

Wisdom Waves

November 2024

MONTHLY

Dr. Ashok Kumar Sahu

Director

Dear LnDians,

As we step into November, a sense of reflection accompanies us. The year is gradually drawing to a close, offering us an opportunity to pause, take stock of our accomplishments, and chart a visionary path for the future. So far we have been continuously organizing our monthly activities uninterruptedly. Time has come to reflect and introspect our activities and work more cohesively on our action plan. We have to demonstrate remarkable resilience and adaptability in addressing the evolving challenges of the professional world from spearheading innovative training programs to fostering a culture of continuous learning.

The family Funday in the month of November has created a better bonding amongst the members. Together, we can transform aspirations into achievements and challenges into opportunities. Let's focus on wrapping up 2024 on a high note, ensuring our initiatives leave a lasting impact.

Warm regards,
Dr. Ashok Kumar Sahu

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Alka Nanda Swain

Secretary

Hello L&Dians, Namaskar!

As the journey continues, would like to request you all to come forward and contribute and start shouldering responsibilities. It's a beautiful journey, make it more beautiful. Request you all to suggest news ways of working forward. This month's family meet was a wonderful step, made us relax and take a break. I am sure you all are now rejuvenated and full of life to take the chapter ahead. Looking forward to more interaction and involvement of you all. would like to sign off with a quote, "Don't judge each day by the harvest you reap but by the seeds you plant/sow" - Robert Louis Stevenson Let's look for ways and means to contribute to make a difference. Jai Hind

News of the month

"Family
Rendezvous
2024 – Family
Funday"- a
fun – filled
extravaganza

Monthly Meeting

Family Funday



The November monthly meet of L&D Bhubaneswar Chapter was organized on 24th November 2024 at Regional College of Management, BBSR. This time it wasn't a learning session like the previous ones. Infact, it was a fun – filled extravaganza **"Family Rendezvous 2024 – Family Funday"**. The family funday was a house of fun and frolic full of games, music, dance, food and excitement. L & D Global Bhubaneswar chapter had taken this initiative this time to welcome the family members of esteemed Indians to come over, participate, enjoy and dine and spent some quality time together. Power packed performances by amazing singers and dancers amongst L & D members just set the right tune for the evening followed by fun-filled games and ravishing ramp walk by some stunning ladies of L & D group. Nevertheless, the anchors of the show set up fire on the stage with their engaging gesture full of non-stop entertainment. Overall, it was an amazing evening spent amidst family and L & D professionals with an aim for building more connectivity in order to spread a positive message with an honest intention to only **"learn and let learn"**.

To end with, I quote **"Learn to light a candle in the darkest moments of someone's life. Be the light that helps others see; it is what gives life its deepest significance."**



Learning Agility Part-3

To develop Learning Agility, we need to develop higher order thinking. Mental models are powerful tools that can help us boost our higher order thinking, 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. Let's try to understand mental models a little more.

Probably when you were young, you heard someone talking about the pros and cons of a decision. And from that day on, you started doing the same for your own decisions.

Well, it's a simple mental model (pros and cons) that you created by observing. And you used that repeatedly in your life, which helped you to make better decisions. But most people are never aware that they use mental models. So they don't actively look for better ones to improve their higher order thinking.

Here is the magic formula: **Better mental models = better decisions = better results.**

Now let's look at a few examples of mental models below:

The 80-20 Rule - 20% of the causes create 80% of the outcomes. It is also known as The Pareto Principle. Identify 20% of the activities that give you 80% of the results and focus on them.

Snow ball effect - Money, effort, and knowledge compound in the long term in ways we cannot imagine. Many people don't get the benefits from the snowball effect as they're impatient and interrupt the snowball's momentum. Warren Buffett's net worth is a good example of snowball effect.

Inverse Thinking - When options are broad, making the right decision is hard. However, Inverse thinking makes it easier. For example, instead of asking: "What should I do to be happy in my life?" Ask: "What are the things that would make my life miserable?"

These are only a handful of examples of mental models. However, there are hundreds of mental models that we can add to our mental model toolbox and use them effectively to make our life better. In the next article, we shall talk about how to build and expand our mental model toolbox.

