



L&D Global
Bhubaneswar

WISDOM WAVES

June - July Edition of 2025



L & D Global Bhubaneswar Chapter presents the grand celebration of the 9th Foundation Day this July...

This 20th July 2025 was marked by the grand 9th Foundation Day Celebration of L & D Global Bhubaneswar held at RCM auditorium. L & D Global Bhubaneswar Chapter is proud to step into the 9th year of this profound learning and development journey with an aim to foster professional growth and development within the L&D field...

An amazing event full of knowledge sharing and entertainment organised by L & D Global Bhubaneswar Chapter at RCM auditorium on 20th July 2025.

Highlights of the celebration ■

- An amazing event full of knowledge sharing along with entertainment organised by L & D Global Bhubaneswar Chapter at RCM auditorium on 20th July 2025.
- A mesmerizing opening dance performance by a young talent of Odisha, Ms. Shristi Mohapatra left the audience speechless.
- Valuable insights on "Leveraging Odisha's Talent Potential Through Skill Ecosystem." by eminent key note speaker Dr. Parameswar Nayak, Dean Birla Global University.
- A thought provoking Panel Discussion on "Learning in the age of AI: Threat or Opportunity" by eminent panellists - Dr. Debabrata Dash, Prof. Swaroop Mohanty, Mr Prabhat Ku Sahoo and Mr. Jasobant Narayan Singhlal as the moderator for the session.
- Power-packed performances by young talents from Orphanage "Paribartan"-Odisha's first free Kishore Nashamukti and Rehabilitation Center.
- Felicitations, Open mike, networking dinner and many more...

For details refer to page no.7



Chapter Objective

Collaborating, Co-creating & Contributing



Theme of this Edition

- **June** rides in on the wave of **Employee Wellness Month**—we're talking about that one mantra keeping your calendar from eating you alive.
- **July** invites deeper reflection—on **psychological safety**, staying focused in hybrid chaos, and redesigning work from within.
- **Plus, July 3 is our Chapter Founding Day**—and we want to mark it with stories of fresh starts, aha moments, and quiet triumphs.

In this edition you can expect ■

- Message from the Director's desk
- Secretary's message
- Monthly meet round ups - June & July
- Reflections & Highlights
- Founder's Vision
- knowledge Share: June - July
- Inspiring Quotes
- Member Views on Trending Topics
- 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 Members,

As we reflect on the months of June and July, it brings immense pride to witness the energy and enthusiasm that continue to shape our journey at L&D Global Bhubaneswar Chapter. Session on Operation Sindoor in June and the Foundation Day Celebration in July has been nothing short of inspiring – marked by a shared purpose and a growing belief in our collective potential.

We are not just a group of professionals. We are a movement of change-makers – educators, trainers, industry leaders, and visionaries, committed to bridging the vital gap between industry and academia.

Our mission is clear: To create a vibrant, purpose-driven team that nurtures learning, encourages innovation, and empowers individuals across all domains. To realize this, we must continue to: collaborate beyond boundaries. Bring real-world insights to classrooms, mentor, coach, and inspire the next generation.

Let us keep the spirit of **“Collaborate, Contribute and Co-create,”** alive. Every session we conduct, every article we write, every seminar we attend – brings us closer to becoming the trusted voice of learning and development in the region.

I urge each one of you to contribute your strengths – your experiences, your networks, and your passions – to build this vibrant L&D community as No1 professional body. Together, we are not just reaching the industry and academia – we are transforming them.



Secretary's message...

Dear L&D Dians,

Namaskar !!

It makes my heart swell with pride, to realise that we have completed nine good years and still going strong, it's a testimony to our commitment to grow & establish ourselves in the learning & development community. This excites me to look into the future as to what it has in store for us.

I would like to take this opportunity to thank each one of you, who were with us in our 9th Foundation Day celebrations & a very special thanks to the core team members who went out of their way & left no stones unturned to make the event a grand success. This brought our community together in the spirit of unity, purpose and shared commitment.

As we move ahead in our journey of growth and excellence, with pride I would like to share that we have started our member engagement activities in our whatsapp group and we are looking forward to active member participations.

We're always looking for ways and means to improve and expand our offerings. If you have any suggestions or ideas for future events or initiatives, please don't hesitate to reach out. Your input is invaluable to us.

Wishing you all, all the very best as we begin yet another great year in pursuit of developing ourselves through the learning sessions planned in the year ahead.

I would like to sign off with a quote by Abigail Adams,

“Learning is not attained by chance, it must be sought for with ardour and diligence.”

Jai Hind

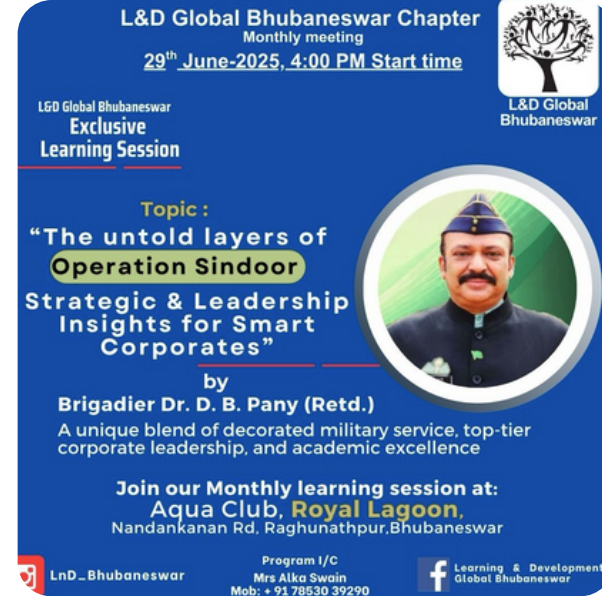


ALKANANDA SWAIN

Monthly meet round up-June 25 ■

“THE UNTOLD LAYERS OF OPERATION SINDOOR - STRATEGIC & LEADERSHIP INSIGHTS FOR SMART CORPORATES”

Speaker: Brigadier Dr. D.B.Pany



An engaging and thought-provoking session titled “The Untold Layers of Operation Sindoor – Strategic & Leadership Insights for Smart Corporates” was delivered by Brigadier Dr. D. B. Pany (Retd.) on Sunday, 29th June 2025, at the Aqua Club of Royal Lagoon, Bhubaneswar.

The session drew an unprecedented turnout, with full-house enthusiastic participation from senior corporate leaders, HR Veterans, academicians, Trainers, young professionals, homemakers, and residents of the Royal Lagoon society, making it one of the most diverse and well-attended L&D events till date.

Drawing from his dual lens as a distinguished military veteran and seasoned corporate executive, Brigadier Dr. Pany, masterfully demonstrated how India’s measured response, rooted in clarity, jointness, restraint & controlled communication serves as a powerful metaphor for modern leadership. Various dimensions of strategic thinking and leadership excellence that the corporate world can imbibe was explored by drawing impactful parallels from this hybrid operation.

The session stood out not only for its depth and relevance, but also for its interactive format. Through real-time examples, role-plays, group reflections and a unique simulation of India and Pakistan’s Cabinet Committees on Security (CCS) and corporate leadership Teams, he engaged the audience in exploring how such national-level strategies directly translate to corporate boardrooms, society governance, and even household crisis management. This made the experience not just informative, but truly immersive and thought-provoking.

The session underscored that real leadership – whether in war, business, or home – lies in planning ahead, acting with precision, and speaking through results, not noise. Brigadier Pany’s unique ability to translate battlefield insights into life lessons resonated across all age groups. He reminded the audience that real leadership is revealed not in peace, but in extreme crises – whether on the frontlines or in the board rooms.

What really struck a chord was the discussions from the morning walks groups to an event where all thought converged into a shared learning across the community. It brought so much synergy to the room, everyone were engaged and went down their own memory lanes of understanding but led from a global perspective. It was a beautiful sight to behold such energy in shared community learning. The session was followed by a patriotic song by Mr. Sashikant Behera as a tribute to our brave Indian soldiers who fought till their last breath to save our country from the lashes of its age old enemy. This was followed by felicitating Ms. Kirandeep Kaur, resident of Royal Lagoon as a winner for the best caption contest - “Me and my safe space...Parents.”

As the final notes of the patriotic song echoed through the hall, there was a quiet sense of pride and connection that lingered. The energy, the insight, the generosity of sharing—from Brigadier Pany's storytelling to the spontaneous exchanges between community members—everything built towards that collective high.

Reflections & Highlights of Monthly Meet June 2025

-Perhaps we got the highest attendance , members plus guests put together, for any Monthly Training Programmes till date.

Mostly we get 50 % population than what we get in our regular meetings.

An wonderful presentation followed by interesting interactive session at the end.

Hats off to the Brigadier for achieving the mission successfully...👏👏👏👏👏 - **Alka Nanda Swain**

-A big thank you to Brig. Dr. D. B. Pany for delivering an incredibly insightful and impactful session on Strategy, Planning, Execution, technology and Teamwork—brilliantly drawing parallels between Operation Sindoor and the dynamics of Corporate Management.

We express our sincere gratitude to the leadership of Royal Lagoon Society –

Dr. Tadit Mohanty (President), Mr. Ashok Behera (Vice President), Mr. Sunil Mishra (Secretary), Mr. Manik Bohidar (Cultural Secretary) – and all members of the Executive Committee for their support and presence. A heartfelt thanks to the enthusiastic audience whose participation and engagement made the session truly vibrant.

Special appreciation goes to:

- Ms. Sujata, for the soulful invocation prayer
- Ms. Preethi, for anchoring the session so gracefully and professionally
- Shaikh, for capturing moments through photography, videography, and managing the Facebook live stream
- Mr. Rabi Upadhyaya, for coordinating tea and snacks
- Mr. Soumen, Mr. Pritam, and the entire support team for their behind-the-scenes efforts
- Mr. Shashikant, for the heartfelt patriotic song which was the befitting conclusion to the topic.

We also thank all our dedicated LnDians who actively participated and contributed to the success of this event.

