chipko Movement, Narmada Bachaon Andolan and Mahanadi and Niyamari struggles to name a few.

But these protests will only remain as slogans shouted out and reported in newspapers and just talked about seldom in history, until the ecological crisis and issues raised are heard and solutions worked on and implemented to get the desired results. In fact, the initiative can be made from our own homes and surroundings. If each one of us can promise to live and behave responsibly in every aspect related to society and environment, then maintaining the ecological balance and building a sustainable future will no longer remain a dream. It will be transformed into a reality and hopefully all the natural resources will be readily available for healthy consumption for future generations.

Finally, Prof. Shruti concluded by saying that ***“supporting the upliftment of women and creating a platform for empowering them to enable them to achieve an equal status in the society and their acceptance as an independent individual capable of taking sustainable decisions is the only mantra to reduce further carbon footprints and save our world from getting destroyed.”***

The engaging session ended with a good round of discussion on initiatives that can be taken to fulfil this dream of achieving both equality and equity for women in the society.

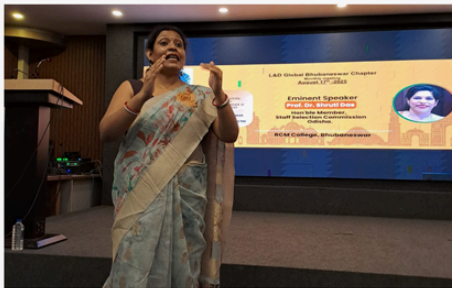
This was followed by the most awaited item on the agenda, ***the website launch of L & D Global Bhubaneswar chapter, an initiative by team IT Plus Point, an organization headed by our dear member Prabhat Ku Sahoo. We extend our special thanks to Debasmita Sahoo and Biswajit Behera from IT Plus Point for their unwavering support and huge contribution in creation of our website. We are proud to announce that L & D Global Bhubaneswar chapter is one of the first amongst all chapters of L & D Global to have taken such a wonderful initiative.*** The website provides access to all events and activities organized by L & D Global Bhubaneswar Chapter along with detailed profiles of all registered members, which portrays the contribution of the chapter to the field of learning and development with an aim to collaborate, co-create and contribute.

This wonderful interaction finally ended with felicitating our honourable guest speaker for the evening Prof. Dr. Shruti Das, followed by the birthday celebration of one of our most active members, Harekrishna Patnaik.



“Feminism is not about making women stronger. Women are already strong, it's just about changing the way the world perceives their strength.”

Reflections & Highlights of Monthly Meet June 2025



"What a lovely day to cherish!

A fantastic mind boggling session of Eco feminism and website launching!"

-Dr. Monalisa Mishra

"Thanks a lot Mr Prabhat ji

For making this website....

We all are very grateful to you 🙏🙏🙏"

-Brig. Dr. D.B.Pany

"Definitely an evening worth attending.

Madam Shruti had pointed out eco feminism in pointers amidst all her informative slides in such a way that it has kicked all of us to take an initiative from right our own homes to accomplish the objective of gender equality which is not just a slogan but a reality we are living in.

Thank you for all the active participation by our members in both the activity and the session on equal footprints. A big thank you to Prabhat sir and his team for the efforts they have put in designing our website. We are really grateful to team IT Plus point for their immense support and for putting up such an amazing work within such a short period of time.

Many many congratulations to our dear Dr Pragyan Paramita Das for completing her long journey of phd.

And many many happy returns of the day to Harekrishna sir.Finally Thank you to the core team for arranging such a meaning event once again. And a message for those who missed the show will be posted soon with a wrap up tonight."

-Sanhita Sarkar

Big announcement!!

"Today we have launched the official Website of L&D

Global Bhubaneswar

Chapter, and proud to say that this is the only chapter with a website."



"Thank you all for being a part of history in the making as we launched our website , proud to say we are the only chapter to do so till date .

Can't thank enough , Mr Prabhat Sahu and his team comprising of Debasmita and Biswajit for having developed our website in such a short span of time .

Yet another learning session & so enriching & from such an accomplished speaker .

A evening very well spent , memories to cherish.

Another monthly activity was initiated today , where any of our members would be given a 15 minutes window to do a member engagement activity & today it was done by Sanhita & what an impressive one ! We missed the members who couldn't make it today. Wish & pray that you all are there for the next monthly learning session.

Long live L&D Global Bbsr chapter"

-Dr. Ashok Ku Sahu

"Dear LnDians,

Heartfelt thanks to our esteemed Speaker Prof. (Dr.) Shruti Das for an insightful and inspiring session today.

Special appreciation to Mr. Prabhat Sahoo (our member & MD, IT Plus Point) along with Debashmita and Biswajit for designing and hosting our Chapter website in just three weeks—brilliant teamwork!

Kudos to Sanhita Sarkar for the energetic ice-breaking activity and to Dr. Monalisha for anchoring the program so gracefully.

Warm congratulations to Dr. Pragyan Paramita Das on the well-deserved Ph.D.—we are proud of your achievement.

Birthday wishes to Sri H. K. Pattanaik—thank you for adding sweetness to the evening with that lovely cake!

Finally, sincere thanks to all members for your wholehearted cooperation and support. Wish a larger participation in the forthcoming events. Together, lets build a vibrant learning community."

-Alkananda Swain



On 14th September 2025, the L&D Global Bhubaneswar Chapter had the privilege of hosting Dr. Tanaya Mishra, a highly accomplished HR leader and transformational coach with decades of global experience across organizations like Accenture, Essar, JSW, Shoppers Stop, DHL, Strides, and more. Known for her strategic insights and deep expertise in leadership development, Dr. Mishra delivered an inspiring session on “Transformational Coaching for Future Leaders.”

The discussion traversed some of the most relevant and pressing themes shaping the coaching industry today:

• The Role of AI in Coaching

Dr. Mishra emphasized how Artificial Intelligence is steadily becoming a key enabler in coaching. AI-driven platforms can assist coaches with data insights, behavioral patterns, and progress tracking, enabling more personalized and impactful coaching experiences.

• From Generative AI to Agentic AI

While Generative AI has been widely discussed, the session highlighted the emerging shift to Agentic AI, which not only generates insights but also takes purposeful action to guide and support coachees in real time. This evolution holds significant promise for the coaching industry.

• Coach–Coachee Agreement

A foundational element of any coaching journey, this agreement sets the tone, scope, and expectations of the relationship. Dr. Mishra stressed that clarity at this stage ensures accountability, mutual respect, and meaningful outcomes.

• Ethics in Coaching

Ethics form the backbone of effective coaching. From confidentiality to boundaries of influence, coaches must adhere to uncompromising ethical standards. Dr. Mishra reminded participants that coaching without ethics risks losing trust and credibility.

• Value Addition and ROI in Coaching

The session delved into how organizations increasingly expect measurable outcomes from coaching engagements. By aligning coaching objectives with business metrics, leaders can demonstrate tangible ROI, making coaching a strategic investment rather than a feel-good activity.

· **Guru Model and STAR Technique**

Dr. Mishra introduced practical frameworks like the Guru Model and STAR Technique (Situation, Task, Action, Result), which help structure coaching conversations. These models provide a structured yet flexible way to unlock performance and potential.

· **The Coaching Lifecycle in Corporates**

From identifying coaching needs to setting goals, implementing sessions, and finally evaluating success, Dr. Mishra outlined the entire lifecycle of corporate coaching.

