

Wisdom Waves



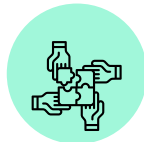
L&D Global
Bhubaneswar



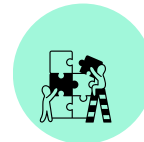
MARCH - APRIL EDITION, 2026



COLLABORATING



CONTRIBUTING



CO-CREATING



 LnD_Bhubaneswar

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 Learning & Development
Global Bhubaneswar

Our Newsletter

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

Our newsletter thrives because of **YOU!**

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

Your Voices Bring Depth and Energy !

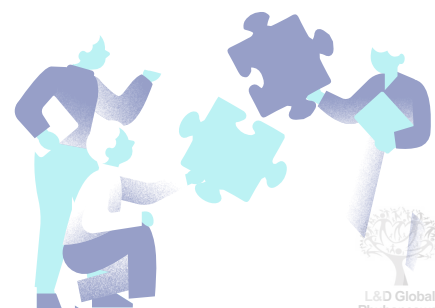
As you turn these pages, let them remind you that learning is not confined to training rooms or classrooms—it's woven into conversations, experiences, and shared journeys.



Wisdom Waves remains a beacon of knowledge

This Edition brings to you

1. The Founder's Message
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The Founder's Message

MUSINGS ON L&D-06: EXPANDING YOUR MENTAL MODELS TOOLBOX

Earlier in this series, we learnt about mental models and how we can leverage them to boost higher order thinking, effective decision making and seamless problem solving. To become a power thinker, problem solver and decision maker, we need to build and expand our Mental Models Toolbox- consisting of mental models from multiple disciplines. In this article, let's talk about the actions we need to take to build and expand our mental model toolbox. Here are the 6 actions I recommend:-



Mr. Surya Prakash Mohapatra

1. READ LIFE HISTORY GREAT PEOPLE

Study the life history of great people. Great people are generally more successful because they use great mental models effectively. By studying their life, you can learn new mental models.

2. KEENLY OBSERVE THE WORLD AROUND YOU

Observe the world around and minutely study the relationships and inter-connections that exist in environment, nature, society, business etc. Study the relationships among different domains and fields of study. Study universal laws that govern our lives. This will help you identify and shape your mental models. Critical Mass is concept which originated in Physics is being used across many domains and industries.

3. LEARN FROM YOUR EXPERIENCE

Your experience is your best teacher. Reflect on your experiences- successes and failures. Analyze cause and effect for actions and outcomes. This will help you form powerful mental models.

4. REFINE YOUR MENTAL MODELS

All models are wrong, but some are useful" says British statistician George E. P. Box. While our mental models could be useful to us, they may not always be correct. You should keep evaluating your mental models to refine and fine tune them from time to time.

5. CREATE YOUR TOOLBOX

Create your mental model toolbox with mental models from various fields and domains. You might be wondering the realm of knowledge is so vast and if we have to have mental models from across domains and fields of expertise, we may need to have a large number of mental model. Well, that is not correct. We need to draw the big ideas from the big disciplines. According to American billionaire investor and businessman, Charles Munger, 80 or 90 important models will carry about 90% of the freight in making you a worldly-wise person. And, of those, only a mere handful really carry very heavy freight.

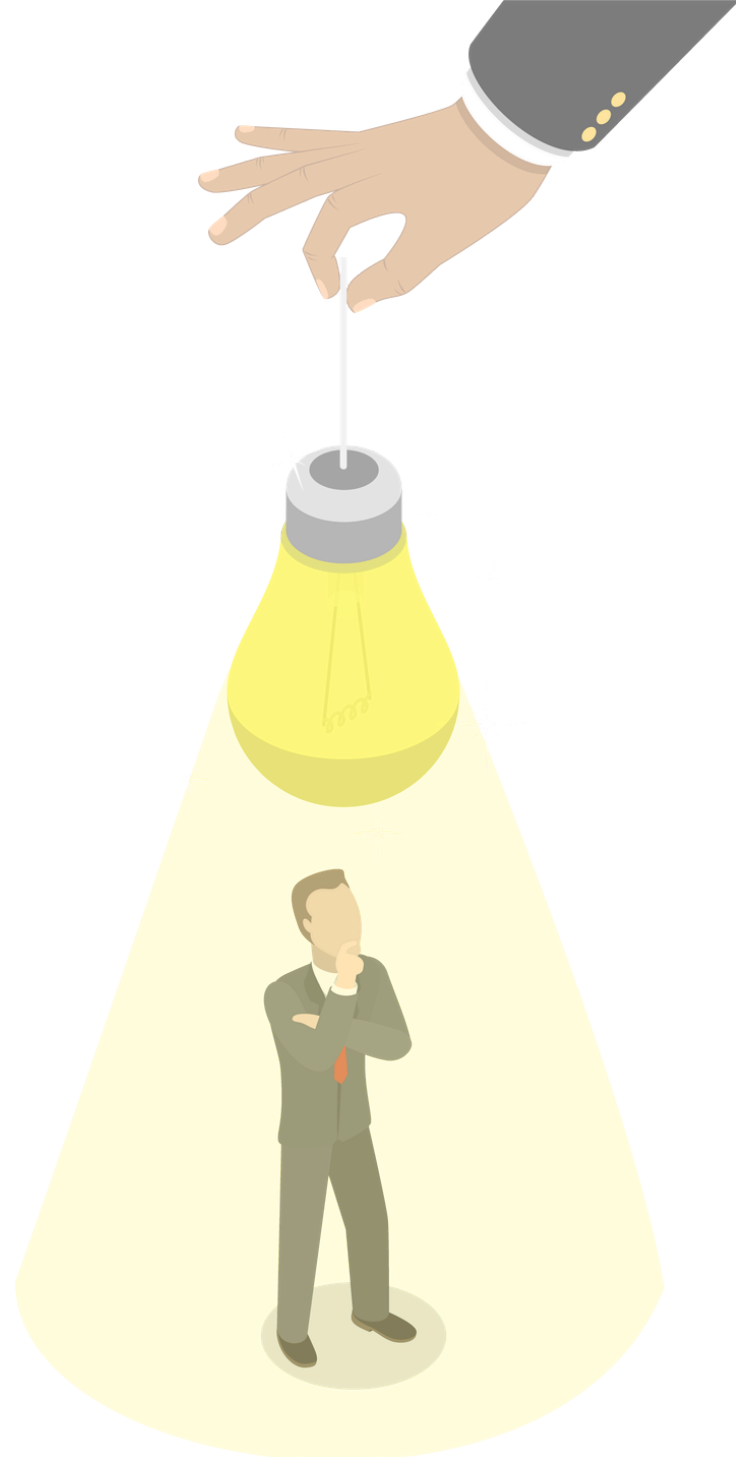
6. CONSCIOUSLY USE YOUR MENTAL MODELS

It is not enough to create mental models in your head, you need to consciously use them. You boost your thinking and maximize results only if you use them. By using them frequently you would know if they are working. Basis your findings, you may refine, modify, change your mental models. If you do take the aforesaid actions, there is no doubt that you would be able to boost your thinking, solve problems, take better decisions. Are you ready to begin the journey?