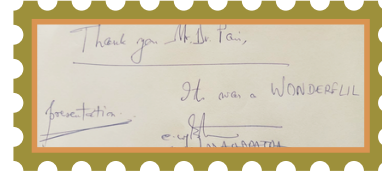
We look forward to even greater participation in our forthcoming sessions as we continue our journey of learning, reflection, and collective growth.-**Dr. Ashok Ku Sahu**

-It was a great opportunity to interact with talented people. Discovering this organization was a surprise & even more surprised to be invited to speak which was an honor. The session's spontaneity made it enjoyable which was engaging, with fantastic spontaneous interactions of all ! I enjoyed attending and playing the role of Pakistani army chief Munir extempore which was an unique experience! Looking forward to more such programme in future ! Much Regards 🙏 - **Society President , Royal Lagoon**

-I am absolutely impressed with today's program. The content was engaging, and I appreciate the effort that went into creating it. Thank you for the wonderful experience. 🙏 -
Madhuchhanda Rath

-The pictures, videos, comments and likes say it all..Am very happy to see (through the pics) a great enlightening evening that enriched everyone with a lot of learning and food for thought...-**Surya Prakash Moahapatra**

-For me it was just wow! I am really impressed by the way Pany sir did the analysis of the entire war situation with such precision and clarity and engaged the audience without making any mistake in presenting such a controversial topic. I appreciate his efforts and valuable insights shared. Thank you once again sir. You were simply amazing!!Thank you core team members for organizing such an engaging and meaningful event. I feel proud to be a LnDian. 🙏👏👏👏👏 -**Sanhita Sarkar**



-Congrats to every member of the core team. Thank you for reaching out to a new venue and audience. We wish the newly minted graduates the very best as they get their wings to fly, our heartfelt best wishes from everyone at L&D global Bhubaneswar chapter. The change, though uncomfortable, paid off as our visibility as a professional body just sky rocketed by this exercise. We showcased in-house talent to the most receptive audience being community members, and we rewired the paradigm by taking the learning back into the community. The audience buzzed, and the engaging presentation was the game changer. Sujata Di's beautiful rendition of the bhajan ignited the lamp of knowledge in each ones mind. As we took a deep dive into Operation Sindoor, we all realise that we are not just walking away with stories from the frontlines—we're walking away with a sharpened lens on how strategy truly lives and breathes in moments of chaos, choice, and courage.

Brigadier Dr. Pany had not only shared military insights but has reframed how we, as leaders, mentors, and changemakers, approach ambiguity, resilience, and high-stakes decision-making. Whether one is shaping boardroom agendas, classroom conversations, or even ones home or next-gen leadership journeys—today's session has offered a playbook that transcends sectors and speaks to the human side of strategy. What really struck a chord was the discussions from the morning walks groups to an event where all thought converged into a shared learning across the community. It brought so much synergy to the room, everyone were engaged and went down their own memory lanes of understanding but led from a global perspective. It was a beautiful sight to behold such energy in shared community learning.

So, going forward let's take this wisdom forward. Let's mentor with intent, lead with clarity, and build ecosystems that can flex without breaking. We had some lovely moments where the original photographer of the picture, Mr.Saroj Patnaik, presented the caption winner, Ms.Kirandeep Kaur, both Royal Lagoon residents. Another talented member, Mr.Sashikant, a life coach, closed the evening on a high note with a soulful patriotic song that had the audience leave with smiles. The impromptuness with which our members connected with Dr.Subendu sharing the invite to Mr.Nikhil Desai's upcoming talk at RCM and Mr.Raja Singh and Mr.Sunil Mishra felcitating Brig.Dr.D.B.Pani and Dr.Ashok Sahu walking through our chapters highlights and Alka Di's beautiful conclusion had all the marking of a great chapter member meet. We could not possibly get all 75 into a group pic, but the ones who stayed on joined in for the picture.

The fresh snacks and tea were widely appreciated. I am sure we, as the L&D community, sparked a lot of thinking across different sectors and, by connecting with community, showcased what we do best - share knowledge and learning C-C-C. Collaborate - Co create -Contribute.

On the floor the coordination from hall setup to register signing (Mr.Somen took up that herculean task with a smile), the recording and pictures from Mr.Sheikh Mr.Pritam Pani helping his Dad, Dr.Ashok Sahu managing the lights and so much more brought back such a wonderful feel of a synergised community. We missed the greater member spread, but we're so happy to see so many familiar faces in the audience.I am looking forward to you all sharing in-depth insights for us to capture it for Wisdom Waves.

The generous support of RLRWA and the EC members who were in almost full attendance opened up the beautiful Aqua Club TV lounge venue and created the perfect setting for this immersive experience.

As the final notes of the patriotic song echoed through the hall, there was a quiet sense of pride and connection that lingered. The energy, the insight, the generosity of sharing—from Brigadier Pany's storytelling to the spontaneous exchanges between community members—everything built toward that collective high.

A fitting close to an evening where every voice added to something larger than the sum of its parts.

Thank you to each one who showed up with curiosity, support, and the generosity to share - it made the evening so inspiring.

Until next time—onward and upward L&D Global, Bbsr Chapter 🌟🌟🌟🌟🌟💎

-Preethi Pattnaik

-My 1st meeting with team L& D Global chapter...

To start with...

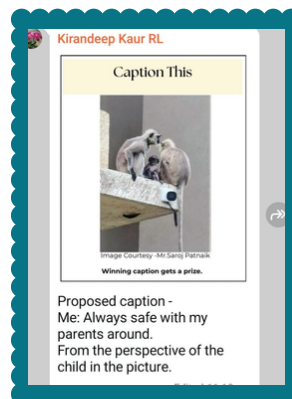
I was highly impressed with the session by Brig.Dr.Pany...the insight into Operation Sindoor and its co-relation for leaders, mentors, homemakers, corporates or any change maker, being a huge guidance for strategic planning and high-stake decision making in any situation of crisis—was brilliantly conveyed by Dr.Pany through a thought provoking presentation by involving the audience as participants.

Ashok Sir, Alaka Ma'am and Preethi were very welcoming and impressive...Alaka Ma'am is a bold voice of a well aware and learned person and that can very efficiently lead...Preethi, a very loving person has a huge positive aura and captive audience binding skill with her beautiful words and persona.

A special thank you for the appreciation as a winner of the caption contest.

It was a beautiful Sunday evening spent with amazing and eminent personalities with huge life experience from varied professions and a huge learning to take back that can be a guiding force in times of crisis.

Thank you for the wonderfully inspiring experience...looking forward to the next meeting...😊 - Kirandeep Kaur





L & D Global Bhubaneswar Chapter proudly celebrates the 9th year of learning & development journey...



This 20th July 2025 was marked by the grand 9th Foundation Day Celebration of L & D Global Bhubaneswar held at RCM auditorium. L & D Global Bhubaneswar Chapter is proud to step into the 9th year of this profound learning and development journey with an aim to foster professional growth and development within the L&D field. The host for the session Ms. Sanhita Sarkar spoke about the mission and vision of L & D Global Bhubaneswar Chapter in her welcome address highlighting its objective is to connect practitioners, educators, and visionaries to exchange ideas, elevate standards, and shape the future of work. The vision includes creating a pool of highly skilled individuals who can realize their full potential while adapting to the evolving needs of the workforce in the digital era.

The session started by seeking blessings from our almighty Lord Jagannath followed by the auspicious lamp lighting ceremony and **soulful chanting of Sholka by our senior member Dr. Alhadini Dhir**. The commencement of the session was marked by the **mesmerizing performance of Ms. Srishti Mohapatra**, a young and passionate Odissi dancer, a class 8 student of Sai International School, Bhubaneswar. This was followed by **Director, L & D Global Bhubaneswar Chapter, Dr. Ashok Ku Sahu's welcome address, the esteemed founder Mr. Surya Prakash Mohapatra's video message and Secretary, Ms. Alka Nanda Swain's report presentation.**

The first part of the session was addressed by **Dr. Parameswar Nayak, Dean Birla School of Management, Birla Global University as the key note speaker on "Leveraging Odisha's Talent Potential Through Skill Ecosystem."** He elaborated on few key points like-

- **Odisha's Demographic Dividend & Growth Aspiration**
- **Odisha's Skill Ecosystem**
- **Key Focus Areas for Skill Development**
- **Building a Conclusive Ecosystem**
- **The Way Forward**

He highlighted these pointers saying that Odisha which has rich natural resources and strategic location with a focus on becoming a knowledge based economy and commitment towards economic development and industrial growth has attracted substantial investments. Odisha's alignment of skill development with industrial needs has led to the enhancement of employability and fostering a "Skilled in Odisha" brand which has received national recognition.

Speaking about Odisha's Skill Ecosystem, he said that the growing industrial landscape with aim to meet Industry 4.0 demands thereby bridging the skill gap and enhancing employability and entrepreneurship can empower the youth of Odisha towards a sustainable development and entrepreneurial growth in the near future. Highlighting the strengths and opportunities of Odisha's Skill Ecosystem, he said that Odisha is trying to leverage its talent potential through robust educational infrastructure, skilled workforce development, entrepreneurship and innovation and MSME development. With an aim to build a conducive ecosystem, collaborations with many organizations like ITE Education Services Singapore, NSDC, Tata STRIVE, IBM, Autodesk & Microsoft have been made as a part of skilling initiatives. The Govt. of Odisha has taken many key initiatives and programmes like Skilled in Odisha, establishment of World Skill Center (WSC), Centers of Excellence (CoEs, digital skilling, placement programmes linked with training and many schemes like Nutana Unnata Abhilasha (NUA) Odisha scheme with an aim to develop the youth of Odisha with continuous skilling opportunities in all spheres. We should aim at the potential of Odisha's skilled workforce to drive economic growth and create a prosperous future for the state and its people, a Vikshit Odisha. **And finally, discussing the way forward, he spoke about addressing challenges by adopting the following measures-**

- **Aligning Training with the Industry needs**
- **Strengthening Quality Assurance**
- **Promoting Inclusivity**
- **Ensuring Employability and Entrepreneurship**
- **Leveraging Technology**
- **Transforming society through skilled professionals**
- **Making Odisha a Global Skilling Hub**
- **Creating a future ready workforce**
- **Collaboration and Continuous Improvement**

In a nutshell, to fulfil the dream of Vikshit Odisha, we all need to "Talk less and work more."

The following session was **a thought provoking Panel Discussion on "Learning in the age of AI : Threat or Opportunity" hosted by Ms. Pragyan Paramita Das. The eminent panellists for the session were as follows -**

- **Dr. Debabrata Dash** , Head Human Resources East, ANMS India
- **Prof. Dr. Swarup Mohanty**, Professor, Coach, seasoned academic leader, former CHRO, Baleswar Alloys
- **Mr. Prabhat Ku Sahoo**, MD, IT Plus Point Solutions and **Mr. Jasobant Narayan Singhlal**, Master Career Coach & Trainer and Founder & Managing Director, Identity Training Services Pvt. Ltd. **as the moderator for the session.**

The panel discussion was extremely insightful which revolved around the following discussion points:

- **Understanding Learning in the AI Age**
 - Definition of Learning Today in AI-driven workplaces?
 - L&D Evolution: Major shifts, emerged in learning & development due to AI
- **AI vs Human Roles in Education**
 - Replacement Fears: Concerns about AI replacing educators
 - Dependency & Creativity: AI hampering human creativity and critical thinking, especially in students
- **AI for Professional Growth**
 - Upskilling with AI : Professionals using AI for career growth or upskilling
 - Skill Gap Analysis: AI helping identify future competencies and skill gaps
- **AI + Human Collaboration in Learning**
 - Future of Trainers: Human trainers and AI collaborate in L&D models?
 - Over-Reliance Risk: Limitations in Human involvement in the age of AI
- **Ethics, Equity, and Inclusion**
 - Bias & Diversity: Ensuring AI-driven content reflects diverse and unbiased perspectives
 - Role Framing: Role of AI as a tool, co-teacher, or tutor
- **Access and Reach**
 - Bridging Gaps: AI helping improve access to quality education in rural areas.



