

INDIAN SOCIETY FOR  
APPLIED BEHAVIOURAL SCIENCE



Fifty Years of Individual and  
Organisation Development

# Organization Development Certification Program (ODCP) Batch 16



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## ISABS & OD

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Registered in 1972, Indian Society for Applied Behavioural Science (ISABS) is a national, voluntary society of behavioural scientists engaged in applying their knowledge and skills to the wellbeing of persons, organisations, communities and the society at large.

Its members, spread across the country, work in various roles as academicians, human resource development managers, independent consultants, trainers, counsellors and community change agents.

ISABS's core strength lies in its understanding of human processes at individual, group and system levels—a core competence to facilitate lasting change in organisations. The story of OD in India is

also the story of ISABS. From the late 1960's, pioneers in the field of OD in India were developing programs for Internal Change Agents and Facilitators. Indian Behavioural scientists such as Udai Pareek, Pulin Garg, Dharni Sinha, Somnath Chattopadhyay, Manohar Nadkarni, Abad Ahmad, Ishwar Dayal and Francis Menezes, to name a few, were some of the founders of ISABS as also the first practitioners of OD in India, who made path-breaking contributions to the field of OD. ISABS is continuing to take this legacy forward.

The OD Certification Program (ODCP) is a natural extension and embodies the very essence of ISABS' philosophy and heritage of process work expertise available within ISABS.

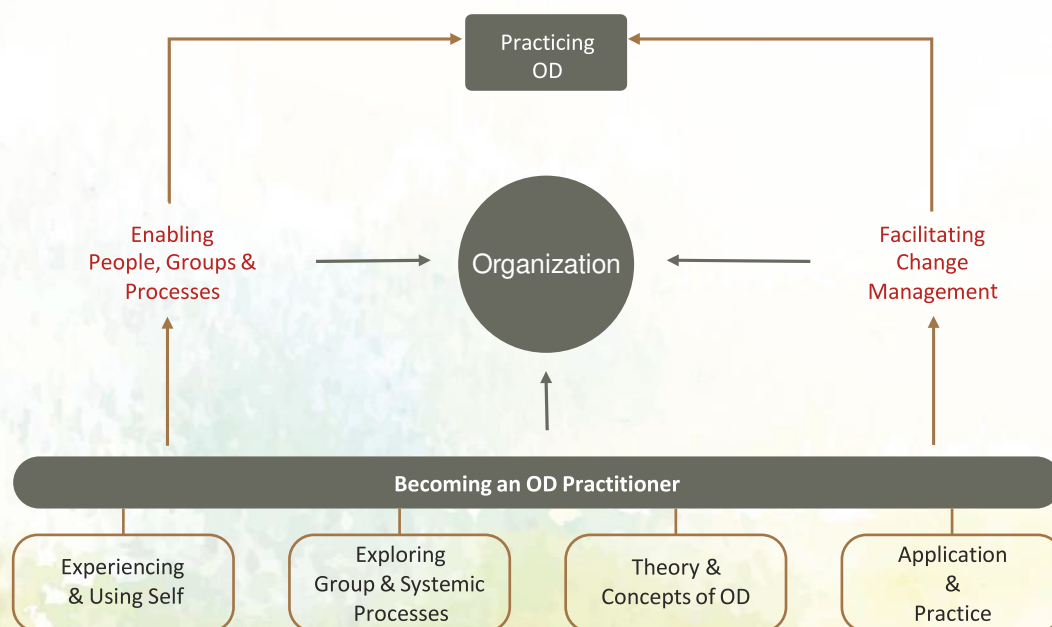
# ABOUT ODCP

ODCP is an academic-cum-application-oriented course of ISABS for working professionals across all functional areas of organisational life. Spread over 18 months, this learning program provides participants with conceptual knowledge, process skills, competencies, multiple tools & practices needed for performing various OD roles in organizations as an internal or external consultant.

Organisations today are expected to be both, externally sensitive and internally agile. Their holistic growth and development require varied interventions. People and systems-related interventions aim to enhance the quality of human capital, relationships and processes within organisations. OD practitioners strive to manage change and transformation, while working with people, processes and culture within organisations, that are necessarily embedded within a complex, global and diverse world.

The OD Certification Program is founded upon the four key aspects indicated below which depict the critical areas of learning. These are fundamental to becoming an OD practitioner and the learning process entails strengthening each of these pillars. OD is essentially a 'practice of understanding and interpretation of organization for' co-creation of processes that enables individuals and groups, within organizations, to facilitate desired change and enhance organizational effectiveness.

## FRAMEWORK OF ISABS-ODCP





## WHO CAN APPLY

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Graduate Degree in any discipline (post-graduation will be an added advantage) Experience of 5+ years in:

- \* Managerial position in any organisation - faculty in educational institute
- \* Entrepreneur/ Independent Business owner, Leader, Consultant in any field

It is essential that the individual have an interest in understanding and facilitating individuals, groups and systemic dynamics. The desire to build knowledge, skills and the application orientation of building effective organizations.

