



**Indian Society for Applied
Behavioural Science**

Announces

Winter Event 2024

Week 1: 11th – 16th December 2024

Week 2: 19th – 24th December 2024

Venue: Clarks Amer, Jaipur

**Professional Development
Programme (Phase A & Phase B)**

| S. No. | Particulars | Page No. |
|---------------|---|-----------------|
| 1 | About ISABS & Professional Development Programme (PDP) | 3 |
| 2 | <i>Programmes Offered</i> <i>Phase A – Eligibility & Learning Agenda</i> | 4-5 |
| 3 | <i>Phase B – Eligibility & Learning Agenda</i> | 6 |
| 4 | <i>Facilitators</i> <i>Administrative Details - Programme Venue, Travel Instructions, Programme Schedule</i> | 7 |
| 5 | <i>Lab Fees – Discounts and Fee Concession</i> <i>Registration - Payment Details, Cancellation Policy</i> | 8-9 |
| 6 | <i>Other Offerings of ISABS</i> | 9 |
| 7 | <i>Other Programmes in the Event</i> | 10 |



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

Professional Development Programme (PDP)

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 groups 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 self-awareness and professional effectiveness. The journey through PDP assists in the development of human process competencies for facilitation of self-growth and understanding of group dynamics, among people who participate in such Human Process Labs.

Through extensive 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-based 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 of 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.



Programmes Offered:

- Phase A: The beginning of the Professional Development Programme
- 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 level 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 is cleared for PDP and participation in 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 group



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 behavioral expression
- Is in touch with one's own need for membership of group, visibility, power and influence, affection and approval etc. without negating the needs of the others
- 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 the context of ISABS



- Demonstrating courage to articulate behavioural processes in self, others and group
- Being sensitive to the needs of self and others by:
 - o Intervening
 - o Confronting
 - o Being silent
 - o Responding
 - o 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 hypotheses 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.

Administrative Details

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 is 2.6 kms (from Jaipur Airport) /9.8 kms (from Jaipur Junction 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.

Programme schedule for Phase A and Phase B:

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



Lab Fee, Discounts, etc.

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. | Double Occupancy | ₹1,03,854 | ₹250 | ₹18,739 | ₹1,22,843 |
| 2. | Single Occupancy | ₹1,34,533 | ₹250 | ₹24,261 | ₹1,59,044 |
| 3. | Double Occupancy Observer | ₹25,000 | ₹0 | ₹4,500 | ₹29,500 |

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 **11th December 2024**. If you have paid it any time **on or after 10th 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, extra food and beverage orders.

Fee Concession:

ISABS makes an effort to reach maximum diversity of learners from all sections of the 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 on or before **10th 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 **30st November 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



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: CNRBINBDGP
- **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
 - Mr. Rajkumar, Mob: +919899028033; E-mail: admin@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 **30th November 2024**, will NOT be entitled to any refund.
- However, a request to transfer the registration to another participant in the SAME event 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
- Rajkumar, Mob: +91 9899028033; E-mail: admin@isabs.org



Other Programmes in this event:

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

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

Important:

Informed Consent: At times, the Human Process Lab may be emotionally intense. A person who has experienced continuous mental stress or has been under psychiatric treatment or with existing heart conditions, 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.