Dr. Debabrata Dash's insightful discussion highlighted the impact of AI on information and learning. While AI can be a powerful tool, over-reliance on it may lead us astray from core knowledge. It's essential to view AI as a co-pilot, augmenting human intelligence rather than replacing it.

The key takeaway is that "AI should remain in its supporting role, not taking the helm."

Prof. Dr. Swarup Mohanty said, **"As humans, we don't just need direction, we need meaning, purpose, and connection. No matter how advanced AI becomes, it must not be programmed to subjugate us, rather must remain aligned with human values. Whether in the classroom, cockpit, or boardroom, the future is not AI vs. human—it is AI by humans, for humans. So, as data says - it will be called Co-pilot to assist us in task till 2030 besides as an 'Amplifier' for skills, a 'Bridge', a 'Sakha', a 'Guide' but not as a 'Guru' for sure."**

Mr. Prabhat Ku Sahoo apprehended the imminence of AI impacting the mass in no time.

Key Insights from the Panelists:

- **"AI must be treated as a Co-Pilot (ସାଥୀ)."**
– Dr. Debabrata Dash
- **"AI can never replace empathy."**
– Prof. Swarup Mohanty
- **"Both individual conceptual skills and technology are fundamental – one cannot substitute the other."** – Mr. Prabhat Sahoo

The audience was highly engaged and contributed through thoughtful questions and insights, making the session both interactive and enriching.

The panel discussion was followed by an **outstanding performance by the Children of God, a group of young and bright performers from an Orphanage named Paribartan, Odisha's first free " Kishore Nashamukti and Rehabilitation Center" for drug addicts.** This Paribandh Nashamukti and Rehabilitation Service Center is being run by the Mrs. Bharati Das.

This change has been made in the Juvenile De-Addiction and Rehabilitation Centers in various slums, bus stands, railway stations and tribal slums in Odisha. It was simply amazing to see this homeless children perform with such grace and dedication without any professional assistance. Their performance won the hearts of the audience. They just left us speechless.

As a part of encouragement and empowerment of these under privileged children, our dear L & D member Dr. Jyoti Satpathy made a humble donation of INR 10,000 towards orphanage Paribartan.

This was followed by **Felicitations**. First, to encourage another **young talent Ms. Neelanjana Mitra**, a std. 7 student of VEMS, Chandrasekharpur, Bhubaneswar, daughter of Ms. Madhuchhanda Rath, our fellow member of L & D member **for her outstanding contribution to Wisdom Waves, our bi-monthly newsletter as a young writer.** Her article named: **"Just to fit in"** speaks about how to love one self and not just fit in yourself to overwhelm people around you, the so called "friends and society", pretending to be what you are not from inside. We truly appreciate her efforts to present her thoughts in such a simple and thoughtful manner at such a young age.



A humble donation to empower Orphanage "Paribartan"



Next, we felicitated our esteemed sponsors without whose support it wouldn't have been possible to put up such a grand show. ***Our sponsors for the event were namely MGM, Manipal Hospitals, Tanvi Consultancy & Mega Edifice Project.***

Felicitations were also given away to ***our support staff members Sunil Bhai and other service staff members for their unwavering support in the execution of every L & D activity and event so far.*** This was followed by a small member interaction where few members shared their views and experiences being a part of L & D Global Bhubaneswar Chapter. ***Brigadier Dr. D.B. Pany heading the Youth Leadership Development (YLD) wing of L & D Global Bhubaneswar Chapter highlighted the main objective of this wing, wherein every young and spirited leader of tomorrow and students from all streams are welcome to join this learning and development community to unlock their potential and rise as successful professionals under the care and guidance of eminent L & D professionals associated with this chapter.***

This member interaction was followed by an ***“Open Mike Session” hosted by our dear member Dr. Monalisa Mishra. The session was enriched by the recitation of a heart-touching poem by Dr. Monalisa Mishra, followed by mesmerizing performances by Mr. Sashikant Behera, Ms. Pragyan Paramita Das and Mr. Harekrishna Patnaik.*** This was followed by networking dinner.

All together it was an enjoyable evening along with immense knowledge sharing served in one plate. We are grateful to every member of this chapter, our venue partner, Regional College of Management, Bhubaneswar, our esteemed guests for the evening, our sponsors and our core team members for their active participation and continuous support to make this event a grand success!!



Reflections & Highlights of Monthly Meet July 2025 ■

-Huge congratulations to the L&D Bhubaneswar chapter on their foundation day celebration! 🎉 It was an incredible event, filled with energy and learning. From the traditional Odisha dance to the thought-provoking panel discussion on 'Learning in the Age of AI,' every moment was engaging.

Special thanks to Dr. Ashok Sahu, Alka ji, and the entire team for their tireless efforts in making this event a success. The initiative to launch a youth wing, mentored by professionals, is truly commendable. 🙌 The 4-hour event flew by, thanks to the active participation of all members. 🙏 Looking forward to many more such enriching experiences with L&D Bhubaneswar chapter! 🎉 KAIZEN way indeed! 💡" - **Purna Rao**

-Kudos to the L&D Team for a wonderful program, enlightening yet fun filled !! 🙌😊🙌 My first day as the 101st member was truly memorable !! 🙌 A lot many thanks to my dear friend and long time colleague, Dr.Ashok Sahu for initiating me to this wonderful forum !! 🙌 - **P.R. Choudhury**

-Hope everybody might have reached safely in their house.
Jai HO L&D Global Bhubaneswar Chapter, a grand success of 9th Annual Function.
Thanks to everyone those have participated, involved in present and also those have not able to come, staying outside but encouraged, love & blessings to all.
Healthy discussion by eminent guests, Personalities from different Industries, organization. Hats off to them.
- **Harekrishna Patnaik**

-Very well organised. All is well that ends well.
Special thanks to all the efforts of :
Ashok Kumar Sahu, Alakananda Swain, Soumen Mitra, Mr. A. Shaikh, Sujata Singh, Prof. Sanhita Sarkar
Greatful to the panelists for enlightening the audience. Dr. Debabrata Dash, Swaroop sir, Prabhat Sahoo and of course the photographer (don't know his name).
-**Jasobant Narayan Singhlal**



-Fantabulous Celebration 🎉🎊

Words would be scarce to describe the amazing day today! -

Dr. Monalisa Mishra

-What an incredible day! Very well organised. Words can't capture the magic, truly incredible and priceless. -

Madhuchhanda Rath

-I have no words to express my gratitude towards Dr Sahu and Alka mam to organize such a wonderful program and thank you sir and mam to give me an opportunity to share the stage. It was simply amazing interacting with all present there. And a special thanks to Jasobant bhai and all our esteemed guests for their wonderful insights. It was a great learning session powered by great entertainment. It was surely an evening worth attending. Kudos to us that we all could make it a grand success. 🙏🎉🎊🎊🎊 - **Sanhita Sarkar**

-By all counts, it was a runaway success, a grand gala fiesta, the like of which has not been seen in the Foundation Day celebration of any professional body in the town. It had all the elements to offer- from learning, knowledge sharing , insightful thoughts, invigorating talks to a responsive and interactive audience. The four hour plus sojourn was punctuated with classical dance, rendition of vintage hits and, of course, two stage presentations by a group of reformed adolescents. Nothing has been overlooked by the Core Committee, including mementos for the volunteers, group photo- shoot, a Souvenir for each member and, finally, a sumptuous dinner.

L&D Global, BBSR. Chapter- Heartiest Congratulations! You are creating new vistas for others to emulate... - **Dr. P.C.Panda**

-A great memory of 9th foundation day celebration for all of us ..

It was excellent from start to end,

Lets the spirit of the L&D family be more energized....

We all have to do many more things in the days ahead , Truly find no words to express thanks and gratitude to each team members .. 🙏

Jai Jagannath 🙏🙏 - **Dr. Sachikanta Kar**

-Today's Foundation Day Celebration was a great success. 🎉🎊🎊

🎉🎊🎊🎊🎊

It was not only successful, but meaningful and memorable.

Heartfelt Thanks & Gratitude to the entire team of L&D .

The presence, support, and active participation of every team member added immense value and vibrance to the celebration. 🎉🎊🎊🎊🎊🎊🎊 - **Pragyan Paramita Das**



-Congratulations to the entire team of L&D , Bbsr, for organizing such a wonderful foundation day program led by Dr Ashok Sahu and Alka mam. No doubt the contribution of each and every person involved was commendable.

The panel discussion was great .

one more thing I forgot to mention. The annual gift was awesome and pretty. Thanks for the selection of such a useful item. - **Sanjiva Kumar**

-Wonderful program with good entertainment and food. Enjoyed totally. Great congratulations to organisers. - **Rabi Narayan Upadhyaya**

-A wonderful evening with all the elements... Knowledge Sharing, professional interactions, well covered Keynote speech with nice Odishi performance and the performance by the re rehabilitated group of boys , soulful songs by our fellow colleagues followed by a beautiful spread of food.

Thanks to Shri.Ashok Sahu, Alka Madam and the entire team of L & D team associated with all the arrangements. - **Syama Charan Padhy**

-Congratulations to the entire team for pulling off the great event.The pictures say it all!! Salute to the spirit of Dr.Sahu Sir and Alka Di and all core members for reviving the Chapter to this level!! I was eagerly awaiting to meet everyone yesterday but Man proposes and God disposes!! And thank you so much team LnD Bhubaneswar Chapter for placing TCSPL in all displays. - **Arunima Patra**

-Good Morning Fellow Members,
It was very thought provoking and amazing evening for me and my wife.

I will try my best to give any value addition to this great initiative movement (L&D Global) as a professional and on personal level.

Thanks to Pany Sir, Alka Mam, Sujata Mam and all others to making me feel special as 100th Member.

Thanks a lot. 🙏🌸🌸

Jai Jagannath 🙏🌸🌸

Jai Vishwanath 🙏🌸🌸 - **Praveen Ku Jaiswal**

-Thanks to all who made the program so good. - **Raja Singh**

-A massive THANK YOU for making our 9th Foundation Day celebration absolutely unforgettable! Your passion, creativity, and tireless energy infused the event with so much heart and pomp—it truly reflected the spirit of our incredible team. From the engaging activities to the vibrant atmosphere, every detail showcased your

dedication and unity.

Celebrating this milestone reminded us all of the profound impact you make daily, empowering growth and driving our culture forward. Your enthusiasm is contagious, and your commitment is the heartbeat of our success.

Here's to nine years of excellence and many more ahead! Keep shining, innovating, and inspiring. You rock!

