

ISTD KOLKATA CHAPTER NEWSLETTER



Volume 1, Issue 2,
November'2024



ISTD Kolkata Chapter has celebrated Teacher's Day

On September 5th, the ISTD Kolkata Chapter commemorated Teacher's Day with a unique event that highlighted the importance of green practices in today's world. The occasion was graced by esteemed guests. The event marked the inauguration of a book on green practices, compiled by Prof. Dr. Monodip Ray Chaudhuri and Prof. Dr. Soma Sur. The book, which features contributions from chapter authors, aims to promote sustainable living and environmental consciousness. The event also recognized and felicitated teachers and professors from academia who have made significant contributions to education and society. This gesture was a tribute to their dedication and hard work. The ISTD Newsletter was formally inaugurated during the event, with the Advisor Saurabh Sinha, Lead of the Newsletter section

and The Chief Editor Mr. Suvendu Narayan Roy, Editor Mr. Anirban Datta and Copy Editor Mr. Soham Roy. The newsletter aims to keep members updated on chapter activities, industry trends, and best practices. The event was a resounding success, with attendees appreciating the initiative taken by ISTD Kolkata Chapter to promote green practices and recognize the contributions of teachers and professors.



Teacher's Day Celebration



Effective communication is the cornerstone of strong leadership and team culture. It involves clearly articulating vision and goals, active listening, transparency, and regular feedback. By fostering open dialogue and empathy, leaders can build trust, empower their team, and create a positive, productive culture.

Indian Society for Training & Development

ISTD - KOLKATA CHAPTER

INVITES YOU FOR WEBINAR

on
Topic:

Effective Communication for Leadership and Building Team Culture

Date:
06th Sep, 2024
Friday
At 7 PM - 8.15 PM



Speaker:
Dr. Naveen Das, B.Tech (Hons.) from IIT Kharagpur
PGDM from IIM Calcutta and
PhD from NLU Jodhpur

Overview:

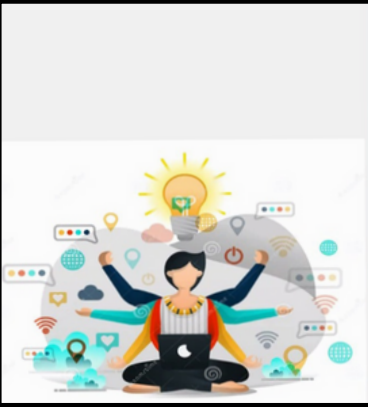
In today's empowered organizations where command-and-control paradigm of leadership has given way to Servant Leadership that views people as potential, motivated by growth and impact, it is imperative that the communication channels flow smooth and without any barriers, in a self-managed work environment. The role of leaders is to create the environment where the right values and culture thrive. In such an environment even normal employees would perform extraordinarily by surpassing themselves.

The hour-long session will delve into this crucial yet fundamental leadership skill of effective communication and team-building. The objective of the session is to make participants feel more confident in their communication and team-building skills and have practical tools and strategies to apply in their roles as leaders and followers.

Target Audience: Executives and Managers at all levels aspiring to be leaders

Effective Communication for Leadership - Verbal and non-verbal communication for leaders - Active listening skills - Constructive feedback techniques - Clarity and consistency in messaging

Building Team Culture - Stages of team development (forming, storming, norming, performing) - Fostering a positive team culture



Tips & Tricks of IT Program Management

Nuances and additional ideas

Differences between program and project was well explained by Anasua Roychowdhury with experiential learning referencing global IT projects . Effective IT program management involves setting clear goals, defining program scope, and establishing strong governance. Identify and engage stakeholders, develop a comprehensive risk management plan, and foster open communication. Monitor progress, adjust as needed, and ensure adequate resource allocation. Embracing agility and flexibility while continuously evaluating and improving will help drive success.

An effort to highlight the above issue has been initiated by ISTD, Kolkata Chapter

Managing IT Programs Tips and Tricks

**13th September, 2024, Friday
on 7.00 PM to 8.15 PM**



Speaker:

Anasua Roychowdhury

Delivery Head, Tech Mahindra

How program manager is different from project manager in a IT company : L&D insight and implications

To bridge the gap, L&D initiatives may prioritize strategic planning and leadership development for Program Managers, agile, scrum, and project management tool training for Project Managers, emerging technology training for both roles, leadership development and executive coaching, collaboration and teamwork training, soft skills development, such as communication and time management

