

# ISTD NEWSLETTER



Issue 03

March, 2025

**\*\*\* ISTD KOLKATA HOSTS 140TH NC MEETING WITH GRAND SUCCESS!\*\*\***

We are thrilled to share the highlights of the 140th National Council (NC) Meeting, hosted by the Indian Society for Training & Development (ISTD), Kolkata Chapter on December 6th and 7th, 2024 at Smart Connect New Town.

## A Record-Breaking Attendance

The event witnessed a record attendance of 103 NC members from across India, representing various chapters. This milestone attendance is a testament to the growing strength and unity of the ISTD community.



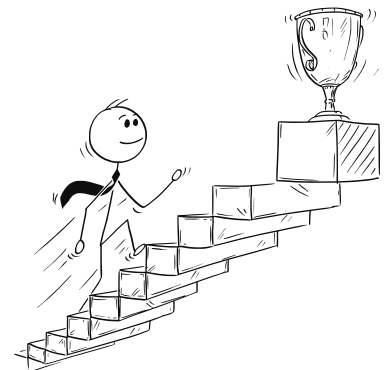
## We extend our heartfelt gratitude to:

- MC members for their tireless efforts
- Past National President Nataraj Roy for shining brightly throughout the event
- M K Barman, RVP -East for his dedication and commitment

## A Resounding Success

The hard work of the ISTD Kolkata team, volunteers, and supporters has been witnessed. Their collective efforts have made this event a resounding success!

**\*\*\* Cheers to ISTD Kolkata! \*\*\***



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\*\*\* PERSPECTIVES ON CHANGE MANAGEMENT \*\*\*

*"As the winds of change blow, some build walls, while others build windmills.  
Embracing change is the master key to unlocking success."*

We were honored to host Prof. Dr. Arup Roy Chowdhury, former CMD of NTPC and NBahar, and Prof. Dr. D K Banawet, PNP and Professor at IIT Delhi, at our recent evening session. The theme of the event was "Perspectives on Change Management," and our esteemed speakers shared valuable insights on cultural, political, and technological changes from 1.0 to 5.0.

## Event Highlights

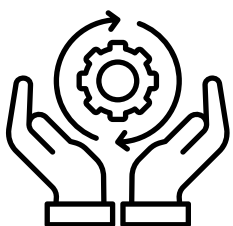
- Date: January 25, 2025 (Saturday)
- Time: 5.30 pm-6.15 pm
- Venue: ISTD, Kolkata Chapter Office



*Effective change management necessitates a paradigm shift from change resistance to change resilience, where leaders proactively leverage transformational opportunities to drive strategic renewal, foster a culture of innovation, and cultivate organizational agility.*

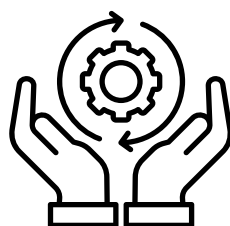


Felicitations by Past National President Dr. Nataraj Ray to Dr. Arup Roy Chowdhury and Dr. Subir Bikas Mitra



This has been followed by the evening lecture by Dr. Sanjukta Malakar as scheduled

- NEP 2020- Insights with reference to Skill Development
- Dr. Sanjukta Malakar
- National Council Member, ISTD Kolkata Chapter (2024-26)



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## AI AND THE EVOLUTION OF LEARNING: A NEW ERA OF KNOWLEDGE ACQUISITION



Dr. Manta Dey, *Associate Professor, Amity University*

**AI as a Learning Catalyst:** Artificial Intelligence (AI) is revolutionizing the way we learn, making knowledge more accessible, interactive and efficient. From academia to industry, AI powered tools are transforming education, research, and cognitive development. With the rise of large language models (LLMs) like ChatGPT, learning is no longer confined to textbooks or traditional classrooms- it is now dynamic, personalized, and constantly evolving. AI serves not just as an assistant but as an enabler of deeper intellectual engagement, offering new ways to absorb, analyze, and apply knowledge. One of AI's most profound impacts is in the realm of self-directed learning. Students, researchers and professionals can now engage with AI-driven platforms to explore complex subjects, receive instant feedback and refine their understanding. AI-powered tutoring systems provide customized learning experiences, adapting to individual strengths and weaknesses. For researchers, AI streamlines literature reviews, suggests relevant studies and even assists in formulating hypotheses dramatically enhancing the learning process.

