

## **Community Process Facilitation Certification Program (CPFPCP) 2024**

**Venue : Yatri Niwas, opposite  
Sevagram Ashram Wardha,  
Maharashtra**

### **Language**

This program will be in Hindi. A majority of the written material would be made available in Hindi.

### **Admission Information**

Contact for more information

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+911179656771, 8800605358

# **Program Objectives**

This program aims to enhance participants' understanding of themselves as leaders, and community development facilitators. At the end of the program, participants will:

- Understand aspects of self and interpersonal relationship
- Learn how to assess and discern visible and invisible aspects of group dynamics and manage them effectively
- Comprehend the interconnectedness between individual, interpersonal, group, and social processes in their work situation
- Understand the roles of diversity, power, rank, privilege, and ethics
- Learn tools for generating ideas
- Discover strategies for facilitating group decision-making



## **For Whom**

The program is open to anyone interested in understanding human processes in self, systems, and society. Development professionals, community workers working with communities and interested in learning about development dynamics, students of rural development, social work, social sciences, etc., would immensely benefit from participating in this program.

# Design and Duration

## Module 1

The first Module (six days) will be a 5-day T-Group focused on human processes at Intra-personal i.e. understanding processes in oneself; interpersonal- processes between people; and processes among people in a group. After the five-day T Group, the 6th day will be for other inputs like the orientation of the remaining program and skill training for virtual media handling for attending Module 2&3. Individualized feedback will be provided to each participant for furthering their growth. The T Group will be considered equivalent to a Basic Lab on Human Processes (BLHP) of ISABS.

## Module 2

Module 2 centres on social processes and developing community facilitation competencies, and it will be delivered through a virtual platform. It includes 10 experiential conceptual sessions focused on societal processes. Coaching and Mentoring Support for six months will be available.

## Module 3

Module 3 is a practicum consisting of 10 days dedicated to applying learnings in the field, workplace, or family setting, followed by report writing. Participants will select their projects and schedule their time according to their convenience.

- **Total Duration of the Program is 6 month, Module 2 & 3 will run Simultaneously.**
- **There will be periodic assessments. After clearing all these, candidates would be eligible for CPFCEP certification.**



## Program Coverage

The Program will cover knowledge of and working with all levels of human processes: self, inter-personal, and group levels. It will also situate the above understanding within an understanding of broader social exclusion and inclusion processes related to gender, caste, class, religion, disability etc. Participants will gain insights into their own motivations and the impact of these skills for dealing with conflicts, building leadership and team growth.



## Testimonials

"It was very helpful to know about myself. The program also immensely helped me to know others. It improved my interaction and effectiveness with the community. I would recommend that every community worker to go through such an in-depth program at least once"

**Bablu, Azim Premji Foundation.**

"The high point of the program was practical exposure supplemented with conceptual inputs. This helped me in my work with the community. It was a wonderful program"

**Mustafa, Field Officer at Children International.**

## Program Dates

<b>Admission Open</b>	15-June-24
<b>Admission Close</b>	10-Sept-24
<b>Module 1</b>	6 Days- 30 <sup>th</sup> Sept to 5 <sup>th</sup> Oct' 2024
<b>Bridge Course</b>	Oct 2 <sup>nd</sup> Week
<b>Module 2</b>	Tentative- 14 <sup>th</sup> to 24 <sup>th</sup> Oct '2024 (Total 50 hours)
<b>Module 3</b>	15 <sup>th</sup> Oct onwards (Field work 20 hours, analysis report writing 10 hours)
<b>Project work submission</b>	10 <sup>th</sup> March '2024
<b>Final Assessment</b>	25 <sup>th</sup> March '2024

# Contribution

Sr No	Participant/ Sponsor Type	Basic Fee INR	AM Fee INR	18% GST	Total Fee INR
1	International NGO/ Donor Organizations with more than 8 Cr. Annual Turnover	34,000/-	250/-	6,165/-	40,415/-
2	National Level NGO/ State Level big organizations. Organizations with more than 3 to 7 Cr. Annual Turnover	26,000/-	250/-	4,725/-	30,975/-
3	Financially Constraint NGOs with Less than 3 Cr. Annual Turnover/ Students/ Resources constraint Individuals	12,000/-	250/-	2,205/-	14,455/-

Nominations will be accepted on a first come first served basis and would be considered as confirmed only after receipt of the full program fee.

