



Years of Individual and
Organisation Development

I S A B S

Indian Society for Applied Behavioural Science

Western Region

Announces

Spring Event 2025

Human Process Labs - Basic & Advanced

February 25 – March 2, 2025

at Modi's Resort, Karjat



For queries and registration write to us at - isabswesternregion@gmail.com
with a copy to rc.west@isabs.org

or Call / WhatsApp Marisa D'Mello at 9869258309 for more details.

Today's world is characterized by global exchanges, collaborations, and hybrid work patterns. Given this reality, interpersonal and group work skills are even more crucial to get the best results from individuals, groups, and organizations. Indian Society for Applied Behavioural Science (ISABS) addresses the need to enhance these skills by offering experiential learning programmes using T-group methodology. This methodology was developed in the late 1940's from the work of Kurt Lewin, a renowned behavioral scientist. In India, ISABS is the only organization with proven expertise in this methodology, that has helped thousands of people in all sectors over the last five decades.

The Human Process Labs, which are mainly in English, are below:

Basic Laboratory in Human Process (BLHP)	Advanced Laboratory on Human Process (ALHP)
<p>Objectives:</p> <ul style="list-style-type: none"> • Deeper awareness of one's patterns of behaviour and their impact on others. • Expression and exploration of feelings arising in the moment. • Sensitivity to oneself and to other's needs. • Improve one's ability to deal with conflict. • Enhance active listening and develop authentic interactions in interpersonal and group settings. 	<p>Objectives:</p> <ul style="list-style-type: none"> • Enhance learning and experimentation initiated in the Basic Human Process Lab and thereafter. • Enhance skills of listening, being authentic and empathetic. • Develop greater awareness of here & now behavioural processes. • Develop skills in observing group dynamics and its impact on individuals in a group and the group on individuals.

Expected Outcomes

Awareness and skills developed in these labs will lead to greater effectiveness in interpersonal, group and organizational settings, unfold leadership potential in formal and informal roles and enhance collaboration with peers and those in authority. Participants have reported increased satisfaction in interactions with others and more meaningful ways of relating.

For Whom

The labs are meant for Line Managers, HR and L&D professionals, executives in marketing, sales and client-servicing functions, homemakers, students, researchers, doctors, lawyers, counselors and therapists; school teachers and university faculty, people working in the public sector, rural development, voluntary and social service organizations and for anyone interested in developing their personal, interpersonal and group competence and becoming more effective.

The ALHP is open only to those who have already participated in a BLHP and are interested in taking their learning further. This lab is also a requirement for entry to the Professional Development Programme (PDP) of ISABS. Nominations for the ALHP, will need to include the following information:

- Year of attending the BLHP
- Date and venue of the event
- Names of facilitators
- A copy of the BLHP Review Form



Methodology

Experiential learning using T-Group methodology will be used. The labs are between 36-40 hours. Participants mostly work in small groups. In some sessions where all participants work together.

Facilitators

Facilitators for the human process labs are Professional Members of ISABS. The facilitator team for a group may include an Intern who is at an advanced stage of ISABS' Professional Development Program.

Event Timings

Registration at the venue is from 1445 hours – 1545 hours on February 25, 2025. The event will commence at 1600 hours. From day two onwards, the labs will start at 0830 hours and will conclude at 1800 hours. On some days there will be a late evening session. The event will conclude at 1300 hours on March 2, 2025.

Check-in / Check-out & Travel

Check-in starts @1400 hours on February 25, 2025. Check-out is at 0800 hours on March 2, 2025. Bags can be kept at the reception till the event closes. Buffet meals will be provided starting with tea on February 25, 2023, ending with lunch on March 2, 2025. Any a la carte orders / additional requests will need to be settled directly with the venue prior to check out. Travel to and from the venue needs to be arranged by participants themselves. Travel must be planned keeping in mind the start and end time of the event. Participants leaving before the closure of the event may be considered ineligible to move ahead in their ISABS journey.