**AI Academic Research: Accelerating Knowledge Creation:** The role of AI in academic research is expanding rapidly. LLMs assist economists and scholars in ideation, writing, data analysis, and coding, enabling them to focus on critical thinking and innovation. By automating routine tasks, AI fosters a more efficient research ecosystem where knowledge is no longer hindered by time consuming manual processes. This transformation ensures that researchers spend less time gathering information and more time making meaningful discoveries. Furthermore, AI is addressing a key challenge in academic learning, the ability to analyze vast amounts of data quickly. In disciplines like economics, climate science, and medicine, AI-driven models can process complex datasets, identify patterns, and generate insights that would take years to uncover through traditional methods.

**India's AI-Driven Learning Revolution:** India is embracing AI to make learning more inclusive and data driven. Initiatives such as INDIAai and AI research programs in premier institutions like IITs are fostering an AI-literate generation. However, a major challenge in India has been the availability and accuracy of data, which AI is now helping to resolve. By improving data collection and analysis, AI ensures that learning resources are more reliable, reducing misinformation and enhancing decision-making in academia and policy. In a recent speech, Prime Minister Narendra Modi discussed the complexities of AI's decision-making processes, emphasizing the so-called "left-hand, right-hand issue", where AI can perform highly intricate tasks but may struggle with simple human reasoning due to biased or incomplete training data. Recognizing these limitations, India is actively investing in ethical AI development and digital literacy programs, ensuring that AI supports diverse learning needs without reinforcing existing biases.

**The Future of AI-Powered Learning:** As AI continues to evolve, its role in learning will expand beyond information retrieval to foster creativity and critical thinking. AI-powered platforms are already generating new ways of teaching, simulating real-world scenarios, and creating interactive learning experiences. The future of education lies in human-AI collaboration where learners use AI not just as a source of information but as a thinking partner that challenges ideas, enhances problem-solving skills, and enables deeper understanding. In this AI-driven era, learning is no longer about rote.



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\*\*\*OUTBOUND TRAINING AT MANDARMONI – ISTD KOLKATA INITIATIVE\*\*\*

*Kausambi Chakraborty, Hony Secretary, ISTD Kolkata Chapter*

The key to success lies in creating an environment where learning happens organically, joyfully, and memorably. Outbound training blends fun and learning seamlessly, making skill development an enjoyable experience. Fun-based learning offers numerous benefits, including self-discovery, stronger team bonds, and real-life skill application. Participants build confidence and resilience by overcoming challenges, leading to improved workplace efficiency. Overall, this approach creates a memorable learning experience that combines adventure and education for a deeper impact.

## Why Fun is Essential in Learning?

1. **Enhances Engagement** – Participants are more involved when learning is interactive and enjoyable.
2. **Improves Retention** – Lessons learned through hands-on experiences stay with participants longer.
3. **Encourages Collaboration** – Fun activities break down barriers and enhance teamwork.
4. **Boosts Creativity & Innovation** – A relaxed, enjoyable environment stimulates new ideas and perspectives.
5. **Reduces Stress** – Outdoor learning refreshes the mind and improves mental well-being.

