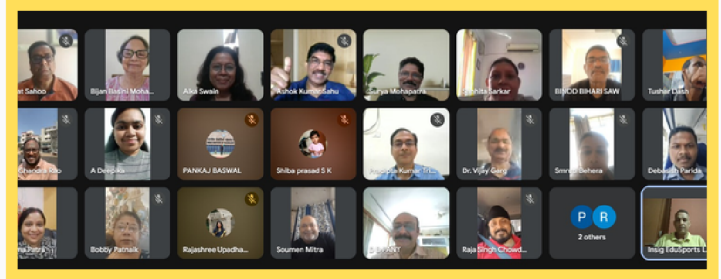




L&D Global  
Bhubaneswar

# WISDOM WAVES

Jan - Feb Edition of 2026



L & D Global Bhubaneswar Chapter as the Logo Partner for a State Level IT Hackathon organized by Srusti Academy of Management and Technology (Autonomous) in association with ITPlusPoint



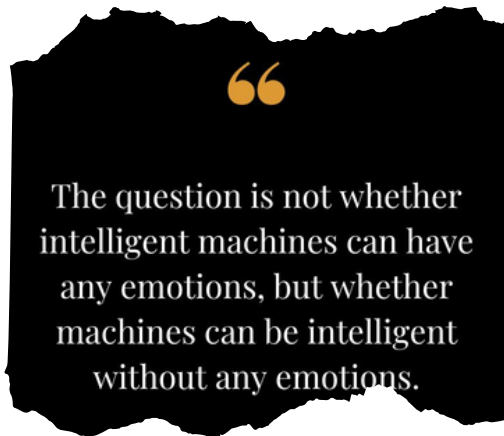
## High light of the monthly meet ups

- L & D Global Bhubaneswar Chapter as the **Logo Partner for a State Level IT Hackathon** organized by Srusti Academy of Management and Technology (Autonomous) in association with ITPlusPoint.
- A very engaging session on **Ideal V/S Situation Today – DISHA A Spiritual Connect** was organized at RCM addressed by an eminent speaker **Raja Singh Choudhury**. The session highlighted **the meaning and importance of Spirituality in today's world**.
- Announcement about the release of a **Training Proposal designed by the Media Team**, aimed at sending training proposals on trending topics to corporates, **to create a platform for networking and business development for L & D members**.
- A highly interactive online session on **Digital Transformation : People Challenges & Solutions** by our dear **founder member Surya Prakash Mohapatra** highlighting **the need for a continuous learning atmosphere for a sustainable future**.



### Chapter Objective

Collaborating, Co-creating & Contributing



## Theme of this Edition

**January** setting the tone for the new year, let's focus on developing new habits to survive in the digital era. So let's discuss about **"The Need for Human Skills in the Age of AI."**

**February** observed as the month of spreading love, affection and acceptance. So let's join hands to express our views and experiences on **"Building a Culture of Continuous Learning Fostering a Sustainable Future."**

## In this edition you can expect

- Message from the Director's desk
- Secretary's message
- Monthly meet round ups - Jan & Feb
- Reflections & Highlights
- Founder's Vision
- knowledge Share: Jan - Feb
- L & D Global Bhubaneswar as Logo
- Partner for a State Level IT Hackathon
- Member Engagements that inspire
- Celebrating Member Achievements
- Festive Greetings
- Birthday wishes
- YLD (Youth Leadership Development) Wing

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

### 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 !

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.

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

## From the Director's desk...

### Dr. Ashok Ku Sahu

Dear Members,

We have stepped into a season of celebration and renewal. The early months of this year have reinforced a timeless insight – while technology evolves rapidly, sustainable transformation is always powered by people.

At L&D Global Bhubaneswar Chapter, we remain steadfast in our mission to nurture capability, commitment, and collaboration. Through dialogue, knowledge-sharing, and purposeful engagement, we continue to build a vibrant learning community anchored in our guiding spirit:

Collaborate. Co-Create. Contribute.

Let the celebration of Colourful Holi, inspire unity, optimism, and fresh beginnings in our professional and personal journeys.

Would like to greet our members on the occasion of International Women's Day, as we proudly acknowledge the strength, wisdom, and leadership of women who shape families, institutions, and industries. Let us continue to build inclusive spaces where talent flourishes with dignity and equal opportunity.

Let us move forward with clarity of purpose and courage of action.

**"When people grow, institutions transform; when institutions transform, society progresses."**

Warm Regards

**Dr. Ashok Ku Sahu**

Director

L & D Global Bhubaneswar chapter



## Secretary's message...



### Alakananda Swain

Dear L&Dians,

Namaskar !!

It's always a great pleasure to connect with you all through our newsletter.

Wisdom Waves reflects the spirit, efforts and progress of L&D Global Bbsr Chapter. It is heartening to see how each initiative is whole heartedly supported by our members, for which I am really grateful to you all.

Let us continue to work together with renewed enthusiasm and responsibility. I encourage all members to actively participate in our activities and make the best use of the opportunities provided.

As we gear up to celebrate The International Women's Day, I would like to take this opportunity to honour the remarkable women who shape our organization – your leadership, creativity and dedication, drive our success. This year's theme, "Give To Gain" reminds us that when individuals, organizations, and communities give support, opportunities, and resources to women, everyone benefits. We as an organisation completely believe and support it. Best wishes to all the women members of our chapter.

I would like to sign off with a quote,

**"Success is not how high you have climbed, but how you make a positive difference to the world."**

— Roy T. Bennett, *The Light in the Heart*

Let us all come together and make a difference in the progress for our chapter.

Jai Hind

**Alakananda Swain**



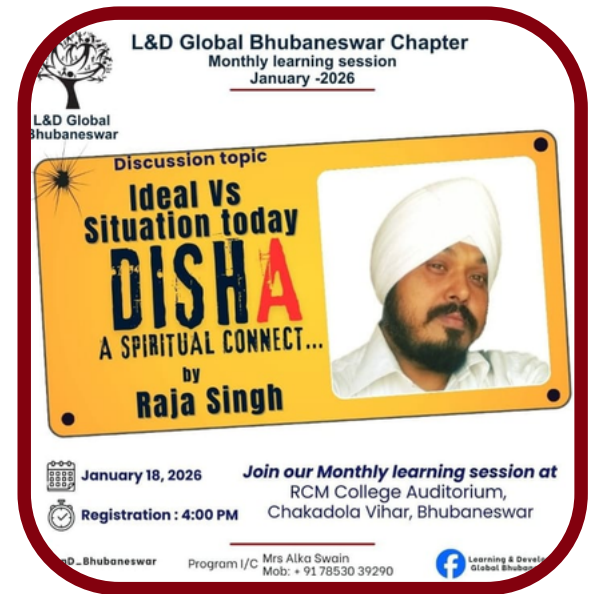
# Monthly meet round up-Jan 2026



**IDEAL V/S SITUATION  
TODAY - DISHA A  
SPIRITUAL CONNECT”**

On 18<sup>th</sup> January 2026, a session on **Ideal V/S Situation Today - DISHA A Spiritual Connect** was organized at RCM Auditorium which was addressed by an eminent speaker **Raja Singh Choudhury**. The session highlighted the meaning and importance of Spirituality in today's world.

It started with a fun activity executed by our dear member **Tushar Das** followed by address by Director L & D Global Bhubaneswar Chapter, **Dr. Ashok Ku Sahu**.