Mr. Surya Prakash Mohapatra

Warm regards,

L&D Bhubaneswar Chapter



From the Director's Desk

Dear Members

It gives me immense pleasure to connect with you once again through the latest edition of Wisdom Wave—a platform that continues to inspire learning, collaboration, and professional excellence within our vibrant L&D community.

As we step into a new chapter, I would like to draw your attention to the upcoming renewal of membership for the year 2026-27, along with the enrollment of new members and student members. Our strength lies in the diversity and commitment of our members, and I warmly encourage each one of you not only to renew your association but also to invite passionate professionals and young aspiring learners to join our growing fraternity.

We are also excited to announce that our Chapter will be organizing a prestigious HR Conclave on 12th July 2026. This conclave promises to be a confluence of ideas, insights, and innovations in the field of Human Resources and Learning & Development. It will bring together thought leaders, practitioners, and academicians to deliberate on emerging trends and future-ready practices. I urge all members to actively participate and contribute to making this event a grand success.

Let us continue to build a culture of continuous learning, knowledge sharing, and professional excellence. Your engagement and enthusiasm are the driving forces behind our collective growth.

Wishing you all enriching learning experiences ahead.

Dr. Ashok Ku Sahu

Warm regards,

L&D Bhubaneswar Chapter



Dr. Ashok Ku Sahu

Secretary's Message

Dear L&Dians,

Namaskar!

It's always a pleasure to reach out to fellow L&Dians. Hope and pray that all of you are doing great.

Wisdom Waves serves as a platform to celebrate accomplishments, share important updates, and recognize the people whose efforts make a positive difference every day. I encourage all members to continue contributing their ideas, experiences, and achievements for future editions.



Alakananda Swain

As we move forward with challenges all the way , we seek your cooperation and support in making this chapter a successful one . Going ahead , we have a number of things planned , at the same time we look forward to new ideas from our members with active participation in giving them shape .

I extend my sincere gratitude to everyone who contributed to this publication and to all those working tirelessly towards our shared goals. Let us continue moving forward with positivity, professionalism, and a spirit of cooperation. I would like to sign off with a quote,

"What lies behind us and what lies before us are tiny matters compared to what lies within us." —Ralph Waldo Emerson

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

Jai Hind

Alakananda Swain

Monthly Meet : Expert Led Sessions

March, 2026

Celebrating Modern Womanhood: Reflections from the Women's Day Monthly Meet

An inspiring celebration of learning, resilience, and modern womanhood unfolded during the Women's Day Monthly Meet hosted by the L&D Bhubaneswar team on 22nd March 2026.

The session, titled:

"The New Age Motherhood: Navigating Life with Confidence as a Gen Z Mom" was thoughtfully presented by **Sanhita Sarkar** and **Sharada Bharaty**, who brought forward meaningful conversations around the evolving realities of motherhood in today's fast-paced and digitally connected world.



🌸 A Session Filled with Insight & Interaction - The event blended interactive activities, engaging discussions, and relatable real-life experiences, creating a warm and reflective environment for all participants.

🌸 One of the most lively moments of the session was the fun activity: "The Vocabulary Voyage". Participants explored and decoded popular Gen Z terms like: **FOMO**, **Gaslighting**, **Slay**, **Cap**. The activity sparked laughter, curiosity, and thoughtful conversations about how language, communication, and culture continue to evolve across generations.

🌸 Understanding the Gen Z Mother

The presenters highlighted how Gen Z mothers represent a generation deeply shaped by:

- Technology and digital lifestyles
- Mental health awareness
- Social consciousness
- Authentic self-expression
- Emotional openness

Unlike traditional parenting approaches, modern mothers are increasingly focused on building:

Emotional connection | Healthy communication | Individuality | Work-life balance | Personal growth alongside parenting responsibilities.

The discussion beautifully reflected how motherhood today is no longer about perfection — but about presence, adaptability, and authenticity.

🌸 **Addressing Modern Challenges**

The session also shed light on some of the key challenges faced by today's mothers, including:

- Financial pressures
- Social comparison through digital platforms
- Emotional burnout
- Balancing careers and family life
- Information overload in the digital era

A particularly impactful segment focused on **mental wellness and self-care**, emphasising the importance of:

- Support systems
- Open conversations
- Emotional resilience
- Stress management
- Prioritising personal well-being

🌸 **Parenting in the Digital Age**

Another major theme explored during the session was the role of technology in parenting.

The presenters encouraged mindful and balanced digital habits through practical suggestions such as:

- Creating tech-free family spaces
- Encouraging offline activities and conversations
- Maintaining healthy social media boundaries
- Reducing excessive screen exposure

The discussion reinforced the importance of building intentional human connections in an increasingly digital world.

🌸 **Key Takeaways from the Session**

- ✓ *Authenticity matters more than perfection.*
- ✓ *Healthy technology boundaries create balance.*
- ✓ *Self-care is essential, not optional.*
- ✓ *Empathy and resilience are lifelong strengths.*

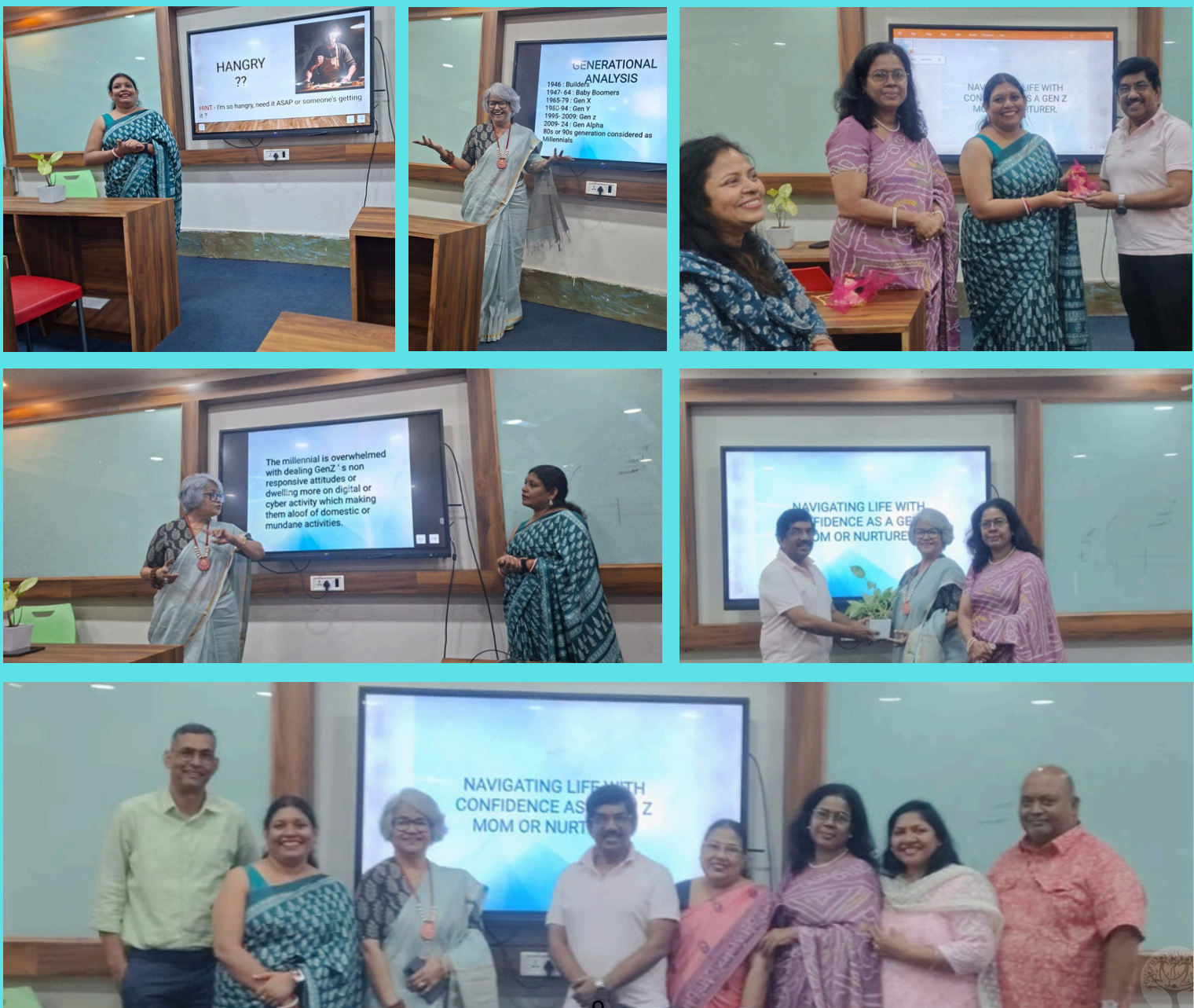
🌸 Beyond Motherhood: A Universal Message