With immense gratitude and applause - **Rtn. Abdul Hakim Khan**



Foundation program was excellent. Keynote speaker was innovative and inspiring
I must thank Mr A.K.Sahu for giving me this opportunity. Even though I am member but couldn't attend the earlier program because of being handicapped. My bad luck. Still I will love to remain member of L&D Global.
Yesterday I couldn't not stay till because of my other Commitment
Please help me
How to deposit the registration amount
Warm personal regards - **Dr. Shailendra Kumar Tamotia**

-My Dear Harekrishna (HK)
I wish to convey my sincere appreciation
Dil se ❤️ for your special efforts in sponsoring the entertainment troops, in yesterday event.
It was really heart touching that u had also given them very special gifts bag. Hats off to you 🙌
Dear Col Dr Satpathy
Pl accept my sincere appreciation
Dil se ❤️ for ur generous on the spot donation of Rs 10000/- to the needy troupe, who had performed exceedingly well in our Raising day....
This gesture of yours has touched my heart and certainly for others to emulate....Hats off to you Colonel 🙌🙌 -
Brigadier Dr. D.B.Pany

-Yesterday, the quality of food was really excellent, specially the baked Gulab jamun.
It was really a great value for Money of Rs 250/-.
Everyone really enjoyed the quality of food, in spite of they were sweating profusely, due to non-availability of AC.
Thanks a lot for ur deep involvement in arranging and managing the catering services. 🙏🙏 - **Dr. Kar**

-Awesome 🌟 event 🌟 Thank you so much..Special thanks to Ashok Kumar Sahu, Alakananda Swain, Soumen Mitra, Mr. A. Shaikh, H.K.Patnaik and all the management team...Thanks for such an amazing evening.
- **Tushar Das**

-Heartiest congratulations to the L&D team for the 9 successful years of excellence and knowledge sharing journey. I'm sure this journey has made a huge impact on many lives.
I missed the event, due to unavoidable circumstances, but must say that it was a great event, as it is evident from all the beautiful moments of the event shared by the members. Wishing many more years of innovative and inspiring journey. 🙌
- **Kirandeep Kaur**

कविता: "मन का सूर्यमुखी"
लेखिका: डॉ. मोनालिसा मिश्रा

कागज़ की कश्तियों को
हमने भीगती बारिशों में बेबस बहते देखा...

फूलों को रंगीन बहारों से चुपचाप गुज़रते देखा,
पछियों को खुले आकाश में पंखों से उम्मीदें बुनते देखा।

बादलों को बरसात की सौगात लुटाते पाया,
सूरज की किरनों को नहरों के पानी में सोना चमकाते देखा।

जंगल की नीरवता में जुगनुओं की झिलमिल को,
इंद्रधनुष के रंगों को आसमान पर नृत्य करते देखा...

मगर इन सब दृश्यों में जो सबसे सुंदर, सबसे अद्भुत खिला
—
वो था हमारे भीतर का 'सूर्यमुखी',
जो हमारे मन के सूरज की ओर मुस्कुराकर चल पड़ा।"
-Dr. Monalisa Mishra





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 - 02 : L&D doesn't train. Employees create their own Learning

If we look at the learning cycle closely, we can see that it is the learner who gathers information, reflects on it, creates her own learning and finally tests her learning. It is the learner who owns every step in the learning cycle. So what role does the L&D practitioner play? Well, he only supports the learner in the learning process. The father of modern science, Albert Einstein says, “I never teach my pupils; I only attempt to provide the conditions in which they can learn.” That is exactly the L&D professionals should do. They should create the right atmosphere, provide the right tools and aids and provide the right conditions so that the employees can create their own learning. So what are the right conditions?

Conditions for Effective Learning:

- 1. Non-threatening Environment** - When learners feel nervous, anxious or stressed, certain chemicals flow into the synapses in the neuro networks in our brain to shut them down. When this happens, learners mistakenly think that they have a poor memory, but it is their emotions that are sabotaging them. When learners feel confident and relaxed, different chemicals flow into the synapses that make them work quickly and well. Feelings and emotions always affect reasoning and memory, either in a positive way or a negative way. Feelings can help us remember and can also make us forget. For effective learning, an ambience which is non-threatening and joyful but providing sufficient challenge to learn something new is a pre-requisite.
- 2. Learning Environment** - Closer to Reality - To make learning effective, the instructor must create a setting which is closer to the real world. To facilitate learning, the instructor needs to engage the learner in all the four stages of the learning cycle. A teacher may explain different concepts about plants and trees in the classroom and then actually takes the students to the school garden and gets them to see, touch, feel and learn more about the flora and fauna. In this case the teacher takes the pupils to a setting which is closer to the real world outside of the text-book and the brick and mortar classroom. I recently met the L&D Head of an international Bank operating out of India. She told me that they send their high potential first time managers to a few villages in the suburbs of Mumbai for six months and ask them to solve the problems the villagers are facing there. Each identified manager goes to his or her assigned village, acclimatizes to the village environment quickly and then works on the assigned problem. This is another example of how learning happens in the real world and not within the four walls of the classroom.

A system that caters to multiple learning styles - Years of research in the field of neuroscience has proved that each learner is unique. While some may prefer to learn by reading or listening to a lecture, some others may prefer to understand things visually and some other may prefer to learn through activities. It is critical for L&D practitioners to ensure that learning process is holistic and allowing different learners to develop their brain functions equitably. While L&D provides the right conditions, setting and environment, the employees must take charge of creating own learning. Let's take a look at the actions that employees or learners must take.

Employees Can Create their Own Learning:

1. **Stretch Your Brain** - Stretching is a great tool to stimulate the brain or adult minds 'Stretching' helps us in getting out of our comfort zone and doing different things or doing things differently. The key is to treat your brain like any other physical organ of your body that requires stretching in the gym. So how can we create opportunities where our brain is adequately stretched? Well, take up a new challenging assignment at work, try learning a new language, pick up a new hobby or even do small things like taking a different route to work. All these activities will create opportunities for your brain to be stretched. Our brains are programmed to focus on new and unusual inputs We should tap into our own natural curiosity and intrinsic motivation.
2. **Avoid Multi-Tasking** - Multi-tasking is a myth. The truth is, effective multitasking is an oxymoron. Our brains are not wired for multitasking because most of us can apply our complete attention only to one activity/thought at a time. While at times, we may be able to perform a few low-order tasks simultaneously, we cannot perform multiple high-order tasks at the same time. For example, you may be able to sip a cup of coffee and have a light conversation with your spouse at the same time. But you cannot read a book and run a meeting at the same time. Our working memory is the part of the brain that allows us to focus our attention on a task, like reading, listening etc. Working memory also interacts with our long-term memory where we retrieve and store specific information. If we try to conduct two tasks at the same time, we must switch between the different tasks and an overload results between our working memory and long-term memory, which leads to loss of time and energy.
3. **Gift yourself a sound sleep everyday** - Never undermine the importance of sleeping. While you're asleep, your brain is busy forming new memories, consolidating older ones, and linking more recent with earlier memories, during both REM and non-REM sleep. During REM sleep the brain transfers short-term memories stored in the motor cortex to the temporal lobe, where they become long-term memories. This process can be particularly helpful for storing information related to motor tasks, like riding a bike, playing a musical instrument or swinging a badminton racquet, so that these tasks become automatic. Secondly, sleeping can help the brain in decision making as well. Brain processes information and prepare for actions during sleep, effectively making decisions while unconscious. Thirdly, sleep can be a powerful creativity-booster as well. The mind in an unconscious resting state can make surprising new connections that it perhaps wouldn't have made in a waking state. Famous scientists, Einstein and Edison have claimed that some of their new thoughts came out of their Sleeping state.
4. **Meditate** - Through meditation our brain cells become more sensitive and receptive. Our ability to perceive things increases. We achieve better co-ordination between our motor and sensory nerves. The continuous repetition of holy-name acts upon our central nervous system and thereby it increases the sensitivity of nerve cells, Thus the response which was beyond our comprehension, gradually becomes comprehensible. Further, those sensitized cells begin to adjust and so they not only respond better but also retain and become more receptive. Thakur Anukulchandra says, "To remain engaged in any single thought and to feel that which distracts but cannot break our continuity is Meditation." So are we ready to start the journey? These are exciting times for L&D as well as learners.

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



TURNING INWARD TO LEAD OUTWARD: PRATYAHARA FOR THE MODERN LEADERS

In today's hypercompetitive world, leadership often feels like a race through a maze of endless meetings, notifications, and decisions. Amid this whirlwind, one of yoga's least talked-about practices—pratyahara—offers a powerful and much-needed discipline for leaders striving to stay centered, focused, and truly effective.

What is Pratyahara?

Pratyahara is the fifth limb of Maharshi Patanjali's Eightfold Path of Yoga (Ashtanga Yoga), traditionally translated as withdrawal of the senses. Unlike the more commonly known limbs—like physical postures (asana) or breath control (pranayama)—pratyahara is more subtle. It is not about tuning out the world, but about consciously directing attention inward through sensory withdrawal. Here, great Yogi Sri Aurobindo is guiding us through a yogic form of mental sense-withdrawal—monitoring incoming thoughts and releasing them before they distract the mind. This is pratyahara in action.

In practical terms, pratyahara cultivates the ability to pause before reacting—a rare and powerful skill in modern leadership. It teaches one to observe rather than be consumed by sensory inputs, emotions, or external demands.

Why Leaders Need Pratyahara?

Today's leaders are bombarded with stimuli—from digital pings to emotional tensions within teams. Decision fatigue, burnout, and reactive behaviors are common symptoms of an overstimulated leadership environment. In such a context, pratyahara is not a luxury—it's a necessity.

By practicing pratyahara, leaders learn to pull back from the noise, reconnect with their inner compass, and make choices from a space of clarity and presence. It creates a buffer between stimulus and response, helping leaders act with intention rather than impulse.

How to Practice Pratyahara as a Leader:

- **Digital Detox Windows:** Set aside time each day with no screen or sensory input—no emails, no meetings, no distractions.
- **Silent Transitions:** Begin or end the day with 5–10 minutes of inward silence. No journaling, no planning—just awareness.
- **Mindful Listening:** When in conversation, practice complete presence. Turn your attention inward before responding, rather than reacting.
- **Attend a Silent Retreat:** Spending time in natural environments can be a wonderful way to gently draw the senses inward.

Fruits of Pratyahara:

Regular engagement with pratyahara strengthens emotional resilience, sharpens intuition, and enhances a leader's ability to see the bigger picture. It encourages deeper listening—both to others and to oneself. Over time, it cultivates a powerful inner stillness, which becomes a wellspring of calm leadership in turbulent times.

In many ways, pratyahara resembles a strategic retreat. Just as armies withdraw to regroup and realign, leaders too need moments of disengagement to access insight and strength. Far from being passive, this withdrawal is a conscious redirection that allows leaders to return to the world clearer, steadier, and more effective.