*Keeping this in mind, our recent workshop at an exotic location in Mandarmoni Sea Beach, West Bengal used engaging activities for a heterogenous group of senior officials of Indian Oil Corporation Ltd, representing diverse age, gender, department & location.*



## The Methodology

1. 6 high-energy outbound activities on the beach and Lawn.
2. impactful indoor sessions for reflection & strategy.
3. Hands-on learning through real-world challenges

As facilitators, our beloved MC member **Mr. Sukreet Shome** & **myself** feel happy and proud to represent ISTD Kolkata Chapter in this amazing initiative, the first of its kind. Revered thanks goes to the Indian Oil team for the active participation and **Mr. Rahul Bose, Chairperson, ISTD Kolkata Chapter** for rendering this wondrous opportunity.



[www.istd.in](http://www.istd.in)

ISTD, KOLKATA CHAPTER

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## \*\*\* LEVERAGING HISTRIONICS IN TRAINING DELIVERY: A GAME-CHANGER FOR CORPORATE LEARNING \*\*\*

*"By incorporating histrionics in training delivery, trainers can unlock the full potential of their learners, driving engagement, retention, and ultimately, business results. Effective training delivery is no longer just about conveying information, but about creating an immersive experience that inspires and transforms."*

Thanks to all 18 lively attendees from Coal India Limited, Haldia Institute of Technology, The Durgapur Projects Limited, DPL, Matix Fertilisers and Chemicals Limited, Marble Box and others for making the Kolkata workshop "Leveraging Histrionics in Training Delivery" on Feb 14th, 2025 a resounding success. Replete with role-play, storytelling and scenario-specific acting. Participants gained invaluable insights into conquering marketplaces and building strong inter-personal relationships.



*Leveraging histrionics in training delivery can unlock engaging and effective learning experiences. By incorporating dramatic expression and flair, trainers can create interactive and memorable experiences that captivate audiences and enhance knowledge retention. This approach increases audience engagement, improves knowledge recall, and fosters an emotional connection, making training programs informative, entertaining, and impactful.*



Incorporating histrionics in training delivery can significantly enhance engagement and retention. For instance, a sales trainer uses storytelling to illustrate the benefits of a new product, employing vocal inflections, gestures, and facial expressions to convey enthusiasm and conviction. As a result, the trainees are captivated, and the message resonates with them, leading to improved sales performance. Similarly, a leadership coach uses role-playing to demonstrate effective communication skills, incorporating dramatic pauses, tone variations, and body language to emphasize key points, making the training more immersive and impactful. A corporate trainer uses a "fishbowl" exercise to teach effective team communication, where two volunteers engage in a role-play while the rest of the group observes, taking note of non-verbal cues and histrionics such as tone, pace, and body language.

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## LEARNING AND DEVELOPMENT OF EMPLOYEES IN THE WORKPLACE



*Dr. Manodip Ray Chaudhuri, Professor and Former Dean, Xavier Business School St. Xavier's University, Kolkata*

A well-structured L&D program enhances employees' skills, improves productivity, and fosters innovation. In a rapidly evolving business environment, organizations must invest in continuous learning to maintain a competitive edge and adapt to changing industry trends. L&D is vital for both employees and organizations. It ensures that employees stay updated with the latest industry knowledge and technological advancements. Organizations that prioritize employee development experience higher job satisfaction, reduced turnover rates, and increased efficiency. Moreover, an investment in employee learning fosters a culture of continuous improvement, leading to long-term growth and sustainability.

### Key Components of Employee Learning and Development

- **Training Programs:** These include workshops, seminars, online courses, and certifications that help employees acquire new skills and knowledge.
- **On-the-Job Training:** Practical learning experiences such as mentoring, coaching, and job rotations enable employees to gain hands-on knowledge in real-time work scenarios.
- **Leadership Development:** Programs that focus on grooming employees for leadership roles by enhancing their decision-making, communication, and strategic thinking abilities.
- **E-Learning and Digital Platforms:** Online courses, virtual classrooms, and self-paced learning resources provide flexibility and accessibility to employees.
- **Performance Reviews and Feedback:** Regular assessments and feedback mechanisms help employees identify strengths and areas for improvement, fostering continuous growth.