While centered around motherhood, the session resonated deeply with everyone present by touching upon universally relevant themes such as:

- Emotional resilience
- Mental well-being
- Adaptability
- Human connection
- Balance in modern life

The Women's Day Monthly Meet successfully created a thoughtful and empowering space that celebrated the evolving journeys of women while inspiring awareness, empathy, confidence, and growth.

Through such meaningful initiatives, **L&D Global Bhubaneswar Chapter** continues to strengthen a culture of continuous learning, inclusivity, and human connection.



Monthly Meet : Expert Led Sessions

April, 2026

Mindset Mastery: Reflecting on the Psychology of Success

The April edition of the L&D Global Bhubaneswar Chapter's Monthly Learning Session brought together professionals and learners for an inspiring and thought-provoking discussion on "Mindset Mastery - The Psychology of Success."

Hosted at the Regional College of Management (RCM), Bhubaneswar, the session was led by esteemed speaker **Dr. Ajit Kar**, renowned Culture & OD Strategist and Co-Founder of CHR.D.

The session revolved around one powerful idea - **Our mindset shapes our reality.**



In today's rapidly evolving world, where technical expertise alone is no longer enough, the discussion emphasized how mindset becomes the true differentiator in achieving long-term growth and success.

Dr. Kar explored the contrast between a **Fixed Mindset** and a **Growth Mindset**, encouraging participants to recognise how beliefs silently influence behaviours, decisions, and outcomes.

Through relatable examples and reflective conversations, the session highlighted the importance of viewing challenges and failures not as setbacks, but as opportunities for learning and self-development.

Key Discussion Areas :

Growth Through Mindset

Participants reflected on how mindset impacts:

- Decision-making
- Behavioural patterns
- Professional growth
- Personal development
- Response to challenges and failures

Resilience & Adaptability

A major focus of the session was the importance of:

- Building resilience in high-pressure environments
- Adapting to changing professional and personal situations
- Developing consistency through daily micro-habits
- Strengthening confidence with a growth-oriented approach

🧠 Powerful Takeaway

“You don’t rise to your goals, you fall to your systems — and your mindset builds those systems.”

This insight emerged as one of the most impactful reflections of the session, leaving participants with a deeper understanding of how mindset influences long-term success.

🧠 Participant Engagement

The session witnessed:

- Enthusiastic participation
- Meaningful reflections
- Engaging discussions
- Active interaction among attendees

The overall experience proved to be both professionally enriching and personally impactful, reminding participants that success is influenced not only by what we know, but by how we think, respond, and grow through experiences.

🧠 Collaborative Spirit

The event also reflected the collaborative spirit of the L&D Global Bhubaneswar community, with seamless coordination and active support from the organising team and participants alike. Through impactful sessions like these, L&D Global Bhubaneswar continues to foster a culture of:

- Continuous learning
- Self-awareness
- Transformational growth

— empowering individuals to lead with the right mindset in an ever-changing world.



Highlights - Monthly Meet-ups

➤ Celebrating Modern Womanhood:

A powerful celebration of modern womanhood, resilience, and authenticity. The session explored the evolving realities of Gen Z motherhood, highlighting the importance of mental well-being, balance, and self-care in today's digital world. Through meaningful conversations and engaging reflections, the meet celebrated women who are redefining strength with confidence, empathy, and adaptability.



➤ Mindset Mastery:

An inspiring session that reinforced one foundational truth: success begins within. Centered around the pillars of a growth mindset, cognitive resilience, and unwavering self-belief, this session challenged participants to rewrite their narratives. We explored how to strategically transform obstacles into stepping stones and daily habits into lasting milestones. It was a compelling reminder of how mastering your inner psychology directly shapes both personal fulfillment and professional growth.



Theme of this Edition

➤ **March: Human Limits in a High-Performance World**

In alignment with the **International Day of Happiness**, March turns its focus inward to explore a critical modern paradox: navigating human limits within a culture obsessed with high performance. We live in an era of relentless connectivity and moving goalposts. This theme pulls back the curtain on the invisible pressures of modern life, examining the intersection of ambition, resilience, and personal wellbeing.



➤ **April: The Interconnection Between Nature and Human Systems**

April, anchored by **Earth Day**, invites us to pause and examine the profound, intricate threads connecting the natural world to human systems. In an era defined by rapid technological leaps and shifting lifestyles, this theme explores the delicate equilibrium between human ambition and ecological stewardship.



Knowledge Share

Amygdala in Learning and Development

Col Prof Dr J Satpathy & Prof Dr S Sandhya

When discussing on the role of Amygdala (small, almond-shaped structure located deep within temporal lobes; crucial for emotional processing and memory), there is a need to understand the structure and function of amygdala in brain, explore role of amygdala in emotional processing, particularly in learning and memory development, examine how amygdala interacts with other brain regions during development, comprehend how emotional experiences mediated by the amygdala can influence learning processes and discuss impact



of amygdala function on cognitive development and behavioural outcomes. Of utmost significance is to analyze how amygdala's plasticity during development shapes social and emotional behavior.

The amygdala acts as the brain's emotional center, processing stimuli that carry emotional significance. It modulates the strength and nature of learning by prioritizing emotionally relevant information, ensuring that emotionally charged experiences are better retained than neutral ones.

A major function of the amygdala is to facilitate associative learning, especially where fear is involved. For example, an animal learns to associate a neutral stimulus (like a sound) with a negative outcome (shock), eliciting a fear response to the sound alone. The amygdala matures over time, and during critical periods, experiences can shape its connectivity and function. This plasticity means that early emotional environments (stress, nurturing) can have profound effects on emotional learning and behavioral tendencies. Chronic stress during development may alter amygdala responsiveness, leading to heightened emotional reactivity or impaired learning. This affects adaptability and coping mechanisms in stressful environments.

