



## Indian Society for Applied Behavioural Science

### Southern Region

(Andhra Pradesh, Karnataka, Kerala, Lakshadweep, Tamil Nadu, Pondicherry & Telangana)

## *Announces*



## *Sangam*

*16<sup>th</sup> – 20<sup>th</sup> September, 2019*

*Venue: Visthar, Kothanur post, KRC Road,  
Bengaluru – 560077*

## About Sensitivity Training & 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 group therapy and the role plays as a technique to understand self and change behaviour.

What started off as a tool to change 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'. The T- Group is a unique method of learning and is primarily through experience, and can be more specifically defined as "learning through reflection on doing 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 moment which provide rich data for learning. Sensitivity training/T- Group training is participant centered and the learnings are created by the ways the participants of the Laboratory interact with one another.

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 in a non-threatening manner without over-protectiveness. The atmosphere is one of 'Enquiry and Discovery,' as the participants spend quality time together for 5-6 days.

## About ISABS

Founded in 1972, Indian Society for Applied Behavioural Science (ISABS) is a national, “**not for profit 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 managers, line managers, executives and community change agents. ISABS programmes focus on human processes and aim at helping people to understand themselves and others better; discover more creative, satisfying ways of relating and working.

ISABS utilises experience-based learning as its main training method in a group setting. Experiencing, reflecting, hypothesizing, conceptualising and experimenting rather than providing lectures are the chief ingredients in this process of learning. Apart from the Human Process Laboratories, ISABS also offers theme-based laboratories in other applied behavioural science areas in its Regional and National events. ISABS also offers programmes to develop professionals capable of facilitating such experience-based learning. For more information, kindly visit: [www.isabs.org](http://www.isabs.org)

## About Human Process Laboratory

In a human process laboratory, a group of around 10-12 participants work together, along with facilitator/s to learn about human processes and in the process, discover more about themselves, their strengths, styles, interpersonal and group interactions, how they perceive and are perceived by others in the group. While this is the primary task, there is no pre-determined agenda and the group uses the 'Here & Now' experience to derive its learning. The facilitator/s helps to create a climate and hold boundaries for such learning.

## Basic Lab on Human Process (BLHP) – English/Kannada\*/Tamil\*

\* This event offers labs in Kannada & Tamil provided a minimum of 7 nominations are received for each language.

### 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
- Taking the self through a journey of discovery
- Understanding the dynamics of being & working in the groups

Typically, BLHP participants comprise of 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
- HRD, Training, Personnel and Industrial Relations Professionals
- Professionals from Non-Governmental Organizations (NGO)
- Social Service Organizations & Public Sector
- Counselors and Therapists

## Benefits:

Individual Benefits	Organizational Benefits
Self-Awareness	The individual becomes aware of her/his emotions, strengths and weaknesses. She/he accurately assesses herself/himself and develops self-confidence to perform organizational tasks.
Leading Self	The individual develops the capacity to effectively manage her/his motives and regulate their behaviours. The payoff for the organization is an individual potentially with self-control, trust-worthiness, conscientiousness, initiative, ability to adapt and 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, organizational 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, become a change agent, and also able to manage conflicts; build bonds, teamwork and collaboration.

## Advanced Lab on Human Process (ALHP)

### Objectives:

- Enhance learning and experimentation initiated by one-self 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 my behaviour and its impact on others
- Learn the group dynamics and its process in the development of groups

### For Whom:

Individuals who have participated in a Basic Lab on Human Processes (L-Group/Human Relations Programmes in laboratory mode) and have been cleared for attending Advanced Lab are eligible.

ALHP is essential for those who wish to enter the Professional Development stream of ISABS. While sending nominations for ALHP, kindly ensure that the following particulars are made available:

1. Year of attending BLHP
2. Date & venue of the respective ISABS event
3. Name of facilitator/s
4. BLHP Feedback form from Facilitator/s

## Administrative Information

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

### Program Fee Structure for BLHP & ALHP:

Category	Fee (INR)	Associate Membership	GST @ 18%	Total Fee (INR)
For Corporate Nomination (Twin sharing)	35,000/-	250/-	6,300/-	41,550/-
Self-sponsored/ (Twin Sharing)	30,000/-	250/-	5,400/-	35,650/--
Nomination from NGO*(Twin Sharing)	25,000.00	250/-	4,500/-	29,750/-
Individual * (Triple Sharing)	20,000/-	250/-	3,600/-	23,850/-

\*(For NGO staff, kindly apply through your organization). The Programme fee includes Annual Membership fee of Rs. 250/- p.a. for which separate receipt will be issued. Accommodation includes double/ triple occupancy subject to availability on first-cum-basis. Triple sharing will have common bathroom & toilet facility outside the room. Participants are requested to be aware of this fact while opting for it.

