

# Wisdom Waves

December 2024

MONTHLY

**Dr. Ashok Kumar Sahu**

Director

Dear LnDians,

As we approach the end of another eventful calendar year, I would like to take this opportunity to extend my heartfelt gratitude to every member of our Learning and Development Bhubaneswar Chapter. Your unwavering cooperation, commitment, and collaboration have been instrumental in achieving our goals and setting new benchmarks towards excellence. This year has been a journey of growth, filled with remarkable milestones and inspiring stories from revival to transformation. Together, we have embraced challenges, celebrated successes, and remained steadfast in our mission to empower individuals and organizations through learning.

As we step into a new year, let us carry forward this spirit of togetherness and innovation. The coming year holds immense potential, and I am confident that, with our shared vision and collective efforts, we will continue to scale new heights.

On behalf of the L&D Chapter, I wish you and your loved ones a joyous and prosperous New Year. May the year ahead bring health, happiness, and success to you and your family. Let us look forward to new beginnings, continued learning, and greater achievements in 2025!

Warm regards,

Dr. Ashok Kumar Sahu

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**Alakananda Swain**

Secretary

Hello L&Dians, Namaskar!

Wish you all a wonderful 2025 !As we bid goodbye to 2024 and welcome 2025, L&D Bbsr Chapter embarks on a journey with lots of good wishes and with a hope for a better tomorrow. The experiences of the year that has passed , has made us stronger and we strive to make a difference with a lot of things that has been planned for this year. The new year comes with many new practices. To begin with ,we will be launching our student's wing , with idea of grooming them to be able leaders. We have plans of starting our online sessions , to avail the resource persons who cannot be available physically .In this new year, would like to urge all of to please come forward and join us in this journey of knowledge sharing. As we face this new year , would like to sign off with this humble thought,

" You are never too old to start over. Everyday is a chance to make changes to create the life we want."- Karon Waddell

**News of the month**

Session on "AI  
Replacing Human  
Workforce –  
Separating Facts  
from Fiction"

by **Prof(Dr) Suman  
Bhattacharya,**  
Director, Kareer  
School, KIIT & KISS



## Monthly Meeting

### Session on "AI Replacing Human Workforce – Separating Facts from Fiction"

The December monthly meet of L&D Bhubaneswar Chapter was organized on 22nd December 2024 at Regional College of Management, BBSR. This time it was an amazing learning session on **"AI Replacing Human Workforce – Separating Facts from Fiction"** by Prof(Dr) Suman Bhattacharya, Director, Career School, KIIT & KISS. Artificial intelligence (AI) is technology that enables computers and machines to simulate human learning, comprehension, problem solving, decision making, creativity and autonomy. Applications and devices equipped with AI can see and identify objects, understand and respond to human language along with learning from new information and experience. As a result, they can make detailed recommendations to users and experts and can act independently, replacing the need for human intelligence or intervention.

Dr Suman provided immense clarity on the AI interventions in businesses of tomorrow. He talked about his new upcoming intervention of creation of AI Avatar which will be used as interviewer to ask questions in the interview. System itself will generate the complexity of questions and it will match the answers received with in built response taken as a standard and will release the score. AI can therefore be used in the recruitment process to shortlist eligible candidates who match the prescribed job description.

He further mentioned that AI is able to read the human mind through a period of study of our actions, how we are behaving in various situations, our body language, our facial expressions etc. Mobile camera captures our mood and is able to respond predicting our current state of emotions. Similarly AI is being used in healthcare also very successfully where if any problem is prompted to gpt, it gives solutions with weightage from which the doctor/specialist can choose the most weighted option and apply it to solve the particular problem. In the education sector, there are dash boards with which the students daily learning progress can be monitored and they can be guided as per their specific needs and it aids in career counselling as well.

