

Wisdom Waves

October 2024

MONTHLY



Dr. Ashok Kumar Sahu Director

Dear Readers,

As we step into the vibrant month of October, it's a time of transition, reflection, and renewal. The season reminds us of the importance of adapting to change and embracing new opportunities—qualities that are essential in today's ever-evolving landscape of Learning and Development.

In an era where upskilling and reskilling are not just advantageous but necessary, our L&D community plays a crucial role in shaping agile and future-ready professionals. It has always been our efforts to equip individuals with the tools to thrive amidst change, turning challenges into opportunities for personal and professional transformation.

As we continue this journey together, let's remain committed to fostering a culture of lifelong learning, where curiosity is encouraged, and new ideas are celebrated. Let's also remember that each learning experience we create is a step towards building a stronger, more resilient organization.

I hope you find inspiration in this issue and that it serves as a catalyst for your own growth and development. Thank you for being a part of this vibrant community, and let's keep pushing the boundaries of what we can achieve together.

Wishing you a month filled with learning, progress, and success!

Warm Regards,

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...and much more

Alka Nanda Swain Secretary

Dear LnDians,
Namaskar !

It's always a pleasure to reach out to fellow LnDians. Every monthly learning session is a reminder of our presence and it pains me to see many missing , would like to take this opportunity to reach out all my fellow members , request them to come forward and join us in this journey of teaching and learning and in the bargain , enhancing us. Together we can make a difference, let us do it .

The student wing of LnD Bbsr chapter which is in the process of being launched is another feather in our hat . Looking forward to many such nascent thoughts and action .

“Don't walk in front of me... I may not follow
Don't walk behind me... I may not lead
Walk beside me... just be my friend”
Albert Camus

With a longing for everyone's friendship, I would like to sign off ,
Jai Hind .

News of the Month

20.10.2024: Monthly Meeting

“Mysteries of
mind – How to
have a stress-free
& blissful life”
by Dr. Suwendu
Das

Monthly Meeting

“Mysteries of mind – How to have a stress-free & blissful life” by Dr. Suwendu Das

The October monthly meet of L&D Bhubaneswar Chapter was organized on 20th October 2024 at Regional College of Management, BBSR. The topic for the month was “Mysteries of mind – How to have a stress-free & blissful life” by Dr. Suwendu Das, MD, Hiteisee Consulting, Bhubaneswar. Dr. Das with his proficiency in the areas of People Strategy, IR, Employee Relations, Organizational Change, Learning & Development, CSR, Talent Management, Legal Services paved the way towards a detailed understanding of the process of how we can lead a stress-free life. It was quite an informative session on stress management. We learnt through very simple exercises how to overcome stress. Infact, the entire process of releasing stress lies in our mysterious minds which thinks So, own way. It all depends on how you see things. So, the mantra to control stress is to concentrate on your own self and feel happy and contented with what you are doing and not judge oneself So, what others think you are doing. If you start seeing things from other perspectives rather than focusing on your own perspective, it will create a psychological pressure leading to stress. And further, continued stress will release excess amount of cortisol which can block many bodily functions controlled by the endocrine system of our body. This will finally lead to serious mental and physical disorders.

So, if you want to stay fit and healthy, you need to just relax and just chill, no matter whatever the problem may be, just face it with a positive attitude thinking that if there is a problem then there is definitely a solution. Nothing in this world can be greater than the power of human mind which can drive you to reach heights even though there is no ladder to climb.

An extremely engaging session by Dr. Suwendu Das who has explained the concept of how thoughts guide the way in which we feel about everything happening to us or any situation we face and to quote "Man is the thought that he entertains". Every coin has two sides. It all matters which side you choose to play the game of life.

The highly interactive session by Dr. Das made the participants realize that **“The greatest weapon against stress is our ability to choose one thought over another”**.

Therefore, L & D Bhubaneswar Chapter believes in creating an atmosphere of continuous learning, development and growth through many more meaningful sessions ahead.

L&D Global Bhubaneswar Chapter
Monthly meeting
October-2024

Topic of the Month:
Mysteries of Mind



**DR. SUWENDU
DAS**
MD, HITEISEE CONSULTING

He is one of the finest teacher... who always introduces himself as
“I am a Student”

**RCM College
Bhubaneswar**
4.00PM/20 TH OCT

Program I/C
Mrs. Akshu Swain
Mob: +91 78530 39290


L&D Global
Bhubaneswar

 Learning & Development
Global Bhubaneswar



Galaxy A52s 5G

Articles

From Gaps to Growth: Unlocking Potential through Effective Training Needs Analysis

By Ms. Kalpana Mohanty

In a global, knowledge-driven economy, new challenges arise for personal and professional growth. Rapid technological advancements increase the demand for employees equipped with evolving skills that must be continuously updated and improved. Raising workforce efficiency requires a deliberate and strategic approach to professional development. Training, as one of the key methods for employee development, plays a vital role in equipping individuals with specific competencies or addressing performance gaps.