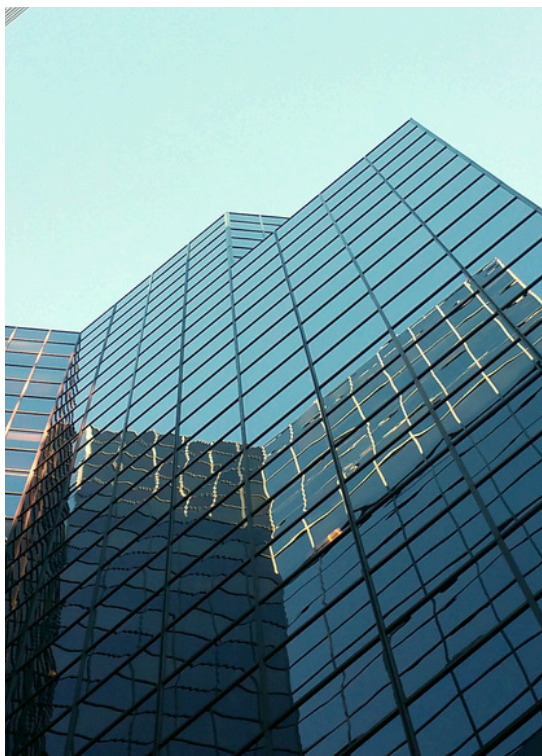
In an IT company, Program Managers and Project Managers have distinct roles, requiring different skill sets and training focus. Program Managers oversee multiple related projects, ensuring strategic alignment and benefits realization. They define program vision, goals, and objectives, managing scope, schedule, budget, and resources. Their focus is on digital transformation, innovation, and organizational change, leveraging emerging technologies like AI, blockchain, and IoT. Project Managers, on the other hand, deliver specific projects within Agile frameworks or Hybrid models. They manage cross-functional teams, stakeholders, and vendors, emphasizing continuous integration, delivery, and deployment (CI/CD) pipelines. From an L&D perspective, Program Managers require training on strategic planning, digital transformation, and emerging technologies. They need to develop leadership skills, focusing on benefits realization, ROI, and stakeholder engagement. Project Managers need training on Agile, Scrum, and project management tools like Jira, Asana, or MS Project. They should develop skills in cloud computing, DevOps, cybersecurity, and data analytics.


Who is a Program Manager- how is it different from a project manager in an IT company

- You are the captain of the ship.. You are not only floating the ship you are taking it to a destination with the minimal time and resource
- Project Managers job is more focused on the current problem in hand– program manager is more future looking



The fusion of Artificial Intelligence (AI) and human ingenuity has revolutionized the way we live, work, and interact. This dynamic duo has created a symphony of innovation, harmonizing human creativity with AI's computational prowess. AI amplifies human capabilities, automating mundane tasks, and freeing us to focus on high-value endeavors. By analyzing vast amounts of data, AI identifies patterns, predicts outcomes, and provides actionable insights. Humans, with their unique perspective and empathy, interpret and refine AI-driven results. Together, AI and humans drive decision-making with data-driven intelligence, enhance customer experiences through personalized interactions, foster creativity, generate novel solutions and art, streamline processes, and boost efficiency and productivity. They also advance scientific discoveries, accelerating breakthroughs. The AI-human partnership is reshaping healthcare through predictive analytics and personalized medicine, finance through optimized risk management and investment, education through adaptive learning and intelligent tutoring, and transportation through autonomous vehicles and smart infrastructure. Virtual assistants simplify daily tasks, personalized recommendations enrich entertainment and shopping, and intelligent tools aid accessibility and inclusivity. As AI continues to evolve, our partnership will unlock new possibilities. By embracing this collaboration, we'll create a brighter future, where human imagination and AI's analytical strength converge to solve complex challenges. In this data-driven era, the union of AI and humanity is indeed a match made in heaven – igniting innovation, amplifying potential, and transforming our world.






ISTD

INDIAN SOCIETY FOR TRAINING & DEVELOPMENT


ISTD INDIA OUTREACH NO.1

AI & YOU: A MATCH MADE IN DATA HEAVEN!



20th Oct 2024 (Sunday) at 10:30 AM

INVITING ISTD MEMBERS FROM ACROSS THE COUNTRY

 <small>Mr. Nabaghana Pany National Treasurer</small>	 <small>Mr. Atul Shah National President</small>	 <small>Mr. Atul Sharma National Vice President</small>
 <small>Mr. Mrinal K Barman RVP, East</small>		 <small>Dr. K.A. Zakkariya RVP, South</small>
 <small>Dr. Raju Rathod RVP, West</small>	 <small>Ms. Ankita Sharma RVP, North</small>	<p>SPEAKER</p>  <small>Ms. Tina Chakrabarti Head of Capability Building, Philip Morris International</small>
		<p>CONVENOR</p>  <small>Ms. Nivedita Mirajkar ISTD India Outreach</small>

Zoom ID: 870 7900 2664 / Password: istd | 10:30 AM Onwards



Climate Change and Corporate Social Responsibility: New Evidence – By Sudipta Sarkar, HR Assistant, RITES Limited, ERIO/Kolkata

"The escalating climate change risks have sparked widespread concern among investors, regulators, and businesses globally. Financial markets face unparalleled challenges as climate change risks intensify. Recent research indicates that investors tend to undervalue or divest from firms highly vulnerable to climate-related shocks."