**Spirituality** can be broken into interconnected components which are as follows:-

1. **Knowing SELF:** Understanding one's own identity, values, and inner nature is foundational to spiritual growth. You need to stay calm in anger.
2. **Finding PEACE within:** Spirituality involves cultivating inner calm, harmony, and acceptance of oneself. So feel contented without extra money.
3. **Practice EMPATHY:** Connecting with others through empathy and understanding, understanding prioritization.
4. **Living with COMPASSION, TRUTH & GRATITUDE:** Embracing compassionate actions, honesty, and thankfulness in daily life and not expecting anything in return of any help.
5. **Feeling CONNECTED:** Focus on Akarma. Spirituality fosters a sense of unity and belonging with others and the larger world.

## Why Spirituality Is Important?

1. FAST LIFE → SLOW PEACE
2. MORE COMFORT → LESS CONTENTMENT
3. MORE FREEDOM → LESS CONNECTION

SPIRITUALITY BECOMES IMPORTANT *because the outer world is overwhelming.*

SPIRITUALITY IS MARKETED: *gurus have brands, peace is sold as a package.*

REAL SPIRITUALITY IS NOT LOUD, ITS QUIET.

## What is Guna?

Guna refers to the characteristics, attributes, or personality of an individual. There are three gunas in Hindu philosophy:

1. **Sattva** – represented by an open book with a lightbulb, symbolizing knowledge, purity, and harmony.
2. **Rajas** – depicted by a person climbing stairs with a bar graph, indicating activity, passion, and ambition.
3. **Tamas** – shown as a person slumped over a desk, signifying inertia, darkness, or ignorance.

## DAILY LIFE EXAMPLES OF SATTVA:

- Teacher teaching for service and not money.
- Businessman doing business without any wrong practice.
- Feeding your senses only how much is needed.

## DAILY LIFE EXAMPLES OF RAJAS:

- Corporate professionals crazy for packages and promotions.
- Entrepreneurs working day and night ignoring everything.
- Stress due to comparison and expectations.

## DAILY EXAMPLES OF TAMAS:

- People running away from responsibilities.
- Escaping from problems. Cribbling and complaining.
- Wrong addiction in the name of stress and job requisites.

## UNDERSTAND KARMA

1. **Karma (Prescribed Action)**– representing righteous or duty-bound actions.
2. **Akarma (Inaction in Action)** – indicating actions that are spiritually inactive or non-engaged.
3. **Vikarma (Prohibited Action)**– signifying forbidden or sinful deeds.

The session ended with a positive note giving an impression that -

*Spirituality today is not about escaping the world - it is about living in the world without losing yourself. It is a holistic journey of self-awareness, inner peace, empathetic connection, and living with compassion, truth, and gratitude.*

Before the closing of the session, an announcement was made about the release of a **Training Proposal** designed by the Media Team, L & D Global Bhubaneswar Chapter aimed at sending training proposals on trending topics to corporates, thereby creating a platform for networking and business development for L & D members associated with the training and development field.

“ You have to grow from the inside out.  
None can teach you, none can make  
you spiritual. There is no other teacher  
but your own soul. ” -Swami Vivekananda

# Reflections & Highlight of Monthly Meet Jan 2026



# Reflections & Highlight of Monthly Meet Jan 2026

*“Wonderfully designed session with excellent connectivity of thoughts with the awesome technique of story telling to explain a broad topic like spirituality to laymen in simple words. I simply wanted the session to go on for hours listening more and more to Raja sir on Spirituality. It was definitely a session worth attending.”*

**Sanhita Sarkar**

*“It was an excellent program by Mr Raja Singh. The experience with participants made the evening more memorable.”*

**Dr. Ashok Ku Sahu**

*“Our today's Raja Sir's session should have been covered by news channels... I found a perfect in Indian Integration... Religions and diversities all coming together to show the path of spiritualism....That's the beauty of our nation.”*

**Dr. Pragyan Paramita Das**

*“Must say this was really a fantastic session... Every word was extremely relatable to daily life... No Jargons so simple yet extremely effective.”*

**Shaikh Abdul Rab**

*“It's really a wonderful session... Importance of Spiritual journey... I understood properly... I am thankful and grateful for this amazing session.”*

**Tushar Das**

*“I am already a fan of Raja ji since 2019 and followers of his YouTube. So, nothing to say. But requested to all L&Dians, let's have such type of program once in a quarter.*

*And for Raja ji, we should have patience for minimum 2 hrs.*

*Thanks Raja ji”*

**Harekrishna Patnaik**





The February L&D Global Bhubaneswar Chapter session held on 28<sup>th</sup> February 2026 brought together a vibrant group of learners and professionals to explore one of the most debated topic **“Digital Transformation: People Challenges & Solutions”**. The session was led by eminent speaker & our dear founder member **Surya Prakash Mohapatra** sir on an online mode.

## Highlights of the session:-

- **Digital transformation is the integration of digital technologies into all areas of business, fundamentally changing the way how organizations operate and deliver value.**
- **Examples - Shift from DVD rentals to streaming, Mobile Banking Apps, AI Chatbots for customer service, Telemedicine platforms, AI diagnostics etc.**
- **This integration helps in enhanced customer experience, increased productivity and creativity, increased revenue, cost reduction and better control.**
- **Key digital technologies are Artificial Intelligence, Cloud Computing, Robotics and IoT.**
- **Bad news is that in spite of its potential benefits, globally over 70% of digital transformation initiatives fail according to McKinsey study. Cost of failed digital transformation efforts is approximately 2.3 trillion USD.**
- **Reasons for failure are unclear goals, misalignment between leadership and people, lack of governance, over delegation and resistance from people.**
- **Experts say nearly every organization claims to be transforming, but only few can articulate what that actually means or where they truly stand. The real challenge lies in moving from strategy on paper to actionable implementation, adoption, and measurable value realization.**
- **Reasons why people resist are fear and confusion, loss of importance, loss of identity and ignorance.**
- **Before transformation the challenge lies to address the question “Why Change?” and after transformation the challenges lie in reverting to old habits, leadership complacency, innovation slowdown and talent attrition.**
- **Solutions can be summarised as implementing reinforcement systems and innovation metrics and focusing on culture audits and reskilling and up skilling.**

## Takeaways from the session:-

- **Digital Transformation is a journey, not a destination. So mindset shift is important.**
- **HR is at the heart of successful transformation focusing on people, culture, and experience.**
- **Proactive change management is crucial, embracing continuous learning & adaptation is necessary, and HR’s role will become more strategic, data-driven, and employee-centric.**

This highly interactive session ended with a positive note that AI can be a real game changer when it comes to digital transformation for a sustainable future. But what needs to be focused on is the way the implementation process is to be monitored, both before and after implementation, thereby fostering a culture of continuous learning at work and paving a path towards sustainable growth and development.

# Reflections of Monthly Meet Feb 2026



*“Very good session !! Thanks to Mr Surya Mohapatra !!”*

**Pradip Choudhury**

*“Thanks a lot Mr Surya ji for sparing your time and giving an excellent talk on this contemporary topic, which is a concern for all of us and also an opportunity for us to leverage it's benefits.”*

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

*“It was a wonderful session by Surya ji. Thanks to all the members those who attended the session. I have received lot of message from our members and other Guests for not able to attend as it is a working day for them.”*

**Dr. Ashok Ku Sahu**

*“Absolutely wonderful listening to Surya sir as usual and definitely the clarity with which sir has presented his thoughts on such a burning topic was amazing. Thank you sir for such an informative and great learning session.”*

**Sanhita Sarkar**





## 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 - 04 : Arrival of the new age learner*

Let's take a closer look at the challenges for L&D today.

