



Learning & Development Global

BHUBANESWAR CHAPTER
Bhubaneswar, Dist: Khurda

Collaborating Co-Creating Contributing

MONTHLY

WISDOM WAVES

Ezine



Bringing our members closer through shared experiences and insight

March Newsletter – Staying Connected & Inspired

Welcome! We're excited to share this month's updates. March was full of activities, from membership renewals to engaging events.

Key Updates:

- **Membership Renewals:** Welcoming new and returning members.
- **Farewell Gathering:** A special meetup at Ekamra Haat for Dr. Debasmita Tripathy, Addl GM (HR) NTPS—her insights are featured in this issue.
- **Festive Celebrations:** Women's Day and Holi filled our WhatsApp group with cheer.
- **March Meet-up:** A milestone event marking one year since the group's revival, featuring two guest speakers.
- **Member Spotlight: Fireside Chat with Dr. Debasmita Tripathy** Gain deeper insights into her leadership journey, thoughts on Performance Management Systems (PMS), and the principles shaping HR excellence.

Community Contributions:

- We value your perspectives! Send in your articles, insights, or event reflections to be featured in our newsletter and the annual magazine. Your experiences and thought leadership enrich our collective learning.

Upcoming Events:

- **April Meet-up:** Details coming soon, **One More Zero** and more
- **Get Involved:** respond to prompts, and be an active part of our thriving network.

Our community thrives on shared wisdom, stories, and meaningful connections. The strength of our network lies in your contributions—keep them coming, and let's continue inspiring one another. Thank you for being an active part of our community!

Send in your submissions and feedback!

Enjoy this month's newsletter.

Pratibha

In this newsletter
you can expect:

Community Updates

[Notes from Chapter
Director and Secretary](#)

[Monthly Meetup
Conspectus](#)

[Member Spotlight
Dr. Debasmita Tripathy](#)

[L & D Mentors and
YLND Wing \(Youth\)](#)

[Leadership in Action-
wisdom from our
community](#)

[Voices and Vibes - A
collection of Wit,
Wisdom and Whimsy](#)

[Community Hub :
Resources and
Engagement](#)





DIRECTOR'S VIEWPOINT



Dear Members,

A new chapter awaits – and it begins with **YOU**.

As we open the doors for membership renewal and launch our membership drive, we invite each one of you to not just renew your association, but to reignite your commitment to excellence in Learning & Development.

This is more than just a renewal. It's a call to action – to grow, collaborate, and lead. Let's come together to make our Chapter the No. 1 professional body in the country — a beacon of inspiration and innovation in the L&D space.

We urge you to:

- Renew your membership and stay connected.
- What can we do together to raise the bar?
- How can we make this Chapter a model for professional bodies across the country?

Your voice matters.

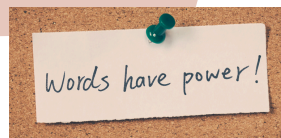
Your contribution counts.

Let's make this journey impactful — together.

With Best Wishes

**Dr. Ashok Kr.Sahu,
Chapter Director**

SECRETARY SPEAK



Dear LnDians ,

Namaskar !



As we move forward in this journey trying to create history , I only long for all your cooperation and help.

The month of March was a double dhamaka , along with our guest speaker we had our founder gracing the occasion. The learning was immense and fruitful . Our guest speaker , Ms Nilanjana Mukherjee spoke on “Financial Inclusion for Women” from her real time experiences , making the topic more relatable and convincing .

Our Founder , Mr Surya Prakash Mohapatra, on the other hand spoke on how to put across your thought in a more acceptable and comprehend able way through impactful storytelling .

It gives me great pleasure to see the family growing, we have a number of new members who have joined us last month , I would like to welcome them all onboard . Looking forward to our learning journey together.

I would like to sign off with a quote ,

“If you are not willing to learn, no one can help you. If you are determined to learn, no one can stop you.”—Zig Ziglar

**Ms. Alkananda Swain
Secretary**





Speakers and topics for the evening

Ms. Nilanjana Mukherjee

Financial inclusion for Women



Ms. Nilanjana Mukherjee
Managing Director,
KALINGA HOSPITAL limited

Mr. Surya Prakash Mahapatra

Impactful storytelling



Sri. Surya Prakash Mohapatra
Head of Talent Skilling,
Wipro Enterprise
Founder,
L&D Global Chapter

End-of-Year Meetup: A Celebration of Growth & Impact

The **much-awaited year-end session** exceeded expectations, making its mark as one of the most **impactful gatherings** of the chapter's revival year. With **meaningful content and strong community connections**, the session set a **high benchmark** for learning and engagement.

Powerful Speaker Sessions

The evening began with a **round of applause for Chapter Director Dr. Ashok Sahu and the core team**, recognizing their dedication in steering the chapter toward success.