## ODCP PROGRAMME OBJECTIVES

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- \* Develop and refine professional competencies anchored in behavioural science to facilitate Organisation Development.
- \* Practice and Application to become an Organization Development Practitioner in any field
- \* Learn about human and systemic processes that impact and facilitate change.
- \* Prepare for leadership positions in change processes to move organisations towards greater effectiveness.

## PROGRAMME FOCUS

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- \* Concepts and theoretical foundation of OD, elements of OD
- \* Human processes that play out at individual, group and system levels in organisations.
- \* Assimilation of conceptual knowledge through application and practice.
- \* A hybrid learning experience anchored by the dual support system of 'learning facilitator' and 'coach', and reinforced with assignments and ongoing feedback. The methodology includes experiential learning, self-exploration through instruments, case study analysis as well as conceptual inputs and discussions. A hands-on application project is also a requirement. Online discussions to exchange insights and clarify doubts create a learning partnership between participants and faculty. Adequate shadow consulting and development coaching are offered by the ODCP Academic Committee, faculty and coaches in each region.
- \* Academic rigour is inbuilt through 'action research' methodology; by seeing the processes that happen within themselves and in the learning group as a microcosm of an organization, the participants develop a robust understanding of how to put theory to practice. Through this they also learn how to facilitate change at different levels.

# THE ODCP JOURNEY

Admissions start in December 2023 and close in March 2024.

## Academic Module 1

★★★  
Online  
April to May 2024  
Welcome to ODCP  
Preparing for the Journey

★★★  
In Person  
May 2024 (7 days)  
Understanding basic human  
processes. Experiential  
learning methodology

★★★  
Online  
June to July 2024  
Reflections, Application of  
learning

## Academic Module 2

★★★  
Online  
June to Aug 2024  
Theory and Practices of OD

★★★  
In Person  
Sept 2024 (7 days)  
Experiencing & absorbing OD  
processes, skill practice

★★★  
Hybrid  
Sept to Oct 2024  
Application Project 1, Cases to  
apply the OD lens in  
organizations

## Academic Module 3

★★★  
Online  
Oct to Nov 2024  
Building the lens of Self as an  
instrument of change - doing  
& being. Application Project  
assessment

★★★  
In Person  
Dec 2024 (6 days)  
Self as an instrument of  
Change in the context of  
organizations

★★★  
Online  
Jan to Feb 2025  
Unconscious Process in Self  
and organizations -  
Application

## Academic Module 4

★★★  
Online  
Feb to Mar 2025  
Theory and Application for  
Interventions and Evaluation

★★★  
In Person  
April 2025 (7 days)  
Working with a live client  
system to bring Skill Practice,  
Application of the complete  
OD cycle

★★★  
Online  
June to July 2024  
Reflections, Application of  
learning

## Academic Module 5

★★★  
Online  
May to Aug 2025  
Frameworks of OD in different  
systems and contexts

★★★  
In Person  
Sept 2025 (7 days)  
Learning and Assessment of  
the entire ODCP Journey

The program faculty consists of eminent OD and behavioural science professionals and academicians.

They come with rich experience of working in different kinds of client systems locally and globally, in roles of internal and external practitioners.

# NOTE TO LEARNERS

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- \* An academic Module includes
  - \* Online Sessions
  - \* In person Modules
  - \* Hybrid Sessions
- \* In person sessions will take place at different locations
- \* Exact dates and venue will be communicated in advance
- \* The schedule may undergo changes as per the decision of the Director and Academic Council

# THE ODCP TEAM

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A distinguished body of Professional Members of ISABS, Academicians, OD practitioners from leading institutions and members of the international OD community form the backbone and faculty of this pioneer program.

An ISABS professional member coaches each ODCP participant.

The team currently includes the following:

## Director ODCP

Payal Gupta

## Academic and Planning Council

- \* Ameet Mattoo (Bangalore)
- \* Anupama Sharma (Chandigarh)
- \* Jasmeet Kaur (Delhi)
- \* Kantharao V.N. (Hyderabad)
- \* Lalitha Iyer (Bangalore)
- \* Satyakki Bhattacharjee (Delhi)



# ADMISSION PROCEDURE

Admission process will begin from December 2023 to March 2024. You may click on the link <http://www.isabsodcp.com/admission-form/>

Your application will be reviewed by the Academic Planning Council (APC). Eligible candidates will be invited for a conversation with members of the APC. We shall inform you by email about the next step in the Admission process.

## FEES & PAYMENT OPTIONS

On being intimated of your selection for admission, you will need to deposit an amount of 1,50,000.00 +18% GST (Total 1,77,000.00), to confirm your seat. The amount should reach us within 15 days of intimation (or date specified in the email) being sent on your preferred email; otherwise, the seat may be offered to another applicant.