Dr. Suman finally suggested and made it clear that by default we need to upgrade and upskill ourselves as per the emerging needs. He stated that **"AI is just an enabler and it can never take away our jobs."** An add on to the topic by another tech giant Dr. Pritam Pal, Group Director, RCM who stated that **"AI is a buzzword. It will not take away jobs. The actual problem lies with us. Due to population increase, job requirement is increasing and if we do not upskill and reskill ourselves, then it will become extremely difficult for us to match the job requirements."**

The session was further enriched by valuable insights by the special guest for the session **Dr. Narendra Kumar Mishra**, legendary actor, director, producer of Odia Film Industry who added his own version of understanding of AI relating it to human emotions and talking about the spontaneity of human reactions. All together it was a jam packed interactive and informative session on AI.

The session finally ended with an engaging game by Ms. Sanhita Sarkar with an aim to relate to the fact that how we all should remain prepared with a positive mind set to face upcoming challenges and learn and develop to upgrade and upskill ourselves to be in pace with the era of technological advancements.

Bidding goodbye to year 2024 the session housed some melodious and mesmerizing performances by Dr. Suman Bhattacharya, Dr. Ashok Sahu and Dr. N.K.Mishra and Ms Pragyan Paramita Das which just left the audience in a trance.

To end with I quote **"Success in creating AI would be the biggest event in human history. Unfortunately, it might also be the last, unless we learn how to avoid the risks."**





## Glimpses of the Monthly Meet



# Learning Agility Part - 4

Learning Agility is about mindset and skill-set. In one of my previous articles in this we talked about Mindset.

In this article, let's discuss Skill-set. There are 7 skills we need to acquire to develop learning agility. Among the various skills Higher Order Thinking tops the chart. Higher Order Thinking is about taking thinking to a level which is higher than just thinking to memorize and recall. Thinking that is required to memorize, reproduce, perform routine transactional tasks is lower order thinking. Thinking that is required to solve problems, design solutions, achieve outcomes or create possibilities, opportunities etc. is Higher order Thinking.

## Relevance of Higher Order Thinking

You are aware that learning agility is required to succeed in an ever changing complex world. In this context, Higher Order Thinking Skills are extremely important. Higher Order Thinking gives us the ability to navigate through a complex world, solve personal and business problems in an efficient and comprehensive manner. To succeed in today's world, we must learn how to think and think how to learn.

## More about Thinking

Before we discuss how to develop Higher Order Thinking skills, let's spend time knowing more about Thinking itself. There are two types of Thinking, viz, System-1 Thinking (also known as fast thinking) and System-2 Thinking (also known as slow Thinking). If you are asked  $3 \times 3$  is how much, you can instantly answer the question as 9. This is an example of System-1 Thinking or Fast Thinking. In this case, you are using some mental models in your brain to think and respond instantly. If you are asked  $57 \times 93$  is how much, you won't be able to answer the question instantly. You need time to think and answer the question. This is an example of System-2 Thinking or Slow Thinking.

That's it for now. We shall continue our discussion on Higher Order Thinking in the next article of the series.

**Mr. Surya Prakash Mohapatra**

## Article

### 66 DAYS CHALLENGE TOOL: AN EFFECTIVE WAY TO FULFIL NEW YEAR RESOLUTIONS

A New Year's resolution is a commitment to improve or change something in your life at the start of the year. It's an opportunity to set goals for personal, professional, or social growth. Common resolutions often focus on areas like:

- Health & Fitness: Losing weight, adopting a healthy diet, exercising regularly, or quitting smoking etc.
- Personal Growth: Learning a new skill or hobby.
- Financial Goals: Controlling expenses or savings more, investing wisely.
- Career Development: Pursuing certifications, training, or expanding professional networks.
- Relationships: Spending quality time with loved ones or improving communication.
- Mental Well-being: Reducing stress, practicing self-care, or achieving work-life balance.

However, despite good intentions, many resolutions fail. Statistics reveal that 23% quit after one week, 43% by the end of January, and 80% by February. Only 9% of people feel they achieve their goals. The reasons? Unrealistic expectations, lack of motivation, inadequate monitoring, and impatience.

#### What is the 66-Day Challenge Tool?

The 66-day challenge, inspired by research from University College London, led by Dr. Phillippa Lally, highlights that it takes an average of 66 days for a new behaviour to become automatic. This timeframe can range from 18 to 254 days, depending on the complexity of the habit and individual factors. The challenge encourages dedicating 66 consecutive days to forming a specific habit.