Mr. Surya Prakash Mohapatra

Article

TRAINING NEEDS ANALYSIS-- HRD HYPE OR AN ESSENTIAL PRE-REQUISITE

When you talk of Training Needs Analysis (TNA), it reminds me of a Sharu Rangeneekar Video Clipping- an exasperated and dejected line Manager butts into the chamber of the Training Manager saying "I have not attended an external Training Programme for quite sometime, getting bored amidst the daily routine Maintenance Schedule. How about a training programme in the hills? The Training Manager quips "O.K. I am arranging a trip shortly. I decide the "venue" for you, you decide the "menu".

As I conceive, training is a planned HRD intervention, initiated to achieve one or more of the following:

- Increasing knowledge.
- Enhancing skills.
- To bring in positive attitudinal changes.

From training, one comes to "Training Needs Analysis". TNA is a systematic process to determine the "gap" between the existing level and desired level of "competencies, knowledge, skills and attitude", to perform a job effectively towards attaining individual or organizational objectives. In essence TNA is a gap- analysis initiative-scientific, systematic and intricate. The ultimate aim is to determine the gap and the shortfalls, to be bridged for performing a job effectively.

Conclusion

It is made clear that training is not the panacea for all organizational problems. There could be problems in other areas like inherited design parameters, employees motivation and logistics. Thus, TNA helps determine not only the gaps in competencies and skills but also if training is at all necessary.

Dr. P.C.Panda

Story Corner

My Story of A Lifetime Experience

Experience shapes your thoughts and thoughts guide your actions.

This particular story is a narration of one such experience which made me evolve as a trainer in a true sense. In the due course of time, I have evolved from just a teacher to a mentor to many and have learnt lifetime lessons through my experiences with students and corporate professionals from varied sectors. But this is about an amazing emotional experience with people who are the actual pillars of an organization but remain unrecognized. They are none other than the supporting staff, the cleaning staff, the security personnels, the supervisors, the maintenance and administrative staff members etc.

How can we forget the contribution of these indispensable members in an organization who hold the most important responsibility of smooth running of an organization on a daily basis maintaining a healthy environment for all to work comfortably.

**Have we ever thought about the amount of workload that they have been entrusted with?
Have we ever tried thinking about a situation from their perspective?
Have we ever asked them what they want?**

Finding a suitable answer to these questions was a hard time when I realized that me playing the role of a teacher and trainer would be called incomplete if I failed to realize the fact that if I am able to carry on with my job in an organization conducting any activity seamlessly, then it is only because of these supporting staff members who work hours beyond to make an event successful. This thought compelled me to raise a question that if we are talking about capacity building of an organization, then it has to start from the very roots itself. Having had the opportunity to do something for such valuable members of an organization, I had recently conducted a staff development programme focussing on the areas of improvement likely, communication, time management and stress management.

The programme was designed using group facilitation techniques to enable people to interact freely and express their feelings, their thoughts and their expectations. The games were planned in such a manner so that they could enjoy the most and speak their heart out about their experiences. What touched me the most was the smiling faces of participants, their innocence, their hidden intelligence factor. They shared their thoughts and expressed what they had learnt and felt throughout the session with honest feedbacks which were not only an eye-opener for us but also the indication and identification of needs of these indispensable members who remain unrecognized.

The staff development programme **"You are Important"** was a great learning session for me as a trainer to understand and realize that behind every successful organization lies the contribution of such members who are none less than anyone else in the organization. Without their support, no organization can operate or function smoothly. **The actual reward which I received was the just good time they spent together free from all duties for at least two hours which they hadn't had within so many years of service in the organization.**

Ms. Sanhita Sarkar

Money, Time & Relationship

Once upon a time a rich man went to a monk and said I have money, but I don't have peace of Mind, you please take my money but tell me how I can have peace.

The monk said I don't need money, just because you have come to me let me give you some solution, you wake early in the morning, do yoga, meditation have good food habits and you are going to experience peace.

He tried to follow the same thing for 15 days but still he was not able to experience peace.

In India we have a culture if we don't get cured by one doctor, we go to someone else.

The other Baba said start doing charity, give donation, feed few cows and Street side dog and you are going to experience peace.

Again, the result was same, he was not able to get the peace that he was looking for.