This holistic perspective ensures that coaching initiatives are sustainable and integrated into organizational culture.

· **Challenging Coaching Experiences**

Sharing from her personal journey, Dr. Mishra narrated a few of her most difficult coaching sessions during her tenure at Accenture in Bangladesh. These stories provided valuable lessons on resilience, adaptability, and cultural sensitivity in coaching practices.

· **Non-Coachable Situations**

Not every situation or individual is suitable for coaching. Dr. Mishra outlined the red flags—ranging from lack of readiness to deep-seated resistance—where coaching may not yield results, and alternative interventions might be necessary.

· **Asking Quality Questions**

The true power of a coach often lies in their ability to ask the right questions. By framing deep, reflective, and open-ended questions, coaches can unlock perspectives and self-discovery in their coachees, leading to sustainable growth.

· **Professional Standards: ICF and PCC**

The session briefly touched upon global coaching standards such as the International Coaching Federation (ICF) and the Professional Certified Coach

(PCC) framework, which ensure quality, consistency, and ethical practices in the industry.

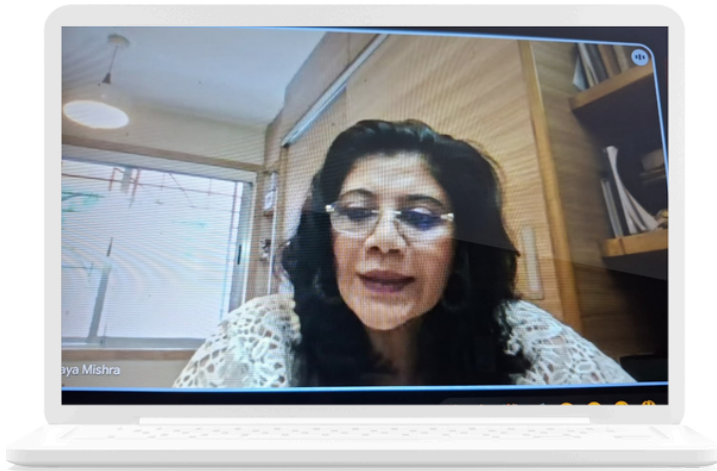
· **Coaching Across Genders**

Finally, Dr. Mishra shed light on the nuances of coaching across genders. Sensitivity, inclusivity, and an awareness of diverse perspectives play a crucial role in ensuring fairness and effectiveness in coaching conversations.

This was the second online session of the season and it was a perfect blend of strategy, stories, and science, leaving participants with practical tools and profound insights. This session was lucky enough to have participants from respected and professional bodies like NIPM, NHRD, ISTD etc. A good no of HR professionals, Academicians and students from various B-schools like IMIS, BGU were a part of this session. This led to an extremely engaging and lively QnA section in the end.

In closing, it was evident that as the corporate world continues to evolve, coaching will be one of the most powerful levers to shape ethical, resilient, and future-ready leaders.

Reflections & Highlights of Monthly Meet Sept 2025 ■



"It was an wonderful online session, we have been waiting for a long time. Resources person with that kind of qualification, credibility and experience sparing time for us was an opportunity for us.

More importantly over 40 plus attendance from beginning to end shows that when there are good sessions, more members can spare their Sunday for the group.

Kudos to all for making this online session a success."

Soumen Mitra

Quite a Learning & Development session it was. Full marks to the organizing committee Members. Highly appreciated. Many lessons encountered during the discourse. Many questions cropped in mind.

Col. Dr. J. Satpathy





The Founder's Vision ■

MR. SURYA PRAKASH MOHAPATRA

Linkedin: <https://www.linkedin.com/in/surya-prakash-mohapatra-6154576/>



L&D Global, founded by Surya Prakash Mohapatra, is a global network of Learning & Development practitioners with over 30,000 members across industries and cultures. With local chapters in major Indian cities, including Bangalore, Mumbai, and Delhi, its mission—Collaborate, Co-create, Contribute—focuses on building a strong knowledge-sharing community. The network facilitates forums, expert talks, webinars, and training programs, encouraging best practice exchanges and professional networking. The Bhubaneswar Chapter plays a vital role in advancing this mission in eastern India.

Surya Prakash Mohapatra is the Global Talent Skilling Head for the Industry Cloud, Digital and Artificial Intelligence Businesses at Wipro. He has over 25+ years of experience in various leadership roles in several leading IT and ITES organizations.

Musings on L&D - 03 : How can the L&D Function survive and thrive in the age of disruption?

We live in a VUCA world today. There are rapid changes happening with far reaching ramifications. In the midst of all the disruption, how can the L&D function within organizations remain relevant. Well, the answer is value creation. L&D leaders should stop thinking that they are an enabling or support function for the business. They need to look at themselves as an integral part of the business. L&D leaders should treat their function as a start-up and consider themselves as entrepreneurs running the start-up. If they change their mindset from being a support function to being a startup enterprise, they can turn around things rapidly in their favour.

Deliver ROI

Start ups, in order to survive and thrive, need to deliver value to their customers. Likewise the L&D function in an organization, needs to deliver ROI to the business. The L&D leader, first of all should determine how the training function can improve organization's revenues, operating margin, customer satisfaction, employee experience and productivity. The question she needs to ask is- "Is my function solving the pain areas of the business? Is my function enabling my organization to go to the next level of maturity?"

Build an Agile team

Start-ups have lean and agile teams where everyone in the team is free to try out new ideas. Failure is not only accepted here but is often encouraged. Innovation is the hallmark of a good startup. The L&D function, to succeed has to run like a swift and nimble startup. The team members must be willing to experiment and fail. They should quickly move on to a new idea if an earlier idea fails.

Invest in Technology

Imagine yourself not just as a conventional start up. Rather, look at yourself as a next-Gen start-up. Most next-Gen start-ups today leverage technology to grow their business rapidly. The L&D function needs to start leveraging technologies like AI, Agentic AI, AR, VR etc. to design, develop, deploy best in class, just in time , engaging and relevant learning solutions,

Crowdfunding (nay Crowdsourcing)

While start ups go for crowd funding, L&D should go for crowd sourcing. In stead of sourcing or buying content from expensive vendors, L&D leaders can go for crowdsourcing of content. Today plethora of knowledge and expertise is available within and outside an organization. So why build or buy? Why not crowdsource? In reality, crowdsourcing can be a powerful tool in these times when investments in training may have slowed down across industries.

So, are we ready for this paradigm shift?



Dive into the wisdom of our community! Below is a collection of insightful contributions from our members. Enjoy reading...