Due Date	OPTION 1 (ONE TIME PAYMENT)			OPTION 2 (ONE TIME INSTALLMENTS)		
	Fees	GST 18%	Total	Fees	GST 18%	Total
On Admission	175000	31500	206500	175000	31500	206500
1st July 2024	400000	72000	472000	200000	36000	236000
1st November 2024				150000	27000	177000
1st March 2025				150000	27000	177000
	575000	103500	678500	675000	121500	796500

\*All figures are in INR

In case of change in GST, new rates will automatically apply.

The fee covers cost of Associate Membership, tuition, reading material, books etc. It also includes double occupancy room accommodation for all in person contact modules, fixed menu buffet breakfast, lunch and dinner during the contact modules. It does not cover travelling expenses to the venue and back and expenses of a personal nature incurred by the participants & other services availed at the venue. Such extra charges are to be paid as per the instructions from the ISABS Delhi Office.



## PAYMENT METHODS

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Payment can be made either by Demand Draft/ Bankers' Cheque/ Online Payment payable to "Indian Society for Applied Behavioural Science"- at New Delhi or by electronic transfer to our Account No.90482010014884 - Savings A/C, CANARA Bank, Green Park Extension, 9 Community Center Gulmohar Enclave Branch, ISFC code – CNRB0000350

## SCHOLARSHIPS

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A few Scholarships are available for deserving self-sponsored participants only. All discounts and scholarships are applicable on the total fees after application of GST. Scholarships will be at the discretion of the APC Team.

Participants wanting to avail the scholarship will need to deposit the seat confirmation fee of INR 1,50,000/- + 18% GST=INR 1,77,000/-, before applying for scholarship. Appropriate reduction will be allowed in the payments due, after depositing the seat confirmation amount.

Participants can write to Director - ODCP for a scholarship. The Director's decision will be final with regard to the availability of scholarship.

## CANCELLATION RULES

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A candidate may discontinue from the programme due to some contingency by requesting the Director - ODCP in writing. A part of the fees paid may then be refunded after deducting costs as under (there will be no refund on the GST already paid).

Dates for sending discontinuation intimation (in writing).

Cancellation Rules	
Date for sending discontinuation intimation (In writing)	Deduction Amount
After Admission & Before Module 1	75,000 + GST 18%
After Module 1 & Before Module 2	1,50,000 + GST 18%
After Module 2 & Before Module 3	2,50,000 + GST 18%
After Module 3 & Before Module 4	3,25,000 + GST 18%
Thereafter	100% Fee & GST 18%

# TESTIMONIALS



“Be ready to be surprised by both, the curriculum and the pedagogy of ODCP. To me, ODCP was going behind the obvious beyond the data into the story behind the story. It meant understanding the processes going on around me whether it be the people, groups or systems, and - most importantly - within me. The program gives you comprehensive conceptual knowledge and ample opportunities to apply the learnings. To top it all, ODCP is brought to you by the finest team of OD practitioners who have won national and international accolades.

*Rahul Yadwadkar, Sr. V. P. & Head-Customer Service -Reliance Energy ODCP Batch 6*



“The program opened my eyes to aspects that we take for granted – real problems that go unseen in most organisations and in the community, at large. What I've been able to leverage is creating spaces for Helping Relationships at an individual level and Process Consultation at an organizational level. The program also enabled me to understand my own patterns of interaction with individuals and organisations. I would strongly recommend this program even if it has slightly caught your interest. Just go for it and enjoy the ride!”

*Linda Baptista, Executive Coach & OD Consultant - ODCP Batch 7*



“ODCP is the best journey I ever had. I joined it to learn more about OD techniques but like Alice in Wonderland, I wandered into a wonderful self-exploration. It's made me a better person who is better able to understand the world around me and the humanness and dynamics in everything and hence a better OD Professional. My approach towards my work initiatives have changed and the feedback from my stakeholders has made me realize the value of all that I have learnt. The faculty, mentors and coaches are all fantastic people who genuinely want to help. It is certainly one of the best programs in OD

*Dipti Vijaykumar, Assistant Vice President – OD, First Meridian Business Services, ODCP Batch 12*



“In my role as an agile coach, I was noticing the roadblocks that the agile community was coming across while influencing a sustainable, meaningful mindset shift in leaders and organisation culture. I sensed the need of building a knowledge base for the subject matter and competencies in myself to be able to stay rooted and continue swimming against the tide as a change agent. That's when I came across OD and human process work and ISABS as the only institute in India where I could learn more about it.

I found a lot of answers during my ODCP journey. The hidden treasure of self-transformation as a person during this course will always stay with me. Opening up myself to knowing who I am as a person and tracing that back to how I came to be that person was the most challenging and yet most enjoyable part of the ODCP program. I feel fortunate to have learnt from extraordinary faculty and coaches who have contributed to the area of OD and process work globally. Getting that exposure to the world class quality of teaching makes joining the ODCP program one of the best professional and personal decisions that I recently made. Due to the depths of the concepts that we explored during the program, I feel very well equipped to be an OD professional, coach and a change agent.

*Prachi Saraph, Agile Coach: McKinsey & Company - Batch 12*





**For Admission Enquiries please speak to**  
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