

Indian Society for Applied Behavioural Science (ISABS)

ANNOUNCES

**Human Process Laboratories
(Basic And Advanced)
Special Laboratory – Embrace your
Potential**

**@ BHUBANESWAR
(Offered by ISABS Eastern Region)**

DATES: Jan 21st to 25th 2025

Pl email or call for enrolling:

rc.east@isabs.org

Snigdha Pattnaik, Regional Coordinator – 9937085601 / 8917540087

Khirod Pattnaik, Event Coordinator – 9437030601 / 8917206141



Eastern Region: 1, Saraswati Kunja (Udyan), 613, Jagamara, Bhubaneswar 751030

01 December 2024

Human Process Labs at Bhubaneswar

Dear Applied Behavioural Science Enthusiast

Indian Society for Applied Behavioural Science (ISABS) offers an event of Laboratories in Human Process and a Special laboratory at Bhubaneswar. The event will be held over 5 full days from **21 to 25 January 2025 at Bhubaneswar**. Advanced labs will be held only if there are enough number of interested participants.

The laboratories are open to all those interested in understanding more about themselves and their behaviour patterns, in order to enhance their effectiveness in interpersonal and group situations. Participants of these laboratories would be eligible to do further work with ISABS for their personal and professional development which requires prior ECHO 1 or 2/BLHP/ALHP experience.

The venue for the Event is

The Presidency
1471/A Nayapalli, Near ISKCON Temple,
Adjacent to NH-16 service road,
Bhubaneswar - 751015
Odisha, India
Phone: 0674-6631313/01-99
www.thepresidencyindia.com

Please refer to the following pages for additional details on the events and how to enroll for participation.

Thanking you and looking forward to travelling together in this fascinating journey of discovering ourselves

For any clarifications, please contact:

Snigdha Pattnaik – Regional Coordinator, ISABS Eastern Region

1, Saraswati Kunja (Udyan), 613, Jagamara, Bhubaneswar 751030
rc.east@isabs.org Phone: 9937085601/8917540087

Khirod Pattnaik – Event Coordinator, Phone: 8917206141/9437030601

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Human Process Laboratories

In a human process laboratory, a group of 8 to 12 participants work together along with one or two facilitator(s) to explore human processes and discover more about themselves, their strengths, their styles, their interpersonal and group interactions, how they perceive 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 facilitator helps to create a climate for such learning. There are also some community sessions where members from all the laboratory groups come together. The laboratories run over 5 to 6 days with suitable breaks.

Basic Laboratory on Human Process (BLHP)

Objective: To enable the participant to:

- (i) become aware of own patterns of behaviour and its impact on others.
- (ii) improve one's own effectiveness in interpersonal interactions and derive greater satisfaction from those.
- (iii) recognise feelings, diagnose needs and improve own ability to deal with conflict; and
- (iv) discover the potential to live life meaningfully and effectively.

For Whom: The Laboratory is meant for any person interested in developing their personal and interpersonal competence. Organisation Personnel, HRD and training professionals, executives in different functional areas, students, researchers, doctors, lawyers and other professionals who work with people, faculty in management, psychology, sociology and social work, college and school teachers and persons working in rural development, voluntary and social service organisations. Those not in any full-time employment also find it useful to increase their people competency and self-satisfaction.

Advanced Laboratory on Human Process (ALHP)

Objectives: To help participants

- (i) enhance learning and experimentation initiated by them in the Basic Laboratory (BLHP);
- (ii) develop greater awareness of behavioural processes in their lives, and work on dilemmas faced
- (iii) practice skills of observation of human processes and interventions; and
- (iv) become familiar with group dynamics and their impact on behaviour.

For Whom: The Advanced Laboratory on Human Process is meant for those individuals, who have already participated in a Basic Laboratory on Human Process and are now interested to further their self-learning. The Advanced laboratory also helps in working in and leading Teams.

Facilitators: Facilitators for all Human Process Laboratories will be Professional Members of ISABS (complete list available at <http://isabs.org/pm.php>). Co-facilitators may include Interns who are part of the ISABS' Professional Development Programme. Facilitators may also be Members of OEGGO (Austria) and NTL Institute of Applied Behavioural Science (USA)

Why participate in a Human Process Laboratory

Learning Focus	Observed Individual Benefits	Observed 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
Group Process and/or 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
Inter-personal / Group process 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.

