

The background of the entire page is a soft-focus illustration of several yellow daffodils with green stems and leaves. The flowers are in various stages of bloom, with some fully open and others as buds. The overall tone is bright and cheerful.

# **Indian Society for Applied Behavioural Science**

*Announces*

## *Winter Event 2024*

**Week 1: 11<sup>th</sup> – 16<sup>th</sup> December 2024**

**Week 2: 19<sup>th</sup> – 24<sup>th</sup> December 2024**

**Venue: Clarks Amer, Jaipur**

**Basic Lab on Human Processes (BLHP)**

**Advanced Lab on Human Processes (ALHP)**

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## Programmes / Labs

### Using Lab Groups for developing Self, Organizations, Families and Communities



Our fast-paced modern life, while exciting and expanding horizons, also has the unfortunate effect of breeding individualism, of relentless competition and creating an environment of mutual mistrust and destructive conflict. Such situations exist in organizations, families, neighbourhoods, and larger society. These phenomena have multiple consequences, not the least being the dramatically increased cases of people feeling lonely within their own families, and of skyrocketing levels of mental health problems.

One little known but highly effective way to deal with these problems is to learn how to work with and to transform groups. While our lives are full of groups – in the form of organizations, families, alumni, friends and resident groups – our experience with such groups tends to be depressing. This happens for the simple reason that nobody has been taught how to create and maintain such groups in effective ways. Making effective groups would mean creating groups that promote – effective collaboration, constructive (as opposed to destructive) conflict, mutuality, and empowerment of all members of the group. Being members of groups should result in individuals feeling vital, connected and energized, rather than lonely, depressed and de-energized.



To help you to deal with and transform groups, ISABS brings a unique Program – the Human Process Laboratory – which is based on deep social science research. This Human Process Laboratory will help you understand and use skills of:

- How you tend to operate in groups,
- How your actions and presence impact the other members, and the group as a whole.
- How other members, and the group as a whole impact you.
- Recognise and diagnose indicators of health and ill-health of groups.
- What needs to be done by you, and by others, to help grow the group and make it more vibrant and effective.



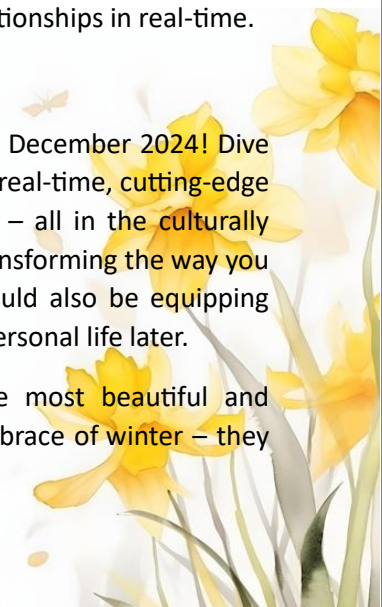
The Human Process Laboratory has a second aim also - of Personal Growth. In this Program, you will learn to:

- Identify the range of your feelings and use the barometer of your feelings to figure out what is happening to you and to others
- Recognise the roots and patterns of your behaviour – the beliefs and values that underlie your behaviour.
- Understand what leads to developing or destroying inter-personal relationships in real-time.

### Human Processes Programmes/ Laboratories:

Get ready to level up with ISABS's Annual Winter Event ..... launching on 11<sup>th</sup> December 2024! Dive deep into the world of applied behavioural science with awareness building in real-time, cutting-edge experiential learning and multi-faceted networking, find your learning tribe – all in the culturally vibrant and regal setting of Jaipur. This event is where insights meet action, transforming the way you experience your own self, your work, leadership, and relationships. You would also be equipping yourself with skills and insights that may make a difference in your work and personal life later.

As depicted in the images on the brochure, the “Daffodils”, one of the most beautiful and cheerful flowers begins their journey to those vibrant blooms in the cold embrace of winter – they



symbolize growth, new beginnings and hope. From leadership to emotional intelligence, from - navigating organizational change to discovering your hidden selves – each Lab, led by seasoned facilitators in the field, is an opportunity to grow, blossom and find renewed hope.



## 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 skill to the well-being of persons, organisations, communities and the society at large. Its members work as independent consultants, trainers, counsellors, academicians, human resource development managers and community change agents. ISABS programmes focus on human processes and aim at helping people to understand them better, and discover more creative and satisfying ways of relating and working.

ISABS utilises group and experience-based learning as its core training methodology. Experiencing, reflecting, hypothesizing, conceptualising, experimenting, collaborative and non-directive methodology rather than lectures are the chief ingredients in this process of learning. ISABS also offers programmes to develop professionals capable of facilitating such experience-based learning in organisational and social contexts.