Ms. Nilanjana Mukerjee shared an insightful talk on **financial inclusivity for women**, weaving in her own life experiences to make the session deeply engaging. Her discussion covered:

- **Customer feedback and its importance**
- **Six pillars of financial inclusion**
- **Breaking stigma around mental health**
- **Encouraging acceptance of women as they are**

Her expertise in **hospitality and healthcare** brought real-world depth to her narrative, resonating strongly with the audience.

Mr. Surya Prakash Mohapatra, founder of the global L&D community, made a **much-anticipated homecoming** in Bhubaneswar. His session on **impactful storytelling** was truly a **masterclass in the art of narrative**. He guided the audience through:

- **The power of reflection in storytelling**
- **Crafting impactful stories with meaning**
- **The simplicity of storytelling when you focus on what matters**

A particularly striking takeaway: **"Emotions set us in motion as storytellers."** His talk ended with a **lively Q&A**, as members eagerly shared their **aha moments**.

Moments of Celebration & Connection

Following the speaker sessions, the **community came together** for engaging activities, new member introductions, and a soulful musical rendition of **Lord Jagannath's Bhajan** by **Dr. Allhadin Dhir** our member.

The evening wrapped up with tea hosted by **Prof. Dr. Sanghamitra Pal, Director of RCM College Bhubaneswar**, who has graciously provided RCM college as the venue for L&D monthly meetups over the years.

This meetup truly embodied the **hunger for learning, collaboration, and the exchange of wisdom**. As conversations flowed into networking, members left **energized, inspired, and grateful** to be part of such an **intellectual and thriving community**.

Looking forward to more **meaningful connections and enriching sessions** ahead.



Reflections & Highlights



Members share their **thoughts, experiences, and memorable moments** from the event! From insights to connections, the conversations continue...



Today's session was a wonderful session. Both Mr.Surya Prakash and Ms. Nilanjana's deliberations were true to life. There was lot of learning from both the sessions. Activity by Ms.Preethi connected each and everyone in a string. Thank you all members and Guests for making this evening so wonderful and memorable. Let's contribute our best for the chapter . Wish you a grand weekend .

Cheers.. Dr. Ashok Sahu



Good morning everyone.
It was such a pleasure to be back again at the Bhubaneswar chapter. I enjoyed every moment yesterday. The energy, the spirit, the bonding, the vibes...everything was contagious..Coming here is always feels like homecoming for me. Thank you everyone for making yesterday's evening a special one
Mr. Surya Prakash Mohapatra



It was simply wonderful listening to Nilanjana mam and Surya sir.

Nilanjana mam was phenomenal in her way of speaking about such an important topic in such a simple manner with strong connectivity with the audience. It was simply mesmerizing to listen to her and we all should feel motivated and happy to see her for what she is today.

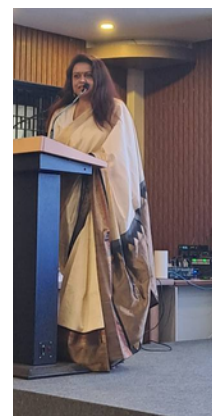
And what can I say about the most decent personality I have ever come across, our founder Surya sir whose story telling technique just swayed us away. For me today's session was one of the best sessions of L & D Global Bhubaneswar chapter till date.

Honestly I personally felt more connected as being a facilitator and trainer in soft skills and behavioral training it was simply amazing to listen to the techniques which can make connectivity stronger with the audience if you can make them emotionally entangled to the topic in discussion. Because once one gets emotionally connected, the speaker doesn't have to work harder any further to establish the thought in the minds of the listeners. It will automatically be accepted as people have already connected to the thought or topic in discussion.

Thank you once again Ashok sir, Alka mam and the core team members of L & D Global Bhubaneswar chapter to have arranged such a wonderful and meaningful session. **Ms.Sanhita Sarkar**

Kudos to Ms. Nilanjana for delivering a thought-provoking talk on the importance of financial independence for women..Her personal stories, showcasing her journey to independence, were heart-touching and truly inspiring. Her commitment to her child and determination to become self-sufficient are a testament to her strength.Surya Sir, your storytelling was, as always, absolutely captivating...Your ability to weave a narrative that resonates with the audience is remarkable.I wished it lasted longer, as we were all thoroughly engaged and eager to hear more.👏😊Special thanks to:Ashok Sir and Alka Jee for driving this group and making it so lively always.& Preethi, our wonderful EMCEE, you're back with a bang! 😊 It's fantastic to see you with the same spirit and energy, and even more..You hosted the event with such warmth, keeping us all emotionally connected.The evening was truly mesmerizing! 🥰 A huge thank you to Somen Jee and Jashobant for the scrumptious snacks. After a long day, it was exactly what we needed.😊👏 & last but certainly not least, a huge shoutout to our sports hero, Shaikh! 🙌 You're the mastermind behind the scenes, bringing creativity and energy to our programs. 😊Thank you, Shaikh, for your unwavering support Thanks to everyone for making this an unforgettable experience..We missed those who couldn't join us, but we know life gets busy. 😊 Arun, we know you're always busy with month-end 😊Looking forward to the next gathering!!