#### Why the 66-Day Challenge Works:

- Rewires Your Brain: Repetition strengthens neural pathways, making habits automatic.
- Builds Momentum: Small wins during the initial weeks boost confidence.
- Encourages Discipline: Consistency reduces reliance on motivation.
- Prevents Decision Fatigue: Establishing a routine minimizes daily decision-making.

#### Managing Missed Days:

- Missed 1 Day: Continue without resetting.
- Missed 2-3 Days: Reflect, adjust, and resume. Stick to the "Never Miss Two Days" rule.
- Missed >3 Days: Restart if needed to rebuild consistency.

Few Tips for Keeping Resolutions could be set specific and achievable goals, break them into smaller, manageable steps, track your progress regularly, be patient and persistent, create accountability, reward yourself with small wins to stay motivated etc.

By focusing on consistency over perfection, the 66-day challenge provides a framework to create lasting habits and achieve resolutions.

Let's make 2025 a year of meaningful change!

As a trainer experienced in the 66-day challenge tool, in both military and corporate settings, I'm here to guide you in making and achieving strategic resolutions and successful implementation.

**Brigadier Dr. D B Pany (Retd)**

## Article

**Artificial General Intelligence or AGI** refers to Artificial Intelligence (AI) systems that possess human-like general intelligence and can adapt to a wide range of cognitive tasks. In other words, the goal of AGI is essentially to create the most human-like AI possible. This will be an AI that can teach itself to essentially operate in an autonomous manner. AGI would be capable of understanding, learning, and applying knowledge across diverse domains. The key advantage of AGI would be its ability to transfer learning from one domain to another, solve novel problems, and exhibit creativity and reasoning comparable to human intelligence. The key advantage of AGI would be its ability to transfer learning from one domain to another, solve novel problems, and exhibit creativity and reasoning comparable to human intelligence. Unlike today's AI, which is so good at specialized functions like facial recognition or voice translation, AGI can do almost anything you ask it to do.

Before we can understand AGI, we must first understand what intelligence is. Intelligence is what differentiates us humans from any other species on the planet. It has several attributes. But most importantly, it involves the ability to reason, chain thoughts together, and come to conclusions that are not obvious from the start. Now, artificial general intelligence would be an "intelligence" that does not naturally evolve (hence, artificial) and covers all human endeavors and conversations (hence, general). An AGI system would be able to reason and chain thoughts, like us humans. The tasks that we can do with AI today are typically limited to non-autonomous tasks. While AI today is already very capable, its main role is to gather information from astronomically sized datasets and present it in a more human-like, natural manner. It is also able to correlate existing data with other key information you provide, for instance, you tell AI what you have in your fridge and what food you like, and it can tell you a few recipes. In principle, how AI writes code with/for software engineers is not a very different process, albeit technically more involved.

While today's generative tools are compelling, and more sophisticated and helpful than previous AI tools, the gap between what even our most advanced AIs can do, and human intelligence is vast and will remain so for the foreseeable future. The advancements made by today's AI systems are already driving innovation and efficiency in industries like healthcare and finance. AGI however has the potential to unlock even greater advancements across industries.

The path to AGI involves overcoming complex hurdles in areas like common-sense reasoning, transfer learning, and consciousness simulation.

The focus for commercial applications in the near to medium term should be to think more logically, improve their reliability, and seamlessly integrate into human workflows.

This is where I see AI having the greatest impact in the coming years, rather than in the form of a fully realized AGI. For now, I see AGI primarily as an academic exercise and a long-term research goal rather than an imminent reality.

Thank you.

**Dr. Suman Bhattacharya**

## Story Corner

### USE YOUR THINK TIME TO THROW AWAY YOUR STRESS

Two monks were travelling in the rain, the mud sloshing under their feet. As they passed a rivulet crossing, they saw a beautiful girl, finely dressed, unable to cross because of the mud. Without a word, the older monk simply picked up the woman and carried her to the other side.

