



Learning Insight

A ISTD KOLKATA CHAPTER INITIATIVE

Empowering Learning & Development

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From the Editor-in-Chief's Desk



Dear Reader,

As we continue our journey of exploring the vast landscape of learning and development, I am delighted to bring to you this maiden first issue of Learning Insights, packed with thought-provoking articles and expert insights on the interface of industry-academia and the transformative power of L&D.

This newsletter provides you with the knowledge, skills and inspiration you need to stay ahead of the curve and achieve your goals. In this issue, we delve into the critical aspects of harnessing human potential, emerging trends and effective interventions to bridge skill gaps.

As Editor-in-Chief, I am committed to providing you with valuable perspectives and actionable ideas to enhance your organization's performance.

I hope you find this issue informative and engaging, and I look forward to your feedback.

Regards

Suvendu Narayan Roy
Editor-in-Chief.



From the Chairman's Desk



Dear Reader,

It gives me immense pleasure to write for the inaugural version of our newsletter. ISTD Kolkata has been a lighthouse of learning over the years. Diploma students, learners, life members, and annual members make our chapter one of the most vibrant chapters in India.

This edition covers the recent happenings and showcases the industry and academic initiatives that we continue to do apart from our training programs and webinars. The newsletter includes researched articles by erudite scholars and highlights of ISTD and world events.

We welcome contributions from you by writing in so we may publish your article|thoughts in our next edition.

I wish the newsletter team led by Managing Committee Member Suvendu Narayan Roy all the best.

Your readership and critical review are the only rewards we seek.

Regards

Rahul Bose
Chairman ISTD Kolkata



ISTD Kolkata Chapter, one of the most vibrant chapters, represents a conglomerate body of professionals from different domains and specializations, bridging academia and corporates.

With the attachment of academicians, researchers, corporate leaders, technocrats, finance & taxation experts, HR professionals, sales & marketing solution providers, behavioral scientists, L&D experts, media persons, social scientists, legal experts and professionals from many other fields has expanded the horizon of the chapter.

At present, the focus of the chapter is to extend the training and development activities in areas like emerging technologies, economy & finance, leadership & group dynamics, social science, legal framework, etc.

Aligned with this objective and vision, our newsletter, in this new frame & shape, would focus on the activities and endeavor of the chapter, and the feats & achievements of the members of the chapter, along with many other contemporary & pertinent subjects.

On behalf of the Chapter Managing Committee and the editorial team, I request all the readers to be a part of this 55 years old society, and keep the flag of training, learning & development always high.





Advisor's Note...

Industry-Academia Collaboration Going Beyond Words



As an electrical engineering student, I underwent 30-day industrial training at Bokaro Steel Plant in 1988. Despite having studied 6 out of 8 semesters, I hadn't read about the equipments I came across as these were taught in the 7th semester. This experience highlighted the disconnect between academia and industry.

After joining Bhilai Steel Plant in 1990, I underwent statutory training, including familiarization with various departments and sections. However, it was during a major breakdown in one of the transformers that I saw a transformer from the inside for the first time. This was an eye-opener, and I realized that the theoretical concepts I learned in college were far from practical reality.

The disconnect between academia and industry is stark. Employers expect well-educated and trained young people with excellent cognitive skills, problem-solving, and analytical abilities. However, educational institutions often fail to prepare students for the workplace. Teachers, with little industry exposure, struggle to provide practical insights.

To bridge this gap, faculty development programs in collaboration with corporates are essential. These programs can help teachers understand industry requirements and provide students with practical skills. Professional bodies like ISTD can play a crucial role in driving this collaboration.

Industry-academia collaboration can also facilitate high-end research. Premier technical institutions can use industry as a live lab for research, promoting innovation and knowledge adoption. Mentorship programs, where experienced working professionals guide students and teachers, can also enhance skill development.

In my final year of engineering, experts from Rourkela Steel Plant took a session on what industry expects from young engineers. This was invaluable, and I believe such interactions can help students prepare for the job market.

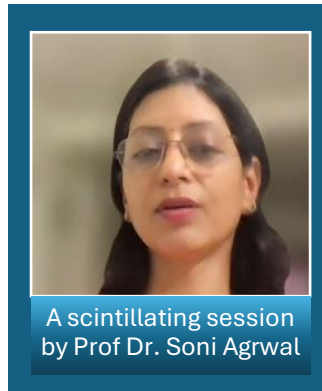
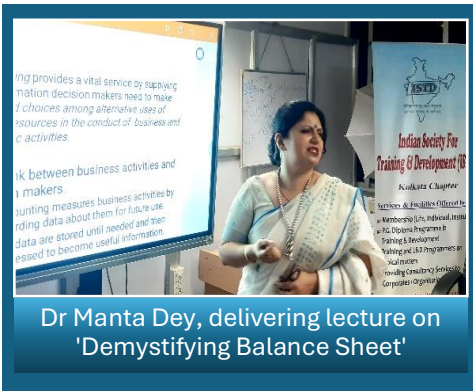
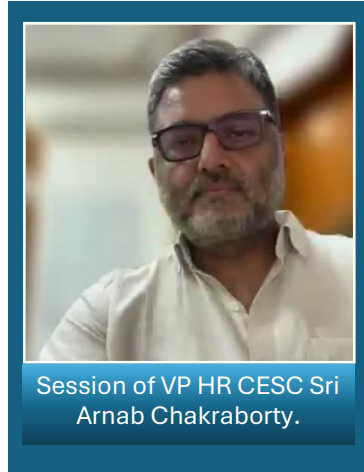
To realize national development goals, including skill enhancement, knowledge adoption, and entrepreneurship promotion, industry-academia collaboration is crucial. We must move beyond words and take concrete steps to bridge the gap between academia and industry.

We can create a more integrated approach to education and industry, ensuring that graduates are better prepared for the job market and can contribute to national development.

Saurabh Sinha

CGM, SAIL

Events Update



Indian Society for Training and Development(ISTD) , Kolkata Chapter, recently hosted a series of enlightening sessions, showcasing expertise in diverse fields.

Dr. Manas Pratim Das, who masterfully synchronized human intelligence and Artificial Intelligence, highlighting the harmonious relationship between God's most sophisticated creation and man's most innovative achievement.

Mr. Arup Dasgupta delivered a riveting session on budget analysis, providing valuable insights and practical tips for effective financial management.

Dr. Manta Dey demystified balance sheets, empowering attendees to make informed financial decisions.

Prof. Dr. Soni Agrwal led a scintillating session on Green HRM, emphasizing the importance of sustainable practices in human resources. The session inspired attendees to adopt eco-friendly approaches in their professional endeavors.

The chapter also arranged a thought-provoking session by VP HR, CESC, Sri Arnab Chakraborty.

These sessions underscore ISTD Kolkata Chapter's commitment to nurturing professionals through knowledge sharing and skill development, empowering them to excel in their fields and contribute to the nation's growth.

Finally, the celebration of Independence Day on 15th August was a testament to the chapter's collective efforts.