The amygdala prioritises emotionally salient information, enhancing the encoding and recall of emotionally charged experiences, which influences learning outcomes significantly. The amygdala allows organisms to learn associations between neutral stimuli and fearful events, shaping adaptive responses that are essential for survival. The amygdala works alongside these brain regions to integrate emotional stimuli into declarative memories and regulate emotional responses, enabling complex cognitive and emotional functions. Experience-dependent changes during critical periods shape the maturation of the amygdala, impacting emotional learning capabilities and behavior patterns into adulthood. The amygdala is important for interpreting social signals and emotional cues, helping individuals adapt socially through learned experiences. Dysfunction in this area can manifest as emotional dysregulation, anxiety, or difficulties with social interaction, underlining its importance in neuro-developmental health.

What is the main function of the amygdala in learning? The amygdala primarily processes emotional stimuli and modulates learning by prioritizing emotionally salient information, enhancing memory encoding and retention of emotional experiences. How does the amygdala interact with the hippocampus during memory formation? The amygdala attaches emotional significance to memories encoded by the hippocampus, creating emotionally-tagged memories. What role does the amygdala play in fear conditioning? The amygdala forms associations between neutral stimuli and aversive events, enabling organisms to learn and respond appropriately to fearful stimuli. Why is developmental plasticity of the amygdala important? Plasticity allows the amygdala to be shaped by early emotional experiences, influencing emotional regulation and behavior into adulthood. How can amygdala dysfunction affect developmental disorders?

Dysfunctions can result in impaired emotional regulation, contributing to disorders such as anxiety, PTSD, and autism spectrum disorders.

Understanding the amygdala's role in learning and development highlights the intricate connection between emotion and cognition. The amygdala does not merely react to fear but acts as a hub for emotional significance, shaping how learning is prioritized and recalled. Its interactions with other brain regions, like the hippocampus and prefrontal cortex, illustrate the complexity of memory and emotion integration. Moreover, recognizing its plasticity during development stresses the importance of early emotional environments in shaping future behaviors and cognitive functions. Studying amygdala dysfunction gives insights into various neuro-developmental conditions, emphasizing its clinical significance. Overall, mastering this knowledge reinforces the importance of emotional health in learning and development.

The amygdala serves as a central hub in learning and development, primarily integrating emotional information with cognitive processes to shape memory, behavior, and social interactions. Its role in fear conditioning exemplifies how emotion enhances adaptive learning, while its developmental plasticity highlights the lasting impact of early emotional experiences. Interactions with other brain structures like the hippocampus and prefrontal cortex underline the complexity of emotional learning mechanisms. Recognizing the amygdala's influence on developmental disorders provides critical insight for clinical approaches aimed at improving emotional and cognitive outcomes. By understanding the amygdala's pivotal role, educators and clinicians can better support emotional and learning development, fostering resilience and adaptive behavior from early childhood through adulthood.

THE AMYGDALA: EMOTION, LEARNING & DEVELOPMENT
The Brain's Emotional Center Shaping How We Learn and Grow

WHAT IS THE AMYGDALA?
A small, almond-shaped structure located deep within the temporal lobes, crucial for emotional processing and memory.

The amygdala acts as the brain's emotional center, detecting and prioritizing emotionally significant stimuli. It modulates the strength and nature of learning, ensuring that emotionally charged experiences are better retained than neutral ones.

HOW IT WORKS: EMOTION MEETS MEMORY
Emotional Event → Amygdala (Emotional Tag) → Hippocampus (Context & Details) → Strong, Lasting Memory

The amygdala attaches emotional significance to memories encoded by the hippocampus, creating emotionally-tagged memories.

WORKING TOGETHER: THE AMYGDALA NETWORK

- Hippocampus:** Memory formation & context
- Prefrontal Cortex:** Decision-making, emotional regulation, impulse control
- Amygdala:** Central hub
- Sensory Cortex:** Processes sensory information
- Brainstem:** Generates physiological and behavioral responses

 These interactions integrate emotion with cognition, enabling learning, memory, and adaptive behavior.

PLASTICITY: SHAPED BY EXPERIENCE
 Nurturing Environments:

- Safety
- Support
- Positive Social Interaction

 Chronic Stress / Neglect:

- Stress
- Trauma
- Lack of Support

 Healthy Amygdala Development: Better emotional regulation, resilience, and learning.
 Altered Amygdala Development: Heightened reactivity, anxiety, learning difficulties.

Critical periods in development make the amygdala highly sensitive to early emotional experiences.

IMPACT ON DEVELOPMENT & BEHAVIOR
Emotional Regulation: Helps manage emotions and responses to stressful or novel situations.
Social Behavior: Supports integration of social cues and emotional signals.
Learning Outcomes: Enhances attention and memory for emotionally relevant experiences.
Dysfunction Risks: May lead to anxiety, PTSD, autism spectrum challenges, and emotional dysregulation.

QUICK Q&A
Q: What is the main function of the amygdala in learning?
A: Processes emotional stimuli and prioritizes important information, enhancing memory encoding and retention.
Q: How does the amygdala interact with the hippocampus?
A: The amygdala adds emotional significance to memories encoded by the hippocampus (context and details).
Q: What role does the amygdala play in fear conditioning?
A: It forms associations between neutral stimuli and aversive events, enabling appropriate fearful responses.
Q: Why is developmental plasticity of the amygdala important?
A: It allows early experiences to shape its connectivity and function, influencing emotional regulation and behavior.
Q: How can amygdala dysfunction affect developmental disorders?
A: It can cause emotional dysregulation, impulsivity and disorders like anxiety, PTSD, and autism spectrum disorders.

FEAR CONDITIONING IN ACTION
 Neutral Stimulus (e.g., tone) + Unconditioned Stimulus (e.g., shock) → Unconditioned Response (Fear)
 Unconditioned Stimulus (e.g., tone) + Unconditioned Response (Fear) → Conditioned Stimulus (tone alone) → Conditioned Response (Fear)

KEY TAKEAWAY
The amygdala is a vital bridge between emotion and cognition, ensuring that what we feel shapes what we learn and how we behave. Its development is deeply influenced by early experiences, and its healthy function is essential for emotional well-being, learning, and social success throughout life.

DEVELOPMENTAL TIMELINE: PLASTICITY IN ACTION
EARLY CHILDHOOD (0-6 years): High plasticity, sensitive to environment, building connections.
CHILDHOOD (7-12 years): Emotional experiences shape neural pathways, learning capabilities strengthen.
ADOLESCENCE (13-18 years): Refinement of connections with PFC and hippocampus, increased influence of experiences.
ADULTHOOD (19+ years): Emotional regulation and learning shaped by early experiences.

The amygdala doesn't just make us feel—it helps us learn, remember, connect, and grow. Nurture early experiences. Build resilient futures.

EMOTION DRIVES LEARNING. EXPERIENCE SHAPES THE BRAIN. RELATIONSHIPS BUILD RESILIENCE. UNDERSTAND TO SUPPORT DEVELOPMENT.

The Human Edge: Finding Success without Self-Destruction in this Digital era

Sanhita Sarkar

These days, success seems to mean one thing: never stopping. Students chase perfect scores, employees answer emails at midnight, and athletes train until their bodies give out. Our phones and laptops keep us plugged in 24/7, making everything faster but also heavier. Somewhere along the way, we have started acting like machines. The problem is, we are not. We have limits, and pretending we don't is catching up with us.