The younger monk was seemingly agitated for their rest of the journey, and could not contain himself once they reached the destination. The younger monk exploded at the other monk, "How could you, a monk, even consider holding a woman in your arms, much less a young and beautiful one. It's against our teaching. It is in very bad taste.

"I put her down at the roadside," said the older monk. "Are you still carrying her?"

Now, don't we all "carry her" for years and decades together, and become stressful? Why not start having self-audit sessions and throw thousands of "hers" into the dustbin?

**Dr. Ashok Kumar Sahu**

## Book Review

**Here are five insightful leadership books along with brief reviews and comments:**

### 1. "Leaders Eat Last" by Simon Sinek

**Review:** This book delves into the importance of creating a culture where team members feel safe and valued. Sinek explains how great leaders foster trust and cooperation by putting their team's needs ahead of their own.  
**Comment:** A must-read for anyone looking to build strong, resilient teams. The blend of storytelling and actionable insights makes it both engaging and practical.

### 2. "The 21 Irrefutable Laws of Leadership" by John C. Maxwell

**Review:** Maxwell outlines 21 fundamental principles that every leader should embody, from the "Law of Influence" to the "Law of Legacy."  
**Comment:** A classic guide for aspiring and experienced leaders alike. Its structured approach makes it an excellent resource for both personal growth and team development.

### 3. "Dare to Lead" by Brené Brown

**Review:** This book explores the role of vulnerability, courage, and emotional intelligence in leadership. Brown provides practical tools for leading with empathy and building a culture of trust.  
**Comment:** A refreshing take on leadership that emphasizes humanity over hierarchy. Ideal for leaders who want to inspire authenticity and connection.

### 4. "Drive: The Surprising Truth About What Motivates Us" by Daniel H. Pink

**Review:** Pink explores the science behind motivation, challenging traditional reward-based approaches and advocating for autonomy, mastery, and purpose as key drivers.  
**Comment:** This book is perfect for leaders seeking innovative ways to motivate their teams. It's backed by solid research and offers practical strategies for fostering intrinsic motivation.

### 5. "Good to Great" by Jim Collins

**Review:** Collins and his research team analyze why some companies make the leap from good to great while others remain mediocre. The book focuses on leadership qualities that drive sustained success.  
**Comment:** A seminal work in leadership and business strategy. The concept of "Level 5 Leadership" is particularly powerful and applicable across industries.

**Each of these books offers a unique perspective on leadership and provides actionable insights to enhance your skills and impact as a leader.**

**Compiled by Editorial Team – Wisdom Waves**



# Wisdom Corner

## Management Lessons by Lord Krishna as mentioned in Bhagvad Gita

### 1. Strategic Vision: Embrace the Kurukshetra of Business

In the Mahabharata, Krishna serves as Arjuna's charioteer on the battlefield of Kurukshetra, illustrating the importance of strategic vision in leadership. As leaders, we must navigate the complexities of our corporate battlefield, aligning our vision with the greater purpose of our organizations.

### 2. Empathy and Compassion: The Essence of True Leadership

Krishna's teachings emphasize compassion and empathy, qualities that transcend time and space. Leaders who genuinely connect with their team members build a resilient and loyal workforce. Understanding the emotions and needs of those we lead fosters a harmonious work environment.

### 3. Effective Communication: The Art of Persuasion

Lord Krishna's eloquence is legendary. Whether it's the Bhagavad Gita or his discourse to Arjuna, Krishna's communication skills are unmatched. Leaders can learn the art of persuasion, influencing positive change through effective and clear communication.

### 4. Decision-Making Mastery: The Dharma of Leadership

In the Mahabharata, Krishna helps Arjuna navigate the ethical dilemmas of war. Leaders face critical decisions daily, and adhering to a strong moral compass ensures that these decisions align with the greater good.

### 5. Adaptability: Embrace Change Like the River's Flow

Krishna's life is a testament to adaptability. From his childhood in Vrindavan to his role as a statesman in Dwarka, he seamlessly embraced change. Leaders must be agile and open to transformation, guiding their teams through the ebb and flow of the corporate landscape.

