



**ISABS**

# **ISABS NATIONAL SUMMER EVENT**

*Evolve*

**FIRST WEEK**

**10th - 15th May, 2019**

**SECOND WEEK**

**17th - 22nd May, 2019**

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## Programmes Offered

**Professional Development Programme - Phase A**

**Professional Development Programme - Phase B**

## Dates

**First Week - 10th - 15th May, 2019**

**Second Week - 17th - 22nd May, 2019**

# About ISABS

Founded in 1972, Indian Society for Applied Behavioural Science (ISABS) is a national, voluntary society of behavioural scientists engaged in applying their knowledge and skill to the well-being of persons, organisations, communities and the society at large. Its members work as independent consultants, trainers, counsellors, academicians, human resource development managers and community change agents.

ISABS programmes focus on human processes and aim at helping people to understand them better, and discover more creative and satisfying ways of relating and working.

ISABS utilises group and experience-based learning as its main training method. Experiencing, reflecting, hypothesizing, conceptualising, experimenting, collaborative and non-directive method rather than lectures are the chief ingredients in this process of learning. ISABS also offers programmes to develop professionals capable of facilitating such experience-based learning in organisational and societal contexts.

## Professional Development Programme (PDP)

### THE CONTEXT

In the current global scenario of fast-paced change, two key competencies seem to have become critical for individuals, groups and organizations

- The ability to cope with a high degree of ambiguity and provide leadership amidst uncertainty
- The ability to build work-groups or teams and facilitate effectiveness in human systems

The T-Group Laboratory methodology also called a Human Process Lab, L-Group or Sensitivity Training, focuses on 'unstructured', experiential, non-directive processes of learning. An essential part of the Professional Development Program (PDP) is its contribution to increased self-awareness and understanding and development of group skills that in turn help improve team work and consensual decision-making processes. The PDP of ISABS is aimed at developing professionals capable of facilitating experience-based learning in groups and organisations.

The journey through PDP assists in the development of Professional Members of ISABS, with human process competencies to facilitate self-growth and the understanding of group dynamics, among people who participate in such Human Process Labs. Through in-depth exposure to process competencies at the individual and group level as well as through practical experience (especially during the internship phase), the PDP participants are supported and expected to acquire competence both in the areas of personal development as well as group development.

The participants develop a conceptual base in the field of Applied Behavioural Science through experiential and theory-oriented learning, commitment to human process values and professional ethics of ISABS. The guidelines have been developed and evolved over the years. Below is an outline of the objectives and procedures of the PDP system of ISABS that is dynamically intended for self-learning and acquiring professional competencies of facilitating group processes.

### FOR WHOM

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions
- HR, Learning and OD Specialists, Managers and Consultants in Corporate, Educational and Social Sector organizations
- Individuals who would like to develop competence in T-Group facilitation and become a Professional Member of ISABS

# Professional Development Programme Phase A

## FOR WHOM

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions
- HR, Learning and OD Specialists, Managers and Consultants in Corporate, Educational and Social Sector organizations
- Individuals who would like to develop competence in T-Group facilitation and become a Professional Member of ISABS

## COVERAGE & DURATION

This is a 2 weeks lab aimed at developing experiential and conceptual understanding of processes that occur at multiple levels in small groups and building skills in diagnostic interventions at self, interpersonal and group levels.

## LEARNING AGENDA

### Week 1: 10th - 15th May, 2019

- Explore Here & Now feelings and learn to deal with them in functional ways
- Become aware of implicitly accepted & explicitly stated group norms & their impact on learning of self & group
- Become aware of one's fears, needs, and values in action and their impact on behavior and choices made
- Be sensitive to the roles typically taken in groups and experiment with a wider range of roles
- Become aware of how one responds to those in Authority and uses one's Personal Authority in the group

### Week 2 : 17th - 22nd May, 2019

- Experiment with using one's personal authority and providing leadership in the group
- Experiment with practising T-Group values – spontaneity, authenticity, confrontation, autonomy, etc. in the group
- Notice and articulate conscious and unconscious processes in communication, decision making, leadership, authority, dealing with conflict, etc.
- Self, Interpersonal and Group levels
- Become aware of the social processes of Inclusion and Exclusion based on gender, caste, class, age, and other differences
- Become aware of the dynamics of attraction and sexuality
- Develop skills of diagnosing and offering hypothesis at individual, interpersonal and group levels

## ELIGIBILITY

- The candidate should have participated in an ALHP Lab facilitated by a Professional Members of ISABS, within the preceding 2 years
- The candidate has been cleared for PDP and participation in the Phase A Lab by the Regional PDP Committee.