Humans cannot run non-stop. We need sleep, downtime, someone to talk to, and moments that aren't about work or goals. That's not laziness. It's how we function. But scroll through social media or listen to hustle culture, and you will hear the opposite: rest is for the weak, and exhaustion is a badge of honor. Keep that up long enough and you hit a wall. Stress, anxiety, burnout, the feeling that you're running on empty, become normal.

Technology plays a big part. Your phone pings with one more email at 9 PM. Your group chat is planning a project over the weekend. The line between "work time" and "my time" blurs until it disappears. It feels like you always have to be on, always available, always producing.

Then there's the comparison trap. Open Instagram and it's all wins: someone's promotion, someone's 5 AM workout, someone's straight-A report card. We rarely see the messy, tired parts of life. So we assume everyone else is doing more, achieving more, handling more. That quietly tells us we are behind, and the only answer is to push harder. For young people especially, that pressure eats away at confidence and peace of mind.

So ignore your limits and your body will remind you. Headaches, bad sleep, getting sick more often. Your mind starts slipping too. You can't focus, small things feel huge, and joy drains out of ordinary days. Burnout isn't just being tired. It's feeling empty, unmotivated, and detached from things you used to care about.

But here's what we forget: doing well doesn't require running yourself into the ground. In fact, the people who last are the ones who rest. Athletes build recovery days into training because muscles grow when they are not being stressed. Creativity, clear thinking, good decisions all come back after a real break. Rest isn't the opposite of performance. It's part of it.

This isn't just on individuals. Companies can set realistic deadlines, respect off-hours, and offer real mental health support. Schools can care about growth and well-being, not just ranks and marks. When leaders model balance, teams don't burn out. They get stronger.

Still, a lot starts with us. Learning your own signals is key. That might mean turning off notifications after dinner, protecting sleep, moving your body, or having hobbies that have nothing to do with achievement. And asking for help? That's not weakness. It's knowing you are human.

We have been sold the idea that success means maximum speed with no brakes. But real success includes health, relationships, and actually liking your life. Limits aren't flaws to overcome. They're instructions for how to live well. When we respect them, we don't achieve less. We build lives where we can keep showing up, not just today, but for the long run.

Final thoughts- Rest to rise: The Mantra of Today's Success



Rest to rise: The Mantra of Today's Success

- SANHITA SARKAR

The Balance We Were Never Meant to Lose

Tadasha Das

A few months ago, during an early morning walk, I noticed something unusual. A large tree near our neighbourhood park had been cut down overnight. For years, it had stood quietly at the corner of a busy road—offering shade to fruit vendors, shelter to birds, and a resting place for tired pedestrians. The next morning, the space looked strangely empty. The road was the same. The traffic was the same. But something felt missing.

What struck me most was not the absence of the tree itself, but the silence around it. Life had moved on almost instantly.

And perhaps that is the challenge of our times. We have become so deeply immersed in systems built by humans—targets, deadlines, technology, performance metrics—that we sometimes forget how closely our own wellbeing is tied to the wellbeing of nature.

Nature is not separate from human systems. It quietly supports them.

The air we breathe affects how clearly we think. The spaces we live in influence our emotional health. Even our workplaces reflect this truth. Employees working in environments with natural light, greenery, and balance often report lower stress and greater focus. We may call it productivity today, but earlier generations simply called it living well.

I often think about how differently previous generations viewed nature. For many of our parents and grandparents, waste was avoided instinctively. Water was stored carefully. Food was not discarded casually. There was a natural understanding that resources were borrowed, not owned.

Somewhere along the way, convenience replaced mindfulness.

In the corporate world too, we are beginning to recognise the cost of this disconnect. Burnout, emotional fatigue, and constant overstimulation are no longer isolated concerns. Human systems pushed beyond natural limits eventually begin to show strain.

A senior leader once shared something very meaningful with me. He said, “The human mind also behaves like land. If you overuse it continuously without recovery, it stops giving its best.”

That simple comparison stayed with me.



Perhaps this is why conversations around sustainability today feel far more personal than they once did. Sustainability is no longer only about policies or environmental reports. It is also about restoring balance—in our organisations, our lifestyles, and our relationships with the world around us.

Even small actions create ripples. A workplace encouraging mindful resource use. Leaders respecting boundaries instead of glorifying exhaustion. Families choosing presence over endless consumption. These may seem like small decisions, but collectively they shape culture.

As professionals in Learning & Development, we hold a unique responsibility. We influence not just skills, but mindsets. The future will not only depend on how intelligent our systems become, but also on how conscious our choices remain.



Nature teaches us something quietly but powerfully: growth and balance must coexist.

A tree does not grow endlessly without rest. Rivers do not rush every moment. Seasons change, pause, recover, and begin again.

Perhaps human systems were never meant to function differently. And maybe true progress lies not in conquering nature, but in learning to live in harmony with it once again.

Beyond Productivity: The Rhythm of Being Human

Eqta Jaithwa

Modern life has become a strange equation.

Human Worth = Productivity * Availability

The more exhausted you are, the more successful you appear. The less you sleep, the more ambitious you sound. Somewhere between ambition and algorithms, humanity accidentally converted itself into a spreadsheet. But the problem with spreadsheets is simple: Cells do not feel. Humans do. A machine survives on power. A human survives on meaning. And yet, the modern world keeps solving people like mathematical problems.

- Increase output.
- Reduce downtime.
- Maximise efficiency.



As though the soul were software waiting for an update. But nature — the greatest scientist of all — follows a very different formula.

Growth = Rhythm + Recovery

Forests do not bloom every season. Oceans rise and retreat. Even the Earth rotates through darkness before returning to light. Everything alive understands cycles. Only humans try to function like infinite equations with no limit. And that is where the breakdown begins. Because every human being carries an invisible formula inside them:

Performance - Rest = Burnout

At first, the subtraction feels small.

- One skipped meal.
- One sleepless night.
- One weekend sacrificed.

But eventually, the equation compounds. Stress multiplies faster than joy. Deadlines divide attention.

Comparison erodes confidence like slow decimal decay. And suddenly, people who once dreamed passionately begin functioning mechanically. The modern human has become beautifully efficient and emotionally unavailable at the same time. We reply instantly to emails but delay conversations with ourselves for years. Perhaps the most dangerous invention was not artificial intelligence.

It was artificial urgency. Everything now feels immediate.

- Reply now.
- Achieve now.
- Become more now.

Humanity is trapped inside an endless graph where the line must always rise upward.

y=f(x)=Success without Pause

But graphs that rise infinitely eventually collapse under their own pressure. Nature already solved this long ago. A river does not compete with another river. The moon does not rush toward fullness. Even stars burn slowly across billions of years. The universe itself respects timing. So perhaps human beings were never designed for constant acceleration. Perhaps we were designed more like music than machinery. Not continuous noise — but rhythm. Sound and silence. Movement and pause. Effort and restoration.

