



ISABS

ISABS NATIONAL WINTER EVENT

Evolve

FIRST WEEK

4TH – 9TH December 2019

SECOND WEEK

11TH – 16TH December 2019

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Programmes Offered

Professional Development Programme - Phase A

Professional Development Programme - Phase B

Dates

First Week - 4th - 9th December 2019

Second Week - 11th – 16th December 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 workgroups 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 & understanding & 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

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: 4th - 9th December 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: 11th – 16th December 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: 4th - 9th December 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.)
- Experimentally understanding the relationship between one's personality and one's presence in the group
- Experiment with articulating behavioural processes noticed in self and group
- Examine consciously and unconsciously held beliefs and values and their impact on facilitation

Week 2: 11th – 16th December 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 <http://isabs.org/professional-members.html> to view complete list of Professional Members.

PROGRAMME FEE STRUCTURE

Category	Participation Fees	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 instalments by way of post-dated cheques. The first instalment 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 10th October, 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.

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

Please note last date to receive completed nomination form along-with the participation fee is 25th November, 2019. Confirmation of receipt of payment and participation in the program will be intimated through written communication by 30th November, 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 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" payable at New Delhi. The DD may be sent, along with duly filled Nomination Form to 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 30th November 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: 4th - 9th December 2019

Check-In	Programme commences on	Closes on
4th Dec 2019 at 12 noon onwards	4th Dec 2019 at 4.00 pm	9th Dec 2019 at 12.30 pm

SECOND WEEK: 11th - 16th December 2019

Check-In	Programme commences on	Closes on
11th Dec 2019 at 12 noon onwards	11th Dec 2019 at 4.00 pm	16th Dec 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 9th & 16th December 2019 should be booked post 3.30 pm.

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: Sushma Sharma 9821229155 | Zeb O. Waturuocha 9886001658 | Shubhojeet Pal 8802657508 | Tel: (011) 26964710 or (011) 26850956 | Email: 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 behaviours that serve and limit you
- Increasing your ability to understand and manage yourself & your interactions with others there by 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 behavioural processes of individuals, as experienced in the Here & Now
- Become familiar with group dynamics and how these impact behaviour of individuals

Please Refer to a Separate Brochure for BLHP and ALHP

Theme Labs

We are happy to invite you to our Theme Labs in the National Winter Event - Evolve 2019!

The Theme Labs is an outcome of our specialization in experiential learning & T-Groups. We are offering Labs that are focused on certain themes designed by ISABS Professional Members.

In this VUCA (Volatility, Uncertainty, Complexity, Ambiguous) World, Leaders as much as followers need to learn new capabilities to meet the challenges in this emerging reality. Keeping this at the core, the labs are designed for exploring & developing capabilities required for VUCA World.

Please Refer to a Separate Brochure for Theme Labs

About Venue

Pride Ananya Resort offers resort-style accommodation for all those looking for a revitalizing escape from maddening city crowd and smog and a mesmerising view of the sea and the local attractions that surround this charming hotel in Puri, along with giving you a clear sense of business being one of the best Business Hotel In Puri.



Pride Ananya Resort
12/411 Bankimuhan VIP Road,
Puri, Odisha 752001
India

Website: <https://www.pridehotel.com/puri/the-pride-resort-puri/overview/>

Distance from Biju Patnaik International Airport is approximately: 58.2 km

Distance from Puri Railway Station is approximately: 900 m

Mobile: +91 77520 02903

E-Mail: reservation.puri@prideresorts.in
centralreservations@pridehotel.com

Board Members

BOARD MEMBER	HONORARY POST	DIRECTORS/CHAIR-PERSON	
Atul Chugh	President	R. Sankarasubramanyan	Director, ODCP
Ganesh Anantharaman	Past President	S Prabhakaran Kamath	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]		
Somali Gupta	Dean [Social Development]		
Marisa D, Mello	Dean [Research]		
Ameet Mattoo	Dean [Publications]		
Shyleswari M. Rao	Dean [Consultancy]		
Kumud Kalia	Northern Region Co-Ordinator		
Manas Shukla	Eastern Region Co-Ordinator		
Gauri Nigudkar	Western Region Co-Ordinator		
Halasyam Sundaram	Southern Region Co-Ordinator		

For contact details of the Board members please visit our website www.isabs.org



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