## Lab Objectives and Methodology

**Dates – Week 1: 11<sup>th</sup> - 16<sup>th</sup> Dec 2024, Week 2: 19<sup>th</sup> – 24<sup>th</sup> Dec 2024**

**(Note: You may sign up for either week as per your availability for the entire duration of the week)**

Lab Name	About the Lab	For Whom
<b>Basic Lab on Human Processes (BLHP)</b>	<p>This is the foundation/first level Laboratory which provides a learning opportunity for the participants to:</p> <ul style="list-style-type: none"> <li>• Become aware of one’s patterns of behaviour, both as an individual and as a leader</li> <li>• Experience and explore the actual impact of one’s behaviour on others and others' behaviour on oneself</li> <li>• Enhance one’s effectiveness in interpersonal communication, the ability to dialogue constructively and build more empowering relationships</li> <li>• Discover one’s potential as a leader to initiate and influence effectively</li> <li>• Understand the dynamics and power of groups and the process of working with synergy in teams.</li> </ul>	<p>These experiential learning Laboratories are beneficial and meant for : Line managers, HR and L&amp;D professionals, executives in marketing, sales and client-servicing functions, homemakers, students, researchers, doctors, lawyers, psychotherapists and counsellors; school teachers and university faculty, professionals/ officials working in the public sector, rural development, voluntary and social service organizations and for others who are interested in developing their personal, interpersonal and group competencies and becoming more self-driven (or you could call “self-propelled” or “autonomous”).</p>



### Advanced Lab on Human Processes (ALHP)

This Laboratory is the next level of deeper exploration and experimentation, which provides a growth opportunity where the participants can:

- Become aware of one's identity at a deeper level and get in touch with one's blocks, potentials and internal dilemmas
- Explore and experiment with options to work on differences and conflicts faced in intrapersonal, interpersonal and group spaces
- Develop higher sensitivity about the human principles of interdependence needed in creating collaborative environments
- Learn to appreciate and become truly sensitive to diversity in a group and in society (for example – gender, education, social identity, class, caste, etc)
- Practice deep listening for building bridges
- Learn the stages of group development and building healthy group dynamics.

The ALHP is open only to individuals who have already participated in a BLHP and are interested in taking their learning and development further. This Laboratory is also a requirement for entry to the Professional Development Programme (PDP) of ISABS.

*(Note: The period in which one can apply for this lab is specified as, six months after the lab AND not more than two years of doing the BLHP).*

### Methodology:

ISABS is the pioneer in India of T-group facilitation and utilizes T-groups/ sensitivity groups and experience-based learning as its main training methods. Experiencing and reflecting upon one's natural behaviour, then conceptualizing and experimenting with oneself in the Laboratory rather than lectures or cognitive presentations are the chief ingredients in this learning methodology. The Human Process Laboratories, i.e., T-group Labs run for a total of about 36-40 hours and the participants work in small groups of 10 to 12 persons along with one or two facilitators in each group and come together as a community for large group sessions occasionally.

### Facilitators:

The Facilitators for the Human Process Laboratories (BLHP and ALHP) will be Professional Members of ISABS, formally accredited in T-group facilitation. ISABS is the first and only institution in India which offers accreditation in T-groups facilitation. The facilitators' team may include Interns i.e. those who are at the final stage of the ISABS' Professional Development Programme.



## Administrative Details

Mark your calendars for **Week 1: 11<sup>th</sup>- 16<sup>th</sup> December 2024 and/or Week 2: 19<sup>th</sup> – 24<sup>th</sup> December 2024 at Clarks Amer, Jaipur** for coming to invest and deep-dive into the world of personal and professional growth. Snap up your spot on a first-come, first-served basis.

One Fee unlocks all the "Daffodils": all the sessions, materials/ readings, meals throughout the day, your home away from home and the Post-lab Online Session. Pick up the added benefit of the sweet early bird discount specials (given below the Fee Table), available until **31<sup>st</sup> October 2024**.



### Important Notes to Participants:

- The Human Process Labs bring with them a certain depth of experiencing and churning. The experience can be a thrilling, mind-expanding as well as a rigorous learning journey. Therefore, it is important that when you join the lab, you invest yourself fully.
- In sending us your nomination, you are confirming to ISABS that you have read and understood the details and that you agree to take responsibility for the unique outcomes of the programme, when you nominate yourself for the Lab.

