

Indian Society for Applied Behavioural Science

Announces

Summer Event 2025

Week 1: 18th – 23rd May 2025

Week 2: 25th – 30th May 2025

Venue : The Ferns Habitat, Goa

Basic Lab on Human Processes (BLHP)

Advanced Lab on Human Processes (ALHP)

Professional Development Programme Labs

Special Theme Labs

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Programmes / Labs

Using Labs / Groups for developing Self, Organizations, Families and Communities

To help you to deal with and transform groups & selves, ISABS brings a unique Programme – the Human Process Laboratory – which is based on combining social science research & emotional awareness. While our lives are full of groups – in the form of organizations, families, alumni, friends and resident groups – our experience with such groups is varied depending upon the context and often tends to be de-energising or less functional. This happens for the simple reason that nobody has been taught how to create and maintain such groups in effective ways. Making groups effective 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.

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 meets a second key objective also - of Personal Growth. In this Programme, 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 Summer Event launching on 18th May 2025! 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 serene setting of Goa. 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.

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: 18th – 23rd May 2025, Week 2: 25th – 30th May 2025
(Note: You may sign up for either week as per your availability & choice)

Lab Name	About the Lab	For Whom
Basic Lab on Human Processes (BLHP)	<p>This is the foundation/first level Laboratory which provides a learning opportunity for the participants to:</p> <ul style="list-style-type: none">• Become aware of one's patterns of behaviour, both as an individual and as a leader• Experience and explore the actual impact of one's behaviour on others and others' behaviour on oneself• Enhance one's effectiveness in interpersonal communication, the ability to dialogue constructively and build more empowering relationships• Discover one's potential as a leader to initiate and influence effectively• Understand the dynamics and power of groups and the process of working with synergy in teams.	<p>These experiential learning Laboratories are beneficial and meant for : Line managers, HR and L&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>

<p>Advanced Lab on Human Processes (ALHP)</p>	<p>This Laboratory is the next level of deeper exploration and experimentation, which provides a growth opportunity where the participants can:</p> <ul style="list-style-type: none"> • 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. 	<p>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.</p> <p><i>(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).</i></p>
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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.

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 closure. The date and time for this call will be intimated to you via email post the event.

Impact of T-Groups - 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 experiential, participant-centric and the learnings are created by the live-time interactions among all the participants and facilitator/s within each small group. 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 of T-Groups:

Learning Focus	Likely Individual Benefits	Likely Organizational Benefits
Self-Awareness	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.
Self Regulation	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.
Group Processes and Social Awareness	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.
Inter-personal / Group Effectiveness Skills	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.

Professional Development Programme (PDP)

The Professional Development Programme (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 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>. The participants develop a conceptual & skill base in the field of Applied Behavioural Science through experiential and theory-based learning and a commitment to human process values & sensitivity.

For whom:

- Individuals already in formal roles or wishing to take up the role of a change agent for individuals, groups and institutions / organizations.
- Individuals who want to develop competence in T-Group facilitation, Group Processes 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:
 - 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 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

Mark your calendars for **Week 1: 18th- 23rd May 2025 and/or Week 2: 25th – 30th May 2025 at The Ferns Habitat, Candolim, Goa**. ISABS invites to come, 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 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 discount specials (given below the Fee Table), available until **18th April 2025**.

Important Notes For 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 for the entire duration of the week.
- 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: A person who has experienced continuous mental stress or been under psychiatric treatment recently or has a history of mental disorders or has had a coronary/heart attack, must not be nominated to ISABS labs. ISABS will not be responsible for any of such problems developed during or after participation in any lab. It is implicit that each participant joins the lab with informed voluntary consent and owns responsibility for his/her/their own health.

Programme Schedule for BLHP & ALHP:

Week	Venue Check-in	Programme commences on	Closes on
Week - 1	18 th May at 12 Noon	18 th May at 3.00 pm	23 rd May at 12:30 pm
Week - 2	25 th May at 12 Noon	25 th May at 3.00 pm	30 th May at 12:30 pm

***Note:** The PDP programme is a two-week programme and the participant has to stay for the entire duration of both the weeks.