Fee:

Sr. No.	Participant/ Sponsorship type	Basic Fee	AMF ²	GST @18%	Total Fee
1	Twin Sharing Room: Corporate and Public sector organizations	₹43,255	₹250	₹9,495	₹53,000
2	Single Room	₹58,425	₹250	₹12,825	₹71,500
3	Twin Sharing Room: Social & education sector and self-sponsored individuals	₹40,795	₹250	₹8,955	₹50,000

1. **The fee includes** the participation fee, relevant reading material and lodging and boarding for the entire duration of the programme.
2. **The Associate Membership Fee (AMF)** is an annual fee. It will enroll you as associate member of ISABS for one year.

Discounts:



Applicable on basic fee in each category. Discount categories cannot be clubbed. **Early bird** discount of 10% on registrations and payments completed on or before January 25, 2025.

Group discount of 10% on registrations if 2 or more participants from the same organisation sign up for the event.

Bursaries:

ISABS is committed to facilitating access for learners from diverse sections of society. Those working in non-profit organizations or community-based organizations and movements represent some such diversities. Individuals seeking a bursary may submit an application giving reasons for and the amount of bursary they need, to the Dean, Social Development on or before January 31, 2025 at

dean.sd@isabs.org. The bursary applications will be reviewed by the bursary committee and applicants will be informed of the amount that can be offered, based on the total number of bursary requests and funds available.

Registration, Payment & Cancellations

To register, complete the Nomination Form

(<https://www.isabs.org/pdf/WR-Nomination-Form-Spring-event-2025.docx>) and mail it to isabswesternregion@gmail.com with a copy to admin@isabs.org. Your place in the event will be considered as confirmed only after receipt of full programme fee. **Last date for receiving nominations is February 15, 2025.**

The participant fee can be deposited in either of the accounts below and a screenshot / details of the payment mailed to isabswesternregion@gmail.com and admin@isabs.org

1. Account: Indian Society for Applied Behavioural Science
Account No: 10512228498 IFS Code: SBIN0004114
State Bank of India, Hindu Colony, Dadar (E), Mumbai,
Mumbai 400014
2. Account: Indian Society for Applied Behavioural Science
Account No. 03220100003403 IFSC Code: BARB0BHADRA
Bank of Baroda, 1291, Relief Road, Gheekanta Bhadra,
Ahmedabad 380001

Any cancellation after the confirmation of nomination will entail a deduction of 50% of the programme fee towards administrative costs incurred. Cancellations done on or after February 18, 2025 will not be entitled to any refund. Group discount, if availed for other registrations, will be reversed. However, a request to transfer the registration to another participant in the same lab category may be considered under exigencies but will require a request in writing be sent to us.

Dress Code

The work is primarily done with seating on mattresses placed on the floor. Chair seating is also available on request. Appropriate, comfortable clothing is recommended.



Important Note To Participants

Human process labs include a certain amount of depth and churning. They can be exciting and joyful as well as a demanding learning journey, which continues beyond the labs. Keeping time for reflection and seeking support, if needed, may be helpful.

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 heart attack, may not attend these lab. ISABS will not be responsible for any of the health-related conditions developed during or after participation in a lab. It is implicit that each participant is joining the lab with informed voluntary consent and takes responsibility for his/her health

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 skills for the well-being of persons, organizations, communities and society at large. ISABS programmes utilize experiential learning as its main method. Experiencing, reflecting, hypothesizing, conceptualizing, and experimenting rather than lectures are the chief ingredients of this process of learning. These programmes focus on human processes and aim at helping people to understand themselves better and discover more creative and satisfying ways of relating and working. ISABS also offers other professional programmes and certifications to develop professionals capable of facilitating such experience-based learning in organizational and societal contexts.

For more details about ISABS and other offerings, please visit us on <https://www.isabs.org>