**Informed Consent:** The Human Process Lab is likely to be emotionally stressful. A person who has experienced continuous mental stress or has been under psychiatric treatment or has a history of mental disorders, should 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 who applies/is nominated is joining the Event with informed voluntary consent and owns responsibility for his/her own health.

### Programme Schedule for BLHP and ALHP:



Week	Venue Check-in	Programme commences on	Closes on
Week - 1	11th Dec. at 12 Noon	11th Dec. at 3.00 pm	16th Dec. at 12:30 pm
Week - 2	19th Dec. at 12 Noon	19th Dec. at 3.00 pm	24th Dec. at 12:30 pm

**Programme Venue:** Clarks Amer Hotel,  
Jawahar Lal Nehru Marg, opposite Fortis Escorts Hospital  
Jaipur, Rajasthan 302018  
<https://www.hotelclarks.com/amer-jaipur/>

### Travel Instructions:

- Travel is to be arranged by participants themselves.
- The Clarks Amer Hotel is 2.6 kms from Jaipur Airport and 9.8 kms from Jaipur Junction Railway Station. Please book Flight/ Train accordingly AFTER the Closing time of the Event, as per Programme Schedule.
- 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.



**Post-Lab Online Session** – In order to support the learnings of the lab, we will be offering a follow up call for the group, with their Lab Facilitators. Change takes time, so follow-up session provides space for further exploration.

This call will be set up via Zoom meeting with all the participants of the event, approximately after 4 weeks of the Event for a duration of 1.5 hours. The date and time for this call will be intimated to you via email post the event.





## Lab Fees, Discounts, Etc.

The Fees for BLHP and ALHP Labs on a per participant basis is given in the table below.

S. No.	Participant/ Sponsor Nomination	Basic Fee	A.M. Fee*	GST @ 18%	Total Fee
1	Double occupancy: Corporate and Public sector organizations	₹65,000	₹250	₹11,745	₹76,995
2	Single occupancy: Corporate and Public sector organizations	₹85,000	₹250	₹15,345	₹1,00,595
3	Double occupancy: Social & education sectors and self-sponsored individuals	₹60,000	₹250	₹10,845	₹71,095
4	Single occupancy: Social & education sectors and self-sponsored individuals	₹78,000	₹250	₹14,085	₹92,335
5	Double occupancy: Full Time Students under 30 years of age	₹52,000	₹250	₹9,405	₹61,655
6.a	Non-Residential Fee (All Meals included)	₹48,000	₹250	₹8,685	₹56,935
6.b	Non-Residential Fee (lunch only)	₹40,000	₹250	₹7,245	₹47,495

**Note:** International participants desirous of attending this event, do write to us for more details regarding the fee applicable for your participation.

**\*A.M. Fee:** The Associate Membership Fee (AM Fee) is an annual fee. It will enroll you as Associate Member of ISABS for one year from 11<sup>th</sup> December 2024. If you have paid it any time on or after 10<sup>th</sup> December 2023, till date of registration and payment, you may deduct/remove the due amount (Rs.250/-) from the total fee payable and mention date and details of the AMF paid in the nomination form.

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

### Discounts:

- Valid only for full fee paid up in each enrollment.
- **Early Bird Discount** (Individual) – ₹ 1,000/- on or before **31<sup>st</sup> October 2024**
- **Early Bird Discount** (Group of 3 or more people) – ₹ 2,000/- per participant, on or before **31<sup>st</sup> October 2024**
- **Group Discount** (of 3 or more people) – ₹ 1,000/- per participant, on or before **11<sup>th</sup> November 2024**

### Fee Concession:

ISABS makes an effort to reach maximum diversity of learners from all the sections of society. This is in line with our Objectives and identity as a non-profit voluntary organization. ISABS offers a limited

number of fee concessions to 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 fee concessions/bursaries will be available to participants who are working with such organizations and/or participants who are constrained with resources. 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 **10<sup>th</sup> November 2024**. The applications will be reviewed by the Fee Concession Committee and you will receive an email communication on the status of your application by **30<sup>th</sup> November 2024**.



## Registration

**Nominations will be accepted 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).

For more details do write to us at [admin@isabs.org](mailto:admin@isabs.org).

### Payment Details:

- **Bank Transfer:** The Programme Fee, as per above Table, can be wire transferred through internet
  - Account Holder Name: Indian Society for Applied Behavioural Science
  - Bank Name: Canara Bank, Branch: Green Park Extension, New Delhi
  - Account Number: 90482010014884, Account Type: Savings
  - MICR Number: 110015011, IFSC Code (RTGS/NEFT) - CNRB0000350
  - SWIFT Number: CNRBINBBDGP
- **Cheque / Demand Draft (DD):** A DD may be 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, Manager-Finance, ISABS, B-1/33A, Mezzanine Floor, Hauz Khas, New Delhi - 110 016, India.