Programme Venue:

The Fern Habitat,
Main Market, Near Lawande Super market,
New Araddy Waddo, Bardez,
Candolim, Goa 403515

Website: <https://www.fernhotels.com/beaches-backwaters/the-fern-habitat-candolim-goa>

For Non-Residential participants, here are websites of some nearby hotels to help plan your stay:

<https://www.gingerhotels.com/ginger-go-a-candolim>

<https://www.godwinhotels.in/goa/>

<https://www.thehosteller.com/hostels/the-hosteller-go-a-candolim/>

Travel Instructions:

- Travel is to be arranged by participants themselves.
- The Ferns Habitat is about 29.8 kms from MOPA International Airport and about 39.7kms from Dabolim Airport, Goa
- Distance from Railway station to The Fern Habitat is about 21 kms from Thivim 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 the advanced programmes / PDP, without completing the said Lab.

Lab Fees, Discounts, Etc.

The Fees on a per participant basis is given in the table below:

Programme Fee					
Sr. No.	Participant/ Sponsorship type	Basic Fee	A.M. fee*	GST @ 18%	Total Fee
BLHP AND ALHP					
1	Corporate and Public sector organisations				
	Double occupancy	₹ 56,000	₹ 250	₹ 10,125	₹ 66,375
	Single occupancy	₹ 74,500	₹ 250	₹ 13,455	₹ 88,205
2	Social & Education sector and Self-sponsored individuals				
	Double occupancy	₹ 48,000	₹ 250	₹ 8,685	₹ 56,935
	Single occupancy	₹ 62,000	₹ 250	₹ 11,205	₹ 73,455
3	Full Time Students under 30 years of age				
	Double occupancy	₹ 44,000	₹ 250	₹ 7,965	₹ 52,215
4	Non-Resident all Categories				
	Non-Resident	₹ 21,000	₹ 250	₹ 3,825	₹ 25,075
PDP (Inclusive of both weeks)					
	Non-Resident	₹ 42,000	₹ 250	₹ 7,605	₹ 49,855
	Double occupancy	₹ 84,000	₹ 250	₹ 15,165	₹ 99,415
	Single occupancy	₹ 1,10,000	₹ 250	₹ 19,845	₹ 1,30,095

Note: International participants desirous of attending this even, 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 **18th May 2025**. If you have paid it any time on or after **17th May 2024**, 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 **18th April 2025**
- **Early Bird Group Discount** (Group of 3 or more people) – ₹ 2,000/- per participant, on or before **18th April 2025**
- **Group Discount** (of 3 or more people) – ₹ 1,000/- per participant, on or before **4th May 2025**

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.
- Corporates sending more than 3 participants in an event, in case of cancellation, may request for a credit note which could be used towards another Week / National event within a year.
- Cancellations on or after **8th May 2025**, 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.

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>

For more details do write to us at 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: CNRBINBDGP
- **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,
- Mr. Rajkumar, Mob: +91 9899028033; E-mail: admin@isabs.org

For Programme related queries, please contact:

- Dean (Programmes): Krushna R Sawant (+91 9920140651) and Rahul Thapar (+91 9909942787)
dean.programmes@isabs.org
- Manager Admin: Mr. Rajkumar, Mob: +919899028033, Email: admin@isabs.org

Special Theme Labs

ISABS Summer Event is also offering Special Theme Labs for a deep exploration of specific aspects of self-identity and human processes. Details of these theme labs will be sent shortly in a special brochure. They will be conducted by ISABS Professional Members during the event in the same venue.

More Offerings & Services of ISABS:

ISABS also offers specialized certification programmes in the area of Organization Development, Community Facilitation etc and a wide range of consultancy services. For detailed information, please visit us on: <https://www.isabs.org/services.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>