BE KIND WHENEVER POSSIBLE, IT'S ALWAYS POSSIBLE

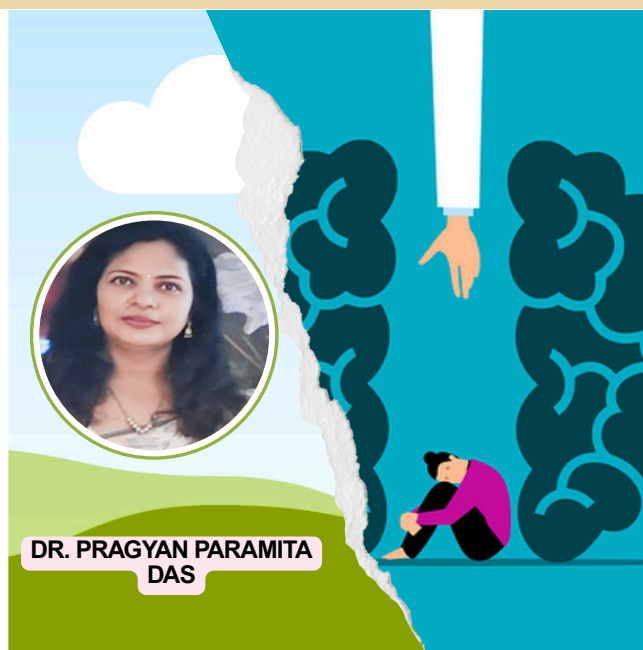


MS. IPSITA PUROHIT

Well, when we read this title many aspects runs in your mind whenever you` had put urself in a kindest form. We should learn first to be kind to ourselves, if we don't love ourselves, if we can't be kind to own soul we can't spread the positivity and supporting energy. Whenever it's needed to be the one for others in any situation in any form let your soul in the frontline, many lives can be the safe zone. When we are seeing someone is in trouble we shouldn't ignore and as per the best possible we should go far to be the reason of someone happiness. Like wise I will site some real experiences how we can be kind to the universe if one of the child is in unsafe situation and you are aware of it and make presence at that place and kindly make the possibilities to keep his/her in safe zone. Likewise in the family also we can be the kind to our mother or wife or sister specially in the household work, it's never a gender based work. As well as In the workplace also we can maintain a supportive environment , in this way we can be kind to others around.

In this context I will highlight my belives on "B3E- Be Empathetic, Educated and Effective" Yes always we can enlighten the right path to our surroundings but again it parallel to the need and mindset of the person. So showing kindness to human is never impossible, its always possible. It's a cycle, God will make ur path to be free and happy. To be counted as contributor Let's spread the kindness and luminous intensity to the universe.

VIOLENCE AND CONFLICT: THEIR IMPACT ON RESILIENCE AND MENTAL WELL-BEING



DR. PRAGYAN PARAMITA
DAS

Violence and conflict are pervasive global phenomena that transcend geographical, cultural, and socio-economic boundaries. They manifest in multiple forms, such as domestic violence, armed conflict, political unrest, and community disputes, each leaving profound impacts on individuals and societies. While the physical consequences of violence are immediate and visible, the psychological effects are often enduring, affecting mental well-being and social cohesion. At the same time, resilience emerges as a critical protective factor, enabling individuals and communities to withstand, adapt to, and recover from adversity. Understanding this complex relationship is vital in designing effective interventions for post-conflict recovery and mental health promotion.

The Psychological Toll of Violence and Conflict:

Research has consistently demonstrated that exposure to violence is a major risk factor for mental health disorders. Individuals exposed to armed conflict, terrorism, or interpersonal violence frequently experience post-traumatic stress disorder (PTSD), depression, and anxiety disorders (World Health Organization, 2022). Studies on war-affected populations reveal that children exposed to violence are especially vulnerable, exhibiting emotional dysregulation, cognitive impairment, and behavioral issues (Betancourt et al., 2013). Violence also undermines community structures by fostering mistrust, insecurity, and collective trauma. Societies experiencing prolonged conflict often normalize aggression, perpetuating intergenerational cycles of violence (Barber, 2019). This erosion of social cohesion exacerbates the psychological burden, leaving individuals isolated and marginalized.

Resilience: A Counterforce to Trauma:

Despite the devastating effects of violence, many individuals demonstrate resilience—the capacity to adapt positively in the face of adversity. Resilience is not innate but shaped by a range of protective factors: Social support networks: Strong family relationships and community solidarity have been shown to mitigate the adverse effects of trauma (Kaniasty & Norris, 2009).

Cultural and spiritual resources: Belief systems, traditions, and religious practices provide meaning, hope, and coping strategies in contexts of conflict (Ungar, 2011).

Psychosocial interventions: Access to mental health care, trauma-informed education, and community programs fosters recovery and psychological well-being (Tol et al., 2013).

Institutional support: Policies that ensure safety, justice, and rehabilitation are crucial in rebuilding resilience among conflict-affected populations.

Balancing Vulnerability and Growth:

While violence significantly undermines mental health, it can also stimulate post-traumatic growth in some individuals. Survivors may develop new perspectives, enhanced empathy, and greater appreciation of life (Tedeschi & Calhoun, 2004). However, growth is not universal and depends on supportive environments where individuals feel safe to process trauma. Programs aimed at enhancing resilience must strike a balance between acknowledging psychological vulnerability and cultivating opportunities for growth. This involves ensuring access to mental health services, promoting inclusive dialogue, and strengthening community-based support systems.

Conclusion:

Violence and conflict leave enduring scars on individual and societal mental health. They disrupt trust, create cycles of trauma, and hinder collective progress. However, resilience serves as a vital counterforce, offering pathways to adaptation and recovery. Strengthening resilience requires a multifaceted approach that combines psychosocial support, cultural resources, and institutional mechanisms. By investing in mental health infrastructure and promoting community solidarity, societies can transform experiences of violence into opportunities for healing and reconstruction. Ultimately, resilience not only protects against the destructive forces of conflict but also lays the foundation for sustainable peace and well-being.

Bridging Gaps in Diversity, Equity & Inclusion for Tomorrow's Workforce



In today's rapidly globalizing world, diversity, equity, and inclusion (DEI) are no longer optional add-ons but critical pillars for building a sustainable future workforce. Organizations that foster DEI create spaces where individuals from varied backgrounds—cultural, gender, generational, and cognitive—can thrive. However, translating this vision into reality poses several challenges.

1. Unconscious Bias and Workplace Culture

Despite awareness programs, unconscious biases continue to shape recruitment, promotions, and daily interactions. A workplace culture that subtly favors dominant groups can hinder inclusivity and discourage minority voices.

2. Equity vs. Equality

Ensuring equity—providing resources based on specific needs rather than equal treatment for all—remains complex. Many organizations confuse equality with equity, resulting in policies that overlook structural disadvantages faced by underrepresented groups.

3. Resistance to Change

Employees and leaders may resist DEI initiatives, perceiving them as tokenism or unnecessary. This resistance can manifest as passive disengagement, reducing the effectiveness of well-intentioned policies.

4. Global and Generational Differences

Multinational organizations face the challenge of harmonizing DEI practices across different cultural contexts. Similarly, younger generations demand stronger DEI commitments, while older generations may view them as disruptive to traditional norms.

5. Measuring Impact

Quantifying the success of DEI efforts is difficult. Metrics often focus on representation rather than deeper inclusion indicators such as belonging, psychological safety, or career progression.

Towards a Sustainable Future Workforce

To overcome these challenges, organizations must adopt systemic, long-term approaches: embedding DEI in leadership accountability, redesigning talent pipelines, leveraging data-driven insights, and promoting inclusive leadership training. A sustainable workforce is not just diverse but also equitable and inclusive—where every individual feels valued and empowered to contribute.

“UNLOCKING THE SECRET OF ACHIEVING DEI FOR A SUSTAINABLE FUTURE WORKFORCE...”



Sanhita Sarkar

Key Strategies for Integrating DEI

1. Embed DEI in Culture: Create a culture of inclusion by embedding DEI into daily operations and policies.
2. Prioritize Inclusive Hiring: Implement equitable hiring practices to build a diverse workforce.
3. Foster Leadership Commitment: Ensure leaders champion DEI initiatives and provide necessary support and resources.
4. Promote Equitable Growth: Create clear pathways for career advancement for all employees.
5. Leverage Data: Use data to track DEI progress and identify areas for improvement.