Special Laboratory – Embrace your potential. (Restricted to the first 10 participants to enrol)

Facilitators – Khirod Pattnaik & Ee Ke Chew

This programme enables participants to connect to the greater Consciousness and develop a different way of thinking. It is designed to maximise the connection to one's potential, is generative, and empower participants to create a bigger impact on themselves and those around them.

The programme will create a space for letting go of one's imbibed constructs that are constraining. Thereby, one will be able to fully engage with one's potential and become a more effective team member and leader.

Participants will have the opportunity to identify effective ways to relate to others and lead with authenticity and greater impact. The lab will use a variety of methodologies, both structured and unstructured.

Participants in this programme will have the opportunity to;

- Identify effective ways to relate to others and lead with authenticity for greater impact
- Explore their innate potential
- Develop better clarity about their life's purpose
- Identify their path towards a life of more fulfilling possibilities

For Whom: This Special Laboratory is meant for those individuals, who are wanting to go beyond their current ways of working and spread their wings. It also helps in working in and leading Teams.

About the Facilitators:

Khirod Pattnaik, Professional Member, ISABS and NTL Institute of Applied Behavioral Science. Khirod lives in Bhubaneswar, India. He has over 2 decades experience of working in organisation development, individual coaching, counselling and therapy. A life Member of the Indian Society for Clinical & Experimental Hypnosis, Khirod has worked with non-traditional dimensions of hypnosis in individual and group settings.

Ee Ke Chew is based out of Singapore where he works as an executive coach and a group dynamics practitioner. He sits on the board of NTL Institute of Applied Behavioral Science and has worked with individuals, teams and organization for over a decade, enabling people to become true to their authentic self. Ee Ke is also a trained psychotherapist, volunteering his services with low-income single parent families

Event Dates – 21 to 25 January 2025.

Last Date for Registration - 16 January 2025. We have limited accommodation and will stop taking residential participants once those are filled up.

Timings

Event timings will be from 9.00 AM to 7.00 PM on 21 to 24 January and 9.00 AM to 5.30 PM on 25 February. There will be no sessions post lunch on 23 January, and the participants can make their own plans. Resident participants may check into the venue after 4.00 PM on 20 January. Check-out time for resident participants is before 8:30 AM on 25 January; Luggage can be kept with the reception after checking out.

Dress code for the Human Process Labs

The work will be done primarily sitting on mattresses placed on the floor. Hence comfortable and loose clothing would be the best.

How to Register

Registration for the events can be done through the learning management system of ISABS (www.lms.isabs.org). Alternatively, please send your completed nomination form along with a cheque or DD towards the applicable fees to the address below. Participants may also deposit cash or cheques / make a Bank transfer into our account (details below) and mail a screen shot / scanned copy of the proof of payment along with the Nomination form to rc.east@isabs.org.

*Snigdha Pattnaik
203 Dharma Vihar, Jagamara, Bhubaneswar 751030*

Fees per person in INR for all labs

Participation Fee for Category A (Applicable to Participants Sponsored by For-Profit organisations and owners of such organisations)

	Residents		Non Residents
	Single Occupancy	Twin sharing	
Basic Fee	52,000	46,000	31,000
Associate membership fee	250	250	250
GST@ 18%	9,405	8,325	5,625
Total Payable	61,655	54,575	36,875

Participation Fee for Category B (Applicable to Participants Sponsored by Non-Profit organisations, Individuals, Full time Students under 30 years of age, and Full time Faculty members of Educational Institutions)

	Residents		Non Residents
	Single Occupancy	Twin sharing	
Basic Fee	49,000	43,000	28,000
Associate membership fee	250	250	250
GST@ 18%	8,865	7,785	5,085
Total Payable	58,115	51,035	33,335

ISABS' services are available only for its Members. The Associate Membership fee will enrol the participant as an Associate Member for One year. Those who have paid this fee on or after 20 January 2024, can deduct INR 295.00 from the Totals Payable.