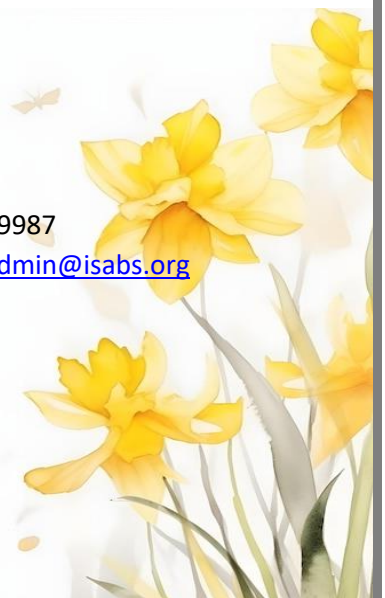
### For Confirmation of Payment and Nomination status, please contact ISABS Office:

- Mr. Shubhojeet Pal, Mob: +91 8802657508; Email: [accounts@isabs.org](mailto:accounts@isabs.org),
- Mr. Rajkumar, Mob: +91 9899028033; E-mail: [admin@isabs.org](mailto:admin@isabs.org)



### For Programme related queries, please contact:

- Deans - Programmes: Ms. Hema Sekhar, Mob: +91 9686454232,  
Ms. Meenakshi Vijayasimha, Mob: +91 9845919987
- Manager – Admin: Mr. Rajkumar, Mob: +919899028033, Email: [admin@isabs.org](mailto:admin@isabs.org)





## Cancellation Policy:

- Any cancellation after ISABS' confirmation of nominations will entail a deduction of 50% of the Programme fee towards administrative costs incurred by us.
- Cancellations on or after **30<sup>th</sup> November 2024**, will NOT be entitled to any refund.
- However, a request to transfer the registration to another participant in the SAME type of Lab may be considered, subject to a written request being sent to us for the said transfer/ swap. (A request to transfer the registration for the next National Event can also be sent and will be considered.)



## Other Offerings of ISABS

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

For detailed information, please visit us on: <https://www.isabs.org/services.html>



## Annexure: Why attend Human Process Laboratories? How do they benefit participants and/or the organizations?

Human process laboratories / T-group labs / Sensitivity training is a unique approach to understanding oneself and others purely from interacting, observing and reflecting in a direct way, as one really is, in a group setting. The basic understanding is that efficiency, effectiveness and a sense of satisfaction of people and groups depend more often in the manner in which people work together than in their technological skills. The best way to understand this is to examine what is going on in the group, in the present moments which provides rich data for learning.



**What is a T-GROUP?** Typically, in a T-group (Human Process Laboratory), 8 to 12 participants work together along with one or two facilitators to explore and understand human processes and discover more about themselves, their feelings, thoughts, styles of functioning, how they are perceived by others and become aware of their behavior patterns at an interpersonal and group level. While this is the primary focus, there is no pre-determined agenda and the group uses the real-time “here and now” experiences to derive this learning, using each other as a resource. The facilitators help to create a climate for such learning.



**Methodology:** This methodology is participant-centric and the learnings are created by the participants for the participants by interacting with each other. The participants have an opportunity to develop the ability to interact in a more authentic, open and spontaneous fashion, the ability to recognize one’s feelings, accept the vulnerability of sharing them and take the risk of becoming fully engaged with another person and/or a group of people. The focus is to encourage responsible experimentation, supportive-ness without over-protectiveness and confrontation without destructiveness.

### Benefits and Impact of T-groups:

Learning Focus	Likely Individual Benefits	Likely Organizational Benefits
<b>Self-Awareness</b>	The individual becomes more aware of her/his emotions, strengths and weaknesses.	S/he accurately assesses herself/himself and further develops self-confidence to perform organisational tasks.
<b>Leading Self</b>	The individual may further develop the capacity to effectively manage her/his motives and regulate their behaviours.	The payoff for the organisation could be, an individual potentially with more self-control, trustworthiness, conscientiousness, initiative, ability to adapt & effectively influence others
<b>Group Process and/or social awareness</b>	The individual further 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
<b>Inter-personal / Group process skills</b>	This competence can enable the individual to get desired responses/results from others and reach personal fulfilment.	As a result, the individual may be able to develop others, provide leadership, influence, communicate effectively, becomes a change agent, able to manage conflicts, build bonds, teamwork and collaboration.