### ***1. Moving slow may affect business interests. Moving fast may confuse people.***

With the advent of AI and Agentic AI, the industry is going through unparalleled transformation. Business leaders today expect L&D teams to prepare the workforce for the future. World Economic Forum has announced top skills for Future of Work. L&D teams need to have an ambitious plan to upskill the workforce for the future. The challenge for L&D is how to strike a balance between the future and current needs. If they go aggressively with future skills, employees may push back. If they go slow, organization's interests will be impacted.

### ***2. 60% increase in Tech Investment vs 3% increase in Learning Budgets***

Organizations are increasing investments on technology by 60%. However, spend on L&D is not increasing. While technology is the key driver of innovation, this needs to be backed up by people capability. The stark contrast between investments in training and investment in capability building poses a big challenge for L&D teams.

### ***3. Knowledge is fast becoming obsolete.***


We don't use most of the knowledge we acquired at the University. The knowledge we are using at work was learnt on the job. The knowledge we shall be using years from now doesn't exist today. Old knowledge is fast becoming obsolete and new knowledge is evolving all the time. The challenge for L&D teams is to keep up with the pace at which knowledge is evolving. The lead time to design, develop and deploy learning solutions is too long and too slow compared to the pace of change.

#### ***4. The attention span of learners is decreasing.***

The attention span of learners is decreasing at an increasing pace. In 2015, Microsoft published a study with an infographic that shows our attention span at 12 seconds in the year 2000 and 8 seconds in 2013. It also shows the attention span of a goldfish at 9 seconds. L&D teams are clueless about how to retain audience attention.

#### ***5. L&D practitioners are caught up in the past***

I am sure I would incur the wrath of many L&D pundits for making a statement like this. But unfortunately, this is true to a great extent. One may say that L&D has evolved over the years and it is true. However, the pace of evolution has been slow. There has been emergence of new learning technologies and practices. However, adoption of newer practices and newer technologies by L&D practitioners has been slow. These are 5 top challenges for L&D at the moment as it gets ready for the new world. I would love to hear your comments and perspectives. Please share with me how L&D teams can turn these challenges into opportunities.



“Challenges are a part of every journey. Embrace them as opportunities for growth and learning.”

## The Human Advantage : Anchoring the Age of AI in Human Skills



**Girish Chandra Surdeo**

As we move through 2026, the initial shock of the artificial intelligence revolution has settled into a new, more permanent reality. AI is no longer a futuristic novelty; it is a standard collaborator, quietly absorbing the background noise of data processing, scheduling, and routine analysis. However, as algorithms become more proficient at mimicking logic and efficiency, a paradox has emerged: the more pervasive AI becomes, the more valuable uniquely human skills have grown. In this era of "agentic AI," the differentiator is no longer what we know, but how we act, empathize, and decide.

### **The New Architecture of Work**

The modern workplace is being rewired. We have transitioned from using AI as a simple assistant to collaborating with it as a **"co-pilot"** or even orchestrating networks of autonomous agents. Research from 2026 suggests that while AI can handle the output, humans must handle the outcomes.

- **From Information to Agency:** In an age where any student or employee can generate a thousand-word report in seconds, the sheer possession of information is no longer a competitive advantage. The new advantage is agency—the ability to turn that information into strategic action.
- **The Orchestration Role:** Professionals are increasingly becoming **"conductors"** of technology. Success now requires AI fluency—understanding how to prompt and guide these tools—paired with the human judgment to know when and why to use them.

### **The Essential Human Toolkit**

As AI perfects the "science" of work, humans must master the **"art."** Three core pillars of human capability have become the bedrock of the 2026 economy:

#### **1. Ethical Judgment and Discernment**

AI is brilliant at optimization but blind to morality. It can find the most efficient way to cut costs, but it cannot weigh the human cost of those decisions. As organizations face growing scrutiny over algorithmic bias and data privacy, ethical decision-making has become the top-ranked skill for leaders. Humans provide the **"moral compass"** that AI lacks, ensuring that technology serves societal values rather than just bottom-line metrics.

#### **2. Metacognition and Critical Thinking**

A 2026 Gartner report highlighted a growing concern: **"cognitive atrophy"** caused by over reliance on generative tools. To counter this, metacognition—thinking about one's own thinking—has surfaced as a vital skill.

- **The Bridge to Innovation:** AI can hallucinate or produce **"bland"** averages. It takes human critical thinking to question assumptions, identify biases in AI-generated data, and synthesize disparate ideas into a truly original vision.
- **Problem Framing:** AI is excellent at answering questions, but humans remain the masters of asking them. Defining the right problem to solve is a complex, contextual task that requires a deep understanding of human needs.


### 3. Emotional Intelligence (EQ) and Empathy

While AI can now perform "**sentiment analysis**" to detect frustration in a customer's voice, it cannot feel genuine empathy or build a relationship based on shared vulnerability.

- Resilience and Adaptability: In a fast-changing market, the ability to bounce back from failure and lead a team through uncertainty is a purely human trait.
- Cultural Resonance: Brands and leaders who succeed in 2026 are those who lean into "**lovable imperfections**" and unexpected stories—the "unpredictably human" elements that algorithms are designed to smooth away. ***"The most valuable node in the system is still the human at the center of an intelligent network."*** – 2026 Future of Work Report

#### ***Conclusion: The Collaborative Frontier***

The narrative of "**Human vs. Machine**" is being replaced by "**Human + Machine.**" We are entering an era where our humanity is our greatest professional asset. By offloading the repeatable and the analytical to AI, we are finally free to focus on what makes us unique: our capacity for wonder, our sense of justice, and our ability to connect deeply with one another. To thrive in the age of AI, we must not try to compete with the speed of the processor; instead, we must cultivate the depth of the person.



In the story of AI and humans, if we get  
**the dance between artificial  
intelligence and human society right, it  
would unquestionably be the single  
greatest achievement in human history.**

Kai-Fu Lee



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



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

We are living at a defining moment in human history. Artificial Intelligence is no longer a distant concept; it has entered almost every aspect of our daily lives. Today, powerful AI tools exist across multiple categories:

- **Presentation Tools** (e.g., Gamma, Pitch, PopAI, Slidesgo)
- **Chatbots** (e.g., ChatGPT, DeepSeek, Gemini, MS Copilot)
- **Writing, Email & Coding Assistants**
- **Image, Video & Graphic Design Tools**
- **Scheduling, Workflow & Data Tools**

The list continues to grow rapidly. Naturally, this transformation creates uncertainty. Many people are asking: “**How should we prepare ourselves to live and thrive in the age of AI?**” The answer is to strengthen the human skills to use AI wisely and effectively.

### ***How AI can help in everyday life?***

When used thoughtfully, AI can support people across all walks of life. Students can organize study material, clarify concepts & explore new ideas. Professionals & entrepreneurs can draft content, analyze data & improve productivity. Leaders can explore various scenarios before making decisions. Creators can generate ideas & refine their work. Even senior citizens can access information & simplify routine tasks. AI saves time and expands access to knowledge. Yet, its true value emerges only when guided by strong human capabilities.