DEI in India:

Indian companies are adopting DEI initiatives to build sustainable and responsible businesses, driven by changing regulatory environments and the recognition that diverse teams drive innovation and long-term financial success.

Here are case studies of Indian organizations integrating DEI for sustainable growth:

INFOSYS

As a major Indian IT company, Infosys aligns its DEI initiatives directly with its ESG (Environmental, Social, and Governance) framework to ensure accountability and long-term impact.

- **Female empowerment:** Acknowledging the global movement toward gender parity, Infosys has committed to a target of 45% female representation in its workforce by 2030. Initiatives like the "Restart with Infosys" program help women re-enter the corporate workforce after a career break, while leadership programs train women for senior roles.
- **Disability inclusion:** The company established "Infyability," an Employee Resource Group (ERG) to create an accessible and inclusive environment for employees with disabilities. It leverages technology like its Accessibility Lab, which uses AI to make technology more accessible, and runs internship programs for students with disabilities.
- **LGBTQ+ support:** Infosys adheres to the UN Free & Equal principles and has implemented supportive policies, such as health insurance coverage for same-sex partners, gender confirmation surgeries, and mental health therapy. The "Infosys Pride" ERG and gender-neutral washrooms across development centres foster an inclusive workplace for LGBTQ+ employees.

Result:

These integrated policies enhance employee trust, drive innovation, and improve Infosys's global reputation, positioning it as a leader in sustainable and responsible business practices.

TATA GROUP

The Tata Group integrates DEI into its core values and CSR strategy, emphasizing that respect for diversity is a fundamental business necessity.

- **Affirmative Action:** The Tata Affirmative Action Programme (TAAP) addresses social inequalities by encouraging equitable opportunities for Scheduled Castes and Scheduled Tribes (SC/ST) communities.
- **Gender inclusion:** Tata Motors has formed diversity councils to increase female representation and offers policies like paid adoption leave, flexible work hours, and on-site crèche facilities to support women.
- **Leadership commitment:** The group has a long-standing commitment to inclusion, reflected in its corporate values and the Tata Code of Conduct, driving a culture of unity and understanding across its subsidiaries.

Result:

The group's "25 by 25" initiative (aiming for 25% diverse workforce representation by 2025 at Tata Steel) was recognized by the World Economic Forum, demonstrating the business impact of its strategic DEI agenda.

GODREJ GROUP

This conglomerate has adopted a comprehensive and integrated approach to DEI that drives both internal change and broader social impact.

- **Holistic inclusion:** The company formed a dedicated Diversity and Inclusion council to oversee initiatives that promote LGBTQIA+ inclusion and gender equality.
- **Cultural initiatives:** The "Godrej India Culture Lab" uses engaging events and dialogue to promote LGBTQIA+ inclusion and gender equality, fostering understanding and acceptance throughout the company.

Result:

Godrej's visible commitment to inclusion helps attract and retain diverse talent while strengthening its brand reputation as a socially conscious and progressive organization.

TECH MAHINDRA

Tech Mahindra is globally recognized for its DEI policies, which span a wide range of identities and needs.

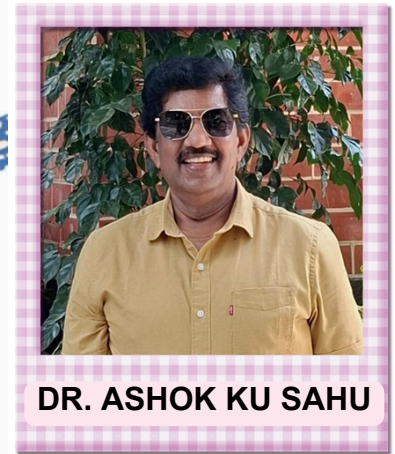
- **Targeted programs:** The company uses programs like "COLORS" to help women develop their careers and offers specialized mentoring and learning opportunities.
- **Flexible policies:** Tech Mahindra offers flexible timings, work-from-home options, and inclusive health insurance policies that cover a partner rather than just a spouse.

Result:

Its broad-based programs and policies for parents, the LGBTQ+ community, and people with disabilities create an inclusive culture that helps attract top talent and boosts its reputation for social responsibility.

Conclusion:

By prioritizing DEI, companies can drive innovation, improve decision-making, and enhance their reputation, ultimately contributing to a more sustainable future.



On 22nd September 2025, I attended a HR Conclave organised by a prestigious Navaratna CPSU of Odisha, with the theme: NAV- DRISHTI, People First, Future Forward. It was an excellent platform for learning next best practices for the organisation. I was in fact relating it to this month's theme (DEI) and the different festivals we are celebrating to place people at the centre of Industrial Growth while aligning the HR Strategies with the future needs of the industries.

Cultural diversity is the heart of an organization that truly believes in a People First culture. When people from different regions, languages, and traditions come together, they bring unique ideas and experiences that enrich the workplace. Every festival we celebrate — be it Navaratri, Durga Puja, Diwali, Eid, Christmas, or Holi — becomes more than just an event; it becomes a reminder of our shared values of respect, joy, and unity.

For organizations, Navaratri holds a special message: just as Goddess Durga embodies strength and protection, workplaces too must nurture resilience, fairness, and respect. Celebrating Navaratri at work promotes togetherness, cultural pride, and the spirit of oneness — the foundation of a People First culture.

By celebrating these occasions together, we acknowledge the dignity of every culture and create an environment where everyone feels valued. It also builds trust and breaks down barriers, reminding us that while our traditions may differ, our purpose and aspirations are the same.

For management, embracing cultural diversity is not just about inclusion; it is about sending a strong message that every individual matters. It also transmits that what truly matters are skills, contributions and values – not personal differences and This spirit of oneness strengthens teamwork, harmony, and the overall human bond that drives an organization forward.

"The future of HR is not about systems, process or being the boss of the people.....It will be about creating experiences that unlocks the boss in the people"

"A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone." - Sundar Pichai



THE ESSENCE OF POSITIVITY ■

Lies in the Power of Self Reflection...

A secret revealed to create mental peace and well-being...



Randhir Garnaik

In today's fast-paced world, it's easy to get trapped in the hustle and bustle of daily life and forget to take a step back and reflect on our actions and behaviors. However, self-reflection is a crucial component of personal growth and development. As the saying goes, "The largest room in the world is the room for improvement. So keep improving and blast your way to success and excellence." This mindset is essential for achieving our goals and living a fulfilling life.

One of the most significant obstacles to personal growth is our tendency to prioritize knowledge over character. As it goes by saying, "What we know matters, but who we are matters more. Being rather than knowing requires showing up and letting ourselves be seen." This highlights the importance of authenticity and vulnerability in our relationships with others. By being true to ourselves and others, we can build deeper connections and live more meaningful lives.

In today's society, it's easy to get caught up in the cult of self-importance and narcissism. We're often encouraged to prioritize our own needs and desires above others, and to present a perfect image on social media. However, this can lead to feelings of emptiness and disconnection. So the question arises, "Are we surrounded by narcissists? Have we turned into a culture of self-absorbed, grandiose people who are only interested in power, success, beauty, and being special?" These are important questions to consider, and ones that require honest self-reflection.