Ms.Rajashree Upadhyaya



Member Spotlight : Inspiring Stories & Achievements

Highlighting the impact, contributions, and journeys of our incredible members



Dr Debasmita Tripathy

Additional General Manager
Human Resources
Regional Learning Institute NTPC
Limited
Vindhyachal, MP

Experience

Versatile, high-energy leader with over 27 years of experience in Strategic Plant HR & Industrial Relations and in corporate role leading the HR of Eastern Region in matrix structure with focus on talent retention, optimal utilization of resources, organization development & change management

A technology champion in HR facilitating Organizational Change through technology. She is also an Enterprising leader with excellent communication and people management skills for leading people towards accomplishment of common goals

Dr. Debasmita has been serving for last 27 years in NTPC Limited – A Maharatna PSU and the mammoth leader in Power & Energy Sector. She headed HR function at several units of NTPC Limited.

- A passionate Trainer & Expert in HRD, Organizational Development and Soft Skills also A certified psychometric and career counselor, A certified life coach & NLP practitioner.

She is felicitated by World HRD Congress as top HR Leaders of ODISHA

Education & Certifications:

- Ph.D. in Human Resource Management from Utkal University
- Diploma in Financial Management from IMT, Ghaziabad
- Post Graduation in Personnel Management & Industrial Relations from Utkal University
- Gold Medalist in B.Sc. from B.J.B. College, Bhubaneswar, Utkal University, Odisha



On March 13th a few members met to celebrate and bid Dr. Debasmita farewell from Bhubaneswar and wishing her the very best as she moved to Vindhyachal, MP to take on a key L&D leadership role.

The evening was vibrant with conversations and Dr. Debasmita expounded on PMS, its role in NTPC. Some highlights are as follows, NTPC's Performance Management System (PMS) is designed to align individual, team, and organizational objectives while fostering a culture of continuous feedback and professional excellence.

Performance Planning – Setting clear goals that align with NTPC's strategic vision.

Continuous Conversations – Encouraging regular feedback and coaching. Annual Assessment – Evaluating competencies, potential, and values. Normalization Process – Ensuring fairness in performance ratings. Linkage with HR Systems – Connecting PMS with training, rewards, career development, and manpower allocation. The system aims to identify high performers, support career growth, and enhance organizational efficiency. She also gave insights using examples answering queries from the members.

It was a lively meetup and a beautiful connect. The meet concluded on a delightful note, with a soulful song beautifully rendered by her, leaving everyone immersed in the melody.

Sharing her mesmerising talent from **The Grand Finale Performance - Dr. Debasmita Tripathy - The Final Round**

Compiled by Preethi Patnaik





Campus Readiness: Step Confidently into Your Future with L&D Mentors

Exciting things are happening at Learning and Development Bhubaneswar!

Transitioning from **college to the corporate world** requires more than just knowledge—it takes **'skills, adaptability, and the right guidance'**. As management students, building a strong foundation in **leadership, strategy, and problem-solving** is essential. But beyond theory, the key to success lies in **real-world experience and mentorship**.

The members of **Learning and Development Bhubaneswar**—leaders in **HR, management, training, and education**—are here to help bridge the gap between academic learning and professional excellence. Through **mentorship, industry insights, and career coaching**, they provide valuable guidance to help students **fine-tune their skills, prepare for interviews, and step into leadership roles with confidence**.

Internships, projects, networking, and professional coaching all contribute to a seamless transition into the workforce. **College training departments play a crucial role in facilitating these opportunities, ensuring students are equipped for the evolving workplace**. Partnering with mentors and industry professionals enhances these initiatives, preparing students for **real-world success**.

Connect, learn, and grow with L&D mentors to ensure a successful career journey!

How to Get Started:

- Sign up as a student member to gain exclusive mentorship, career insights, and industry connections with L&D professionals.
- Plus, don't miss the **unveiling** of our new program, **The YLD((Youth Leadership Development) Wing** at next month's meeting!
- **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

How to Join:

- Email us at db.pany@gmail.com to register and secure your spot for the upcoming event.

Step into a future of learning, leadership, and career success—join today!