### ***How to begin preparing ourselves?***

Preparation for the AI age does not require advanced technical expertise or degrees. It begins with simple, practical steps: -

#### **1. Start exploring AI tools gradually**

Do not try to learn multiple tools at once. Start with one – for example, ChatGPT – and use it for a specific purpose like:

- Learning support (explaining concepts, summarizing)
- Writing support (emails, resumes, reports)
- Planning support (study plan, travel plan, daily schedule)
- Problem-solving (options, pros/cons, checklists)

Spend a few minutes daily experimenting. Confidence grows through familiarity.

Develop the skill of asking clear questions. Provide context and specify your need. For example: “Act as a career coach. Review my resume and suggest improvements in bullet points.”

#### **Use AI responsibly:**

- Don't share confidential or personal sensitive information
- Verify important facts (AI can be wrong)
- Use AI for assistance, not final authority (you decide)

## **2. Develop the qualities that make AI work for you**

Artificial Intelligence can process information faster than any human. But it cannot think with conscience, feel empathy, or decide with responsibility. That is where human strength becomes essential.

To truly benefit from AI, we must develop qualities that machines do not possess:

**(a) Digital and AI literacy** - Understand how AI works and where it may make errors.

**(b) Critical thinking**- AI provides answers, but you must evaluate their relevance and accuracy. The ability to question, verify, and apply judgment ensures that technology supports you rather than misleads you.

**(c) Communicate clearly**- The better you articulate your thoughts, the better AI responds with precise information.

**(d) Cultivate ethical awareness**- AI may optimize results, but it does not understand consequences. Humans must therefore consider fairness, accountability, and long-term impact. Before relying on AI, ask: Is this responsible? Could it cause harm? Am I using it transparently and honestly? Ethical awareness ensures that technology serves society, not the other way around.

**(e) Creativity and independent in thought**- AI should assist your thinking – not replace it. Creativity enables us to guide AI rather than simply follow its outputs. Independent reflection ensures that you remain the decision-maker.

**(f) Curiosity and Lifelong Learning**- The willingness to learn, unlearn, and relearn is essential in a rapidly changing world. Those who remain open to new knowledge will find opportunity where others see uncertainty.

In the AI age, these qualities become central to human relevance. When human strengths grow alongside technology, AI becomes a multiplier of human potential.

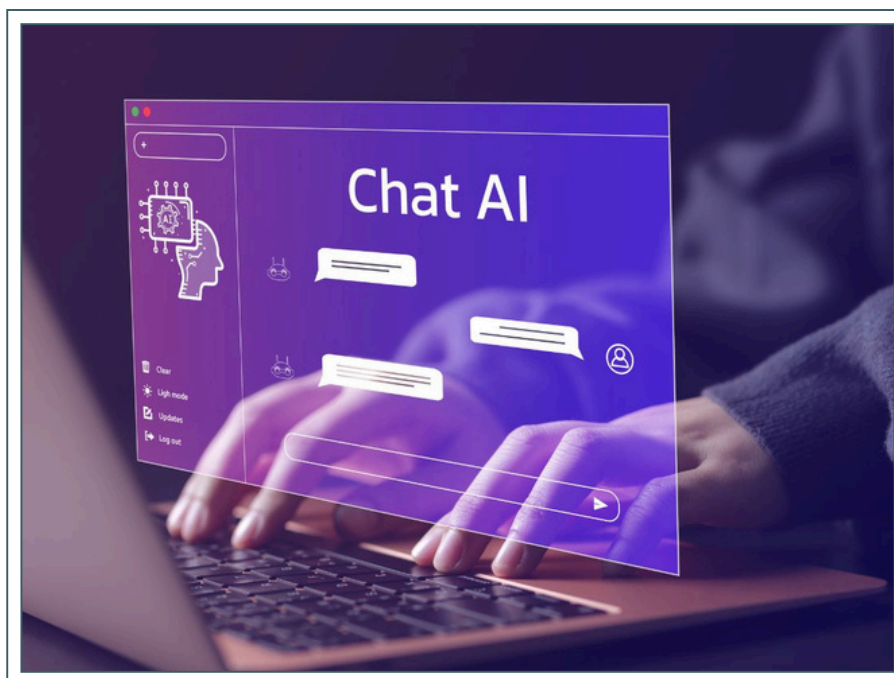
## **3. Maintain Balance and Independence**

Use AI as assistance, not as a substitute for thinking. Continue to reflect, evaluate, and decide independently. Technology should strengthen human capability – not weaken it.

### ***A Calm Perspective for the Future***

Every technological revolution has created uncertainty. Yet, humanity has always adapted by strengthening its core abilities. The age of AI is no different.

***The future will not belong to artificial intelligence alone. It will belong to individuals who combine technological capability with human judgment, empathy, responsibility, and creativity.***



# BUILDING A CULTURE OF CONTINUOUS LEARNING: FOSTERING A SUSTAINABLE FUTURE



**Dr. Pragyan Paramita Das**



In a rapidly evolving global economy marked by technological disruption, climate change, and shifting workforce dynamics, organizations can no longer rely on static knowledge or traditional practices. The key to long-term success lies in building a culture of continuous learning—one that not only enhances employee capability but also fosters innovation, resilience, and sustainability. A learning-oriented organization is better equipped to adapt to environmental, social, and economic challenges, thereby contributing meaningfully to a sustainable future.

Continuous learning goes beyond occasional training programs. It represents a mindset embedded in the organizational DNA, where curiosity, knowledge-sharing, and skill development are encouraged at every level. The concept aligns closely with the idea of the learning organization proposed by management thinker Peter Senge in his influential book *The Fifth Discipline*. Senge emphasized systems thinking, shared vision, and team learning as pillars of sustainable organizational growth. When organizations adopt such principles, they cultivate agility and long-term viability. A culture of continuous learning contributes directly to sustainability in multiple ways. First, it enhances innovation. Employees who are encouraged to experiment, question assumptions, and update their skills are more likely to develop sustainable products, services, and processes. For example, organizations that prioritize learning about renewable technologies, circular economy practices, and green supply chains can significantly reduce their environmental footprint. Learning drives the ability to anticipate and respond proactively to regulatory changes and societal expectations.

Second, continuous learning strengthens employee engagement and retention. When individuals feel that their growth is valued, they demonstrate higher commitment and motivation. In today's knowledge-driven economy, employees seek organizations that invest in their professional development. Learning opportunities such as cross-functional training, mentoring, digital courses, and leadership development programs not only enhance competence but also build a sense of purpose. A motivated workforce is essential for achieving sustainable organizational goals.

Third, a learning culture promotes social sustainability by encouraging inclusivity and collaboration. When knowledge is shared openly and diverse perspectives are respected, innovation thrives. Organizations that provide equal access to learning resources empower employees from varied backgrounds to contribute meaningfully. Such inclusiveness strengthens social equity within the workplace and enhances the organization's broader societal impact.

Leadership plays a crucial role in fostering a culture of continuous learning. Leaders must model learning behaviors by staying curious, seeking feedback, and admitting knowledge gaps. They should create psychological safety where employees feel comfortable expressing ideas without fear of failure. Encouraging reflective practices, conducting after-action reviews, and celebrating lessons learned from both successes and failures help institutionalize learning.

Technology also acts as a powerful enabler. Digital platforms, artificial intelligence-driven learning management systems, webinars, and online certifications have democratized access to knowledge. However, technology alone cannot create a learning culture. Organizations must align learning initiatives with strategic objectives and sustainability goals. Learning should not be treated as an isolated HR function but as a strategic investment integrated into performance management and organizational planning. Furthermore, measuring learning outcomes is essential to ensure effectiveness. Key performance indicators such as innovation rates, employee engagement scores, productivity improvements, and sustainability metrics can help assess the impact of continuous learning initiatives. When learning is linked to tangible outcomes, it gains organizational credibility and long-term support.

