



## **ISABS**

*Indian Society for Applied Behavioural Science*

***Announces***

**Week 1: 19<sup>th</sup> to 24<sup>th</sup> May 2024**

**Week 2: 26<sup>th</sup> to 31<sup>th</sup> May 2024**

***Venue***

**SAIACS CEO Center**

**Box 7747, Gubbi Cross Road, Kothanur Post, Bangalore - 560077**

## Professional Development Program

The Professional Development Program (PDP) of ISABS is aimed at developing professionals capable of facilitating experience-based learning in organisations, societies and institutions. ISABS has institutionalised the contents and coverage of the PDP curriculum, and also the procedure that lends clarity to both the candidates as well as the facilitators of PDP.

In the current, fast-paced global scenario, two key competencies seem to have become critical for individuals, groups and organizations:

- Self-awareness and the ability to self-regulate so as to fulfil one's potential and build impactful relationships
- The ability to diagnose group patterns, build work group or teams and effective facilitation in groups and organizations

The T Group methodology, also called a Human Process Lab, L Group or Sensitivity Training, is focused on 'unstructured', experiential, non-directive processes of learning. A crucial part of the PDP is its contribution to increased self-awareness, understanding, and development of group skills that assist in enhancement of teamwork and consensual decision-making processes.

The PDP journey is an enriching and highly meaningful learning experience. It is a well-designed conceptual and experiential programme that develops person's self-awareness and professional effectiveness. The journey through PDP assists in the development of human process competencies for facilitation of 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 in acquisition of competency 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. You can read the guidelines by visiting our website <https://isabs.org/pdf/pdp-mentoring.pdf>

### For whom:

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions.
- Individuals who would like to develop competence in T-Group facilitation and become a Professional Member of ISABS.



## Programs Offered:

- Phase A: The beginning of the Professional Development Program
- Phase B: The pre-internship lab

## Pre-PDP work and PDP Application form:

<https://isabs.org/professional-development-program.html>

## Phase A:

Phase A is the beginning of the PDP Journey. It is a two-week lab, which broadly covers the following:

- An awareness of processes within self and interpersonal situations
- An awareness of behavioural processes in groups and systems; and
- Development of skills in diagnostic interventions at self, interpersonal and group levels leading to change.

## Eligibility:

- The candidate should have participated in an ALHP Lab facilitated by 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.

In Phase A, the focus is on developing the following competencies in the candidates:

- Interest in theory and conceptual understanding of experiential learning
- Interest and involvement in using the T-group method for learning about self and groups

Ability to deal functionally with one's emotions, which includes the following:

- Ability to articulate and acknowledge emotions and feelings within oneself
- Willingness to explore these emotions and feelings, communicate them and examine their impact on others
- Ability to pick up feeling(s) of other group members that is couched in some behavioural expression
- Is in touch with one's own needs for membership of group, visibility, power and influence, affection and approval etc. without negating the needs of the other
- Willingness and ability to invite feedback on oneself, work on it and make learning out of it. Also provide feedback to others
- Ability to distinguish between content and process
- Ability to observe and articulate some group level processes such as inclusion, exclusion, competition for leadership, authority issues etc.
- Ability to remain in the Here and Now and help the group do the same



## Learning Agenda:

The Phase A lab is 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 level.

### Week 1:

- Explore Here & Now feelings and learn to deal with them in functional ways
- Become aware of implicitly accepted and explicitly stated group norms and their impact on learning of self and group
- Become aware of one's fears, needs, and values in action and their impact on behaviour and choices made
- Become aware of how one responds to those in Authority and uses one's Personal Authority in the group

### Week 2:

- Experiment with using one's personal authority and providing leadership in the group
- Experiment with practicing T Group values – spontaneity, authenticity, confrontation, autonomy, etc. in one's interactions
- Notice and articulate conscious and unconscious processes in communication, decision making, leadership, authority, dealing with conflict, etc. at 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

## Phase B:

Phase B is a two-week lab, with the following objectives:

- Diagnosing human processes in self and group, and experimenting with interventions that facilitate exploration and learning
- Process diagnoses for systems and organizations as a whole
- Linkage between experience and relevant concepts and theories
- Skills of building a learning climate in the group
- Intervention strategies focusing on individual and the group
- Action interventions and their conceptual base

### 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



## Learning Agenda:

### Week 1:

- 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.)
- Experientially 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:

- 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

Building upon the competence acquired in the Phase A, the focus in Phase B is on the candidate acquiring the following competencies:

- Ability to distinguish T-group learning from other kinds of learning in terms of content, process and facilitation
- Deeper theoretical and conceptual understanding of experiential and laboratory learning; especially in context of ISABS
- Demonstrating courage to articulate behavioural processes in self, others and group
- Being sensitive to the needs of self and others by:
  - Intervening
  - Confronting
  - Being silent
  - Responding
  - Taking a stand on whatever is happening in the group
- Ability to distinguish between individual focused work and group focused work
- Ability to pick up conscious and unconscious group processes underpinning content and nature of interactions in the group (e.g., issues of leadership, gender, attraction, competition etc.)
- Ability to contribute to group building through one's interventions
- Ability to develop hypothesis about group behaviour and willingness to explore the same



### Facilitators:

Facilitators for PDP labs will be drawn from among the accredited Professional Members of ISABS. Please visit our website <http://isabs.org/professional-members.html> to view complete list of Professional Members.