Learning and Development in Digital Transformation

In the fast-evolving digital age, organizations face relentless pressure to innovate, adapt, and stay competitive. At the heart of this digital transformation, Learning and Development lies a powerful enabler that often doesn't get the spotlight it deserves. As companies strive to embrace new technologies, shift operational models, and enhance customer experiences, L&D becomes the cornerstone for building the skills, mindsets, and culture needed for successful digital transformation. LinkedIn workplace Learning Report 2023 reveals interesting perspectives which validate the fact that **70% of organizations** cite L&D as a key enabler of digital transformation and **94% of employees** say they would stay at a company longer if it invested in their digital upskilling. At the same time, World Economic forum has indicated that **54% of employees** will need **reskilling or upskilling** by 2025 as Digital Transformation transform jobs.

One of the primary challenges in digital transformation is the widening **digital skills gap**. New tools and platforms emerge rapidly, and traditional skill sets often fall short. **Digital skills gaps affect 64% of companies globally**, yet only 34% of HR leaders believe their workforce is ready for transformation. L&D plays a critical role by: **Identifying skill gaps** through assessments and workforce analytics. **Developing targeted training programs** to upskill and reskill employees and **Creating continuous learning environments** to ensure adaptability and agility. By proactively addressing these gaps, L&D ensures the workforce remains future-ready. As reported by PWC, **75% of CEOs** say that a lack of critical skills is a threat to business growth—highlighting the importance of strategic L&D investment.

Digital transformation isn't just about technology—it's about people and culture. L&D departments help shape a mindset that embraces change and innovation by: Promoting **growth mindsets** and **learning agility**, Encouraging **cross-functional collaboration** and experimentation and Building **digital fluency** across all levels of the organization. When employees feel confident in their ability to learn and adapt, they're more likely to embrace new technologies and ways of working.

Digital transformation can be overwhelming, but when employees are given the resources to grow, engagement and morale rise. L&D boosts this by Offering **personalized learning experiences** that align with individual career goals, Providing **clear development opportunities**, increasing employee satisfaction and Helping talent feel **valued and invested in**, thereby improving retention. A well-supported workforce is more committed, innovative, and aligned with the organization's digital vision. A study by Deloitte has revealed that Organizations with strong learning cultures are **92% more likely to innovate**, **52% more productive**, and **56% more likely to be first to market**.

Digital transformation is no longer optional—it's a strategic imperative. Yet, technology alone cannot drive meaningful change. Organizations must invest in their people, and this is where Learning and Development steps in as a vital catalyst. By fostering a culture of continuous learning, developing essential digital competencies, and supporting transformation through strategic change initiatives, L&D proves to be not just a support function, but a **key driver of digital success**. As the digital future unfolds, those who prioritize learning today will lead the transformation tomorrow.

Dr . Debabrata Dash
Head -Human Resources (Eastern India)
Arcelor Mittal Nippon Steel India



Rediscovering Creativity: A Path to Mindfulness & Connection

When was the last time you lost yourself in something purely creative—something that made you feel present, engaged, and truly at ease

For many of us—whether retired professionals, corporate HR leaders, or seasoned trainers—our days have been shaped by structure, strategy, and guiding others. But beyond these roles lies an often-overlooked space: the world of creative hobbies, where mindfulness meets self-expression, and where stress transforms into focus and clarity

The Sensory Power of Creativity

Picture this: the soft glide of a pen across a journal page, capturing fleeting thoughts before they vanish. The rhythmic strokes of color filling intricate Zen patterns, your mind unwinding with every shade. The feeling of clay molding under your fingertips, responding to your movements as you shape something entirely new. Creativity is **not just an activity—it's an experience, a moment of presence** that brings balance to the mind.

Customized Workshops & Engaging Content for Personal & Professional Growth

At The Book Turf Library, we bring creativity to life with tailored workshops and curated kits designed for individuals, corporate teams, and trainers. Our offerings include:

Journaling for Reflection & Clarity – Guided exercises to promote mindfulness, mental clarity, and self-awareness. **Zen Coloring & Art Therapy** – A structured yet relaxing experience to reduce stress and improve focus. **Storytelling & Personal Expression** – Creative writing sessions that enhance communication and emotional connection. **Collaborative Creativity** – Interactive puzzle-solving, problem-based group exercises, and team-building activities. **Calligraphy & Doodling Workshops** – Meditative writing techniques that blend creativity with concentration. **Music & Rhythm-Based Exercises** – Engaging sound-based activities to foster relaxation and cognitive agility. **Workplace Creativity Kits** – Ready-to-use worksheets, exercises, and themed creative kits tailored for HR professionals and trainers to integrate into leadership programs.

The Science Behind Hobbies & Mental Well-being

Engaging in creative activities like journaling, storytelling, and Zen coloring stimulates the brain's reward centers, releasing dopamine for motivation and joy, while lowering cortisol, the stress hormone. Studies show that such hobbies enhance cognitive flexibility, emotional processing, and social connection, making them valuable for personal well-being and professional growth. Many organizations integrate creativity into leadership training to foster mindfulness, innovation, and teamwork.