In conclusion, building a culture of continuous learning is not merely a competitive strategy—it is a sustainability imperative. Organizations that prioritize knowledge development, innovation, and adaptability are better prepared to navigate uncertainty and contribute to environmental and social well-being. By embedding learning into everyday practices, empowering employees, and aligning development initiatives with sustainability objectives, organizations can create a resilient foundation for the future. A sustainable future is not built overnight; it is shaped by organizations that learn, evolve, and lead responsibly.

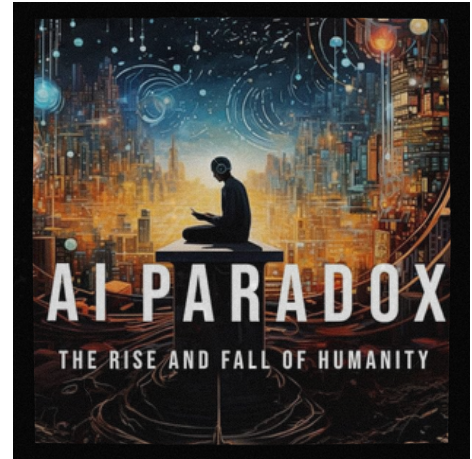
# "The AI Paradox: Progress or Peril for Humanity?"



L&D Global  
Bhubaneswar



**Anshuman Marddaraj**



We haven't achieved the fullest potential of just being what we are – human beings, the very purpose of life as saints have preached all along and now, we brought something artificial and let it simulate one of the best natural tools we had received and developed for so long – our intelligence. And now we wonder Need of Human Skills and in AI age? Without our skills could we have lived this far in first place, when nature as it is equally ruthless as its kindness, where survival of the fittest conquered evolutions I also wonder, is this me being only sceptical? Overthinking maybe? Or is it?

Have you noticed human skills losing its existence, on the way of soon to be obsolete? Let's imagine how such a world be where,

People asking @Grok about what they should eat? Is it helping mankind or simply making them lazy?

And asking ChatGPT to write a letter of condolence for someone grieving? Or a love quote to someone they loved? Helping mankind or disconnecting person to person touch?

Gemini would brush a Painting, Creative Contents? How helpful would it be by ceasing the most important and God's given tool to human beings, their ability to Imagine, dream?

Ah, social media stuff, it might feel, let's check some other more realistic aspects,

How many people have nano chips inside their brains now? Our next generations would be competing with human classmates or machines? Is it really necessary to get a convenient off from our duties to make it right, after we successfully ruined our planet and escape to another planet? Who will take care of the mess we left behind?

Who knows if dark web is not limited to human access only? Was it a less menace already? They are now talking about social media platforms only for AI!!

Are today's wars a fight between human beings or man to machine and of course the touted useful tool AI? They can trace you down on to your good night bed in your top secret and deepest bunker safe houses on a new year. Does it spare any rationality or just made the poor ones defenceless? And how would the mighty ones exploit this vulnerability? Especially in a newly emerged time where any regulations formulated by any governing body, treaty, or whatever document once respected, accepted and adhered to by all, are being ignored with a wink by the very same nations who in first place institutionalised these rule-based functionaries.

Who is using a Dictionary or an Encyclopaedia or any paper book anymore? Spelling check, meanings, usage, grammar, descriptions, , everything is available on our finger tips, just have to Google it, huh?

Kids are finding tips to justify their adamant indiscipline and validating parental or teachers' guidance through software tools?! Is it helping or widening generational gaps which could easily be resolved when human morals would connect in time?

Time! Yes, such tools save a lot of time. What useful do we do with that saved time? Is it helping in utilizing time to its fullest or maximising available time to waste it more? Prior to AI there were so many digital tools innovated and developed to their bests. Has this so-called digital explosion brought more humanity in this world or do we really feel the world was better without technology? Or people got more marooned and isolated and glued to their handy devices?

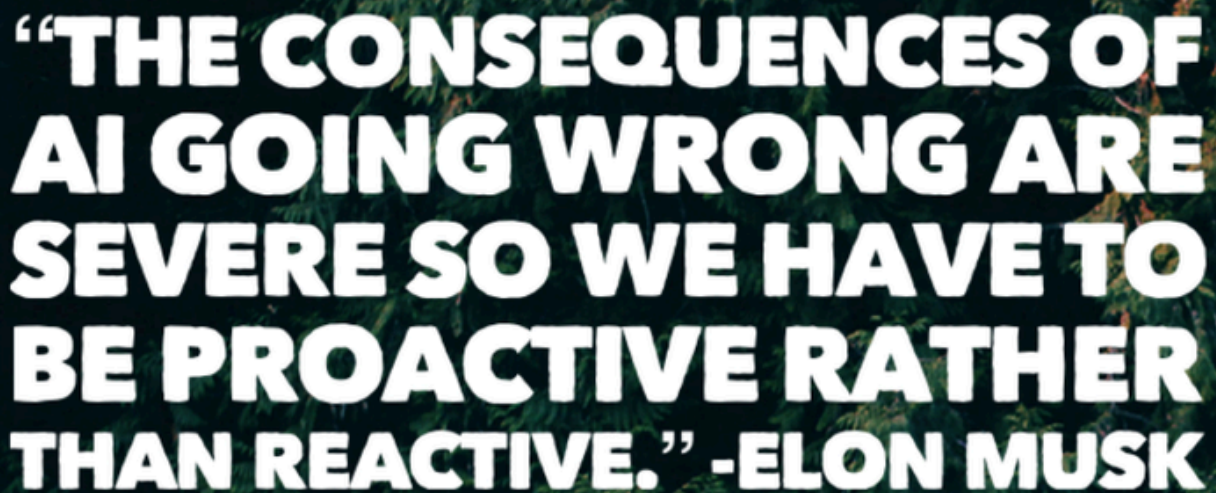
A very important discovery in mankind yet it happened in a naturally simple process that it burns, was: Fire. Imagine, had we not learnt to control it and use it wisely.

A tremendous power was discovered and afterwards became more and more developed to become more sophisticated, more diversified in its usage was, Nuclear Energy. We all know what JR Oppenheimer said after his Trinity test.

We came to top of the food chain with a very long-thriving process called Evolution, we don't know any more of how to live at anything below that now. If such a tool with almost limitless capability to so called, 'serve humanity for a better and easier world in most accuracy and least time' is a playbook in every commoner's hands ranging through all ages, mindsets, maturity levels, understandings, purposes, practices, and if there is no serious control mechanism, then Yes, this is doomsday peeping, I feel it could lead to existential level threat for humans and of course the world.

One may find these words unprogressively sceptical, weeping out pessimistic daydreams of a blatantly orthodox person, I don't mind it, especially when I find the very same cynicism from none other than Geoffrey Hinton, the father of AI himself expressing deep regret and urgent warnings about the technology he created.

