



INDIAN SOCIETY FOR APPLIED BEHAVIORAL SCIENCE, EASTERN REGION

**[Bengal, Bihar, Jharkhand, Odisha, Assam, North Eastern Hill States , Andaman-
Nicobar Islands and Chhattisgarh]**

ANNOUNCES

REGIONAL EVENT 2018 AT HOTEL INDIA, BHILAI From March 14 to 18, 2018

ABOUT SENSITIVITY TRAINING AND T-GROUPS

Laboratory education started with experiments by Kurt Lewin in USA in the mid-1940's. He was greatly influenced by J L Moreno's concept of the encounter and role plays as a technique to understand & change behaviour. What started off as a tool to change standards, attitudes and behaviour of individuals using participative methods and encounter groups, later evolved into a full-fledged methodology called 'T-Group', 'L-Group', 'Sensitivity Training' or 'Laboratory Education'. This method of learning is primarily through experience, and can be more specifically defined as "learning through reflection on doing".

Sensitivity training is a unique approach to understanding oneself and others purely from interacting, observing and reflecting in a direct way, as one really is, in a group setting. The basic understanding is that efficiency, effectiveness and a sense of satisfaction of people and groups depend more often in the manner in which people work together than in their technological skills. The best way to understand this is to examine what is going on in the group, in the present moments which provides rich data for learning.

Sensitivity training is participant centered and the learnings are created by the ways the participants of the Laboratory interact with each other. The goals are relatively simple. It is to contribute towards personal growth of the participant, particularly through increased self-awareness and interpersonal competence. With personal growth comes the ability to understand the group, and the organization.

It helps in developing the ability to interact in a more authentic, open and spontaneous fashion, the ability to recognize one's feelings, accept the vulnerability of sharing them and take the risk of becoming fully engaged with another person and/or a group of people. The focus is to encourage responsible risk taking, supportiveness without over-protectiveness and confrontation without destructiveness. The atmosphere is one of 'Enquiry and Discovery.' As the participants spend quality time together, over 4 - 5 days, they create 'an island.'

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.

In a human process laboratory, a group of around 10-12 participants work together along with a facilitator to learn about human processes, and in the process discover more about themselves, their strengths, their styles, their interpersonal and group interactions, how they perceive others, and are perceived by others. While this is the primary task, there is no pre-determined agenda and the group uses the 'here and now' experience to derive this learning, using each other as a resource. The facilitators help create a climate for such learning.

BASIC LABORATORY ON HUMAN PROCESS (BLHP)

Typically, BLHP participants comprise the following:

- Homemakers, Students, School Teachers & University Faculty
- Journalists, Lawyers, Entrepreneurs,
- Line Managers and Executives
- Marketing, Sales and Client Servicing professionals
- Team or Group Leaders and Project Coordinators
- Professionals in the Quality Domain & ISO supervisors
- -Governmental Organizations (NGO),
- Social Service Organizations & Public Sector

- Counselors and Therapists
- School Teachers and University Faculty

DURATION FOR BLHP - Residential

The Week ; 14 March to 18 March 2018

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

FOR WHOM Individuals who are interested in:

- Personal growth, interpersonal learning.
- Discovering their potential for greater effectiveness in relationships.

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Individuals who are interested in:

- Personal growth, interpersonal learning.
- Discovering their potential for greater effectiveness in relationships
- Taking the self through a journey of discovery.
- Understanding the dynamics of being & working in the groups.

INDIVIDUAL BENEFITS

ORGANIZATIONAL BENEFITS

Self-awareness

The individual becomes aware of her/his emotions, strengths and weaknesses. S/he accurately assesses herself/himself and develops self-confidence to perform organisational tasks.

Leading Self

The individual develops the capacity to effectively manage her/his motives and regulate their behaviours. The payoff for the organisation is an individual potentially with self-control, trustworthiness, conscientiousness, initiative, ability to adapt & effectively influence others

Social awareness

The individual develops the capacity to understand what others say and feel and why they feel and act as they do. This results in improved empathy, organisational awareness and service orientation.

Social skills

This capacity enables the individual to get desired results from others and reach personal goals. As a result the individual is able to develop others, provide leadership, influence, communicate effectively, becomes a change agent, able to manage conflicts, build bonds, teamwork and collaboration.

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 to view complete list of Professional Members. Interns pursuing Professional Development Programme of ISABS are also likely to join in co-facilitation.

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.

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

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 15th February 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 and a copy to contact@isabs.org

FEE PAYMENT

Participation fee – Rs 17000/-

Membership Fee – Rs 250 (included in the participation fee)

GST @18% - Rs 3060/-

Final Fee (Inclusive of Tax)- Rs 20060/-

1. CORPORATE (Private & Public Sectors) – Rs 20060/-
2. Self Sponsored Rs 17000/-
3. Non-Profit Organisation / Social Sector (including Full-time Students) – Rs 12000/-

PAYMENT METHOD

1)The programme fee can be wire transferred through internet into our account “Indian Society for Applied Behavioural Science”, “Kolkata Region”.The numbers useful for putting money into our account are: A/c no. 417916215 - Savings A/c Indian Bank, Kolkata, New Ballygunge Road. IFSC code for the branch is IDIB000R024. Remittances can come through either RTGS or NEFT depending on the amount. Once a remittance has been made through net banking 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”, “Kolkata Region” payable at “Kolkata”. The DD may be sent, along with duly filled Nomination Form to Mr Manas Shukla, 12-B, Street-16, Sector- 10, Bhilai, 490006.

NOMINATION CONFIRMATION

Acceptance of nominations will be confirmed on receipt of fee on or before 8th March 2018. 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.

DRESS CODE

Informal & comfortable clothing is preferable.

For Queries you may contact: Mr Manas Shukla, 12-B, Street-16, Sector- 10, Bhilai, 490006.

Tel: 09407982168

manasshukla4894@gmail.com

PROGRAMME SCHEDULE

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 arrival should be on the 13th March and departure on 18th/19th respectively should be booked .

VENUE – The venue for the event is “HOTEL INDIA”, located in Akashganga, Bhilai. The check out time is 24 hrs from your arrival.



ISABS

NOMINATION FORM

Name: _____ Professional status: _____

(Employed, Homemaker, Student etc...)

Age (years completed): _____ Gender: Female /Male/ Other gender

Academic Qualification: [Optional] _____

Lab Applied for: _____

Address: (Office) _____ Address: (Residence) _____

Tel No:(Landline & Mobile) _____ Tel No:(Landline & Mobile) _____

E-mail id: _____ E-mail id: _____

Person to be contacted in Emergency: _____

Relationship with applicant: _____ Contact number: (landline/mobile) _____

Category Chosen: Double sharing basis Non Residential basis

Scholarship availed: Yes No

* Payment in favour of "Indian Society for Applied Behavioural Science, Kokata Region" payable at Kolkata

Banker's Cheque / Draft/ e-transfer No. _____ Dated: _____ Name of the Bank: _____

Amount (in words) Rupees _____ only

Amount(numerals)Rs. _____/-

* Please confirm your nomination after sending required fees and nomination form.

CAUTIONARY NOTICE: A person who has experienced continuous mental stress or has been under psychiatric treatment or has a history of mental disorders, or has had a coronary/heart attack, must not be nominated to ISABS labs. ISABS will not be responsible for any of such problems developed during or after participation in any lab. It is implicit that each participant joins the lab with informed voluntary consent and owns responsibility for his/her own health.

I have read the announcement of the ISABS Anubhav III, 2017 event, including the cautionary notice and would like to join as a participant taking full responsibility for my decision.

Signature: _____

Name: _____

Date: _____

Place: _____