-Dr. Jayalaxmi Samal

[https://www.linkedin.com/in/drjayalaxmisamal?](https://www.linkedin.com/in/drjayalaxmisamal?utm_source=share&utm_campaign=share via&utm_content=profile&utm_medium=android_app)

[utm_source=share&utm_campaign=share via&utm_content=profile&utm_medium=android_app](https://www.linkedin.com/in/drjayalaxmisamal?utm_source=share&utm_campaign=share via&utm_content=profile&utm_medium=android_app)



THE ART OF RAISING SOULS: A PARENT'S JOURNEY THROUGH SRI SRI THAKUR'S LENS

In an age clouded by layoffs, rising stress, and unpredictable futures, one question echoes through the hearts of all parents: Are we truly shaping the kind of life we envision for our children? And if we've passed through elite institutions, where lies the gap?

My Guru, Sri Sri Thakur Anukulchandra, taught that real education isn't confined to textbooks or prestige—it begins from the rhythms of our own homes, rooted in living, serving, and doing.

Home Tasks that shape character and competence of Child:

- **Caring for animals** (e.g. cows, calves, dogs, cats, birds) - Builds compassion, emotional intelligence, and a nurturing mindset
- **Serving guests and relatives personally** - Fosters humility, hospitality, and respectful communication skills
- **Assisting neighbors during social or religious events** - Encourages empathy, social bonding, and community-driven service
- **Gardening or farming at home** - Develops patience, environmental awareness, and appreciation for daily sustenance
- **Visiting the market and helping with shopping** - Strengthens decision-making, budgeting skills, and everyday practicality
- **Giving medicine to sick person at Family** - Nurtures empathy, emotional resilience, and basic caregiving abilities
- **Cleaning the home** - Cultivates discipline, personal responsibility, and hygiene awareness
- **Fixing broken household items** (e.g. hammering a stool or mending a torn book) - Inspires problem-solving, resourcefulness, and pride in craftsmanship
- **Mending fences or doing small repairs together, Cleaning Vehicle-** Enhances teamwork, cooperation, and basic hands-on skills
- **Binding books or organizing household items neatly** - Builds attention to detail, personal ownership, and aesthetic sensitivity

🌱 **Cumulative Gains:**

- Self-confidence through physical and mental engagement
- Active habits that prevent laziness or passivity
- Inquisitive, service-driven mindset ready to solve real problems
- Inner strength and resilience, reducing dependence on external validation or employment

📖 **Thakur emphasized:**

The more a child engages all faculties—hands, feet, senses, and intellect—the more empowered and confident they become. True education starts with these daily involvements, not just textbook learning.

☀️ **And he concluded: “Even if we practice a little of this, the atmosphere will start to shift.”**

-Manoranjan Patra

[https://www.linkedin.com/in/manoranjan-patra-70767944?](https://www.linkedin.com/in/manoranjan-patra-70767944?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app)

[utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app](https://www.linkedin.com/in/manoranjan-patra-70767944?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app)



Insight that changed my flow ? ■



Yes flow is changed indeed but I'm yet to find out if I could really transform myself to meet the scale of change that was needed.

After corporate job in telecom I finally embarked on pursuing goals that I really wanted ever, entrepreneurship. Was that welcomed by anybody of my surrounding? Nope. But thank God that finally I could accumulate that much clarity to chose the path that mattered if not no one, me. That was an outburst powered by determination.

Having no support from family might not stop one to keep on track but surely it demoralises a lot. Same happened to me and that would bias me to get into partnerships. I never realised the reason for which I was going into partnership could be my lack of confidence and moral strength, I always thought 'together we can build bigger, faster, stronger', yes it was true but it was only one part. The main ingredients were more important, that I realised after paying heavy price.

I started and closed (particularly abruptly and with bitter experience) three ventures. Each one was in partnership. It was always something or other of ethical differences that blocked it midway. And every time I closed one venture I thought I learned a lesson, next time I would right partners. Every time what I was looking out for? - the right person. I thought I was failing to understand people that's why I was getting cheated or betrayed.

The third venture hit me the hardest and by that time I was financially broke, socially disregarded and personally numb. I went off grid and it took almost a year to come back into senses. One thing was sure that something is wrong in the process I was following, I just didn't see what. I read books, drove long, spent solitude, sketched my perspectives, learnings,, and all these helped me get into one most important process of not only my life but everyone's- introspection. I got deeper and deeper into introspection, retrospection, all kind of inspection of nonetheless, me. I was surprised what I found.

In each phase of my life, while I was a student, when I broke my heart, while I was in job, when I was going through my wife's miscarriage trauma, every time I had consistently done this one thing, improvising myself, to meet the standard, to move on, to rise upto the occasion, to stand like mountain to face the storms of life. What happened now? When did I stop working on myself? Instead of up-skilling myself, I was always looking for the skills in others, I had stopped learning something new despite it had been my way of life since my childhood! That was my biggest, shocking and eye opening moment in my entrepreneurial journey so far, that revealed a scarred-me to the real me, and gifted me something more valuable, Insight, that would not let me lose myself again.

Processes changed, took up the charge of my dreams, created a farm literally single-handedly, without any daily wager help, my goal was to learn the nuances of farming, I made organic fertilisers, pesticides, seed treatment solutions all by my own two hands, I learned how to nourish and/or heal soil, how to bring back earthworms without vermicompost, I grew vegetables in moorum soil, developed roots in twigs of matured woody trees like mangoes, and many more that I never imagined that I could do it myself, especially when not a single person believed that me, someone who never went out of clean air conditioned indoors could actually do anything in agriculture. And to add more to it they let no way skipped to taunt and blame me for the poor life I was living on the fields.

All the way this profound self realization has been such a big experience, nothing adverse ever impacted me, could never disorient my focus, my process, until I achieved what I intended from that land and it was only then when I found myself, someone very different and stronger, and the flow of my journey, changed and disciplined. Yes change was there, it should have happened long before, I should have never forgot Mahatma Gandhi's words, that 'Change must Start from oneself' , if I never forgot that then I wouldn't have wasted precious time, energy and money in looking out for changes in others, but I don't want to feel complacent either, I don't want to be satisfied with change in me. I'm keeping myself open to learn something new and keep improvising; Now Change has become a New Constant in my life.

-Anshuman Marddaraj

https://www.linkedin.com/in/anshuman-marddaraj-bhuyan-1b0691112?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app



**Its time for story telling by our
youngest L & D member –
MS. NEELANJANA MITRA**

Just to fit in...

Just to fit, I changed my liking. My favourite colour was pink, but I changed it to black to fit in with my friends. I went from loving ice cream to loving frozen yogurt just to fit in. From loving myself to crying every night, thinking I didn't change enough to fit in.

But I forgot that I am the most important person, and at the end of the day, all I had was myself but just wanted to fit in. Still, I forgot who I was, from not saying a word on somebody's back to talking behind somebody's back, thinking that my friends won't tell it to anyone, but I guess I was wrong, they did it anyway and when I realized, it was too late. And when I finally started to change myself, my friend called me a fool. I thought I was hallucinating, but I was wrong again, but I still kept thinking that.

And when I was myself, everybody started hating me, I did not know what I did wrong, or just that people loved seeing my fake side, and not my real side. I thought I was the one who talked behind everybody's back (I was doing so), but I didn't know that my friends would start talking under my nose, they would not tell me anything even if I'd ask them, and they would tell me stories that didn't even exist just because I wanted to fit in this all things happened to me, now I wonder what if I showed my real side to friends instead to just trying to cover up myself, Could I be their friends or not? Or these things would not have happened to me.

The moral of the lesson is that love yourself instead of trying to fit in; The world might not love you, but you will not be alone. Don't care what people think about you, all that matters is what you tell yourself, although you're not asking anything that hard. You just need to find that person who is 1 in a million to love your true side and always remembers you are not wrong or a mistake, you're just you.



Beyond the Mat: Yoga as a Leadership Practice — Building Presence, Resilience & Clarity at Work

For over 15 years, my mornings have begun the same way —on a yoga mat, in silence, flowing through asanas with conscious breath & focused awareness. What began as a personal wellness ritual has gradually transformed into a leadership compass—shaping how I think, respond, decide, and connect.

In December 2024, I had the honour of receiving the Gold Medal at the 43rd Odisha State Yoga Asana Championship in the 60+ Male Category. That moment was not just a personal milestone—it was a reaffirmation of yoga’s timeless power in cultivating discipline, clarity, and inner stillness. But beyond its visible postures, yoga holds a deeper promise: it builds leaders.

Yoga Is Not Just Fitness—It’s a Leadership Framework

Corporate success often hinges on metrics, reviews, and productivity. Yet what truly defines impactful leadership are intangibles—presence, poise under pressure, resilience, and authenticity. These are the very qualities that yoga nurtures.

At its core, yoga is about union—of breath and awareness, of intention and action. Leadership mirrors this union: it demands the integration of vision and execution, of empathy and decisiveness, of strength and sensitivity.

Let’s explore three yogic principles that mirror great leadership:

1. Presence through Breath

Yoga teaches breath awareness, anchoring us in the present moment. In leadership, this translates into being fully present—with our teams, during crises, in a one-on-one conversation or while making key decisions. Conscious breathing builds emotional regulation and enhances executive presence.

2. Balance Amidst Discomfort: Building Resilience

Holding a difficult asana teaches us to stay grounded in discomfort, to breathe rather than flee. Likewise, leaders must navigate ambiguity, take tough calls, and rebound from setbacks. Yoga, when practiced consistently, becomes a daily rehearsal for resilience.

3. Clarity Through Stillness: Decision-Making in a Noisy World

In a world addicted to speed, yoga introduces stillness. It is in quiet reflection that clarity emerges. As a former military officer and corporate leader, I’ve found that not every decision demands urgency—some require deeper internal clarity. Yoga clears the mental clutter and sharpens judgment.

Leading Wellness from the Top

While many organizations offer yoga days or wellness workshops, true change begins when leaders embody wellness. Imagine meetings starting with two minutes of grounding breathwork, or teams that prioritize mindful decision-making.

Leadership isn’t confined to boardrooms. It’s reflected in how we speak, how we pause, how we uplift others. The yoga mat may be where the practice starts, but its influence extends far beyond.

So, the next time you're overwhelmed or reactive—**Pause. Breathe. Reflect.** Because the most powerful leaders are not just strategic—they are centred. Let’s lead beyond the mat—with grace, presence, and resilience.

-Brigadier Dr. D.B.Pany

www.linkedin.com/in/brig-db-pany-80296115



Reflections in Organizational Peacocking



L&D Global
Bhubaneswar

Why do we need a new field like organizational peacocking?