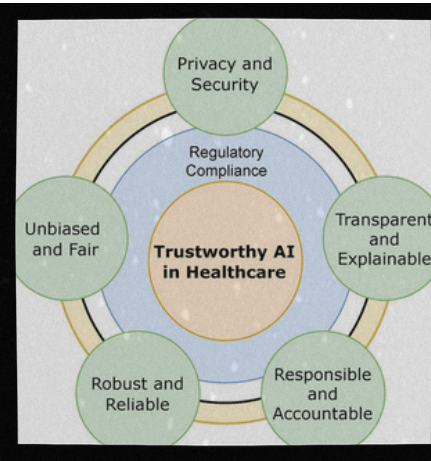
***Human Skills, coupled with God's given Human Intelligence, Imagination and Emotion are irreplaceable with man-made toys.***



**“THE CONSEQUENCES OF  
AI GOING WRONG ARE  
SEVERE SO WE HAVE TO  
BE PROACTIVE RATHER  
THAN REACTIVE.” -ELON MUSK**



**Sanhita Sarkar**



As India navigates the digital era, Artificial Intelligence (AI) has emerged as a game-changer in the healthcare sector. The COVID-19 pandemic accelerated AI adoption, enabling remote consultations, customised healthcare support, and improved accessibility. However, this rapid integration also brought challenges like resistance to change, data privacy concerns, and skill gaps.

To harness AI's potential and ensure sustainable growth, capacity building is crucial. This involves developing a skilled workforce, fostering innovation, and promoting collaboration. The healthcare sector, in particular, requires urgent attention. Rural areas and remote villages face significant challenges in accessing quality healthcare due to infrastructure gaps, lack of awareness, and inadequate training.

The Indian government has initiated several programs, such as the National Strategy for Artificial Intelligence and SASHAKT, a training portal for healthcare providers. However, gaps persist, including a weak regulatory framework, skill gaps, and limited data infrastructure.

***AI-driven capacity building can bridge these gaps and create a sustainable healthcare ecosystem. This involves:***

- **Upskilling and Reskilling:** Equip healthcare professionals with AI literacy and technical expertise.
- **Robust Regulatory Framework:** Establish guidelines for AI adoption, data privacy, and ethics.
- **Inclusive and Equitable Access:** Ensure AI benefits reach marginalized communities.
- **Data Infrastructure:** Develop robust data systems for AI-driven insights.

By addressing these areas, India can create a healthcare ecosystem that is proactive, data-driven, and personalized. AI can enhance diagnostics, imaging, and treatment plans, ultimately improving millions of lives.

The benefits of AI integration are evident, but challenges remain. By developing a skilled workforce, fostering innovation, and promoting collaboration, India can create a sustainable and equitable healthcare ecosystem.

***Capacity building is the cornerstone of this transformation. It requires a multi-stakeholder approach, involving government, industry, academia, and civil society. By working together, India can harness AI's potential, reduce carbon footprints, and achieve sustainable development goals.***

***The time for action is now. India must prioritize AI-driven capacity building to create a healthcare ecosystem that is resilient, inclusive, and sustainable.***

## Learning as a Legacy.....



**Tadasha Das**

“There is no end to education. It is not that you read a book, pass an examination, and finish with education. The whole of life, from the moment you are born to the moment you die, is a process of learning.”

– Jiddu Krishnamurti

*A few years ago, after a leadership workshop, a senior participant stayed back. He was in his late fifties—calm, respected, and known for his clarity of thought.*

*In his hand was a small notebook filled with careful handwriting. He smiled and said, “I have attended programs for more than three decades. But today I realised something uncomfortable. I interrupt people when I disagree. I had never noticed it.” – There was no defensiveness. Only reflection.*

*That moment has stayed with me far longer than any feedback score. Because it reminded me that learning is not about information. It is about awareness. When we speak about building a culture of continuous learning, we often think of structures—platforms, certifications, leadership journeys. All of these are important. But culture does not live inside systems. It lives inside behaviour.*

*In organisations where learning truly becomes part of daily life, it usually begins at the top. Not through grand speeches, but through simple acts. A senior leader admitting, “I don’t fully understand this yet.” A seasoned professional asking a younger colleague to explain a new tool. A manager changing their approach after honest feedback. These moments send a powerful message: **Growth does not end with seniority.***

*In my previous organisation where the CEO began every quarterly town hall with one slide titled, “What I am learning this quarter.” Sometimes it was about digital change. Sometimes it was about listening better. Once, it was about understanding environmental responsibility beyond compliance. That single slide shaped the culture more deeply than many formal initiatives.*

***Continuous learning is not about collecting courses. It is about staying mentally flexible. And that flexibility is closely linked to sustainability.***

*We often speak of sustainability in terms of policies and targets. Yet beneath those frameworks lies a mindset—the willingness to think long term. An organisation that learns continuously adapts before it is forced to. It listens to early signals. It invites new ideas. It allows experimentation without humiliation.*

*In one manufacturing unit in Rudrapur Uttarakhand, where I had been for a training session, a young engineer suggested a small process change that reduced material waste. The idea itself was simple. What was remarkable was that it was heard and implemented. Later, the plant head told me, “If we want this place to thrive 20 years from now, we must listen to voices that will still be here 20 years from now.”*

***That is learning as legacy.***

*For many of us in the L&D profession, we are in mature chapters of our careers. We have designed frameworks and built academies. But perhaps our most meaningful contribution now is not another model. It is the example we set.*

- ***Do we still ask questions?***
- ***Do we adapt when evidence challenges our beliefs?***
- ***Do we remain curious in rooms where we are the most experienced?***

*Culture is inherited through observation. When younger professionals see experienced leaders remain open rather than rigid, reflective rather than defensive, they carry that forward.*

*Policies will evolve. Technology will certainly change. But a workplace where learning is respected at every age—that endures.*

***And when we eventually step away from our formal roles, that is what remains. Not the programs we ran, but the mindset we normalise.***

***That is legacy.***

# Highlights

## of a State Level IT Hackathon supported by L & D Global Bhubaneswar



The inauguration of **Srusti Tech Hack 2.0, a State-Level Hackathon**, marked the beginning of an inspiring journey of innovation, collaboration, and technology-driven problem solving.

The ceremony was graced by **Mr. Sudhir Jaiswal, CEO, ESSPL, Bhubaneswar**, as the **Chief Guest**, and **Mr. Prabhat Sahoo, Managing Director, ITPlusPoint**, as the **Guest of Eminence**, along with the presence of all respected dignitaries, whose insights and encouragement set a strong and motivating tone for the event.

**Day 1** laid a strong foundation for **two days of structured innovation**, empowering participants to apply their technical expertise, creativity, and teamwork to solve real-world challenges.

**Day 2** was where ideas truly took flight and transformed into innovation. **Young and passionate students from multiple universities** worked tirelessly to convert concepts into working applications, addressing critical societal challenges in societal safety and AI-powered healthcare beyond hospitalization.

With continuous mentoring and overnight technical support from ITPlusPoint and OdiTek Solutions, along with seamless coordination by Srusti Academy of Management and Technology (Autonomous), the event was efficiently managed by Ms. Anugyan Prava Manjari and the Srusti Academy team, including Amit Kumar and other valuable team members. Their efforts enabled innovation to move rapidly from ideas to working prototypes.

Out of 10 shortlisted teams, the **Top 3 innovators** were recognized, marking the conclusion of an intense two-day marathon that truly reflected the journey from idea → innovation → build. The energy, collaboration, and strong builder mindset inspired everyone not just to ideate, but to execute.

The Closing Ceremony was graced by Dr. Ashwini Kumar Rath, Founder, Batoi, as the Chief Guest, and Mr. Prabhat Sahoo, Managing Director, ITPlusPoint, as the Guest of Eminence, along with the presence of the Chairman of Srusti Academy and other respected dignitaries. Their insights and encouragement set a strong and motivating tone for the event.