Register using the appropriate link by accessing our LMS portal <https://lms.isabs.org>

Alternatively, download the nomination form from <https://isabs.org/event-calender.html> and send it to [dean.sd@isabs.org](mailto:dean.sd@isabs.org) with all details

- **Early bird discount of 10% on registrations and payments completed on or before August 20, 2024. This is available only for category 2 & 3.**
- **Limited bursaries are available for deserving candidates.**

# Registration

Account Holder Name: Indian Society for Applied Behavioural Science

Bank Name: Canara Bank

Branch: Green Park Extension

Account Number: 90482010014884,

Account Type: Saving

MICR Number: 110015011

IFSC Code (RTGS/NEFT) -

CNRB0000350 SWIFT Number:

CNRBINBBDGP

Cheque / Demand Draft (DD): DD drew

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 Mr.

Shubhojeet Pal, ISABS, B-1/33A,

Mezzanine Floor, Hauz Khas, New Delhi

110 016, India. • For Confirmation of

Payment please contact ISABS Office: –

Mr Shubhojeet Pal, Email-

accounts@isabs.org, – Ms Veenna

Karda , Tel: Mob: +918800605358 E-

mail:

manager.adminoperations@isabs.org



# What Is It To Negotiate Community Development Dynamics Today?

What key issues do community development organizations in general and professionals facilitating change face today?

At the macro level, it includes identity politics, inclusion, power, rank, privilege, and more. Another important aspect is the need for sensitivity, especially toward the internal social dynamics of the community and human process issues within the organizations. These challenges are encountered by leaders and other individuals championing the cause, namely facilitators confronting and facilitating change initiatives.

At the micro level, organizations often struggle to stay afloat with a range of internal issues, namely issues of permanent change and relevance, organizational growth vs decay, sustaining individual interest and motivation, doubts of intention, confusion, and intra and interpersonal human process issues. Importantly, they must also take care of their mental and physical health. The need for high-level sensitivity remains relevant in this dimension as well.

The challenge is that in such organizations, leadership and governance need to focus more adequately on human process skills and the personal growth of stakeholders.

Thus, we come to a situation where a community-level facilitator or leaders are dealing with a village-level watershed committee, a school management committee, and a women's self-help group. They appreciate the technicalities of the watershed, education, microfinance, entrepreneurship, etc, but remain clueless about why the committee members do not work well with each other, and why so many, including themselves, become demotivated to work better. Are the issues purely intra-personal (within themselves), interpersonal, inter-organizational, or social, namely attitudinal based on caste or class distrust, or something to do with gender?

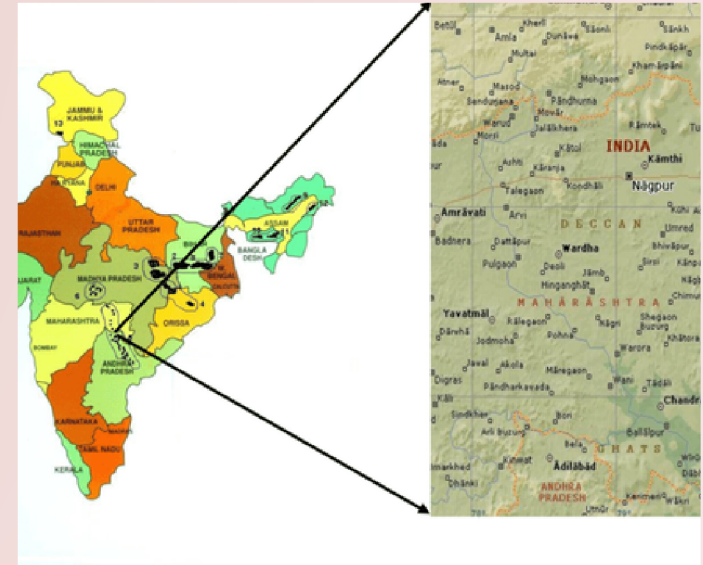
One consequence of not being able to deal adequately with the deeper group and community dynamics is, that while project targets are met, the deeper rationale of having such projects, of effecting community-level change, and sustainability is compromised. As a result, many find that while the project may have achieved its given targets, genuine social change has perhaps still not come about.

# Organizers and Trainers

This Program is being offered and conducted by the Indian Society for Applied Behavioural Science (ISABS), a nonprofit voluntary organization of behavioral scientists, known for its in-depth understanding of the intra-personal, inter-personal, group, and social processes. It has demonstrated competence in effecting attitude and behavior change among people and groups from all sections of society over the last 54 years.

The creators and trainers of this program are accredited Professional Members of ISABS, who, in addition to having the knowledge and skills of handling and facilitating such processes, have also had extensive experience working with the community, having been closely associated with the development sector.

# Travel Guidelines:



<https://wardha.gov.in/en/how-to-reach>

**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), should not be nominated to join the Program. It is implicit that each participant joins the Program with this informed voluntary consent and is taking responsibility for her or his own health.