Maybe that is the real mathematics of life:

$$\text{A Meaningful Life} = \frac{\text{Achievement} + \text{Wonder}}{\text{Inner Peace}}$$

Without wonder, achievement becomes empty. Without inner peace, success becomes expensive. And perhaps the future will not belong to people who can merely work harder. Artificial intelligence will eventually outperform humans in speed, memory, and calculation. But no machine can replicate stillness beneath a sunset. No algorithm can truly understand grief, awe, love, or hope. The greatest human advantage was never computation. It was consciousness. The ability to pause in the middle of chaos and ask: "Is this life adding up?" Because in the end, the most important equation humanity must solve is not economic. It is deeply personal.

Human Evolution = Technology + Humanity

And if humanity disappears from the formula, the answer may look advanced — but it will no longer feel alive.



Sports in India – Rising and Shining

Shaikh Abdul Rab

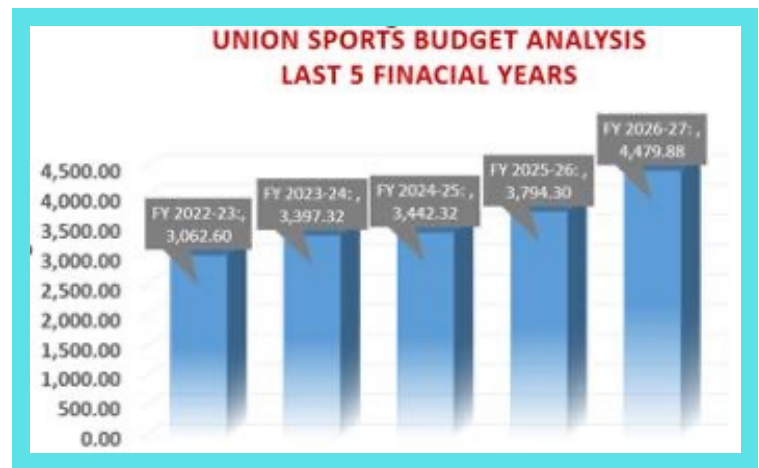


Not a very positive statement to open the write-up by saying that, Sports in India is still not the first preference subject neither for young crowd nor the young parents. Sports become a chosen subject of discussion when Olympics or Asian games may be FIFA world cup is on the telecast and Indians find that India is getting far too lesser medals as compared to its rival or neighbouring countries. The discussion dies down as the games gets over.

Never the less, happy and encouraging to see that slowly but sure that sports in India is growing. Franchise-based sports in India have revolutionized the nation's sporting and economic landscape. Pioneered by the Indian Premier League (IPL) in 2008, this model has expanded beyond cricket to include diverse disciplines like football, kabaddi, hockey, and volleyball, establishing a robust commercial ecosystem. India's Union Sports Budget has undergone a transformational shift in the last five years, with allocations for the Ministry of Youth Affairs and Sports (MYAS) roughly doubling. The total outlay grew from Rs. 3,397.32 crore in FY 2023-24 to a historic high of Rs. 4,479.88 crore in FY 2026-27, prioritizing grassroots development and elite athlete training.

Transformation of Indian Sports through Franchisee Sports model-

Over the past fifteen years, India has witnessed a new shift in how sport functions within the economy. What began with the Indian Premier League (IPL) in 2008 has evolved into a multi-sport, franchise-driven ecosystem spanning kabaddi, football, volleyball, hockey, chess, and women's sports.



Major Franchise Leagues in India

1. Cricket

- Indian Premier League (IPL): Launched in 2008, it is the undisputed titan of Indian sports and the second most valuable sports league globally. Valued at over \$18 Billion, it features 10 city-based franchises competing in a Twenty20 format.
- Women's Premier League (WPL): Established in 2023, this five-team franchise league has become a game-changer for women's cricket, breaking global viewership records.
- State/Regional Leagues: Leagues like the Tamil Nadu Premier League (TNPL) act as crucial feeder systems to discover local talent from tier-2 and tier-3 cities.

2.Kabaddi

- Pro Kabaddi League (PKL): Started in 2014, PKL is the most prominent success story beyond cricket. It has taken a traditional rural sport and transformed it into a highly viewed, commercialized, multi-city franchise spectacle.

3.Football

- Indian Super League (ISL): Inaugurated in 2014, it is the top tier of Indian football. Operating with 13 franchises, the ISL has significantly upgraded domestic infrastructure, youth academies, and global visibility for the sport.

4.Other Sports

- Hockey India League (HIL): A revamped franchise-based league bringing together top international and domestic talent to revive and modernize field hockey in the country.
- Prime Volleyball League (PVL): India's privately owned professional volleyball league where franchise owners are stakeholders, aiming to professionalize the sport at the grassroots level.
- Ultimate Table Tennis (UTT): Promoted under the Table Tennis Federation of India, this multi-team format allows young Indian paddlers to compete alongside global stars.
- Other Emerging Competitions: Leagues such as the Tennis Premier League, Ultimate Kho Kho, and the Global Chess League are broadening the horizon to non-mainstream sports.

India's modern sports economy took shape with the IPL, which demonstrated that sport could be packaged as entertainment, monetised at scale, and sustained through private investment. In less than two decades, the IPL has achieved valuations nearing USD 18 billion, secured some of the most expensive media rights per match globally, and attracted international investors.

Conclusion

Franchise-based leagues have fundamentally reshaped India's sports economy. They have converted athletic competition into a structured, investable, and scalable industry that also creates jobs, empowers athletes, builds infrastructure, and attracts global capital. As India moves toward a multi-sport future, leagues will remain the commercial backbone of this transformation.

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The River and the Rock – Flexibility Wins

An Inspirational Management Story



A large rock in the middle of a river once proudly said to the flowing water:
“I am strong and powerful. I never move.”



The river calmly replied,
“You are strong, but you resist change. I adapt, flow, and find new paths.”



Years passed.
The rock slowly cracked because of constant pressure, while the river continued its journey smoothly around every obstacle.



In organizations, some managers behave like the rock — rigid, egoistic, and resistant to new ideas. Others behave like the river — adaptable, collaborative, and solution-oriented.



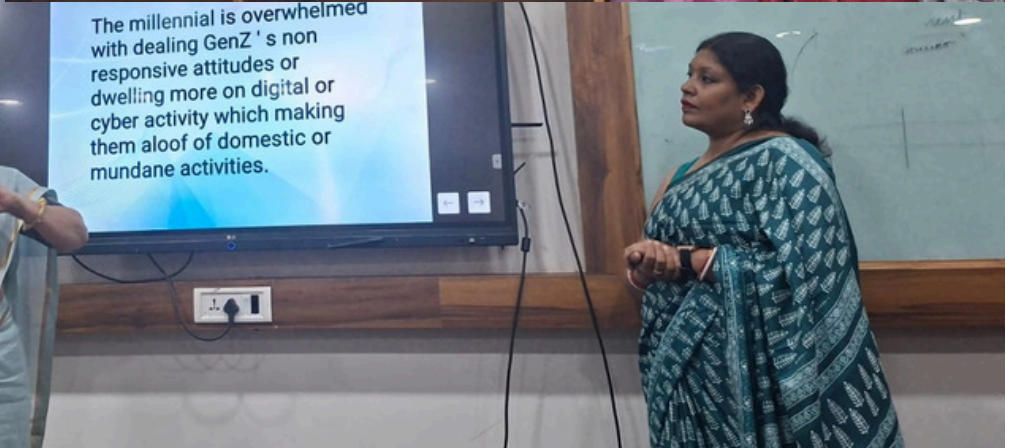
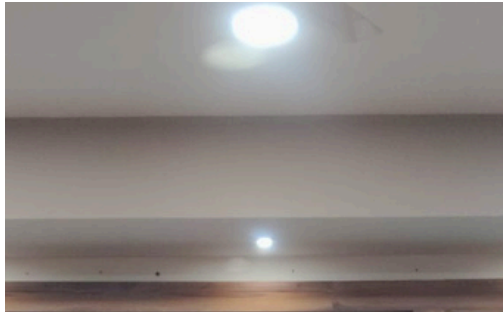
Nature quietly teaches that flexibility is not weakness; it is survival.