### Benefits of Learning and Development

- **Enhanced Employee Performance:** A well-trained workforce performs tasks more efficiently, leading to higher productivity and quality output.
- **Increased Employee Engagement and Retention:** Employees who feel invested in their professional growth are more likely to stay committed to the organization.
- **Innovation and Adaptability:** Continuous learning encourages creativity and adaptability, enabling organizations to respond effectively to market changes.
- **Competitive Advantage:** Organizations with skilled and knowledgeable employees gain a competitive edge by delivering superior products and services.

Investing in employee learning and development is essential for organizational success and sustainability. By implementing effective L&D programs, organizations can cultivate a skilled, motivated, and adaptable workforce. In an ever-evolving business landscape, continuous learning is not just a necessity but a strategic advantage that drives innovation and growth.



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WONDERFULLY INSIGHTFUL SESSION ON ANALYSING BUDGET 2025-2026

Advocate & CA Mr. Arup Dasgupta and Moderator Mr Anirban Datta, MC Member. The session provided expert opinions, answered queries and debunked myths surrounding the Govt. directives.

**Indian Society for Training & Development**  
**ISTD - KOLKATA CHAPTER**

INVITES YOU FOR WEBINAR  
on Topic:  
**Analysis of Union Budget 2025-2026**  
An Interactive Session

Friday, 21st February, 2025  
At 7:00 PM - 8:30 PM

**Er. Anirban Datta**  
Founder & CEO  
PIMECAS Engineering Solutions

*In Conversation with*  
**Adv. Arup Dasgupta**  
LLB, CA, CS  
Advocate  
Calcutta High Court

**Adv. Indrajit Roy**  
LLB, Advocate  
Calcutta High Court

Mr. Rahul Bose  
Chairperson

Mr. B D Surana  
Vice-Chairperson

Ms. Kausambi Mitra Chakraborty  
Hony. Secretary

Mr. Goutam Basu  
Hony. Treasurer

For Information : Please Contact  
**Mr. Sandip Nandi**, Program Co-ordinator

Contact No.- 70057 52545  
Email id : istdkolkata@gmail.com



The Union Budget 2025-26 focuses on a few broad areas: Spurring Agricultural Growth and Productivity; Building Rural Prosperity and Resilience; Taking Everyone Together on a few broad areas like Inclusive Growth path; Boosting Manufacturing and Furthering Make in India; Supporting MSMEs; Enabling Employment-led Development; Investing in people, economy and innovation; Securing Energy Supplies; Promoting Exports; and Nurturing Innovation. The webinar on Analysis of Union Budget 2025-26, hosted by ISTD Kolkata Chapter, held on 21st February, 2025, was an engaging and informative session. This interactive event highlighted comprehensive understanding of the budget's implications, covering key aspects such as tax reforms, expenditure allocations, and policy initiatives.

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OVERVIEW OF GRAPHOLOGY & GRAPHOTHERAPY- ITS IMPACT AND IMPORTANCE: SPECIAL REFERENCE TO HR

On Saturday, March 1, 2025, ISTD Kolkata Chapter organized an evening lecture on Graphology at our office campus. Mr. B D Surana, a renowned practitioner of Graphology, delivered a lecture on *"How Handwriting Can Predict/Foretell Your Significant Traits"*. The session provided an overview of Graphology and Graphotherapy, highlighting their impact and importance in HR. The event was well-attended by our members, who found the session informative and engaging.



Graphology and Graphotherapy are powerful tools that offer valuable insights into human behavior, personality, and potential. By analyzing handwriting patterns and strokes, Graphology can reveal information about an individual's strengths, weaknesses, and motivations. Graphotherapy, on the other hand, uses specific handwriting exercises to bring about positive change and self-improvement. In the context of Human Resources (HR), these tools can be applied to enhance recruitment, employee development, and team building processes, ultimately leading to improved organizational performance and success.