Creativity in Professional & Personal Growth

In leadership development and corporate settings, fostering creative engagement leads to stronger decision-making, innovative thinking, and team cohesion. Many organizations now integrate journaling, storytelling, and artistic exercises into their learning programs to enhance mindfulness, reduce burnout, and boost overall productivity.

Experience Creativity at April's L&D Monthly Learning Session!

Join us as we explore **guided creative exercises** that enhance mindfulness, focus, and connection. Whether reigniting a personal hobby or integrating creativity into professional learning, this session offers a hands-on activity for members to experience its transformative impact firsthand.

Creativity isn't just an outlet—it's a tool for **self-reflection, problem-solving, and collaboration**. Let's reconnect, grow, and inspire—together!

Preethi Patnaik & Kanak Misra
Entrepreneurs, The Book Turf



Let's Continue the Journey of Learning & Impact | Membership Renewal 2025-26

Dear Members/Changemakers,

Alone, we can do so little; together, we can do so much." – Helen Keller

The strength of any community lies in the **passion of its people**—and you have been the driving force behind the success of **L&D Global – Bhubaneswar Chapter**.

As we step into another year filled with possibilities, we invite you to **renew your membership for 2025-26**, and continue to be a part of this **vibrant, purpose-driven learning community** as already notified in the group.

Why stay connected?

Because as a member, you:

1. **Belong to a national network** of L&D leaders and professionals
2. Get **exclusive access** to events, conclaves, and expert-led sessions
3. Can **showcase your expertise** and contribute to knowledge sharing
4. **Open doors** to collaboration, visibility, and personal growth
5. **Become part of meaningful change** in the L&D ecosystem

This is more than just a membership—it's a movement.

Ready to lead from the front?

We are also inviting **volunteers** who wish to take up responsibilities in:

- **Program Planning & Facilitation**
- **Communication & Digital Presence**
- **Community Outreach & Partnerships**
- **Member Engagement & Support**

I know, you have the **energy, ideas, and a heart for contribution**— and this is your **moment to shine**. Let's keep learning. Let's keep growing. Let's keep inspiring.

Take action now! Renew your membership and step forward to lead.

"Great things are done by a series of small things brought together." – Vincent van Gogh

Together, we create lasting change. Let's make 2025-26 another impactful year!

Your involvement matters. Your ideas shape the future. Your leadership inspires growth.

Let's continue to learn, collaborate, and innovate—because in the journey of progress, **every voice, every contribution, and every action makes a difference.**

We look forward to seeing you lead, connect, and grow with us!

Warm regards,
Dr. Ashok Kumar Sahu
Director, L&D Global
Bhubaneswar Chapter



Fill in the membership form

**Join or
Renew Your
Membership**



Management Story

RESPOND, DON'T REACT

You have no control over what happened. What happens next will be determined by how you react. You curse, you harshly scold your daughter for knocking the cup over. She breaks down in tears. After scolding her, you turn to your spouse and criticize her for placing the cup too close to the edge of the table. A short verbal battle follows. You storm upstairs and change your shirt.

Back downstairs, you find your daughter has been too busy crying to finish breakfast and get ready for school. She misses the bus. Your spouse must leave immediately for work. You rush to the car and drive your daughter to school.

Because you are late you drive 80 KM an hour in a 50 KM speed limit.

After 15 minutes delay and throwing ₹2000/- (traffic fine) away, you arrive at school. Your daughter runs into the building without saying, good bye.

After arriving at office 25 minutes late, you find you forgot your briefcase. Your day has started terrible. As it continues, it seems to get worse and worse. You look forward to coming home. When you arrive home, you find small wedge in your relationship with your spouse and daughter.

Why ? Because of your reaction that morning.

Why did you have a bad day ?

- A. Did the coffee cause it ?
- B. Did your daughter cause it ?
- C. Did the policeman cause it ?
- D. Did you cause it ?

The answer is D.

You had no control over what happened with the coffee. How you reacted in that 5 seconds is what caused your bad day.

Here is what could have been done and should have happened. Coffee splashes over you. Your daughter is about to cry.

You gently say, " It's OK honey, you just need to be more careful next time.

Collected..

Contributed by Dr.Ashok Sahu

Famous Quotes and Quips for your everyday life

Steve Jobs [Co- Founder,Apple]

- Be a yardstick of quality. Some people aren't use to an environment where excellence is expected.
- The greatest glory in living lies not in never failing, but in rising every time we fail.