One of the most significant challenges we face in life is the tendency to compare ourselves to others. We're often led to believe that someone else's life is better, more successful, or more fulfilling than our own. However, this mindset can lead to feelings of inadequacy and dissatisfaction further affecting our mental well-being. As the saying goes, "One life. Just one life. Were we actually created to run run run after all the material possessions...a better better better job...a never-ending desire for more and more money in business...and then there's this malice..hatred..comparison and competition..which sadly starts from our childhood..." These are important questions to consider, and ones that require us to re-evaluate our priorities and values.

So, how can we break free from this cycle of comparison and competition? The answer lies in living authentically and walking our talk. "In fact, your most effective message is the one you live. Anything else is just empty words. That is the Law of Credibility. Hence, the age-old, hard-hitting piece of universal truth.....WALK YOUR TALK." By living in alignment with our values and principles, we can build trust with others and live a more authentic life.

Of course, this isn't always easy. We all make mistakes and hurt others, often unintentionally. However, it's how we respond to these situations that matters. "I believe healing doesn't mean the damage never existed. It means the damage no longer controls our lives." This requires us to take responsibility for our actions, apologize, and make amends when necessary.

Another important aspect of personal growth is acceptance. In reference to this we can say that "The desire for more positive experience is itself a negative experience. And, paradoxically, the acceptance of one's negative experience is itself a positive experience." By accepting ourselves and our experiences, we can find peace and contentment in the present moment.

So, how can we cultivate this mindset of acceptance and growth? The answer to this question is "To develop a habit of reading and writing and if we develop the habit of reading and writing everyday, religiously, we could become forces to reckon with. We could become intellectually sharp and charismatically articulate." By expanding our knowledge and perspectives, we can become more empathetic and understanding individuals.

Effective communication is also essential for personal and professional growth. As the quote goes, "Communication is the connective tissue between humans, holding the potential to bring us together, create shared understanding, align on and execute initiatives, and so much more." By communicating effectively, we can build stronger relationships and achieve our goals.

Finally, as trainers, mentors, and coaches, we have a responsibility to lead by example. "So I believe that as trainers, mentors and coaches, we have an extremely difficult path to tread. A path that is narrow and riddled with pitfalls. Delicately navigating through these hurdles, pitfalls, temptations and challenges, we have to come out positive and smiling in front of our students, though internally we might be battered and bruised, fallen, failed and risen again like the Phoenix from the dark ashes." By living authentically and walking our talk, we can inspire others to do the same and create a more positive and supportive environment.

In conclusion, personal growth and development require a commitment to self-reflection, authenticity, and acceptance. By living in alignment with our values and principles, we can build stronger relationships, achieve our goals, and live a more fulfilling life. In fact, it's a journey, not a destination, and one that requires effort, patience, and dedication. By embracing this journey, we can become the best version of ourselves and make a positive impact on the world around us by thinking positive and staying positive throughout.





Monday Thoughtfulness Induced by
Dr. Kalpana Mohanty

MINDFUL MONDAY

How do you measure the ROI of a soft skill Training ?
Share your approach!

To measure the ROI of soft skill training, consider the following:

Key Considerations

- Increased employee productivity and enhanced team efficiency.
- Trainer fees, manpower resources, and other expenses.
- Benefits may be realized over an extended period.

Effective Training Strategies

- Conduct thorough training needs analysis (TNA) to identify skill gaps.
- Ensure training content aligns with professional needs.
- Select qualified trainers with relevant expertise.
- Include hands-on activities and real-world scenarios.
- Conduct assimilation tests and gather feedback.

Challenges and Opportunities

- Measuring the impact of soft skill training can be complex.
- Employee Development: Focus on developing employees' skills and well-being.
- Alignment with Goals: Ensure training aligns with organizational objectives.

Key Takeaways...

- **Develop a comprehensive training strategy.**
- **Regularly assess training effectiveness.**
- **Regularly assess training effectiveness.**

By adopting a thoughtful approach to soft skill training, organizations can maximize the benefits and achieve a positive ROI.

SHARE YOUR THOUGHTS

MINDFUL MONDAY

Tell us the story

What's the most creative learning initiative you've implemented (or experienced) recently that made you go, 'Wow, this really works!'?



"One thing I used to do with students during my teaching or training sessions is use story telling to bring them all together on one page before initiating discussion on any topic and using their language, speaking in a way in which they would understand rather than just coming and delivering whatever I should and leave the classroom. I feel connectivity is something which always matters. I still feel happy when students from back 2018 or 19 batch remember me on Teachers' Day or on my birthday and write "We miss you and your teaching". Believe me for a teacher nothing is more special than being remembered by students after long years...I feel honoured that I could teach my students to transform themselves for the better by first getting to know themselves, their potential. I have never compared their marks but have emphasized on what each one of them was good at.

I believe everyone has a hidden talent and to bring that out, we teachers and trainers can become the catalyst and do wonders."

Sanhita Sarkar

To enhance sales performance, consider replacing generic training with micro-learning and reinforcement strategies:

Key Strategies

- Role-play one skill daily, such as using open-ended questions to uncover hidden needs.
- Short videos or podcasts on specific techniques, sent weekly, to reinforce learning.
- Quick-reference scripts or mobile apps for objection handling or upselling prompts.

Focus Areas for Sales Training

- Train sales warriors in consultative selling competence.
- Emphasize the importance of trust in buyer-seller relationships.
- Teach sales staff to read customers' tastes and preferences.
- Educate sales staff on refined consumer psychology and behavior.

Mindful and Compassionate Communication

- Train sales staff to be buyer-centric and work as buyers' advisors.
- Develop active listening skills to understand customers' needs and concerns.
- Foster empathy and rapport-building skills to establish strong relationships.

Leadership and Organizational Culture

- Ensure leadership commitment to a customer-centric culture.
- Incorporate EQ building and emotional training into sales training.
- Focus on elevating the customer experience and providing solutions to customer pain points.

By adopting these strategies, organizations can create a more effective sales training program that drives customer satisfaction and loyalty.

Contributors: *Rtn. Abdul Hakim Khan, Col. Dr. Jyoti Satpathy, Grirish C Surdeo, Preethi Pattnaik*

Mindful Monday

Case Challenge: The Struggling Sales Team

Learning & Development Chapter
Bhubaneswar Chapter



A consumer electronics company had a big issue lots of customers were walking into stores, but very few were buying .

On digging deeper, they found:

- ✓ Sales representatives knew the products well
- ✗ But struggled with consultative selling — asking the right questions, handling objections, upselling

Training was mostly one-time workshops and the skills faded quickly

Now over to YOU:

- ✎ Why do you think sales were low?
- ✎ If YOU were the L&D Head, how would you fix this?

Share your ideas and let's design a solution together!



**An Engagement Initiative by
our dear member
Dr. Monalisa Mishra**



Happy thoughtfulness!!



Let's break down the concept of "1+1=3" and its implications on personal growth, relationships, and success.