Climate Change Risk and CSR Performance

Previous studies have established a positive correlation between climate risk, cash reserves, and corporate divestment, as well as a negative impact on stock performance. However, the interplay between climate change risk and corporate social responsibility (CSR) performance remains largely unexplored.

Key Findings

Utilizing a novel firm-level climate change risk metric and a comprehensive global dataset spanning 2002–2020, our research reveals that heightened climate change risk prompts firms to increase investments in environmental and social (E&S) initiatives. Our analysis demonstrates a robust positive link between climate change risk and CSR performance, accounting for country-level and firm-level factors.

Implications for Business

The findings hold significant implications for businesses. Climate change risk encourages firms to invest in CSR activities to mitigate transitional and physical risks. Companies with exemplary CSR standards exhibit resilience during crises, and investing in CSR provides a safeguard against uncertainty.

Conclusion

In conclusion, this study underscores the pivotal role of CSR in addressing climate change risk. The findings emphasize the importance of integrating climate considerations into business strategies and investing in CSR initiatives that foster environmental and social sustainability. By adopting this approach, businesses can minimize climate-related risks, capitalize on opportunities, and contribute to a resilient and sustainable future.

Aligning Quality of Work Life in Learning and Development Sector to Enhance Job Satisfaction – By Dr. Monalika Dey, St.Xavier's University Kolkata

"People spend a significant portion of their life at work, and high-standard working circumstances boost their motivation and make them feel good about themselves. The concept of quality of work life has emerged as a means of reducing difficulties in the workplace and boosting organizational efficiency."



Defining Quality of Work Life : The concept of quality of work life encompasses various aspects, including balancing jobs and people in modern work life, having self-control over work, job safety, reward, and career route. Academicians' work quality is a concept that necessitates the improvement of working conditions, job satisfaction, productivity, and social balance.

Importance of Quality of Work Life in Academia : Creating better working conditions by making changes in the current work environment contributes to the improvement of the quality of life, increasing organizational productivity, and attempting to increase the skills of people working in the organization, ensuring their satisfaction. The appraisal of working conditions, employee happiness and dissatisfaction, productivity, social environment in the organization, management style, and interaction between work life and social life are all directly affected by the quality of instructors' work.

Organizational Efficiency and Employee Care: The efficacy and efficiency of organizations formed to fulfill certain goals are dependent on employee care. Creating positive work conditions demonstrates the importance of humanitarian thinking in organizations, ensuring employees' job satisfaction, working in a safe environment, and exercising self-control over their work.

Indian Context and Economic Reforms : Since India's economic reforms, there has been a growing socioeconomic, psychological, and personal health disparity between workers in conventional industrial sectors and workers in fast-increasing knowledge-based sectors. As a result, the quality of instructors' work in the learning and development sector is crucial in various ways.

Conclusion : Employees spend most of their time at work, and their productivity rises directly proportional to their job happiness. Employees who work in favorable settings are more likely to be committed to their jobs and perform well. Hence, it is imperative to infer that employees in the learning and development environment require a balance between work in the classroom and other life aspects that contribute to their growth, career, opinion, expectations, attitude, and QWL perspectives.

Workshop on Update of Labour Laws and Compliances : 16th November, 2024 , RITU IVY Hotel

The workshop on update of labour laws and compliances, conducted by the Indian Society for Training and Development (ISTD) Kolkata Chapter, provided a comprehensive platform for organizations to stay informed about the latest amendments and changes in labour laws. This workshop aligned with Learning and Development (L&D) objectives by enhancing the knowledge and skills of HR professionals and managers, developing compliance awareness and expertise, improving organizational performance and efficiency, supporting strategic decision-making, and encouraging continuous learning and professional growth. The event took place on 16th November 2024 at RITU IVY Hotel, bringing together HR professionals, managers and supervisors, compliance officers, business owners, and industrial relations experts. The workshop equipped participants with essential knowledge and skills to ensure compliance with labour laws and regulations, contributing to organizational success. It covered recent changes in labour laws and regulations, compliance requirements and best practices, strategies for effective implementation, and provided opportunities for networking with peers and industry experts. ISTD Kolkata Chapter successfully facilitated this workshop, reinforcing its commitment to promoting knowledge sharing and professional development in the industry.