Bill Gates [Co- Founder, Microsoft]

- Success is a lousy teacher. It seduces a smart people into thinking they can't loose.
- It's fine to celebrate success, but it is more important to heed the lessons of failure.

Larry Page [Co- Founder Google]

- If you are not doing somethings that are crazy, then you are doing the wrong things.
- You never loose a dream, it just incubates as a hobby.

**Compiled and Contributed by
Dr. P. C. Panda**



Caption This



Image Courtesy -Mr.Saroj Patnaik

Winning caption gets a prize.

Brain Teasers

1. A man was born in 1955 and died in 1953. How is this possible?
2. A man builds a house all of its sides face south. A bear walks past the house. What color is the bear?
3. A woman has two sons who were born on the same hour of the same day of the same year. But they are not twins. How is this possible?

Answers:
1. 1955 and 1953 refer to hospital room numbers, not years.
2. White! The only place where all sides of a house face south is the North Pole, meaning the bear is a polar bear.
3. They are triplets! The question tricks you into assuming only two children were born, but there was a third sibling.



L&D Lingo

Quick Terms to Know

- **Blended Learning:** A mix of traditional in-person training with online learning modules.
- **Microlearning:** Short, focused learning sessions designed for quick knowledge retention.
- **Competency Mapping:** Identifying and aligning skills with job roles for development planning.
- **Gamification:** Using game-like elements (points, rewards) to enhance learning engagement.
- **Instructional Design:** The practice of creating structured learning experiences.
- **Social Learning:** Knowledge sharing through peer interactions and collaborative learning.



On a lighter note...

- **Why don't HR professionals play hide and seek?** Because good talent is hard to find!
- **Why did the trainer bring a flashlight to the session?** Because they love "illuminating" minds!
- **Why did the manager bring a whiteboard to the meeting?** Because they needed a clean slate!
- **How do trainers stay motivated?** They set SMART goals—even for their coffee breaks!
- **Why did the manager break up with the strategy plan?** Because it just wasn't working out!

Hope these brighten your day!



Challenge yourself



Are You a Learning & Leadership Expert?

1. You're asked to design a leadership training program.

You:

- a) Start with real-world case studies—experience speaks louder than theory!
- b) Focus on soft skills, because leadership is about people first.
- c) Add interactive elements—no one likes a long lecture!

2. A new management trend is making waves.

You:

- a) Research its pros and cons before considering implementation.
- b) Evaluate whether it aligns with existing leadership strategies.
- c) Test it in a small group—learning by doing is key!

3. You're mentoring a junior professional.

The first thing you tell them is:

- a) **Lifelong learning matters**—never stop growing.
- b) **Communication is key**—strong relationships build success.
- c) **Stay adaptable**—the workplace is evolving fast.

4. A training session isn't engaging the audience. **You:**

- a) Pivot—adjusting real-time is part of being a great facilitator.
- b) Bring in real-life examples to make the content relatable.
- c) Add interactive exercises—learning should be hands-on!

5. Someone suggests using AI for training programs.

You:

- a) Explore how it can personalize learning experiences.
- b) See AI as a tool, but keep human connection at the center.
- c) Suggest a blended approach—tech meets traditional learning!

6. You're leading an L&D discussion.

Your favorite part is:

- a) Driving innovation in education and workplace learning.
- b) Seeing diverse perspectives come together.
- c) Sharing best practices that create lasting impact.

Your Results:

- **Mostly A's**— You're a strategic thinker, shaping the future of learning!
- **Mostly B's**— You prioritize people, making leadership and training meaningful.
- **Mostly C's**— You believe in engagement and adaptability, creating dynamic learning experiences.



Book Review

1. "Grit" by Angela Duckworth

Angela Duckworth explores how **passion and perseverance**—what she calls “grit”—are key to long-term success. She shows that talent alone is not enough; it's the consistent effort that matters most. The book blends scientific research with inspiring real-world stories from students, athletes, and leaders. Duckworth also shares tips on how to cultivate grit in ourselves and others. It's an encouraging read for anyone committed to learning and growth.

2. "Make Your Bed" by Admiral William H. McRaven

This book is based on a Navy SEAL's life lessons and how small actions can lead to big change. McRaven shares ten simple principles, starting with: **"Make your bed,"** to build discipline and momentum. Each chapter is rooted in his military experiences but applies universally. The tone is motivating, straightforward, and uplifting. It's a short read packed with powerful life advice.

Zainab Tashneem



Community Hub:

Resources & Engagement



Celebrating the Strength and Contributions of Our Women Members



Women's Day is a time to honor the resilience, expertise, and leadership of women, particularly those within **Learning and Development Bhubaneswar**—a diverse group of professionals shaping their communities and workplaces. Our members bring rich experience from backgrounds in **HR, management, training, education, consulting, and beyond**, including those who continue to guide industries post-retirement.

