



**ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY**  
(NAAC Accredited; Affiliated to GGSIP University, Delhi)

### **Guest Session on Learning & Development during Covid Times**

Guest session on the topic “Learning & Development during Covid Times” was conducted on 28<sup>th</sup> October 2020, Wednesday from 1430 – 1630 hrs. The session was conducted through Microsoft Teams for the students with Human Resource specialization from batch MBA 16. The speaker for the session was **Mr. Rajneesh Singh, Managing Partner of SimplyHR Solutions LLP**, an End to end HR solutions firm based out of Delhi NCR, India which he co-founded in January 2011. The speaker also had to his credit a professional experience of 32 years spanning across Consulting (National Productivity Council), Manufacturing (Eicher Motors & Hindalco), FMCG (Gillette incl Duracell), Telecom (Vodafone), Hospitality (Oberoi Group of Hotels) and Media (Network18).

#### **Introduction to the topic**

COVID-19 is changing the way people learn and work across the world. As organizations have shifted to working remotely, to sustain learning during the pandemic, they have adapted to newer learning tools. COVID-19 has indeed forced us to relook at workplace learning offered by corporate. As the world copes with the COVID-19 crisis, the Learning and Development function across companies is adapting to lead with innovative digital solutions, to engage a remote workforce and influence their working. The session was thus conducted with an aim to get an insight into

- ✓ Importance of Training in an organization
- ✓ Training & Development in a Post Covid 19 Workplace
- ✓ Training process and evaluation challenges being faced by companies

### **Key deliberations**

- ✓ **Crisis shoots up entrepreneurs:** The speaker highlighted the fact that crisis brings out the best in a person and invariably most of the path-breaking changes are triggered by a will to find a way out of the situation.
- ✓ **Need for facilitators not trainers:** With the rise of the new generation who are technically sound and logically adept, it is imperative that training is now conducted in a manner wherein the participant feels involved and is taken along instead of being told what to do.
- ✓ **The 70, 20, 10 concept:** The speaker revisited the concept of learning being at the core of growth and spoke about the concept of 70% learning through experience, 20% through exposure and only 10% through education.
- ✓ **Structuring a learning program:** A step by step procedure of laying down a learning program for trainees was also put forth in the presentation.
- ✓ **Learning during COVID:** Mr. Singh pointed to the fact how complete disruption was brought about owing to the pandemic and how virtual training is now shaping the training scenario.
- ✓ **Musts for a new age trainer:** With the change in learning patterns, the way training is imparted has also changed. The new age trainer is expected to now be digitally savvy, have a familiarity with online platforms and have an ability to engage with people and his trainees.

### **Questions and answers**

- ✓ Is it a good idea to start a business amidst the ongoing pandemic?
- ✓ Will learning and development remain virtual even after the pandemic ends?
- ✓ Will online learning platforms like Byjus survive after the pandemic ?

### **Feedback of students**

The students learnt a lot from the well structured presentation, the session conveyed age old concepts with the help of on ground experience that made it easier for the audience to relate and understand. By the end of the session, students were keen to learn more about learning & development and also interact with the speaker for more insight.

## Conclusion

Decoding and breaking down the entire effect of the pandemic on Human Resource as a whole, the session enlightened the students on the challenges faced in dealing with the virtual world today and how firms are overcoming them. The speaker was successful in kindling the curiosity of learning more about training and development in the present scenario. The session ended with the vote of thanks by Dr. Shruti Gupta, while the audience was left with imprints of the engrossing talk.