# Professional Development Programme Phase B

## COVERAGE & DURATION

This is a 2 weeks lab which has the following broad objectives:

- Diagnosing human processes in self and group
- Linking experiences with relevant theory and concepts
- Experimenting with interventions that facilitate exploration at different levels - individual, interpersonal and group, practicing process diagnosis for individuals and groups

## LEARNING AGENDA

### Week 1: 10th - 15th May, 2019

- Become aware of one's need for influence, acceptance, recognition, etc. and their impact on stances and role
- Diagnosing group processes (inclusion/exclusion, gender, leadership & power, authority, decision making, etc.)
- Experientially understanding the relationship between one's personality and one's presence in the group
- Experiment with articulating behavioral processes noticed in self and group
- Examine consciously and unconsciously held beliefs and values and their impact on facilitation

### Week 2 : 17th - 22nd May, 2019

- Explore and understand conflicts between person and role
- Develop the ability to identify conscious and unconscious group processes underlying interactions in the group
- Reflect and examine interventions made - levels, intention & impact
- Become aware of deeply held attitudes to learning, one's style of facilitation & their links
- Become aware of boundaries of role and task

## ELIGIBILITY

- The candidate should have completed Phase A and the Inter-phase work.
- The candidate should be cleared for Phase B by the Mentor and the Regional PDP Committee or Dean PDP for those regions without a Regional Coordinator.

# Administrative Information

## FACILITATORS

Facilitators for all programs will be drawn from among the certified Professional Members of ISABS. Please visit our website [www.isabs.org/pm.php](http://www.isabs.org/pm.php) to view complete list of Professional Members.

## PROGRAMME FEE STRUCTURE

Category	Subsidised Fee*	Membership Fee	GST @18%	Total Fee (Inclusive of Tax)
PDP Phase A & B	₹ 65,000	₹ 250	₹ 11,745	₹ 76,995

\*This is a specially subsidized fee for our PDP participants. You may also pay your fee in installments by way of post dated cheques. The first installment to be paid before the event date.

\*\*Corporate sponsored applicants and individuals associated with corporate sector or allied areas - consultants, doctors, lawyers, management, school teachers, etc

The fee includes boarding & lodging (twin sharing) expenses for the programme duration, all learning material and an Associate Membership Fee of Rs. 250/- for one year. GST is levied @18% as applicable under taxation rules of Govt. of India. We believe that twin-sharing accommodation contributes to the learning process. Also, our fee for the total programme is worked out on twin sharing basis. For these reasons, we will NOT be able to consider any requests for single occupancy.

## DISCOUNTS AND SCHOLARSHIPS - ALL PROGRAMMES

Our aim is to encourage people to participate. We offer discounts & scholarships as below:

**Early Bird Discount :** For organizations signing up on or before 25th March, 2019 there is early bird discount of Rs.1000/- per person on the full programme fee. Please note this discount is applicable on receipt of full payment & completed nomination form.

**Group Discount :** For organizations (Corporate & Social sectors) sponsoring 6 or more participants for the event, we offer group discount of Rs.1000/- per participant. Please note that this fee is inclusive of the Early Bird Discount.

**Scholarships :** There are few scholarships available for members working in social organizations (e.g. NGOs) as well as others who would like to attend but come from less privileged backgrounds. Scholarships would be need based. The extent of the scholarship given would be decided by the extent of the need as well as the amount available that year in the program. Individuals and NGOs interested in availing scholarship would be expected to send a detailed email to Dean-Social Development, Ms. Somali Gupta at [dean-socialdev@isabs.org](mailto:dean-socialdev@isabs.org) and a copy to [contact@isabs.org](mailto:contact@isabs.org)

Please note last date to receive completed nomination form along-with the participation fee is 30th April, 2019. Confirmation of receipt of payment and participation in the program will be intimated through written communication by 5th May, 2019. Please carry a hardcopy/e-copy of confirmation letter for registration at the event venue.

# Payment Method

1) The programme fee can be wire transferred through internet into our account "Indian Society for Applied Behavioural Science" A/c no. 90482010014884 - Savings A/c Syndicate Bank, Delhi Green Park Extension branch IFSC code for the branch is SYNB0009048 Remittances can come through either RTGS or NEFT depending on the amount. Once a remittance has been made through netbanking the remitter will receive a confirmation number from their bank.

2) Alternatively, A Demand Draft (DD) drawn in favour of "Indian Society for Applied Behavioural Science" payable at New Delhi. The DD may be sent, along with duly filled Nomination Form to Mr. Shubhojeet Pal, ISABS, B-1/33A, Mezzanine Floor, Hauz Khas, New Delhi 110 016

To apply please click on this [LINK](#) to access the nomination form.