A welcoming ambience that offers inviting and comfortable environments is what employee looks out for. Question is; how do organizations draw attention of employees in a world of VUCA, BANI, TUNA, RUPT and RAAT? Neuro - management helps organizational leader understand how brains process information, influence actions, and determine choices. This explains why certain behaviors create environments with the intention of inspiring employees and be motivated, reducing urge for external validation or attention - seeking behaviors. When leader recognize needs and desires of each employee, they provide opportunities to contribute and feel valued, making search for attention less necessary. Neuro - management emphasizes importance of trust. When employees feel trusted, they work towards common goals. Issue is how organizational peacocking induces peak behaviors and performance, referred as highest level of human potential in merging itself with organizational showcasing, opportunities, prospects and philosophies. And, what is the underlying strategy towards that? This article attempts to explore; can understanding neural underpinnings of organizational peacocking become an area of increasing interest in Neuro - management, with potential to inform fields as Organizational Science, Business Leadership, and Organizational Change (Development)? This article discusses how neuroscience applies to organizational settings, and issues related to scientific methods used in neuroscience. This specifically examines integration of neuroscience into business and management leveraging electrophysiological signatures via. Neuro - imaging technologies (quantitative electroencephalography, functional magnetic resonance imaging (fMRI) and advanced neuro - feedback techniques) and elucidate specific brain mechanisms that enable organizational peacocking performers to excel. This meta - analytical interpretations synthesizes key findings from methods in providing assessment of brain states associated with exceptional organizational peacocking performance. Methodology includes exploring electrophysiological signatures of neural efficiency when executing complex tasks. This is evident in form of increased Alpha Wave synchronization (8 - 12 Hz), particularly during self - paced activities. This reflects neural signature associated with flow states, where employee experiences effortless concentration and reduced self - awareness during demanding tasks. This supports the design that peacocking performers maintain heightened attention control (high levels of engagement) while expending minimal neural effort. This implies that alpha wave patterns are closely tied to effortless attention and immersion characteristic of flow states. Neural signatures indicate that Gamma Wave activity (30 - 100 Hz) is linked to processes associated with creativity and problem-solving by organizational peacocking performers. Employee with high levels of creativity exhibit enhanced gamma wave activity in prefrontal cortex, executive functions and cognitive control. This facilitates integration of complex information and support higher-order cognitive processes required for creative thinking found in peak performers. Functional Magnetic Resonance Imaging (fMRI) provides high - resolution spatial data on brain activity, giving insight on connectivity patterns that underpin peak performance. A key finding from fMRI tests is dopaminergic system's function in regulating motivation processing during high - performance states. Organizational peacocking performers' exhibit enhanced activation in striatum involved in motivation. These imply that dopaminergic pathways are tuned in employees, allowing maintaining focus and motivation during high - demand tasks. Paper concludes that using neuroscience approaches (Quantitative Electroencephalography, Functional Magnetic Resonance Imaging (fMRI) and advanced Neuro - Feedback Techniques) to organizational peacocking help analyze and promote change, supporting key issues in workplaces like organizational leadership styles, trust, ethical behavior, and stress management.

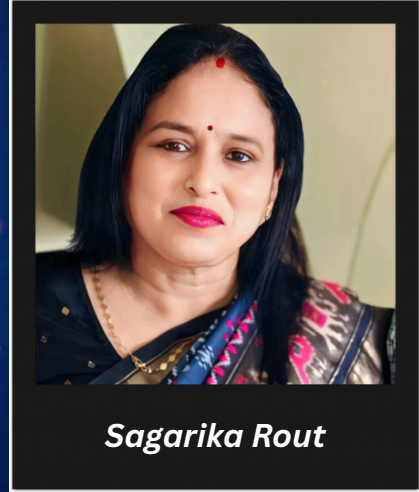
Digital well-being at work



Sanhita Sarkar

Impact of digitalization on Employee Well – Being & Sustainable HR practices

Digitalization emerged as an urgent need for organizations during Covid -19 pandemic in remote working conditions which enabled connecting over digital platforms for all kinds of day-today business operations. This adoption of technology as a means of convenience and survival in the business world, also started influencing the employees' work well – being having both positive and negative effects. Digitalization reached its peak in the recent years due to its potential benefits in terms of e-recruitment, automation, data – driven decision making, predictive analytics etc. Its adoption into HR practices led to enhanced employee experience causing increased level of employee engagement through tailored AI – driven HRD interventions. It has been observed that a more engaged employee shows more productivity, due to alignment of goals through a mutual identification with the organization. This enables the development of a greener organizational environment and formation of green attitude where employees work efficiently, utilizing the available resources in a responsible and effective manner producing eco-friendly products and services. In fact, digitalization plays a crucial role in reducing the organization's carbon foot print and attaining organizational sustainability through automation of repetitive tasks saving time, money and energy, digital waste reduction leading to effective production, predictive analytics to understand the future trends and identify the employee needs to provide tailored HRD interventions aimed at enhanced employee well-being. Studies provide evidence establishing the relationship between employee well-being and sustainable HR practices which is said to be strengthened by leveraging AI adoption in HR. Organizational sustainability relies on how the HR practices are suitable enough to sustain or retain its talented employees depending on enhanced employee well-being. And this further affects organizational sustainability depending on how much an employee feels connected and dedicated to work beyond employee roles and responsibilities to achieve organizational goals. However, this adoption of AI into HR and its integration, is not free from challenges, the most notable one being 'techno stress' caused due to work exhaustion. It arises from techno complexity, techno anxiety and techno insecurity, affecting the employees' work well-being in terms of fear of losing their job as being unable to adapt to the technological advancements or ethical considerations, data privacy concerns or issues of trust and scepticism due to social influence etc. This widens the gap in the adoption and integration of AI into HR and it can further lead to decreased organizational performance as not being able to sustain amidst the challenges in the competitive business world of today. The findings of the available studies emphasize on few possible ways to deal with the challenges, which could be fostering a culture of work based learning, digital leadership, knowledge sharing, knowledge diversity, employee self-efficacy, technological support at the organizational and individual level, maintaining work life balance through IT mindfulness, sustainable HR strategies to enhance employee work life balance by restricting use of technology etc. But the gap identified in the existing research pertains to the lack of investigation and presentation of preventive measures to avoid techno stress thereby aiming to achieve enhanced employee well-being and organizational sustainability. Therefore, there is a need to study the current state of research on the impact of digitalization on employee well-being and sustainable HR practices, to identify the benefits and challenges coming across its way of adoption in HRM and to provide recommendations for organizations to implement AI driven HR practices in a responsible and effective manner to enable enhanced employee well-being thereby leading to organizational sustainability. This can provide a strong base for future scope of research on identifying digitalization as a job demand or as a job resource thereby leveraging it's adoption in HRM in a responsible manner providing sustainable strategies to cope with the challenges affecting employees' well-being within an organization in the long run.



Human Intelligence v/s Artificial Intelligence

In the age of rapid technological advancement, the comparison between Human Intelligence (HI) and Artificial Intelligence (AI) has become a topic of great significance. While both aim to solve problems and enhance productivity, they are fundamentally different in origin, capability, and application.

Understanding Human Intelligence

Human Intelligence is the innate cognitive ability possessed by humans. It encompasses emotional understanding, abstract thinking, problem-solving, learning from experience, empathy, creativity, and adaptability. Human Intelligence is the result of millions of years of evolution and is deeply rooted in the biological structure of the human brain. It allows people not only to analyse situations but also to interpret context, make ethical judgments, and connect with others emotionally.

One of the most defining features of human intelligence is its emotional quotient. Empathy, compassion, and moral reasoning are domains where human intelligence excels. For instance, in leadership, counselling, or caregiving professions, human intuition and emotional sensitivity are irreplaceable.

Moreover, humans learn from mistakes and can draw upon a wide range of experiences and knowledge, even from unrelated fields, to make decisions. This cross-domain thinking and creative problem-solving are hallmarks of human intelligence that Artificial Intelligence still struggles to replicate.

Understanding Artificial Intelligence

Artificial Intelligence, on the other hand, refers to the simulation of human intelligence in machines that are programmed to think and learn. Artificial Intelligence use algorithms, data, and computational power to mimic tasks that require intelligence such as decision-making, speech recognition, and visual perception.

Unlike human intelligence, artificial intelligence is narrow and task-specific. A computer program designed to play chess cannot drive a car. However, within its narrow domain, AI can process vast amounts of data and detect patterns faster and more accurately than humans. For example, Artificial Intelligence is widely used in medical diagnostics, fraud detection, and supply chain optimization.

The greatest advantage of Artificial Intelligence lies in its speed, consistency, and scalability. It does not suffer from fatigue, bias (unless programmed), or emotional distractions. It is increasingly being used in areas like manufacturing, data analytics, and customer service.

The Differences and Complementarity

The primary distinction between Human Intelligence and Artificial Intelligence is that human intelligence is general and adaptive, while AI is specific and mechanical. Humans have consciousness, values, and emotions, which AI lacks. While AI can outperform humans in data-intensive and repetitive tasks, it cannot replace human intuition, ethics, or moral reasoning.

However, instead of viewing AI as a rival, it is more productive to view it as a tool that augments human capabilities. For instance, in healthcare, AI can assist doctors in analysing scans, but it is the doctor who communicates with the patient, understands their concerns, and makes a final judgment.

Conclusion

The debate between Human Intelligence and Artificial Intelligence is not about superiority, but about coexistence and collaboration. Each has strengths and limitations. The goal should be to develop AI that complements human intelligence, enabling people to make better decisions, solve complex problems, and improve quality of life—without losing sight of the values and ethics that define humanity. In this partnership, the future holds great promise.

That make you think positive...

Enjoy reading some motivational thoughts shared by
our dear member

Randhir Garnaik



"We accept the existence and pervasiveness of unconscious bias but aren't conscious of our own. Here's the brutal truth: we are all biased. Every human being is affected by unconscious biases that lead us to make incorrect assumptions about other people."

"If you want to become smarter, listen more. If you want a stronger marriage, listen actively. And if you want better friendships, stop talking and listen."

"If your actions inspire others to dream more, learn more, do more and become more, then you are a leader."

"Empathy is very different from compassion. Compassion is the ability to say, 'I feel for you.' Empathy is the ability to say, 'I feel with you.' Compassion allows you to remain separate from the other person; it allows you to see them as 'other.' It can devolve into pity. Empathy forces you to feel connected to the other person and to recognize that we are all human, all struggling, all linked."

"Our objective should be, not to laugh at human actions, not to weep at them, not to hate them, but to understand them."

"We were not born to work work work and keep running after money and material success, rather we were created to live happily and build beautiful relationships and serve and help others while at the same time, taking care of ourselves too."

"We all have our share of hardships, pain, difficult times and suffering. We have to face it not matter what our situation is. The only thing that's in our capacity is...how we face it...what's our attitude towards life."

The Story of Service- shared by Randhir Garnaik

I was working in Chennai, and my ancestral home was in Bhopal. Suddenly, I got a call from my father asking me to come home immediately, saying it was something extremely important. I rushed to the railway station and tried to get a reservation, but due to summer holidays, not a single seat was available.