Their influence extends beyond individual careers, as they **cultivate growth, drive meaningful change, and mentor future leaders**. Whether through workforce development, knowledge sharing, or strategic leadership, these women play an integral role in building stronger organizations and more inclusive professional spaces.

Today, we recognize their efforts in bridging gaps, fostering innovation, and inspiring excellence. As we celebrate Women's Day, let's reaffirm our commitment to supporting their journey, amplifying their voices, and ensuring that their contributions continue to shape the future of work and learning. Let's take a moment to appreciate the incredible women of **Learning and Development Bhubaneswar**, who bring knowledge, mentorship, and vision to every field they touch!

Lady members of L&D Bhubaneswar Chapter

Alakananda Swain Alhadini Dhir Arunima Patra C. Vijaya Debasmita Tripathy
Deepa Srivastava Eqta Jaithwa Geetanjali Devi Ipsita Purohit Jayalaxmi Samal
Kalpana Mohanty Kanak Misra Madhumita Swain Minati Das Monalisa Mishra
Pragyan Paramita Das Preethi Patnaik Rajashree Upadhyaya Rosy Barik Sagarika Rout
Sanghamitra Pal Sanhita Sarkar Sharda Bharati Simani Mohapatra Snigdhamayee Choudhury
Sradha Padhi Sujata Singh Swati P Swati Panda Tadasha Priyadarshini



Bursts of Joy, Shades of Celebration

Festivals bring us together, communities make them meaningful—each moment a vibrant story untold



Thank you to all members for sharing these vibrant moments—may the hues of happiness stay with us all year long!



Community Hub:

Resources & Engagement



Exciting Upcoming Events - April 2025

April 6 - One More Zero -The Roadmap to Financial Freedom

A session packed with valuable financial insights from our very own member and financial Expert Dr.Dhananjay Banthia, complemented by high tea.

April 11-13 - Knowledge Partner for U-13 Badminton Tournament with IES

L&D Global is the knowledge partner, bringing the perfect blend of sportsmanship and learning

April 27th - Monthly Meet April @ RCM College (Block the date)

A high-energy gathering with engaging discussions, networking, and valuable insights. Unlock fresh insights, challenge perspectives, and spark new ideas—**our upcoming speaker is set to inspire!** Stay tuned for details

April 16th - Core Committee Meeting

April promises learning, connection, and exciting engagements. Looking forward to a fantastic month.

L&D Global Bhubaneswar
Presents to you:
ONE MORE ZERO
The Roadmap to Financial Freedom

Sunday, 06 April 2025
02:30 PM - 05:30 PM
Hotel New Marriot

[Learn More](#)

Dhananjay Banthia, PhD

Venue Partner - HCEA
U-13 age group
Badminton Tournament
Girls - Singles & Doubles
Boys - Singles & Doubles
Feather Shuttle
Shuttle to be used

Exciting things to get:
• Eight weeks of ADVANCE LEVEL Certification training from Padukone School of Badminton for Winners and Runners
• Certificate of participation for all
• Trophy, Medals & Certificate for Winners and Runners-up
• Kit bag from Sports World for Winners and Runners-up

SEND WHATSAPP TO REGISTER
9937014310
OR SCAN HERE

11TH - 13TH APRIL 2025
INDOOR FACILITY, HOLY CHILD SCHOOL, JATNI, KHORDHA

LAST DATE TO REGISTER 6TH APRIL 2025

COMING UP AT HOLY CHILD SCHOOL JATNI
PADUKONE
SCHOOL OF BADMINTON

Supported By:-
Associate Partner: IES Insignia, capdeal, Knowledge Partner: HCEA, Hydration Partner: H2O, Winner's kit: IES Insignia, Grounding Partner: UNIV/TALE, Hospitality Partner: C&S, Sponsoring Partner: insigedusports, padukone_school_of_badminton, holychildjatni

Suggestions & Good Ideas

Each time I attend a L & D talk, I experience the difficulty of jotting down something important / worthwhile, owing to non-availability of writing paper. Suggest distribution of a two- page sheaf of paper prior to commencement of a talk.

Dr.P.C.Panda



Community Hub: Resources & Engagement



Monthly Meetup Moments: A Glimpse into Connection & Growth

Our latest **Monthly Meetup** was a blend of **engaging discussions, vibrant networking, and shared insights**. Through these snapshots, we capture the **energy, collaboration, and excitement** that made this gathering special.