The fee includes the cost of boarding & lodging from 16<sup>th</sup> September, 2019 till 20<sup>th</sup> September, 2019 (on twin or triple sharing basis), Administrative expenses & programme material. Participants preferring to check in on 15<sup>th</sup> evening will have to pay extra directly to the Visthar. Participants should also vacate their rooms on 20<sup>th</sup> morning and keep the luggage in the space provided by Venue Management. Participants are required to make their own travel arrangements.

### Scholarships:

There are a few scholarships available for students as well as deserving others who would like to attend but come from less privileged backgrounds. Scholarships will be granted on request, case to case basis. Please substantiate your requests with reasons for availing.

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

## Mode of Payment & Nomination

- 1. The Programme fee can be wire transferred through Internet into our account.**  
**Indian Society for Applied Behavioural Science,**  
Syndicate Bank SB  
Account No. 90482010083153,  
IFSC: SYNB0009048
- 2. Alternatively, a Demand Draft (DD) drawn in favour of**  
“INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE” Payable at “Bangalore”

### On Line Registration

Please register online by clicking here: <https://forms.gle/4ASBg7Xu5bsJoBFi8>

**Mail your Nomination form along with your payment to:**

**Sundarananda Giri (SG)**  
Southern Regional Coordinator  
Cluster No. 5 House No. 8,  
Titan Township, Mathigiri,  
Hosur Cattle Farm Post, PIN 635 110,  
Tamil Nadu.  
Email: isabs\_south@isabs.org

### Nomination Confirmation:

Acceptance of nominations will be confirmed on receipt of fee on or before 8<sup>th</sup> September, 2019. Any cancellation will entail a deduction of the programme fee towards administrative costs incurred by us.

<b>Cancellation Policy</b>	
Period (last date for Nomination is 5 <sup>th</sup> September, 2019)	Refund Amount
After confirmation	50%
After 5th September, 2019	No Refund
Replacement of nominee/ keeping fee for next programme is acceptable. However, any difference in the program fee either will be refunded or the differential amount will be borne by the participant as the case maybe.	Acceptable in writing

**Check-in & check-out timings are mentioned below:**

<b>Dates</b>	<b>Check-in</b>	<b>Check-out</b>
16 <sup>th</sup> – 20 <sup>th</sup> September, 2019	Check-in from 6.30 am on 16 <sup>th</sup> September, 2019 onwards.	Before 8.30 am on 20 <sup>th</sup> September, 2019

## Important Note:

The programme starts at 8.30 am on the 16<sup>th</sup> September, 2019 and ends at 3.30 p.m. on the 20<sup>th</sup> September, 2019. 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 the 20<sup>th</sup> September, 2019 should be booked post 6.00 p.m. It takes approximately 1 to 1.5 hours to reach Bengaluru Airport/ railway station from the venue. Any extra day of stay at the venue will have to be borne by the participant.

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

### For Further information, contact:

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## Professional Members from the Southern Region

Abhijit Bhaduri	Meenakshi Vijayasimha
Ameet Mattoo	Neela Kishore
Anuradha Prasad	Rajeshwari L
Anuradha M Uberoi	M Yawar Baig
Arati Mohanram	Ruchi Tiwari
Chitra Puranik Kuve	Rupert Rosario
Chithra Ram	Sanjay Dutt
Eswar Prasad	Shyleswari Rao
G. Rajanna	Sridhar Venugopal
G. Vishwanath	T. T. Srinath
Ganesh Anantharaman	Ullhas Supatkar
Ganesh Chella	V.M. Ramalingam
Halasya Sundaram (SG)	V N Kantha Rao
Harish Raichandani	VLK Sarma
Hema Sekhar	Vandana Jha
Joy Srinivasan	Varalakshmi Rajah
Kishore Gandhi	Veda Srinivasan
Lalitha Iyer	Zeb O'Waturuocha
Lakshmi Raman	