## Monday Thoughtfulness Induced by

Dr. Pragyan Paramita Das

**Q.1. If your organisation is a human body, which department would be the Brain and which would be the headache???**

### RESPONSES

*"The CEO's Office will be the brain and HR and Sales Departments would be the headache as they would end up dealing with the external stakeholders mostly".*

Girish C Surdeo

*"Management trainees are vital contributors to strategic planning and innovation, bringing fresh perspectives and driving productivity. Their comprehensive training and responsibilities equip them with unique operational insights. Organizations recognize them as central figures in decision-making and innovation, shaping company culture and strategies. Investing in their development is crucial to harness their potential, leading to increased effectiveness and innovation. By leveraging their diverse backgrounds and skills, organizations can foster creative solutions and problem-solving".*

Col. Prof. Dr. Jyoti Satpathy

*"The Brain: CEO & Board*

*The Headache: Internal affairs/ middle management/ legal & compliance. But this alarms that All is not Well".*

Rtn. Abdul Hakim Khan

**Q.2. IF OFFICES HAVE CONFESSION BOOTH, WHAT EMPLOYEES WILL ADMIT???**

- *Tea is best made by hand, machine drama should be stopped.*
- *Work-from-home mode is wished for, it would be a booster to work-life balance.*
- *Punching system shouldn't have existed.*
- *Emphasis on experience sharing and learning from each other.*
- *Honesty and perfection is appreciated.*
- *Daily review meetings and sharing of data with heads of state and customers.*
- *Corporate teams following up on the same data, and zonal teams wanting it in a separate conference call.*
- *Instructions given to sync with each other and get work done.*
- *Mandatory Birthday celebrations and photos taken with a 'smile monkey' instruction.*
- *Questions asked about project progress, and bosses informed about milestones.*



## An Engagement Initiative by our dear member Tadasha Das



Welcome to Thought - Provoking  
Thursdays !!

### RESPONSES



Good Morning and New Year's Wishes To All 😊

Welcome to "Thought Provoking Thursday"

A behavioral training session is engaging and well received!!  
Weeks later, behaviour is unchanged!! 😞

Where do you look first & Why??

Option 1: Training Design  
Option 2: Learner Intent  
Option 3: Workplace Support

The discussion revolves around the importance of workplace support in ensuring the effectiveness of training programs. Most respondents agree that workplace support is the most crucial factor, as it enables employees to apply their new skills and knowledge. Without a supportive environment, even the best-designed training programs can fail to bring about behavioral change.

The respondents highlight that workplace support includes factors like manager and peer reinforcement, access to necessary tools and resources, and alignment of incentive systems with desired behaviors. They also emphasize that a supportive work environment encourages employees to take ownership of their learning and development.

Some respondents note that while learner intent and training design are important, they are secondary to workplace support. They argue that even with willing learners and well-designed training, a unsupportive work environment can hinder the application of new skills.

The discussion also touches on the importance of creating a culture that values learning and development, and encourages employees to share their knowledge and experiences with others. Overall, the respondents stress that workplace support is critical for sustaining the impact of training programs and fostering a culture of continuous learning and growth.

**Contributors:** Abhipsa Tripathy, Girish C Surdeo, Dr. Ashok ku Sahu, Col. Prof. Dr. Jyoti Satpathy, Rtn. Abdul Hakim Khan, Anshuman Marddaraj, Sanhita Sarkar

The discussion highlights the importance of diverse learning approaches. **Girish C Surdeo** emphasizes that formal training, conversation/mentoring, and experiential learning are complementary, citing the 10-20-70 model: 10% formal training, 20% conversation/mentoring, and 70% experiential learning. **Sanhita Sarkar** emphasizes the power of conversations and reflections, sharing that meaningful interactions can broaden perspectives, change thought patterns, and foster personal growth.

#### Key takeaways:

- Learning is most effective when it combines formal training, social interactions, and hands-on experience.
- Conversations and reflections can be transformative, shaping thoughts, actions, and personal growth.
- Experiential learning is a crucial aspect of the learning process, often overlooked in traditional training settings.

These responses underscore the need for holistic learning approaches that incorporate diverse methods to cater to different learning styles and needs.



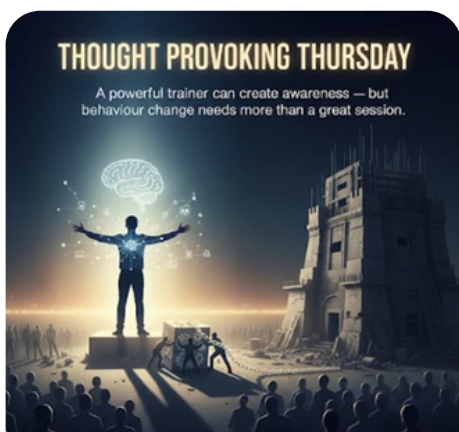
Good Morning Everyone!! Makar Sankranti, Pongal & Lohri Wishes To All 😊

Welcome to "Thought Provoking Thursday"

In Real Life, Learning happens more through:

Option 1: Formal Interventions  
Option 2: Information Conversations & Reflection

# RESPONSES



**THOUGHT PROVOKING THURSDAY**  
A powerful trainer can create awareness — but behaviour change needs more than a great session.

Good Morning All 😊  
Welcome to "Thought Provoking Thursday" 😊

A powerful trainer can create awareness - but a behaviour change needs more than a great session!! 🤔

Do you Agree, \*Disagree or It depends on Situation ?? What do you think can contribute to a great learning session with a visible behavioural change??

Let's start pouring in our thoughts on this one 😊 10:04 AM ✓

The discussion highlights that a powerful trainer can create awareness, but sustained behavior change requires more. Key factors contributing to lasting change include:

- **Relevance to real work and personal goals**
- **Practice and application opportunities**
- **Ongoing reinforcement and support**
- **Supportive leadership and culture**
- **Personal motivation and accountability**

The respondents emphasize that awareness is just the first step, and systems and structures need to be in place to sustain change. They suggest strategies like role-playing, experiential learning, coaching, and digital nudges to reinforce new behaviors.

The trainers also stress the importance of addressing mindset and motivation, making the change relevant and meaningful to the learners. They note that Gen Z talent, in particular, benefits from interactive storytelling and real-time feedback.

Overall, the discussion underscores that behavior change is a process that requires a holistic approach, involving awareness, practice, reinforcement, and support, rather than a one-time event.

## Contributors: **Girish C Surdeo, Dr. Ashok Ku Sahu, Sanhita Sarkar, Dr. Madumita Swain**

The discussion revolves around the importance of psychological safety in learning and development. **Girish C Surdeo** emphasizes that both faster learning and psychological safety are interconnected and essential, arguing that without a safe environment, learning and experimentation are hindered. **Alakananda Swain** prioritizes safety, stating that proper learning can only happen in a safe environment.

**Abhipsa Tripathy** adds a nuanced perspective, suggesting that the approach should be tailored to the individual, considering their personality, profession, and risk-taking capacity. She implies that while safety is important, it's not always the top priority, and the objective should be to nurture unique qualities and strengths.

### Key takeaways:

- **Psychological safety is crucial for effective learning and development**
- **A safe environment enables experimentation, questioning, and challenging assumptions**
- **The approach should be tailored to the individual, considering their needs and capacities**
- **Safety and faster learning are not mutually exclusive, but rather complementary goals**



Good Morning All 😊  
Welcome To Thought Provoking Thursday

🌟 We talk a lot about fast learning.  
🌟 But do our learners feel safe to ask, try, and even fail?