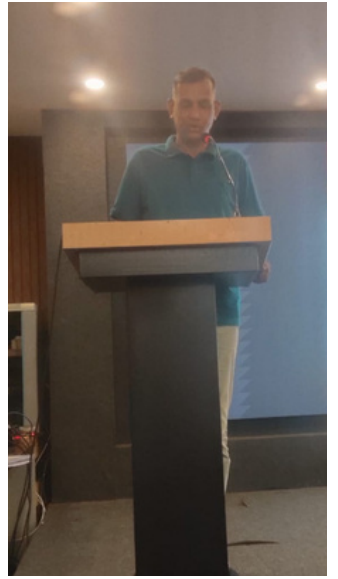
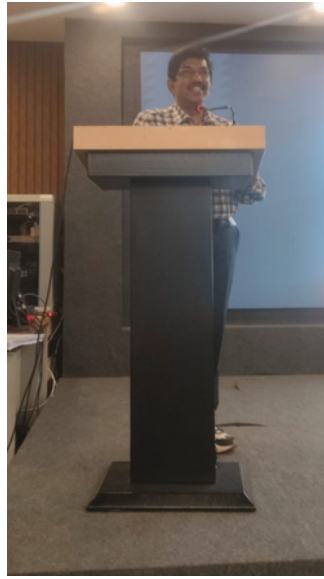
Management Learning

- ▶ Adaptability is a key leadership quality.
- ▶ Change management is essential in modern organizations.
- ▶ Soft communication often achieves more than force.

Reflections & Highlights



Reflections & Highlights



Thought Provoking Thursdays

5th MARCH

Two modernization strategies.

One replaces trainers with AI-led modules. The other blends AI efficiency with human coaching.

VS

In the future of L&D, where does real transformation happen?

Good morning everyone 🌞
Wishing a very happy Holi To All 🎉
Welcome To Thought Provoking Thursday! 🌟

A question for all of us in L&D —
AI Automation vs Human Facilitation

Two modernization strategies.

One replaces trainers with AI-led modules. The other blends AI efficiency with human coaching.

VS

In the future of L&D, where does real transformation happen?

9:29 AM ✓

*** AI Strengths:** AI drives efficiency by automating admin tasks, scaling training globally, and personalizing paths via real-time diagnostics. Studies show AI rivals human coaches in goal attainment, especially with frequent access, and boosts learning by 23% faster in some cases. However, it risks high costs and ethical issues like data privacy. But, in the area of technical training, AI simulation is one of the best ways for imparting training.

The use of Augmented Virtual Reality in explaining the working of heavy and hazardous power plant equipment in NTPC Ltd to fresh executive trainees helps the trainees to see the insards of the equipment and understand how they function. This is one of the best examples of use of AI in training.

*** Human Strengths:** Facilitators excel at emotional intelligence, real-time nudges, peer discussions, and handling complexity—key for behavioural change. They interpret sentiment and foster reflection that AI can't fully replicate.

*** Blended Wins:** Hybrid models yield medium-to-large effects on achievement, outperforming pure forms by integrating AI for practice simulations and humans for coaching. In 2026 trends, this fusion ties learning to real outcomes like role transitions. Blended strategies like AI simulations plus human reflection prepare leaders for ambiguity, aligning with nonlinear growth from classical insights.

PRADIP RANJAN CHOUDHURY

Absolutely right!! AI gets its knowledge, intelligence and computing capabilities from human inputs. It goes on correcting and augments itself by correlation with decisions and events along with rigorous, multistage training imparted by human beings. AI doesn't have consciousness like humans, which is exclusive to human species. Although some of the animal species are endowed with love, affection, care and empathy along with varied levels of intelligence, only human species are privy to consciousness. We can call it a rare coincidence, evolution or design by God (for those who believe!). So without consciousness, AI will always remain a tool designed by human beings and never likely to take over the humanity.

Sometimes we find it strange that what we think it pops up in YouTube or internet or messages. We get surprised. AI makes it possible to make inroads into our thought process at a particular time as it is embedded in all devices, systems being used by us and observing all our actions/events related to us.



Tadasha Das

19th MARCH

Influence vs Authority

VS

Authority

Influence

Good Morning Everyone 🌞
Welcome to Thought Provoking Thursday

Today's Thought: Two kinds of power in an organisation.

- One comes from designation and hierarchy.
- The other comes from credibility and trust.
- Which one actually drives change in organizations?

Would love to know from all of you!!

10:11 AM ✓

ABDUL HAKIM KHAN

My stand will be in all organizations, both types of power plays important role, but when it comes to driving meaningful and lasting change, credibility and trust often win out.

Hierarchical power (designation) can enforce compliance—people might follow orders because they have to otherwise they will become prey for their ego. But change driven by authority alone tends to be superficial, short-lived, and can breed resistance. On the other hand, power built on credibility and trust inspires genuine buy-in. When people respect and believe in you, they're more likely to embrace new ideas, take risks, and collaborate—key ingredients for real transformation.

I will quote few leaders like Nelson Mandela or Steve Jobs: their influence came not just from their titles, but from their vision, integrity, and ability to connect. In today's fast-paced world, where agility and innovation matter, trust-based power is the engine of sustainable change.

I rest and let us listen more from our members their insights 🌟

GIRLS C SURDEO

There are two types of power. One is 'Power Over' and the other is 'Power With'.

While the first one comes from authority emanating from the hierarchical position, the second one arises from one's trust in, relationship with, and respect for others, in addition to the expertise one has in his/her domain.

Though both sources of power are necessary for the smooth functioning of an organisation, the modern day leadership literature prizes influence over authority for contributing to lasting changes in any organisation.

SANHITA SARKAR

Though hierarchy and designation is necessary for the delegation of authority but according to me, credibility and trust is the one that matters the most because the trust factor is the one on which any relationship in any organisation can grow further. If what you say and what you do is not valued or treated by people around, there will be no room left for any discussion, leave apart the question of any change. To create a change, people need to believe and realize that the change is required and that belief very much depends on how issues are being presented in front of them and how they are able to perceive the problem and think about the solution. Your credibility lies in making people believe that this change is required for their own benefit. Once that realisation is there, transformation becomes easy as people accept the fact and start working accordingly based on willingness and trust in the system to bring about a change for the good.

THU 12 MARCH

Knowledge vs Integrity

VS

Knowledge

Integrity

Good Morning Everyone 🌞

Welcome to Thought Provoking Thursday

Today's Thought: Two candidates for leadership.

- One is brilliant and highly skilled.
- The other has unquestionable integrity.

VS

Which one should organizations bet on?

Would love to know from all of you!!