Administrative Information

Inclusions: Participation fee for all participants covers Buffet Breakfast, mid-morning tea/coffee, Buffet Lunch, mid-afternoon tea/coffee on the programme days; programme material and participation in the laboratory. Additionally, resident participants shall be provided with Buffet Dinner and AC single occupancy / twin sharing accommodation for 5 nights as per check in and checkout timings given above. Any extra services availed of by any participant from the Hotel will have to be settled with the Hotel directly.

Appropriate Participation Fee in form of Cash / Cheques / DDs may be directly deposited in our Bank account as under. Deposits can be made in any networked branch of Indian Bank anywhere in India. Instruments should be drawn in favour of **"Indian Society for Applied Behavioural Science, Calcutta Region"**. Applicants may also e-transfer the fees to the Account as detailed below.

Account Holder: **Indian Society for Applied Behavioural Science, Calcutta Region**
Bank: **Indian Bank, Khandagiri Branch, Bhubaneswar 751030**
IFS code: **IDIB000K317**
AC no.: **417916215 - Savings A/C**

Please furnish the details below if you have made an electronic transfer or deposited directly in our account;

- Bank and branch from where the remittance has been sent _____
- On Date _____

- Bank confirmation Number _____
- Amount _____

In case of e-transfer please quote the confirmation no. in the Nomination form for the purpose of identification. Also send a screen shot of the Bank's acknowledgement.

Early Bird Discount

A discount of INR 1,000.00 on the Basic Fees (Rs. 1,180.00 on the total payable) is available if payment reaches us by 20 December 2024.

Group Discount

A discount of INR 1,500.00 per participant on the Basic Fee (Rs. 1,770 on the total payable) is available if an organisation sponsors 3 or more participants.

Both the above discounts can be availed of together by organisations sending in nominations along with the appropriate fees by 20 December 2024.

Cancellation

25% retention on or before 05 January, 50% retention between 06 January and 16 January, and no Refunds thereafter.

However sponsoring organisations can substitute a nominated participant by another up to 2 days before the scheduled beginning.

Scholarships

A few Scholarships are available to participants from the Non-Profit sector / Individuals / Academia. Please send requests by email to the Regional Coordinator (rc.east@isabs.org) latest by 25 December 2024. Your application must be backed up with documents like your IT return, salary slip etc. The decision of the Regional Coordinator will be final in this matter. Scholarships cannot be combined with the discounts given above.

Language

The primary language of the labs will be English. However, many of our facilitators understand and/or speak Hindi, Bengali and Odia and we can accommodate those who are not very fluent in English but can speak one of the other languages named.

Caution

A person who has experienced continuous mental stress, has been under psychiatric treatment, has a history of mental disorders, or has had a coronary or heart attack(s), must not be nominated to, or join the laboratories. ISABS will not be responsible for any of such problems developed during or after participation in any ISABS laboratory. It is implicit that each participant joins the event with informed voluntary consent and owns responsibility for his or her own wellbeing.

ISABS

Indian Society for Applied Behavioural Science (ISABS, <http://www.isabs.org/>) is a national, non-profit, voluntary, professional organisation, founded in 1972 by a group of behavioural scientists engaged in applying their knowledge and skills for the well-being of persons and organisations. ISABS events focus on human processes and aim at helping people to understand themselves better and discover more creative and satisfying ways of working and relating. ISABS utilises group and experience-based learning as its main training method. Experience, reflection, hypothesising, conceptualising, and experimentation, rather than lectures, are the chief components of this process of learning. ISABS also trains professionals to facilitate such experiential learning in organisational and societal contexts in its Professional Development Programme (PDP).

For more information about ISABS and its offerings please visit ISABS website: www.isabs.org

Hotel Presidency, Bhubaneswar

Hotel Presidency a 3-star hotel adjoining NH 16 in Bhubaneswar. It is about 25 mins by Auto / Taxi from Bhubaneswar Airport / Railway Station.

Venue Address:

Hotel The Presidency

1471/A Nayapalli, Near ISKCON Temple,

Adjacent to NH-16 service road, Bhubaneswar – 751015, Odisha, India

Phone: 0674-6631313/01-99, www.thepresidencyindia.com

Climate

January is in the later part of winter in Bhubaneswar. Temperatures are likely to be between 16 and 30 Celsius. Visitors are advised to carry appropriate winter garments.