Sometimes people don't need faster training — they need a safer space to grow.

**Abhipsa Tripathy:** "I would choose someone from an average college if he/she has the potential. I have hired from Elite colleges and believe me, naam bade aur darshan chote hue hain. Especially in the civil sector, it is better to hire someone with average knowledge but zeal to learn than good knowledge and the ego of coming from an elite college".

**Purna Rao:** "Very thought-provoking question! Being part of an entrepreneurial journey and having seen startups up closely, and still advising a few of them, it's my personal experience or what I've observed is that entrepreneurs from elite institutions come with loads of advantages. Peers and well-settled alumni come forward with their helping hand and easily lift them up. Initially, the growth is remarkable, but unfortunately, it mostly dips over time. Entrepreneurs from elite institutions get a perfect, elevated launchpad compared to an average one. Yes, agree, those startups take longer to taste success. So, in the startup ecosystem, entrepreneurs from elite institutions get a launchpad for success, while entrepreneurs from average colleges actually work hard and get successful due to their perseverance, their passion, and above all having a mentor as an expert from that industry can get success. Thank you Tadasha".



Which entrepreneur is a better business bet?  
The one with an elite college degree OR the one from an 'average' college?

Good morning everyone 😊  
Welcome To Thought Provoking Thursday!! 🙌

A question for all of us in L&D —  
Which entrepreneur is a better business bet?

The one with an "elite" college degree OR The one from an "average" college?

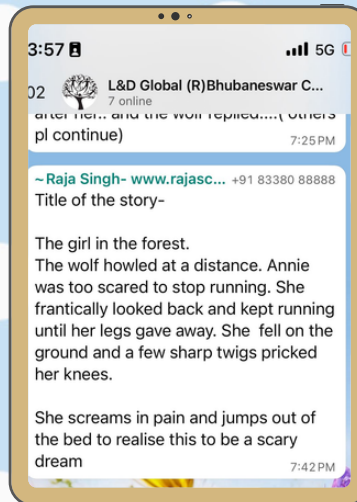
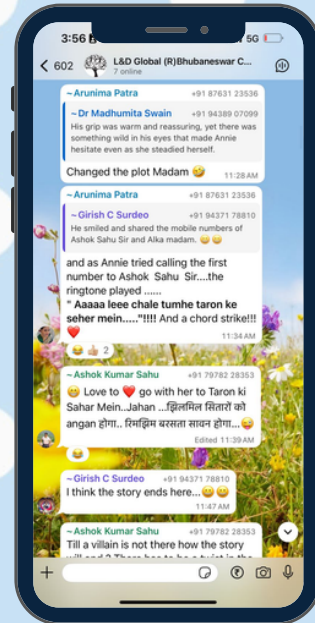
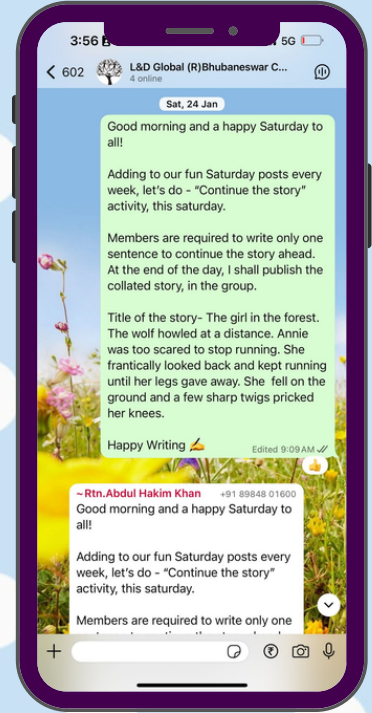
Maybe the better question is...

As learning leaders, are we focusing only on pedigree and speed...or are we creating spaces where people can dream bigger?



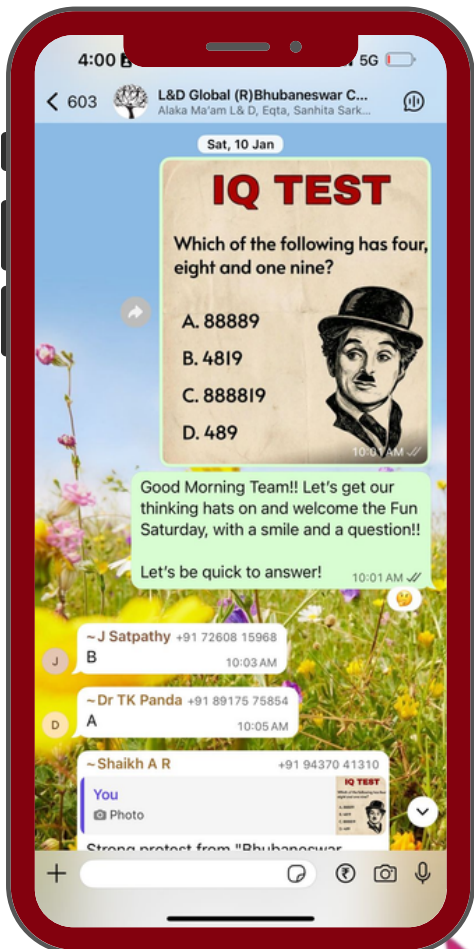


RESPONSES



**FUN!**

**RESPONSES**

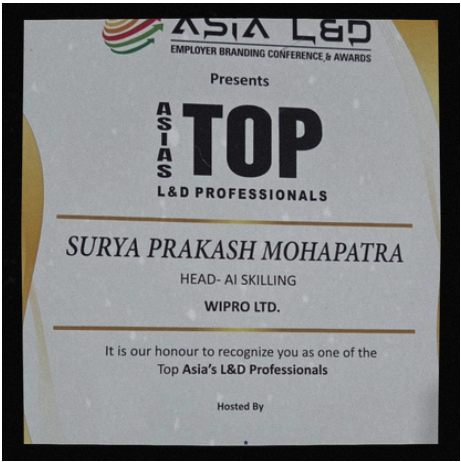




*Celebrating Member Achievements!!*



**Surya Prakash Mohapatra**



*Awarded at the International Business Conferences for Asia's  
Top L & D Professional*



Awarded at The Management Conclave **ASHWAMEDHA**  
organized by RCM in association with NHRD for **Manufacturing**  
**Workforce Transformation Leadership Award.**



**Dr. Debabrata Dash**





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*Thank you to everyone who has been part of this journey. The best is yet to come.”*

**Dhananjay Banthia**

# Festive Greetings for January & February 2026!!



Wishing all a very happy and prosperous new year



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

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

 **Rabi Narayan Pattanaik - 7<sup>th</sup> Jan**

 **Soumen Mitra - 14<sup>th</sup> Jan**

 **Purna Rao - 22<sup>nd</sup> Jan**

 **Dr. Debasmita Tripathy - 4<sup>th</sup> Feb**

 **Sharada Bharaty - 27<sup>th</sup> Feb**



*Many many happy returns of  
the day!!*



Youth L & D Global  
Bhubaneswar

## Importance Of Youth Leadership



L&D Global  
Bhubaneswar



**A dedicated initiative of L & D Global Bhubaneswar Chapter and in fact, the first Students Wing in the history of L & D Global. We at YLD aim at a wide range of activities for fostering leadership skills, skill development, facilitating mentorship, providing networking opportunities with experienced professionals from various sectors, which could contribute significantly to the professional growth of young students all over India.**

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

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

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

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- **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**

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