## NOMINATION CONFIRMATION

Acceptance of nominations will be confirmed on receipt of fee on or before 5th May, 2019.

Any cancellation will entail a deduction of 25% of the programme fee towards administrative costs incurred by us. Cancellations 15 days prior to the start of the programme will receive no reimbursement.

## PROGRAMME SCHEDULE

### FIRST WEEK : 10th - 15th May, 2019

Check-In	Programme commences on	Closes on
10th May, 2019 at 12 noon onwards	10th May, 2019 at 4.00 pm	15th May 2019 at 12.30 pm

### SECOND WEEK : 17th - 22nd May, 2019

Programme commences on	Programme commences on	Closes on
17th May, 2019 at 12 noon onwards	17th May, 2019 at 4.00 pm	22nd May, 2019 at 12.30 pm

## IMPORTANT NOTE

Please ensure that you are able to be present for the entire duration of the programme and make travel arrangements accordingly. Flights/Trains for departure on 22nd may should be booked post 3.00pm.

## DRESS CODE

Informal & comfortable clothing is preferable.

## OTHER PROGRAMS OFFERED BY ISABS:

Organization Development Certificate Programme (ODCP)

Community Process Facilitation Program (CPFP)

Harvesting the Uncommon - Leadership for New Age

For Queries you may contact: Hema Sekhar 9686454232 | Sonali Kelkar 9870260208 |  
Shubhojeet Pal 8802657508 | Tel: (011) 26964710 or (011) 26850956 | Email: [contact@isabs.org](mailto:contact@isabs.org)

## Other labs offered in this event

### Basic Laboratory on Human Process (BLHP)

#### THE BROAD OBJECTIVES INCLUDE

- Enhancing self-awareness
- Becoming aware of your patterns of behaviour and its impact on others
- Discovering behaviors that serve and limit you
- Increasing your ability to understand and manage yourself & your interactions with others thereby leading to building deeper relationships
- Discover your potential to live life meaningfully and effectively

### Advanced Laboratory on Human Process (ALHP)

#### OBJECTIVES

- Enhance learning and experimentation initiated by oneself in the Basic Lab and thereafter
- Practice skills of better listening, being more authentic and empathetic
- Develop greater awareness of behavioral processes of individuals, as experienced in the Here & Now
- Become familiar with group dynamics and how these impact behavior of individuals

**Please Refer to a Separate Brochure for BLHP and ALHP**



## About Venue

Pride Sun Village Resort and Spa is located in close proximity with the most distinguished beaches in Goa like Anjuna Beach, Calangute Beach and Candolim Beach. It is counted as the most prestigious luxury Spa Resort in Goa. Catering to guests who are looking for premium services, the hotel offers spacious and comfortable rooms and various facilities, including swimming pool, spa services and fitness center. The hotel also has signature restaurants that serve delicious cuisines from all over the world.



Pride Sun Village Resort and Spa, Goa  
Arpora, North Goa, Goa - 403518

Website: [www.PrideHotel.com/Goa](http://www.PrideHotel.com/Goa)

Distance from Goa Airport is approximately 40 km

Distance from Goa Railway Station is approximately 46 km

Mobile: +91 832 2269409 - 14 | +91 992 2944731

E-Mail: [reservations.goa@prideresorts.in](mailto:reservations.goa@prideresorts.in)  
[centralreservations@pridehotel.com](mailto:centralreservations@pridehotel.com)

# Executive Board

BOARD MEMBER	HONORARY POST	DIRECTORS/CHAIR-PERSON	
Atul Chugh	President	R. Sankarasubramanyan	Director, ODCP
Ganesh Anantharaman	Past President	Tejinder Singh Bhogal	Chairperson – Standing Ethics Committee
Khirod Pattnaik	Secretary		
Suryamani Singh	Treasurer		
Kishore Gandhi	Dean [Programmes]		
Zeb O' Waturuocha	Dean [Professional Development Program]		
Sushma Sharma	Dean [External Linkages]		
Sushma Sharma	Dean [Professional Excellence]		
Ameet Mattoo	Dean [Publications]		
Somali Gupta	Dean [Social Development]		
Marisa D'Mello	Dean [Research]		
Shyleswari M. Rao	Dean [Consultancy]		
Kumud Kalia Issar	Northern Region Co-Ordinator		
Gauri Nigudkar	Western Region Co-Ordinator		
Manas Shukla	Eastern Region Co-Ordinator		
Halasyam Sundaram	Southern Region Co-Ordinator		

For contact details of the Board members please visit our website [www.isabs.org](http://www.isabs.org)



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Applied Behavioural Science  
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