### 6. Mentorship: The Guru-Shishya Tradition in Leadership

Krishna serves as a mentor to Arjuna, imparting invaluable guidance. Leaders should prioritize mentorship, nurturing the next generation of leaders within their organizations. A culture of learning fosters innovation and growth.

### 7. Team Dynamics: The Power of Unity

In the Mahabharata, Krishna unites various factions for a common cause. Leaders must recognize the strength of a united team, transcending individual differences to achieve collective goals.

### 8. Emotional Intelligence: Balancing Rationality and Emotion

Krishna's guidance to Arjuna in the Bhagavad Gita emphasizes the importance of emotional intelligence. Leaders who balance rational decision-making with empathy and emotional understanding create a positive and supportive workplace.

### 9. Time Management: The Eternal Wisdom of Time

Krishna's advice to Arjuna emphasizes the significance of time. Leaders must recognize the value of time in their decision-making processes, ensuring efficiency and productivity.10. Holistic Leadership: Integrating Mind, Body, and Soul Krishna's teachings encompass the holistic development of an individual. True leadership goes beyond professional success, embracing the holistic well-being of oneself and one's team members.

**Ms. Sanhita Sarkar**

## Achievements of our Members

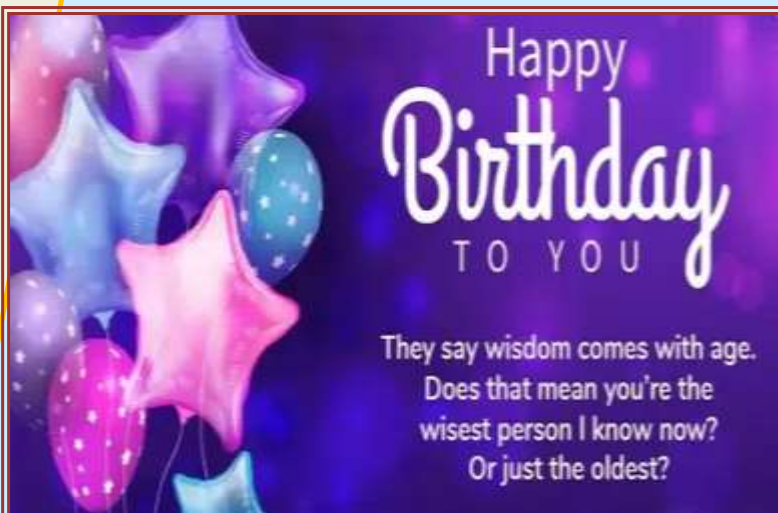


**Brigadier Dr. D B Pany (Retd)** received the **Gold Medal at the 43rd Odisha State Yoga Asana Championship-2024**, held on 7-8th Dec 2024 in 60 + Age Male Category. A New year Resolution fulfilled by him by applying 66 days Challenge tool with Consistency approach. He has proved once again – **Age is Just a number...**

Founder & Managing Director Identity Training Services Pvt. Ltd., **Mr. Jasobant Narayan singhlal** has been awarded the prestigious "**Youth Leadership Award 2024**" in the category of Education & Career Counselling organized by PPL News. This incredible honor celebrates his visionary leadership, relentless dedication in shaping futures and transforming lives.



## Birthday Wishes



**L&D Global Bhubaneswar Chapter Wishes**  
**Happy Birthday to**

- ❖ **Raja Singh Chowdhury** – 4<sup>th</sup> Dec
- ❖ **Madhumita Swain** - 7<sup>th</sup> Dec
- ❖ **Dr. Rajendra Prasad Padhy** – 16<sup>th</sup> Dec
- ❖ **Deepa Srivastava** - 31<sup>st</sup> Dec



## Festival of the month

May the true spirit of Christmas  
shine in your heart and light  
your path. Wishing you a  
season that's merry and bright!

*Merry Christmas and  
a Happy New Year*



### Quote That Empowers Trainers

***"Tell me and I forget. Teach me and I remember. Involve me and I learn."***

— Benjamin Franklin



**L & D Global  
Bhubaneswar**

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](mailto:Indglobalbbsr@gmail.com) Mobile: +917853039290**

### Wisdom Waves Contributions

Please send your writings for Wisdom Waves before 20th of each month at

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