He visited many monks, but he could get the desired result, at last one of the monk suggested, why don't you go to the hilltop and you will meet my senior Guru, who can help you.

He took the money along with him and reached the hilltop, he shared the same issue with the Monk.

The monk replied, let me give you some solution, I am going to silently chant a mantra, you just need to close your eyes & fold your hands, and do open your eyes only when I ask you to do so.

He placed his money bag down & followed the instruction, he waited for 10, 15, 30, 60 Min but didn't get any response from the monk. He was thinking why the monk is not asking me to open my eyes. After few minutes he opened his eyes, what he saw stunned him. Both the Monk & the money bag was missing. He thought the monk has run away with the money bag.

He got frustrated and started crying, and slept under the tree. When he woke up, he saw the money bag lying near the tree, he checked if the money was there inside the bag, the same amount of money that he carried was intact, he hugged the money bag and started dancing that I found my money.

Just after few minute the Monk arrived, asked him how are you feeling now? He said I am having a feeling of peace deep inside.

The monk said that this money was there with you earlier also but you didn't value it.

Moral of the Story

The monk said whether it is Money, Relationship or Time, people don't value it when they have, they always value it once it is no more with them.

Dr. Dhananjay Banthia

Festivals of the month

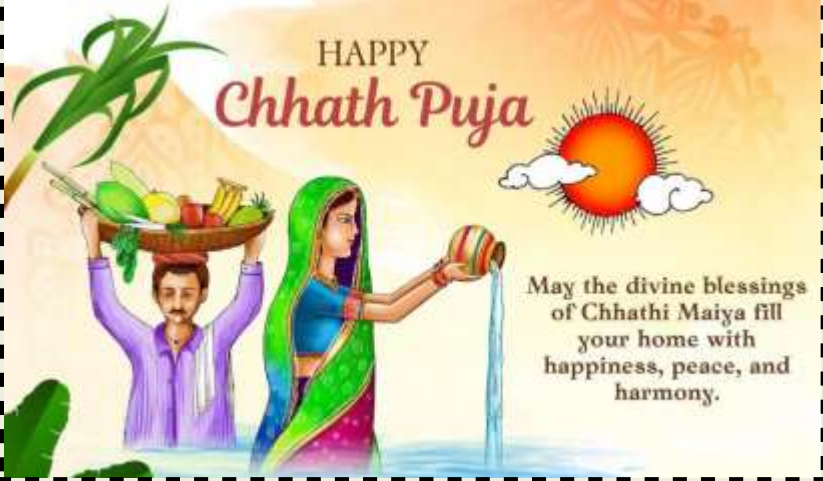
HAPPY BHAIDOOJ

On this special day, we celebrate
the cherished bond between
brothers and sisters.



HAPPY Chhath Puja

May the divine blessings
of Chhathi Maiya fill
your home with
happiness, peace, and
harmony.



Happy Kartik Purnima

May the divine light of Kartik Purnima
bring peace, prosperity, and
happiness to your life.



Wisdom Corner

Q. What is the relationship between business and Spirituality

Ans: (By Sri Sri Ravi Shankar)

Many business think Spirituality is against economic prosperity and not beneficial to business. The benefits of the practise of yoga and meditation for business are:

- It increases energy and enthusiasm levels at the workplace
- It helps in time management and in maintaining a work-life balance
- It enhances alertness and awareness Authentic leadership,creativity and smooth operations in any business require alertness and awareness of the present moment. Practise of yoga and meditation will help in achieving these, which will in turn result in individual and collective prosperity.

Collected from the book : Management Mantras by Gurudev Sri Sri Ravi Shankar

Quote That Empowers Trainers

"Learn to be powerful rather than choosing to teach."- Ms. Sagarika Rout



**L & D Global
Bhubaneswar**

Wisdom Waves Contributions

Please send your writings for Wisdom Waves before 20th of each month at **editorlndbbsr@gmail.com** or to Ms. Sanhita Sarkar on her whatsapp number **7606876843**

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: lndglobalbbsr@gmail.com Mobile: +917853039290

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

- | | |
|------------------------|---------------------------|
| ❖ Rabindra Kumar Patra | 1 st November |
| ❖ Ipsita Purohit | 28 th November |
| ❖ Rosy Barik | 20 th November |

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