Each picture tells a story—of ideas exchanged, friendships strengthened, and the spirit of learning embraced. **Scroll through the gallery and relive the highlights**



L&D Global Bhuvanewar

Financial Inclusion for Women	Topics	Impactful storytelling
 Ms. Niharjane Mukherjee Managing Director, KALINDA HOLDINGS LIMITED	 Sri. Surya Prakash Mishra Head of Policy Studies, Impact Enterprise Lead Facilitator	
<p>March 28th, 2025 Join our Monthly learning session at RCM College Auditorium, Chakradola Vihar, Bhubaneswar</p> <p>9:00 PM to 5:30 PM</p> <p>L&D Bhuvanewar Program ID: 10000000000000000000 Learning & Development</p>		



Community Hub:

Resources & Engagement



Meet our New Members

Welcome to L&D Global!

Excited to have you with us! Here, we **connect, grow, and drive impactful learning experiences** together. Looking forward to your insights and contributions.

- Ms. Simani Mohapatra
- Mr. Shyama Charan Padhy
- Mr. Annjaan Daash
- Ms. Ekta Jaithwa
- Ms. Tadasha Priyadarshini
- Mr. Saroj Kumar Patra
- Dr. Alhadini Dhir
- Mr. Sanjiv Kumar
- Mr. Ramakant Bharati

Welcome aboard!



Birthdays



Happy Birthday to Our March Stars 🎉

Wishing all L&D Global members who celebrated in March a fantastic year ahead—filled with **growth, success, and inspiration!** Your dedication to learning and development continues to make a difference.

- Mr. Rabi Narayan Upadhyay - 4th
- Ms. Rajashree Upadhyay - 5th
- Ms. Arunima Patra - 8th
- Prof. Dr. Sanghamitra Pal - 19th

Here's to another year of impact and achievement! Cheers.



March Festive Greetings

- Ramadan Begins – March 1
- Holi – March 13-14
- Chhatrapati Shivaji Maharaj Jayanti – March 17
- Nowruz (Persian New Year) – March 20
- Shaheed Diwas – March 23
- Gudi Padwa – March 30
- Ugadi – March 30
- Eid -Al- Fitr -March 31

May your celebrations be filled with warmth, laughter, and shared memories. Happy festivities

NEWS Round UP –March



- Our Treasurer **Ms.Sujatha Singh** was felicitated by literary organisation '**Chalapath**' for her **career in journalism and literature** on their 51st birth anniversary. Congratulations
- **Dr .Ashok Sahu and Brig. Dr. D.B.Pany (Retd)** visited Trident , BIITM, SILICON, PMIR Dept of Utkal University , Ganesh Institute of Management and discussed student memberships for the **YLD Wing** at these management Colleges.
- **Renewal of membership** for the upcoming year April '25 to March '26

Leadership in Focus - Inspirational Speech (Shots) 🎥



We need to become the tiniest Point

a youtube video snippet of wisdom from a speech by founder **Mr.Surya Prakash Mohapatra** in this exclusive share in the whatsapp group by our Chapter Secretary, Ms. Alkananda Swain. A must-watch for those passionate about learning, development, and impactful leadership.



Community Hub:

Resources & Engagement



Advertising Space

We are excited to announce that here after in all our forthcoming Wisdom Waves , advertising space will be available for business and individuals who wish to promote their product or services. With a wide-reaching audience of professionals in L&D community, this is an excellent opportunity to gain visibility and show case your offerings. Available advertise option include :

1. Full Page: ₹5000.00
2. Half Page: ₹ 3000.00
3. Quarter Page= ₹ 1500.00

We also have discounts for 12 months, six months and three months advertisement at one go. The advertisement material and the payment must reach us in advance prior to publication of the advertisement. For further details and discounts, you may please contact Secretary L&D Global Bhubaneswar Chapter through :

Email id: Indglobalbbsr@gmail.com

Mobile: +917853039290

Wisdom Waves Contributions & Contests

Please send your writings for Wisdom Waves before 20th of each month at email: editorIndbbsr@gmail.com or to Ms.Preethi Patnaik on her whatsapp number +91 93371 88063

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

Office Bearers

- 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
- Innovation Catalyst - Ms. Preethi Patnaik
- Community Engagement- Ms. Zainab Tasneem
- Strategic Visionary- Ms. Rajshree Updayaya

OUR SINCERE GRATITUDE TO OUR PARTNERS

Venue Partner & Host - REGIONAL COLLEGE OF MANAGEMENT, Bhubaneswar

Prof. Dr. Sanghamitra Pal, Director,
Regional College of Management RCM Lane, Chandrashekharapur, Bhubaneswar

Newsletter & Memento Plants - The Book Turf, Bhubaneswar

Ms. Preethi Patnaik
201 Shanti Niwas, Rasulgarh Industrial Estate Rasulgarh

Address & Contact for Consultancy and Mentor Connect

Ms. Alka Nanda Swain,
Secretary , L&D Global Bhubaneswar Chapter
+91 78530 39290

Thank you for reading!