Right in front of me stood the Grand Trunk Express. It was packed too, but what could I do? I had to reach home somehow. Without thinking much, I pushed into one of the general sleeper class coaches. I assumed the ticket examiner wouldn't say anything in such a crowded situation. The condition inside was terrible. I somehow managed to find a berth where a gentleman was lying down. I humbly requested him to let me sit, and he smiled, sat up, and said, "No problem, you can sit here."

I thanked him and sat quietly in the corner. Soon the train started moving. Within a few minutes, everyone settled down and began opening their food. The aroma of food filled the coach. I looked at my co-passenger and decided to strike up a conversation.

I said, "My name is Alok, and I'm a scientist at ISRO. I had to rush home urgently today, so I boarded the sleeper class, otherwise I never travel below the air-conditioned class."

He smiled and said, "Wow! So I'm traveling with a scientist. My name is Jagmohan Rao. I'm headed to Warangal, near which my village is located. I often go home on Saturdays."

Then he opened his bag and took out a lunchbox. He said, "This is homemade food. Would you like to have some?" I hesitated and politely declined, taking out a sandwich from my bag. The name "Jagmohan Rao" seemed familiar, but I couldn't place it at the moment.

After some time, everyone had their meals and tried to sleep. Opposite our berth was a family—father, mother, and two grown children. They too had their meal and laid down to sleep. I crouched near the foot of the berth playing a game on my mobile.

The train was running at full speed when suddenly I noticed the gentleman in the opposite berth, around 55–57 years old, start convulsing. Foam came from his mouth. His family woke up in panic and tried to give him water, but he couldn't speak. I shouted, "Is there a doctor? It's an emergency!"

Where would one find a doctor in a sleeper coach at night? The family, helpless, began to cry. Just then, my co-passenger Jagmohan Rao woke up and asked me, "What happened?"

I quickly told him everything. Hearing this, he jumped up, pulled his suitcase from under the berth, and opened it. To my surprise, he took out a stethoscope and checked the patient's heartbeat. His face turned serious. Without a word, he took out an injection and administered it, then began performing CPR—compressing the man's chest, using a handkerchief over his mouth to give him artificial respiration.

After a few minutes, the man's convulsions reduced. Dr. Jagmohan Rao then took out some pills from his suitcase and said to the man's son, "Son, don't panic hearing this. Your father suffered a severe heart attack. He was in danger, but I've given him an injection. Give him these medicines."

The son asked, astonished, "But who are you?"

He replied, "I'm a doctor. I'll write down his condition and the medication on a prescription. Please take him to a good hospital at the next station."

He pulled out a prescription pad from his bag, and when I read the heading, my memory returned.

It read: Dr. Jagmohan Rao, Cardiologist, Apollo Hospital, Chennai.

Then I remembered—just a few days ago, when I had taken my father to Apollo Hospital for treatment, I had heard of Dr. Jagmohan Rao. He was the senior-most, highly reputed cardiologist there. Appointments with him took months. I looked at him in awe—such a great doctor was traveling in general class while I, a mere third-tier scientist, had been boasting about always traveling in AC class. Yet he was so humble.

Soon the train reached the next station. The elderly heart patient and his family got off with assistance from the ticket examiner and medical help called to the station.

The train moved again. Curious, I asked him, "Doctor sahib, you can comfortably travel in air-conditioned class. Why general class?"

He smiled and said, "When I was young and lived in the village, I saw that trains never had doctors, especially in the lower classes. So whenever I travel, I go by general class. You never know when someone might need me. I became a doctor to serve people. What's the use of our education if we can't be of help?"

The rest of the journey passed in conversation. It was 4 AM. Warangal was approaching. He quietly left, having shared smiles, relieved pain, and served humanity anonymously, heading toward his village. I sat there, still savoring the aura he had left behind.

*Now I understood why, despite the crowd, there was a special fragrance in the coach. It was the aura of that great soul who filled both my journey and my thinking with meaning. We will change, the era will change. **"Selfless service is the highest form of penance, sacrifice, and worship."***

Views On Perception v/s Reality....

"This visual illusion speaks to a deeper truth: in life, perception is not always reality. What we believe we see is often shaped by assumptions, context, and our desire to find meaning."

The image reminds us to look beyond appearances, question our initial impressions, and stay grounded in what is real. It's a quiet but powerful lesson in mindfulness, critical thinking, and the nature of truth."

Dr. Debabrata Dash

"This photo illusion offers profound insights into life's essential lessons:

- 1. Perception vs. Reality: Recognizing how biases and assumptions shape our understanding.*
- 2. Mindfulness: Embracing presence and awareness beyond surface-level observations.*
- 3. Critical Thinking: Challenging initial impressions to uncover truth.*

The image invites reflection, encouraging a deeper understanding of ourselves and the world around us."

Lili Jenamani

"Perception of an individual depends on personal experiences and observation. So if something is right to some, it may not be right for the other person. Perception of an individual itself is influenced by his/her own environment in which he/she exists and that further influences personality development, attitude formation and the way in which an individual looks at a particular situation. Therefore, it becomes difficult to differentiate that this is reality and that is an illusion as it all depends on different justifications people have as per their experiences."

Sanhita Sarkar

*"Absolutely Ms.Sanhita. Perception occurs entirely in the mind and can be manipulated by ourselves and others, while reality exists outside our minds and is not so easily manipulated.
Happy to see that engaging thoughts/views are coming from our members. Really, great to see the dissemination of knowledge."*

Dr. Ashok Ku Sahu

*"Life is short, and if we try to examine everything through a zoom lens, one lifetime won't be enough. I believe we need an idol or a guru—someone who can show us the path with clarity. With their guidance, the journey becomes easier, and we can reach our destination with greater purpose and direction."
Our perception is often biased by our senses. These sensory impressions shape our thoughts, and in turn, our thoughts become the foundation of our actions.*

Take the example of Arjuna on the battlefield of Kurukshetra. Faced with the daunting task of fighting his own relatives, teachers, and loved ones, Arjuna was overwhelmed by emotion. His senses told him: "These are my people. Why should I fight? Let the past be forgotten. I seek peace, not bloodshed." He contemplated abandoning the battle in pursuit of a quiet, happy life.

But then came his Guru—Lord Krishna, who revealed a deeper truth: the eternal nature of the soul, the illusion of death, and the sacred duty (Dharma) one must uphold regardless of personal attachments. Krishna reminded Arjuna that life is not merely about comfort or avoidance of pain—it is about fulfilling one's purpose with clarity and detachment.

The Illusion of Life - Life constantly presents us with illusions—what the Gita calls Maya. We often see the world through our own colored lenses, shaped by our senses, emotions, and past experiences. These filters cloud our judgment and keep us from seeing reality as it is.

The Role of a Guru or Ideal - Just as Arjuna needed Krishna to guide him through his inner conflict, we too need a Guru or a guiding ideal—someone or something that helps us pierce through illusion and see the truth. With such guidance, life becomes clearer, and our actions more aligned with our higher purpose.

Manoranjan Patra

"Illusion (+) or Delusion (-), studies sitting on land, water or air is a non - negotiable investment @ a life long journey."

Col. Dr. Jyoti Satpathy



Reflections on Neurosociety...

VIEWS

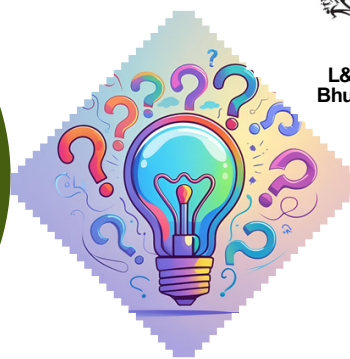
“An inquiry addresses one of the most significant and essential challenges of our era: the pursuit of unity—not just in knowledge, but in purpose and meaning both within and among various fields. If we start with economics, we must understand that it does not rest on one main concept, but instead arises from a complicated interaction of various elements: value, utility, scarcity, exchange, institutions, and behavior. None of these aspects are solely “economic” by themselves; they are profoundly interconnected with human experiences, mental processes, biological factors, and ecological considerations. Therefore, the basic principles of economics are multiple and interconnected. Collaboration with the natural sciences is not only achievable; it is, in my opinion, crucial. Disciplines such as neuroeconomics illustrate this concept: they combine knowledge from neuroscience, psychology, and decision theory to explore not only what choices we make but also how and why we make them. In the same way, evolutionary biology offers examples of adaptation, competition, and collaboration that reflect the behaviors of market dynamics and changes in institutions. The convergence is not just a figure of speech—it is a fundamental aspect. Models and theories certainly serve as important connecting elements; however, we should also take into account common metaphors, cognitive frameworks, mathematical structures, and more frequently, data frameworks as means of unification. At a more basic level, integration relies on a willingness to use different methods and a sense of modesty in knowledge. Scientific barriers can only be overcome by individuals who are open to understanding different forms of communication—mathematical, neurological, and ethical. Now, regarding your more profound inquiry: is unification a goal or a basic principle? I would assert that it is both. As an objective, it promotes research across various fields, aiming to uncover patterns that exist among different areas. As a basic principle, it serves as a reminder that knowledge is inherently whole; it is only divided by academic customs and institutional limits. Furthermore, value judgments are always present. Integration involves not only facts but also the underlying goals. Why combine? For what purpose?”

“An inclusive mindset is the need of the hour. Breaking through the taboos and adaptation to newness in the environment is the only mantra of success in this competitive world. Mind plays the most important role to regulate human behavior and it is affected by its surroundings. And if we fail to accept and adapt to the changes, it will have adverse effects on both our physical and mental well being thereby guiding our behavior. Our behavior further guides our actions and that influences the society in which we live. The society is nothing but a just a group of like minded people coming together with a common purpose to achieve something based on common beliefs and values. Therefore, it is very crucial to have an inclusive and flexible mindset ready to accept the change, learn, unlearn, relearn every time to remain updated with the newness in the surrounding environment not only to survive but also for sustainable development. In this context, ethics, organizational motivations, and clear philosophical understanding are essential. The financial aspects of climate change cannot be completely understood without the insights of environmental science and ethical philosophy. Ultimately, philosophy serves two purposes: it examines and facilitates. It has the ability to clarify assumptions, reveal contradictions, and suggest frameworks in situations where none are present. In this manner, it not only aids in our comprehension of economics but also allows us to rethink it. It is possible that what we truly require is not a single comprehensive theory, but rather a cohesive approach—a mindset that is inclusive and flexible, as well as thorough and receptive. I strive to develop this concept in my work related to neuroscience and systems integration, focusing on the intersection of the mind, brain, and society. Let us maintain this conversation. These inquiries are not merely academic; they pertain to the very foundations of our civilization.”

Thought provoking THURSDAY

"Not everything that can be counted counts, and not everything that counts can be counted"

Albert Einstein



Happy thoughtfulness!!