### Programme Venue:

SAIACS CEO Centre  
Box 7747, Gubbi Cross Road, Kothanur Post, Bangalore – 560077  
<https://www.saiacs-ceocenter.com/>

### Travel Instructions:

- Travel is to be arranged by participants themselves.
- The CEO Centre 22.4 kms (from Bengaluru Airport) /16 kms (from Bengaluru city Railway Station) and you need to book Flight/ Train accordingly post the end time of the event.
- Participants leaving before the closure of the lab/event will be deemed to have NOT completed the course. Therefore, they shall not be issued certificate of participation and may not be eligible for further journey, without completing the said lab.
- Covid Protocol as per the Government directives will be followed, as and when applicable.

### Programme schedule for Phase A and Phase B:

| Week   | Check-in                     | Programme commences on       | Closes on                     |
|--------|------------------------------|------------------------------|-------------------------------|
| Week 1 | 19 <sup>th</sup> May 12 Noon | 19 <sup>th</sup> May 3.00 pm | 24 <sup>th</sup> May 12:30 pm |
| Week 2 | 26 <sup>th</sup> May 12 Noon | 26 <sup>th</sup> May 3.00 pm | 31 <sup>st</sup> May 12:30 pm |

**Lab fees:** For PDP labs on a per participant basis is detailed in the table below

| Sr. No. | Participant/ sponsorship type  | Basic Fee | AM fee* | GST @ 18% | Total fee |
|---------|--------------------------------|-----------|---------|-----------|-----------|
| 1       | Non-Residential Fee: All Type  | ₹39,000   | ₹250    | ₹7,065    | ₹46,315   |
| 2       | Double Occupancy Fee           | ₹80,000   | ₹250    | ₹14,445   | ₹94,695   |
| 3       | Triple Occupancy Fee           | ₹72,000   | ₹250    | ₹13,005   | ₹85,255   |
| 4       | Observer: Double occupancy Fee | ₹15,028   | ₹0      | ₹2,705    | ₹17,732   |

*\*Associate Membership Fee: The Associate Membership Fee (AMF) is an annual fee. It will enroll you as associate member for one year from 19<sup>th</sup> May 2024. If you have paid it any time on or after 18<sup>th</sup> May 2023, till date of registration and payment, you may deduct the due amount (Rs.250/-) from the total fee payable and mention details of the AMF paid in the nomination form*

**Exclusions:** Airport to Hotel Transfers, Personal expenses such as laundry, extra food and beverage orders.



### Fee Concession:

ISABS makes an effort to reach maximum diversity of learners from all the sections of society. It offers a limited number of scholarships to the resource constrained, eligible candidates. We are committed to make this learning opportunity available to those working in under resourced non-profit organizations or community-based organizations and movements. A few bursaries will be available to participants who are working with such organizations and/or are constrained with resources. The applications will be reviewed by the bursaries committee and you will receive an email communication on the status of your application by **30<sup>th</sup> April 2024**. To avail fee concession, participants are requested to submit the application to the Dean Social Development (Dean SD) – Ms. Rashmi Saxena at [dean.sd@isabs.org](mailto:dean.sd@isabs.org) on or before **20<sup>th</sup> April 2024**.

### Registration:

Nominations will be accepted subject to clearance from the concerned role holder i.e., Dean PDP and/or Regional Co-Ordinator. The same shall be confirmed on a first-come-first served basis and would be considered as confirmed only after full payment of fees. Please register yourself and/or ask nominees from your organization to register using the appropriate link by accessing our LMS portal <https://lms.isabs.org>

Alternately, you can download the nomination form from Events page on [www.isabs.org](http://www.isabs.org)

### Payment Details:

- **Bank Transfer:** The Programme fee can be wire transferred through internet
  - 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 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 Mr. Shubhojeet Pal, ISABS, B-1/33A, Mezzanine Floor, Hauz Khas, New Delhi 110 016, India.
- **For Confirmation of Payment and Nomination status please contact ISABS Office:**
  - Mr. Shubhojeet Pal, Mob: +91 88026 57508; Email- [accounts@isabs.org](mailto:accounts@isabs.org),
  - Ms. Veenna Karda, Mob: +918800605358; E-mail: [manager.adminoperations@isabs.org](mailto:manager.adminoperations@isabs.org)



## Cancellation Policy:

- Any cancellation after the confirmation of nominations will entail a deduction of 50% of the Programme fee towards administrative costs incurred by us.
- Cancellations on or after **1<sup>st</sup> May 2024**, will NOT be entitled to any refund.
- However, a request to transfer the registration to another participant in the SAME lab may be considered subject to written request being sent to us for the said transfer/ swap.

## Other Offerings of ISABS:

- Organization Development Certificate Program - <https://www.isabsodcp.com/>
- Community Process Facilitation Program - <https://www.isabs.org/certificate-program.html>
- Consultancy - <https://www.isabs.org/consultancy.html>

For details on Offerings of ISABS, please visit us on: <https://www.isabs.org/services.html>

## For Programme related queries, please contact

- Dean PDP: Rachna Sharma Mob: +91 98335 53775
- Dean Programmes: Hema Sekhar Mob: +91 9686454232, Meenakshi Vijayasimha Mob: +91 984591998
- Ms. Veenna Karda Mob: +918800605358, Email: [manager.adminoperations@isabs.org](mailto:manager.adminoperations@isabs.org)

## Other Programmes in this event:

Please download the brochure using the link <https://isabs.org/event-calender.html>

- Basic Lab in Human Processes (BLHP)
- Advanced Lab in Human Processes (ALHP)

### Important:

**Informed Consent** - A person who has experienced continuous mental stress or has a history of mental disorders, or has had heart attacks, must not be nominated. ISABS will not be responsible for any of such problems developed during or after participation in any ISABS lab. It is implicit that each participant joins the lab with informed voluntary consent and owns responsibility for his or her own health