The Power of Synergy: When two elements come together, they can create something new and powerful. This synergy can lead to:

- Personal growth through learning and development
- Increased productivity and creativity
- Stronger relationships built on mutual support and trust

Adding Value to Life: The idea that "if something doesn't add value to your life, it doesn't belong in your life" emphasizes the importance of:

- Surrounding yourself with positive influences
- Engaging in activities that bring joy and fulfillment
- Letting go of things that drain your energy

Perspectives on 1+1=3

This concept can be viewed from different perspectives:

- Spiritual: Symbolizing unity, wholeness, and completeness
- Psychological: Highlighting the value of relationships and activities that promote growth
- Emotional Intelligence: Emphasizing discernment, boundaries, and intentional engagement

Simplifying the Concept: Ultimately, "1+1=3" represents the idea that when we come together, create meaningful connections, and focus on personal growth, we can achieve more than we thought possible. By simplifying our approach to life, relationships, and success, we can:

- Cultivate positive relationships
- Prioritize personal growth
- Achieve greater outcomes through synergy and collaboration

By embracing this mindset, we can unlock our full potential and create a more fulfilling life.

Contributors: *Randhir Garnaik, Col. Dr. J. Satpathy, Sanhita Sarkar, Rtn. Abdul Hakim Khan, Brig. Dr. D.B.Pany, Preethi Pattnaik, Arunima Patra, Manoranjan Patra, Girish C Surdeo, Dr. Monalisa Mishra*

Let's break down the concept of free will vs. determinism and explore the ideas presented.

Free Will

- The ability to make choices that are not entirely determined by external factors
- Emphasizes personal responsibility and autonomy
- Allows for creativity, innovation, and self-expression

Determinism

- The idea that our choices and actions are the result of prior causes and are therefore predetermined
- Suggests that our decisions are influenced by factors such as genetics, environment, and past experiences
- Can foster empathy and understanding, but may also lead to a sense of powerlessness



Compatibilism

- A philosophical approach that suggests free will and determinism are not mutually exclusive
- Argues that our choices may be influenced by various factors, but we can still make decisions that reflect our own desires and values
- Offers a pragmatic perspective, acknowledging the complexities of human decision-making

The Movie "Apocalypto"

- The character of Jaguar Paw illustrates the transformation from free will to determinism, as he navigates the challenges of his environment and the consequences of his choices
- The movie highlights the tension between individual freedom and the constraints of circumstance

Real-Life Examples

- The decision to retire early may seem like a personal choice, but is often influenced by factors such as health, finances, and family responsibilities
- Choosing a career path may feel like a matter of free will, but can be shaped by upbringing, education, and cultural expectations

Conclusion

- The debate between free will and determinism is complex and multifaceted
- While determinism can provide insight into the factors that shape our choices, free will allows us to take responsibility for our decisions and create our own path in life
- Ultimately, the interplay between free will and determinism may be more nuanced than a simple either-or proposition.

Contributors: *Brig. Dr. D.B. Pany, Purna Rao, Col. Dr. J. Satpathy, Shaikh Abdul Rab, Randhir Garnaik, Sanhita Sarkar, Rtn. Abdul Hakim Khan, Preethi Pattnaik, Girish C Surdeo, Arunima Patra, Dr. Monalisa Mishra*

FREE WILL VERSUS DETERMINISM IN THE DOMAIN OF ORGANISATIONAL BEHAVIOUR...

The debate between free will and determinism is one of the oldest philosophical questions. Free will suggests that individuals have the autonomy to make choices independent of external forces, while determinism argues that behaviour is shaped by preceding causes such as biology, environment, or social conditioning. In the context of OB, this debate becomes particularly valuable, as managers, leaders, and employees navigate questions of accountability, motivation, ethics, and performance. Do employees act out of personal choice, or are their behaviours largely determined by structures, culture, and incentives?

Part-I-Free Will in Organisational Behaviour

The perspective of free will emphasizes individual agency in workplace behaviour. Key implications include:

1. **Employee Responsibility:** If free will dominates, employees are accountable for their decisions—be it ethical actions, innovation, or misconduct.
2. **Intrinsic Motivation:** Motivation theories like self-determination theory highlight the value of autonomy, suggesting that employees achieve higher satisfaction and performance when they feel a sense of choice.
3. **Creativity and Innovation:** Free will fosters original thinking, which is essential for problem-solving and adaptability in dynamic organisational environments.
4. **Leadership and Empowerment:** Leaders who empower employees by granting decision-making authority leverage the idea that employees exercise free will in pursuit of organisational goals.

Part-II- Determinism in Organisational Behaviour

On the other hand, determinism emphasises that behaviour is influenced—if not governed—by contextual forces.

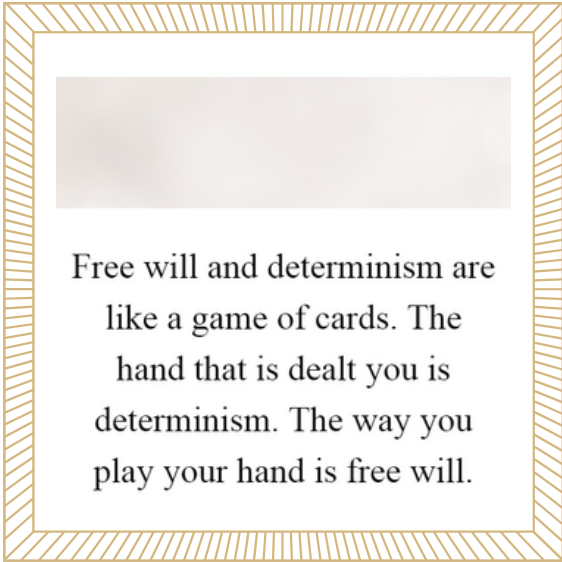
In OB, such influences include:

1. **Organizational Culture:** Shared values, norms, and practices often dictate how employees behave, sometimes leaving little room for individual deviation.
2. **Structure and Systems:** Rigid hierarchies, rules, and bureaucratic processes can constrain choices, streamlining behaviour into predictable patterns.
3. **Incentives and Rewards:** Behaviourist perspectives argue that employee actions are shaped largely by reinforcement—rewards lead to repetition, punishments to avoidance.

Continued on P/3

4. **Social and Environmental Conditioning:** Employees may exhibit conformity, groupthink, or obedience to authority, reflecting systemic determinants over free choice.

Determinism highlights how much of what employees do may not be entirely deliberate, but rather a product of training, expectations, and systemic pressures.



Free will and determinism are like a game of cards. The hand that is dealt you is determinism. The way you play your hand is free will.

Part-III-The Interplay of Free Will and Determinism

In practice, organisational behaviour does not operate at either extreme. Instead, there exists a dynamic tension between free will and determinism:

Bounded Freedom: Employees make choices, but always within the boundaries of culture, structure, and context.

Soft Determinism (Compatibilism): Many organisational scholars accept a compatibilist view—the environment influences behaviour, but individuals can still exercise meaningful freedom within those constraints.

Part-IV-Implications for Managers and Leaders

Designing Roles: Jobs should combine structure (for direction) and autonomy (for engagement and creativity).

Managing Performance: Leaders should recognise systemic influences while still holding individuals accountable.