For training to provide sustainable benefits, it must be viewed as a dynamic, ongoing process, with clearly defined, monitored, and regularly refreshed objectives. Like any other investment, training must align with business needs, ensuring it targets areas critical to the organization's strategic objectives. A well-implemented Training Needs Analysis (TNA) ensures that organizations allocate resources to relevant training programs, enhancing productivity and individual performance. Recently, I had the opportunity to participate in conducting a Training Needs Analysis (TNA) for a leading organization. This experience provided invaluable insights into the complexities involved in aligning training initiatives with the organization's strategic goals, operational requirements, and employee development needs. One of the key lessons I learned was the significance of stakeholder involvement throughout the process. Engaging with HR teams, department heads, and employees ensured that the TNA captured both organizational priorities and individual perspectives. The experience also emphasized the importance of data-driven decision-making. Collecting and analyzing performance data, employee feedback, and operational reports was essential to identifying specific gaps and tailoring relevant training programs.

Ultimately, my journey through the TNA process reaffirmed that a well-executed TNA is far more than just a checklist of training sessions. It equips employees with the skills and knowledge they need to perform effectively, but more importantly, it enhances the organization's agility. By aligning employee capabilities with evolving business demands, a thoughtful TNA ensures the organization remains resilient and competitive in today's dynamic environment.

An Ode to Womanhood celebrating the essence of Durga Puja

"Woman Adaptability at its Peak "- By Ipsita Purohit

Let's celebrate the womanhood with the more power and being flawless. She is raised by a strong woman and a powerful man that's makes her a Queen.

Later the beautiful stages come, she enjoys the schooling, her friends, her community. One day, she suddenly felt strange discomfort and was overcome with fear. Later, she learned about menstruation, an experience she would go through each month. After marriage she changes her mindset and starts living in a new environment with new people. After marriage a woman's identity changes.

To have a baby, she goes through the journey of pregnancy, a time that includes both physical discomfort and certain limitations. After giving birth, her body takes on a new shape as it adjusts to this transformative experience. Even after all setbacks she sometimes being questioned by her in-laws, even sometimes from maternal side. Now a days people are accepting and adopting the newly wed lady thoughts still there are gaps which can't be filled even by Gen- Z. The journey does not end here.

In worst situation if the marriage is not getting successful than she is answerable for not adapting the new environment If she has a bad luck & she has to lead a widow life then again, she must change her identity with many restrictions. And still, she manages and adopts vulnerability with the new mindsets and setbacks. So, celebrate the womanhood at every stage of life.

Artificial Intelligence (AI) – Job Creator or Job Disruptor ?

By Pragyan Paramita Das – Part 2

Negative Aspect of AI- As Job Disruptor

1.Automation of Routine Tasks:

Administrative and Clerical Jobs: AI is increasingly automating routine tasks like scheduling, data entry, and customer service, leading to job losses in roles traditionally filled by administrative staff.

Manufacturing and Production: Robotics and AI-driven automation are replacing factory and production line workers.

2.Impact on Middle Management:

Data-Driven Decision-Making: AI systems that analyze data and make recommendations are reducing the need for middle management layers that traditionally handle those functions.

3.Redundancy in Customer Service:

AI Chatbots and Virtual Assistants: Automated customer service roles, especially at entry levels, are being replaced by AI-driven chatbots that handle queries and complaints with greater efficiency.

4.Routine Analytical Jobs:

Accountants and Auditors: AI-powered software that automates tasks like bookkeeping, auditing, and basic financial analysis can reduce the need for human labour in these areas.

Balancing the Positive and Negative effects of AI:

Reskilling and Upskilling: Many jobs are shifting rather than being eliminated outright, with employees being retrained to work alongside AI systems.

Human-AI Collaboration: Rather than replacing jobs, AI is often used to augment human capabilities, enabling workers to focus on more complex and creative tasks.

Conclusion: AI is both a job creator and a disruptor in corporate sectors. While it eliminates certain routine and repetitive jobs, it also creates opportunities in AI development, management, and AI-enhanced roles. The key to minimizing negative impacts is reskilling and fostering collaboration between humans and AI systems.

Hence it can be said that- AI is not replacing human beings but human beings having no knowledge of AI will automatically be replaced with those skilled humans who have expertise in AI. Its our choice to keep ourselves upskilling rather than be replaced.