An Engagement Initiative by our dear member Dr. Monalisa Mishra

"What Albert Einstein calls upon the count and counted reminds me of Shakespeare introducing the Three Witches in the exposition scene of Macbeth!

Fair is foul and foul is fair !

Simply put, what is seemingly important, noticed, valued prized, appreciated may lose the heaviness of its own virtue if the scale of time ,space ,individuality , nobility or demeanor gets displaced. Transition of thought, action, emotions and intention can become the subtle distortions or reformations depending upon the individual's contemplation.

So much so like the countable nouns as in syntactic(grammar rules) which classifies news as uncountable and a piece of news as countable on the lighter note of observation."

A Beautiful Thought on

" Thought" 😊

"You are today where your Thoughts have brought you; you will be tomorrow where your thoughts takes you" - James Allen

Dr. Ashok Ku Sahu

"A man is but the product of his thoughts what he thinks, he becomes."

Rtn. Abdul Hakim Khan

" In the 21st Century, Learning and Development go hand in hand. One cannot be divorced from the other "

Col. Dr. Jyoti Satpathy

"How true is that !! Many things that is countable may not make any difference in the long run . But many things that cannot be quantified ultimately makes all the difference . A point to ponder on."

Alka Nanda Swain

Arunima Patra

"My thoughts on this :-

It is reminder for us in the Learning & Development community.

In a world driven by metrics, dashboards, and KPIs, some of the most important things in life and leadership— like trust, integrity, values, courage, empathy, or personal impact —cannot be measured in numbers. These may not always fit into spreadsheets—but they are what shape true leadership and lasting legacy.

Let's strive to balance data with depth, and numbers with meaning.

Numbers don't always reflect value, and value doesn't always need numbers."

Brig. Dr. D. B. Pany

"Thoughts are expressions of your inner self and a mirror to what you feel from inside about things happening around you. Thoughts reflect your mindset and mindset builds your attitude. Your attitude shapes your personality and personality speaks out loud about who you are. So it's high time for you to realise to accept the positivity hidden in every negative situation to shape your thoughts in such a manner that can guide you and people around you towards a righteous path.

Internal happiness comes from thinking right and doing right."

Sanhita Sarkar



Adding a fun element to Saturday learning...



Why did the chicken walk into KFC?
To upskill... or become the skill?

#PunIntended #LearningWithLaughter



Tadasha Das

Responses...

D ~ Dr.Kanlisa@Kante... +91 88953 02300
Chicken..you go Licken !

Sanders edified you !
Kentucky immortalized you!

How I wished to see you live
Dear Sanders forget my Chicken
Love (the bird) and Forgive !

Edited 10:15 am



S ~ Sharada +91 93372 88121

You
Photo



To mourn her Fried Friends and
Fly away after giving the customer
(eaters) a huge thumbs up for her
Life👍 #youareeatingme

10:16 am



Sharada Bharaty

Hakim Sir

You
Photo



"Plot twist: She owns the
franchise." 😄😄😄

10:35 am



~ Raja Singh +91 83380 88888

You
Photo



lack of proper knowledge of the
organisation that it is planning to
join

Heading towards a DISASTER

10:47 am



Raja Singh

Dr. Monalisa Mishra

P ~ Preethi +91 93371 88063

You
Photo



Superb 😍
My take on it :

She came for the **Crispy Career Development**, stayed for the
Bucket Strategy Bootcamp, got
grilled in **Mastery 101**, and walked
away with the **Secret Recipe for Success**.

11:10 am



Preethi Pattnaik

~ Ashok Kumar Sahu +91 79782 28353

You
Photo



No idea 😅 as I am a grass
lover..Pure vegetarian (🥬🥦🥒)
The chicken may be visiting 🐔🐔
not to get Skilled but to get killed
😞. Good one Tadasha 👍😄

Edited 10:23 am



Rtn. Abdul Hakim Khan

You
Photo



Giving a challenge to KFC....
In front of the name "FRIED
CHICKEN" 🍗🍗🍗.....I m
standing alive 🐔🐔
Murge me DUM hai 👍😄

1:34 pm



Pragyan Paramita Das

J ~ Jyotirmaya Satpat... +91 72608 15968
To make an appeal that " I TOO
HAVE A RIGHT TO LIFE ".

An apple a day keeps the Dr away n
not a chicken a day.

I will live to give u eggs.

Sunday holiday ya everyday, roz
Khao andey

10:04 am



You
Photo



Not to skill or upskill but to STOP
my KILL



Edited 10:06 am



Also to echo
KFC, DONT MAKE ME ILL

10:07 am

Col. Dr. Jyoti Satpathy

Dr. Ashok Ku Sahu

H ~ Harekrishna Patnaik +91 97171 89216

You
Photo



Confidence that he / she is going
to end, then why not enjoy each
moment of the life before die or
coming any bad period.



Edited 6:32 pm



Harekrishna Patnaik



The Top 3 Corporate Learning Myths Debunked!!

PROFOUND MONDAY

What's a myth in Corporate learning that you want to bust once and for all?



Dr. Kalpana Mohanty



<https://www.linkedin.com/in/kalpana-mohanty-b5a6971b9>

Responses...

“One myth is that a training programme is a Fit for All sessions.”

“TNI and TNA needs to be identified after lots of observations and interactions. Each human mind and brain is unique and is ductile + Malleable

All training programmes are conventional, routine, set - patterns.

These need to be discarded.

Propose Microlearning in Corporate Training.

The biggest myth is that training helps. But the reality is whether training really addresses the amygdala of the trainee?

Does training really sync with needs of tomorrow? Is training real time ?”

Col. Dr. Jyoti Satpathy

“The greatest myth in Corporate learning is that " Everything can be taught or learnt!!”

“Whereas the 1st principle of teaching says," Nothing can be taught "!" The teacher is not an instructor or task -master. He is just a helper and a guide. The only role of the teacher is to kindle the light of knowledge the pupil already possesses.”

Arunima Patra

“One myth is: Training is the Solution to all performance issues.”

“Often Business Leaders think that any performance gap is because of a skill gap. They ask their L&D Leaders to implement a learning solution. Unfortunately it doesn't work.”

Surya Prakash Mohapatra

Key Takeaways...

- **Personalized learning is essential for effective training.**
- **Microlearning is a promising approach to corporate training.**
- **Training needs to be relevant and address the emotional brain.**
- **Teachers should be guides, not just instructors.**
- **Performance issues require nuanced solutions, not just training.**



Celebrating Member Achievements !!

Prabhat Ku Sahoo



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

Humbled to be felicitated by:

- Dr Rabindra Narayan Behera, Member of Parliament
- Dr. Madan Mohan Sethi, Consul General of India in Auckland, New Zealand
- Dr Dibyajit Sahu, Founder & Group CEO, The Interview Times along with other esteemed dignitaries.





Dr. Suman Bhattacharya

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



perform in tandem for the betterment of society

Statesman News Service

Rourkela, 24 March

Intelligence in computing the business or management cannot be thought off in isolation as it has to co-exist and perform in tandem for the betterment of the society, observed Professor Balaram Mishra of the FM University.

Addressing a conference on 'Advances in Intelligent Computing and Management' organized by the Rourkela Institute of Management Studies (RIMS) here, Professor Mishra said man must be intelligent to understand the advancement in both the fields and more so in case of the end users who would benefit out of it.

Appropriate technology with management for 'enhancing the productivity of the country' is the need.

Prof Mishra urged for the balance between human resources, technology and well articulated business intelligence.

Dr. Suman Bhattacharya, from TCS Bhubaneswar said there were some key areas emerging and today's professionals especially the students graduating from the E and B Schools must gain knowledge over those to deliver as true professionals.

"The world is changing from IT to Business Technology and I will not be surprised if in very near future somewhere a course will be floated as Bachelor in Business Technology and this is the new mantra in the coming years".

Citing the examples of retail industry he said, "There would be more dependence on the e-buying by consumers. And at this moment the e-commerce agencies are keeping all kinds of data of the purchaser and are informing him about the new arrivals so as to maximize their service providing capacity and at the same time earning the much needed confidence and favor of the consumer using their portal for purchase".



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



Dr. Debabrata Dash

"I am proud to be an alumnus of Utkal University, one of the premier educational institutions in the state of Odisha, from where I completed my Ph.D. in Human Resource Management. Over the past three decades, I have had an enriching professional journey across various corporate sectors. Alongside my career, I have cultivated a deep passion for engaging with students and academic communities through my weekend volunteering initiatives, which gradually nurtured my inclination toward academia."

*I am deeply honoured and grateful to the Hon'ble Governor of Odisha and the Department of Higher Education, Government of Odisha, for **nominating me as a Member of the Syndicate of Utkal University**. This recognition is both humbling and inspiring. I look forward to making meaningful contributions to the continued growth and excellence of this esteemed institution."*

Festive Greetings !! for June - July 2025...

Happy Rajo Sankranti...

Let's celebrate
the festival of
feminine power

Happy Raja

Celebrating the light of knowledge...



Happy Guru Purnima

Its time to pay honor and express our gratitude towards our teachers, mentors and spiritual guides who have played an important role in shaping our lives.



Happy Ratha Yatra 2025



Here's celebrating the glory of Lord Jagannath and the triumph of the good over the evil...



Jai Jagannath!!



Wishing our dear L & D members a very

Happy Birthday

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

- **Shakarsan panda – 1st June**
- **Alakananda Swain – 6th June**
- **Shradha Padhy – 16th June**
- **Brig. D. B. Pany – 17th June**
- **Kanak Mishra – 22nd June**
- **Tushar Das – 28th June**
- **Dr. Sachikanta Kar – 30th June**
- **P. R. Choudhury – 1st July**
- **Dr. Suman Bhattacharya – 4th July**
- **Prabhat Kr Sahoo – 18th July**



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...*



Serial No. 100
Praveen Jaiswal



Serial No. 101
Pradeep Ranjan Choudhury



*L & D Global Bhubaneswar
hits a century!!*

- **Munna Pal**
- **Debashish Deb**
- **Randhir Garnaik**
- **Subhasmita Parida**
- **Sashikant**
- **Subrat Ku Mishra**
- **Praveen Jaiswal**
- **Pradeep Ranjan Choudhary**





YLD (Youth Leadership Development) WING -

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

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

- **Founder** – Mr. Surya Prakash Mohapatra
- **Director** – Dr. Ashok Kumar Sahu
- **Secretary** – Ms. Alakananda Swain
- **Treasurer** – Ms. Sujata Singh
- **YLD Wing** - Brig. Dr. D.B. Pany (Retd)
- **Monthly Meet Coordinator** – Mr. Soumen Mitra
- **Media in Charge** – Mr. Shaikh Abdul Rab
- **Editorial Team** - Ms. Sanhita Sarkar, Mr. Shaikh Abdul Rab, Tadasha Das
- **Community Engagement** - Dr. Monalisa Mishra, Dr. Kalpana Mohanty, Ms. Tadasha Das
- **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**