10:16 AM ✓

ASHOK SAHU

Thank you Tadasha for the wonderful thought provoking statement. From my own experience I hv always felt and experienced that integrity is always need to be preferred for any position. Knowledge without integrity is dangerous. A Leader with strong integrity but limited knowledge may take time to learn and initially may depend on experts but at long run he builds trust, encourages transparency and creates a healthy culture. Though both are required I would always prefer a person with integrity as it is deep rooted in one's character where as Knowledge can be acquired. There are many examples where leadership has always been respected because of their integrity.

GIRLS C SURDEO

Good morning! My response to today's thought provoking prompt is in the form of a question. Whom the group would choose as the leader of this group, if it has to choose between the two Js? J R D Tata? Or Jack Welch?

ABDUL HAKIM KHAN

This is a fantastic leadership dilemma. It mirrors the classic "competence vs. character" debate. While both are valuable, if forced to choose, organizations should ultimately bet on the candidate with unquestionable integrity. The Multiplier Effect of Integrity A leader with integrity acts as a force multiplier. When a leader is trustworthy, talented employees want to work for them. They feel safe to innovate and speak up. This creates a resilient culture that can weather storms. While the brilliant leader might be the smartest person in the room, the leader with integrity attracts the smartest people into the room. Skills Can be Taught - Character Can't. Brilliance is often a raw talent, but specific skills can be acquired. A leader with integrity who lacks a specific hard skill can hire a brilliant lieutenant or take a course. However, you cannot train a narcissist to be empathetic, nor can you train a liar to be transparent. This is what I stand for.....

Unwinding Fun-filled Saturdays



Abhipsa Tripathy

MOMENTS FROM OUR GROUP CHAT

• Learning. Laughing. Inspiring Together. •

1 Fun banter, familiar nicknames, and a shared laugh to start the conversation right!

2 Jokes, wordplay, and inside humor—our way of staying connected and energized!

3 Engaging conversations, fun activities, and creativity that keep the spirit alive!

4 Creative prompts, playful responses, and a whole lot of fun learning together!

OUR GROUP MOMENTS

• Learning. Laughing. Inspiring Together. •

Good Morning!

Here is the fun activity for this Saturday. Find the hidden objects in the picture. Re-live your childhood and sharpen your observation skills. Let's go!

Find the hidden objects in the picture.

Re-live your childhood and sharpen your observation skills. Let's go!

Mini one SLOWDOWN, EXPAND AND CREATE

The Universe has a strange way to reflect on what we want to do. For me, the 3 words are what I am looking forward to do. Amazing!

EMBRACE BELIEVE SLOW DOWN MANIFEST TRANSFORM REFLECT BELIEVE EXPAND RISE SURRENDER LOVE CREATE RECEIVE GROW

The first 3 words hidden in the grid are: LISTEN FOCUS ACTION

EXPAND MANIFEST

Dear L&D members, This is the Second Saturday of March and according to a research at [havfunweekends.com](https://www.havfunweekends.com)...

SEE LOVE

Thank you everyone for taking out your time to participate. The grid is a fun way to address what we are looking for in our lives. Most of us are looking for Focus and alignment where some others are looking for transformation and reflection. Hope you have had fun in this activity. Until next time...

FOCUS TRUST RISE

Fun banter, familiar nicknames, and a shared laugh to start the conversation right!

TRUST TRANSFORM SHINE

Jokes, wordplay, and inside humor—our way of staying connected and energized!

The Universe Is Telling You To.

A FUN WAY TO DISCOVER GUIDANCE THROUGH EMOJIS

Dear L&D members, This is the Second Saturday of March and according to a research at [havfunweekends.com](https://www.havfunweekends.com) (just believe me), the mind works brilliantly on this day. So let's put this theory to test.

Here is a grid and you need to give us the first three words that you find in it. Probably, the Universe is telling you those 3 words. So let's start and NO CHEATING!

I suggest, you click on the picture to see the emojis clearly. Happy guessing!!

SOMETIMES, THE ANSWERS WE SEEK ARE ALREADY SENDING US SIGNS — WE JUST NEED TO LOOK A LITTLE CLOSER.

A little curiosity, a little fun, and a lot of connection — that's how we learn together.

FUN ACTIVITIES LIKE THESE REMIND US THAT LEARNING CAN BE LIGHT, ENGAGING, AND MEANINGFUL.

Celebrating Members' Achievements



Important DATES

Festive Greetings for

MAR & APRIL 2026!!

Celebrate. Connect. Care.

“ Let's cherish traditions, celebrate life and create a better tomorrow together! ”



MARCH
2026



HOLI

Spread colors of joy, love and happiness.



WOMEN'S DAY

Saluting the strength, spirit and success of women everywhere.

MARCH
★ 11 ★
LAUNCH OF LINKEDIN OFFICIAL PAGE OF LND BHUBANESWAR CHAPTER



Plz check - follow and tag us in your posts

<https://www.linkedin.com/in/Indglobal-bhubaneswar-1116903b4/>



EID

Wishing you and your loved ones peace, prosperity and happiness.



RAM NAVAMI

May Lord Ram bless you with strength, wisdom and virtue.

APRIL
2026

APRIL
1



UTKALA DIBASA (ODISHA DAY)

Pride in our heritage, Promise for our future.

APRIL
7



WORLD HEALTH DAY

Good health today, brighter tomorrow.

APRIL
22



EARTH DAY

Our Planet. Our Responsibility. Our Future.



GOOD FRIDAY

A day of reflection and gratitude.



EASTER SUNDAY

Celebrate the hope, faith and new beginnings.



MAHAVIR JAYANTI

Let's follow the path of non-violence, truth and compassion.



AKSHAYA TRITIYA

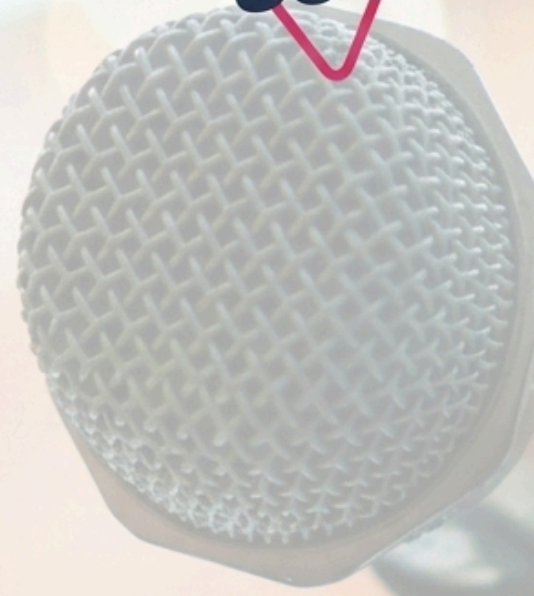
An auspicious day for prosperity, wealth and success.

♥ Let's celebrate together and make every day meaningful! ❁



L&D Global
Bhubaneswar

**coming
soon**



HR Reimagined

Conclave-2026

by L&D Global Bhubaneswar

“Reimagining HR–Towards a Sustainable Future”

Management Partner



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Learning & Development
Global, Bhubaneswar Chapter



Importance of Youth Leadership



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



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



Membership Fee :

- Rs.350/- for one year
- Rs650/- for two years.



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