**L & D Global
Bhubaneswar**

Wisdom Waves Contributions

Please send your writings for Wisdom Waves before 20th of each month.
editorIndbbsr@gmail.com

Quote That Empowers Trainers

The beautiful thing about learning is nobody can take it away from you:

By B.B. King

It emphasizes that knowledge is something that can't be taken away

BOOK CORNER

Here are some top books relevant for trainers:

Compiled by Sanjeev Kumar Sahoo

- 1 "The Training Handbook" by Karen Lawson - Offers practical strategies for designing and delivering effective training programs.
2. "Designing Learning" by Kendra Lee - Focuses on instructional design principles to enhance training effectiveness.
3. "The New Trainer's Handbook" by Steve J. McKenzie - A guide for new trainers on best practices and essential skills.
4. "The Learning Revolution" by Gordon Dryden and Jeannette Vos - Explores innovative approaches to learning and training in the modern era
5. "Training from the Back of the Room!" by Sharon L. Bowman - Introduces a learner-centered approach that emphasizes engagement and retention.
6. "The Five Dysfunctions of a Team" by Patrick Lencioni - While not specifically about training, it offers insights that can enhance team training sessions.

These books provide valuable insights into training techniques, instructional design, and learner engagement.

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

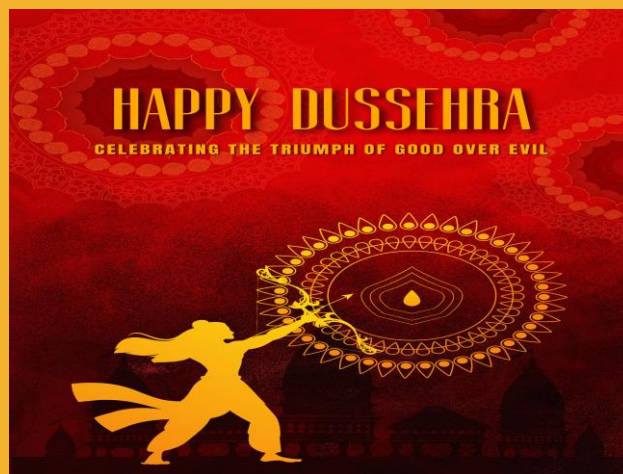
Birthday Wishes

L&D Global Bhubaneswar Chapter Wishes
Happy Birthday to

- * 12th Oct – Dr. Mangesh Dash
- * 18th Oct – Mr.Jasobant Singhlal
- * 20th Oct – Dr. Ashok Sahu
- * 23rd Oct - Dr. Monalisa Mishra

New Members Added

04 New Members were added to L&D Global Bhubaneswar during the month of October 2024.



IN THE MONTH OF OCTOBER INDIANS
CELEBRATED THREE VIBRANT FESTIVALS AND SO
DID OUR L&D FAMILY

Office Bearers

Founder – Mr.Surya Prakash Mohapatra
Director – Dr. Ashok Kumar Sahu
Secretary – Ms. Alakananda Swain
Treasurer – Ms. Sujata Singh
Core Committee Member – Dr. Mangesh Dash
 Brig.B.B.Pany
Monthly Meet Coordinator –
 Mr. Soumen Mitra
Media in Charge – Shaikh Abdul Rab
Editorial Committee – Dr. Swati Padoshi
 Ms. Sanhita Sarkar

Membership

**Learning & Development Global
BHUBANESWAR CHAPTER**
 Bhubaneswar, Dist: Khurda
 Collaborating Co-Creating Contributing



Membership Registration 24-25

Member Fee (Annual):

1. Rs. 1500/- (One Thousand Five Hundred Only)
2. *Discounted Price: Rs. 1000/- upto 31st July 24
3. Period: April 24 – March 25

Payment:

Name: Sujata Singh
Account: 20075641813
Bank: State Bank of India, Rail Kunj, Bhubaneswar
IFSC: SBIN00011574
UPI: singhsuja@oksbi / **Mobile:** 9437508823



Member Benefit:

1. Monthly Curated L&D Learning Sessions
2. Bridging Professional Learning Gaps For Members With Continuous Learning
3. Networking & Business Connect Opportunities
4. Leverage Upon The Experienced Minds In The Industry Across Odisha & India
5. Promotion Opportunities For Members About Their Programmes & Post Programme Pictures / Videos
6. Corporate And Student Memberships And MOUs To Facilitate Member Talent Across These Platforms

Contact:

Alka Swain: 7853039290
 Kanak Misra: 94379 20662

<https://forms.gle/8aDhjt75xjzwNJ7N6>

Address:

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Pictures



Newsletter Contributions

Sharing the ID for the editorial group where all member contributions can be sent before 20th of each month.
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