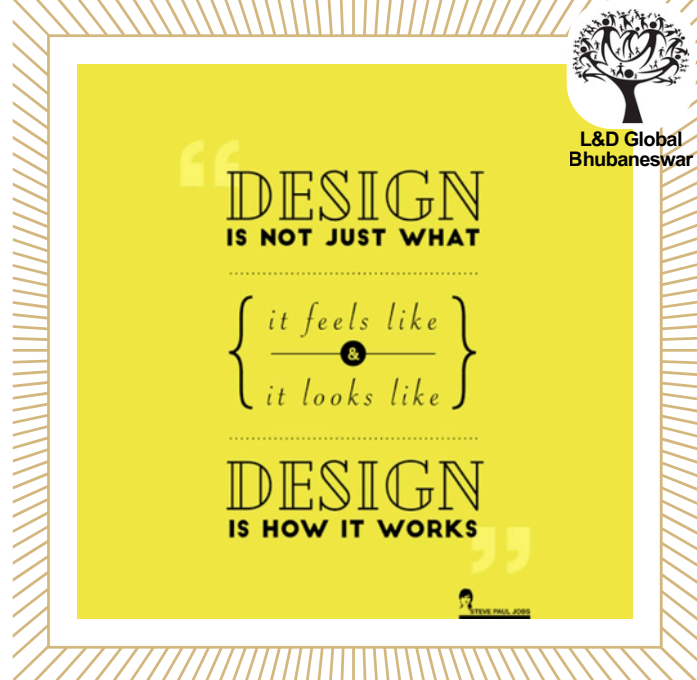
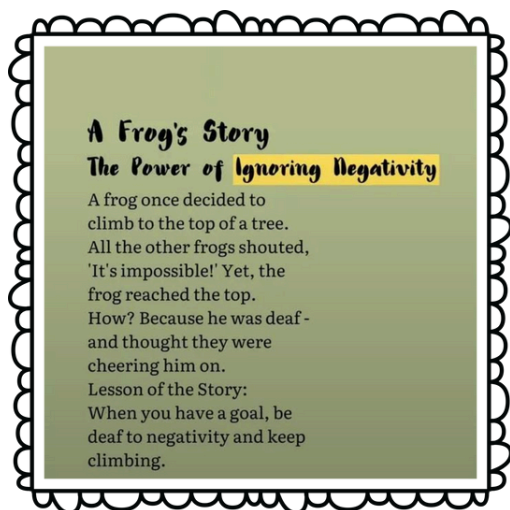
Ethical Responsibility: A free-will perspective strengthens personal accountability for unethical actions; a deterministic view points to systemic reforms to prevent such behaviour.

Change Management: Individual resistance to change may be explained by determinism (ingrained habits, culture) but can be overcome by appealing to free will (choice, empowerment).

Conclusion : The debate between free will and determinism is not merely theoretical; it deeply influences how organisations design roles, evaluate performance, manage ethics, and create cultures of innovation. While determinism highlights the powerful effects of systems and structures, free will underscores human agency and accountability. Organisational behaviour thrives at the intersection of these perspectives, where employees act as autonomous agents within, but not entirely free from, the shaping influence of the organisational environment. Ultimately, recognising and balancing both views equips leaders to harness predictability without stifling creativity, accountability, or motivation.

Contributors: *Brig. Dr. D.B. Pany, Purna Rao, Col. Dr. J. Satpathy, Shaikh Abdul Rab, Randhir Garnaik, Sanhita Sarkar, Rtn. Abdul Hakim Khan, Preethi Pattnaik, Girish C Surdeo, Arunima Patra, Dr. Monalisa Mishra*

Responses



"This is how I would define "Design" as. It is exactly how it works for me. When a goal is set, you need to be deaf to anything that hits you in a wrong way and even if it does, you look for the positive force hidden behind it." - **Sanhita Sarkar**

"My two cents on this issue is shared below.

Design is often misunderstood as something limited to appearances—what an object looks like or how it feels to the eye and touch. However, true design goes deeper than aesthetics. The essence of design lies in how something works, in its ability to seamlessly serve the purpose it was created for. A design that is visually striking but fails in function is reduced to decoration, while a design that works elegantly enhances usability and enriches lives. Great design is the fusion of form and function.

While appearance plays a role by influencing first impressions and emotional appeal, it is the functionality that sustains user trust and satisfaction. Consider a smartphone: a sleek body and vibrant colors may attract users at first glance, but if the interface is confusing or the device performs poorly, the beauty is rendered meaningless. Similarly, a chair that looks like a masterpiece will not be appreciated if it is uncomfortable to sit on.

These examples show that usefulness is inseparable from the concept of design. At its core, design is about empathy—it requires anticipating the needs of users and removing friction from their experience. The finest designs are not necessarily those that catch the eye, but those that feel effortless to use, where interactions are intuitive and natural. A truly successful design often goes unnoticed because it integrates so smoothly into daily life that people rarely stop to think about it—it simply works.

In conclusion, design should not be seen merely as an artistic pursuit concerned with form, but as the thoughtful creation of objects and systems that are both beautiful and purposeful. The real measure of design is not how impressive it looks, but how effectively it functions."

-Girish Chandra Surdeo

Guess This!

I'm the spark behind every "why," the first step before any "how."
What am I?

A Curiosity

B Knowledge

C Practice

D Goals

What makes you confident about your choice?

*Sharpen your Saturdays!!
with
Egta Jaithwa...*



Is a powerful driver of learning and growth. It's what sparks the desire to ask questions, seek answers, and explore new things. For many, curiosity is the foundation of personal and professional development, leading to a cycle of knowledge acquisition and skill-building through practice. By embracing curiosity, individuals can unlock new opportunities, gain confidence, and achieve their goals. What role does curiosity play in your life?

Key Aspects of Curiosity:

- Curiosity ignites a desire to learn and explore new things.
- It fuels personal and professional growth, leading to new opportunities.
- Acquiring knowledge and skills through curiosity builds confidence and competence.
- Curiosity motivates individuals to move ahead, fulfill aims, and make life meaningful.

The Curiosity Cycle:

- **Curiosity:** Asking questions and seeking answers.
- **Knowledge:** Acquiring information and understanding.
- **Practice:** Applying knowledge to build skills and confidence.

By embracing curiosity, individuals can unlock new opportunities, gain confidence, and achieve their goals.
What role does curiosity play in your life?

Contributors: *Purna Rao, Col. Dr. Jyoti Satpathy, Alkananda Swain, Kanak Mishra, Dr. Ashok Ku Sahu, Dr. Monalisa Mishra, Preethi Pattnaik, Saroj Ku Panda, Sanhita Sarkar, Smita Kanungo, Kirandeep Kaur, Shaikh Abdul Rab, Randhir Garnaik*



Life's a bit like a maze — full of twists, turns, and dead ends that teach us as much as the right path. The way you navigate says a lot about how you think.

☞ So... how do you play the maze game?

- A) Trial & error
- B) Follow someone else's path
- C) Step back for the big picture
- D) Break the walls

Why that — what's the story behind your answer?

The maze of life can be complex and challenging, but there are different strategies to navigate it. Here are four approaches:

Strategies for Navigating the Maze

- 1. Trial & Error (A):** This approach involves persistence and experimentation, learning from mistakes, and adapting to find a way out.
- 2. Follow Someone Else's Path (B):** This strategy involves trusting guidance and tradition, which can save time but may limit individuality.
- 3. Step Back for the Big Picture (C):** This approach involves gaining perspective, seeing patterns, and connecting dots to find a way forward.
- 4. Break the Walls (D):** This strategy involves innovation, creativity, and courage, refusing to be confined by structures.

The most effective approach may involve a combination of these strategies, depending on the situation and individual preferences. Some people may start with trial and error, while others may prefer to step back and analyze the situation before taking action.

Key Takeaways

- *Being adaptable and open to different approaches can help navigate life's challenges.*
- *Gaining a broader understanding of the situation can help identify patterns and find new paths forward.*
- *Thinking outside the box and finding innovative solutions can help overcome obstacles.*

By embracing these strategies and approaches, individuals can develop the skills and confidence to navigate life's maze and achieve their goals.

Contributors: *Purna Rao, Col. Dr. Jyoti Satpathy, Girish C Surdeo, Dr. Monalisa Mishra, Arunima Patra, Smita Kanungo, Abhipsa Tripathy, Sanhita Sarkar*



Purna Rao : “It resembles today corporate culture where we find each character as shown in this.

No 1- is at the receiving end. He has to fall.

No 2- his goal and action is to eliminate No-1 and at the same time blank about what’s cooking for him.

No 3 - this guy is at the best positing, eliminating his competitor.

No 4 - he does not need any enemy, he himself is an enemy for himself.”

This should not be an ideal scenario.

D B Pany: “I think....

It is 1 only.....

He has to understand about the intentions of 2, 3 and 4....

He should not be in the companions of such people....

Better to find ur own way out...instead of being the company of such people...

2, 3 and 4....are just doing the same thing....what is going to happen to them.”

Sarkar Sanhita : “I think no. 2 & 3 because both in greed of getting their share do not realise that they are not the only ones in the crowd who think they are smart, in fact there are others who are smarter and clever enough to grab their share by pushing you out of their way. But in this battle all 4 fail to understand that in this act they are actually destroying their own position and image.”

Jyotirmaya Satpathy : “1,2,4 One two ka four”



Celebrating Member Achievements !!

Awarded for Top Performing SME through SRI Fund



“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.”

Manoranjan Patra



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



“On the occasion of the 58th Engineers ' Day, I was felicitated with the Lifetime Achievement Award by the Institution of Engineers, Angul Local Centre, for my extraordinary contribution to the professions of Electrical engineering and Human Resource Development.”

Er. Dr. Pratap Chandra Panda



You did it!
Congratulations

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



Prof Dr S Sandhya and **Col Prof Dr J Satpathy** have been awarded the Neuromanagement Leadership award from Florida (USA) based Neuro-Integral Research Institute. Both the members have published nearly 50 research papers and have delivered Lectures in Max Planck Institute, Germany (House of 41 Nobel Laureates), Nepal, London and Malaysia. Their work in the area of neuro decision making leading to 50 papers, 2 books, series of lectures and Conference Presidential Talks is truly commendable.



"Congratulations on your remarkable achievement! Your dedication, hard work, and passion have paved the way for a bright future. Keep reaching for the stars!"



A Milestone Achieved!!

"With immense gratitude and joy, I share that in the month of August 2025, I have successfully completed my Ph.D. journey at PM&IR Department of Utkal University.

This achievement would not have been possible without the unwavering support, guidance, and encouragement of my mentors, colleagues, friends, and family. Each step was a learning experience that shaped me not only as a researcher but also as a person."

- Dr. Pragyan Paramita Das

2025

Celebrations this August!!

CELEBRATING OUR
NATION'S PRIDE!
**HAPPY
INDEPENDENCE
DAY**

Celebrating 79 years of freedom...

International
Day of Peace

Peace is a journey
of a thousand miles,
and it must be taken
one step at a time.

WORLD SENIOR
**CITIZEN'S
DAY**

It is our duty to respect all
the senior citizens and treat
them with kindness.
Let us remind it to others
and create a safe place for
elders to live in.

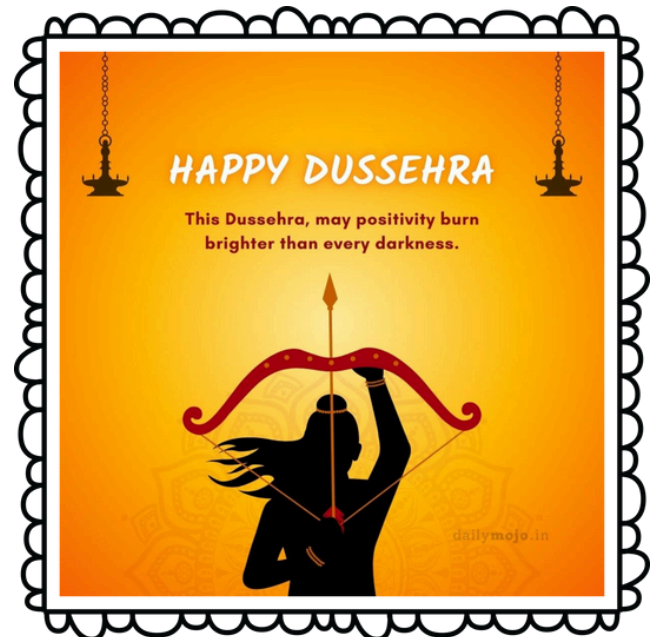
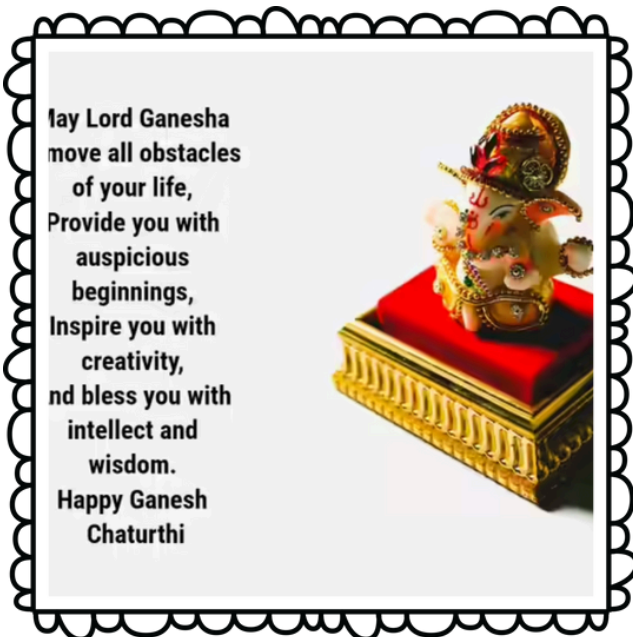
A GREAT TRAINER IS
HARD
TO FIND TO AND
**IMPOSSIBLE
TO FORGET**

Happy Trainers Day

2025



Festive Greetings for September!!



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



*Wishing all members who were born in Aug
& Sept a fantastic year ahead filled with
growth, success and inspiration!*

-  Harekrishna Patnaik - 17th Aug
-  Dr. Pragyan Paramita Das - 28th Aug
-  Srinivasa Brahma - 5th Sept
-  Dr. Kalpana Mohanty - 6th Sept
-  Dr. Swati Padoshi - 9th Sept
-  Dr. Debabrata Dash - 12th Sept
-  Dr. Suvendu Das - 15th Sept



*Many many happy returns of the
day!!*



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



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



Buddhish Behera



Soumyashree Mishra



Girish Chandra Surdeo

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

Thank you for joining us!!



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.**
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- **Community Engagement - Dr. Kalpana Mohanty, Dr. Monalisa Mishra, Ms. Eqta Jaithwa**
- **Strategic Visionary - Ms. Rajshree Updayaya**
- **Industry Connect - Dr. Sachikanta Kar**

**Office
Bearers**

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**

Address & Contact for Consultancy and Mentor Connect

**Ms. Alka Nanda Swain,
Secretary, L&D Global Bhubaneswar Chapter
+91 78530 39290
website: <https://landdglobal.com>**