



ISABS

ISABS NATIONAL WINTER EVENT

Evolve

FIRST WEEK

4TH – 9TH December 2019

SECOND WEEK

11TH – 16TH December 2019

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Programmes Offered

Basic Human Laboratory Process (BLHP)

Advanced Human Laboratory Process (ALHP)

Dates

First Week - 4th - 9th December 2019

Second Week - 11th – 16th December 2019

About Sensitivity Training and T-Groups

Laboratory education started with experiments by Kurt Lewin in USA in the mid-1940's. He was greatly influenced by J L Moreno's concept of the encounter and role plays as a technique to understand & change behaviour. What started off as a tool to change standards, attitudes and behaviour of individuals using participative methods and encounter groups, later evolved into a full-fledged methodology called 'T-Group', 'L-Group', 'Sensitivity Training' or 'Laboratory Education'. This method of learning is primarily through experience and can be more specifically defined as "learning through reflection on doing".

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.

Sensitivity training is participant centred and the learnings are created by the ways the participants of the Laboratory interact with each other. The goals are relatively simple. It is to contribute towards personal growth of the participant, particularly through increased self-awareness and interpersonal competence. With personal growth comes the ability to understand the group, and the organization.

It helps in developing 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 risk taking, supportiveness without over-protectiveness and confrontation without destructiveness. The atmosphere is one of 'Enquiry and Discovery.' As the participants spend quality time together, over 5 - 6 days, they create 'an island.'

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 main training method. Experiencing, reflecting, hypothesizing, conceptualising, experimenting, collaborative and non-directive method 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 societal contexts.

About Human Process Laboratories

In a human process laboratory, a group of around 10-12 participants work together along with a facilitator to learn about human processes, and in the process discover more about themselves, their strengths, their styles, their interpersonal and group interactions, how they perceive others, and are perceived by others. While this is the primary task, there is no pre-determined agenda and the group uses the 'here and now' experience to derive this learning, using each other as a resource. The facilitators help create a climate for such learning.

Basic Laboratory on Human Process (BLHP)

THE BROAD OBJECTIVES INCLUDE

- Enhancing self-awareness
- Becoming aware of your patterns of behaviour and its impact on others
- Discovering behaviours that serve and limit you
- Increasing your ability to understand and manage yourself & your interactions with others thereby leading to building deeper relationships
- Discover your potential to live life meaningfully and effectively

FOR WHOM

Individuals who are interested in:

- Personal growth, interpersonal learning.
- Discovering their potential for greater effectiveness in relationships.
- Taking the self through a journey of discovery.
- Understanding the dynamics of being & working in the groups.

Typically, BLHP participants comprise the following:

- Homemakers, Students, School Teachers & University Faculty
- Journalists, Lawyers, Entrepreneurs,
- Line Managers and Executives
- Marketing, Sales and Client Servicing professionals
- Team or Group Leaders and Project Coordinators
- Professionals in the Quality Domain & ISO supervisors
- HRD, Training, Personnel and Industrial Relations Professionals
- Professionals from Non-Governmental Organizations (NGO),
- Social Service Organizations & Public Sector
- Counsellors and Therapists

BENEFITS

Individual Benefits	Organizational Benefits
Self-awareness	The individual becomes aware of her/his emotions, strengths and weaknesses. S/he accurately assesses herself/himself and develops self-confidence to perform organisational tasks.
Leading Self	The individual develops the capacity to effectively manage her/his motives and regulate their behaviours. The payoff for the organisation is an individual potentially with self-control, trustworthiness, conscientiousness, initiative, ability to adapt & effectively influence others
Social awareness	The individual develops the capacity to understand what others say and feel and why they feel and act as they do. This results unimproved empathy, organisational awareness and service orientation.
Social skills	This capacity enables the individual to get desired results from others and reach personal goals. As a result, the individual is able to develop others, provide leadership, influence, communicate effectively, becomes a change agent, able to manage conflicts, build bonds, teamwork and collaboration.

Duration for BLHP - Residential

First Week

4th - 9th December, 2019

Second Week

11th – 16th December, 2019

This is a one-week program, you can choose either of the week

Advanced Laboratory on Human Process (ALHP)

OBJECTIVES

- Enhance learning and experimentation initiated by oneself in the Basic Lab and thereafter
- Practice skills of better listening, being more authentic and empathetic
- Develop greater awareness of behavioral processes of individuals, as experienced in the Here & Now
- Become familiar with group dynamics and how these impact behavior of individuals

FOR WHOM

Individuals who have participated in a Basic Lab on Human Processes (L-Group/Human Relations Programmes in laboratory mode) and have been cleared for attending Advanced Lab.

ALHP is particularly recommended for

- Executives, Administrators and Managers
- Internal HRD facilitators and personnel engaged in change management
- Professionals in the Quality Domain & ISO supervisors
- NGO/Social Organizations and Government staff in
- People-Management roles
- Trainers, Consultants and Coaches
- Therapists, Psychologists and Social workers

While sending nominations for ALHP, kindly ensure that the following are made available:

- 1) Year of attending BLHP
- 2) Date and venue of the respective ISABS event
- 3) Name of facilitators; and
- 4) Whether cleared for attending ALHP

Duration for ALHP - Residential

First Week

4th - 9th December, 2019

Second Week

11th – 16th December, 2019

This is a one-week program, you can choose either of the week

Administrative Information

FACILITATORS

Facilitators for all programs will be drawn from among the certified Professional Members of ISABS. Please visit our website isabs.org/professional-members.html to view complete list of Professional Members.

PROGRAMME FEE STRUCTURE

Category	Participation Fee	Membership Fee	GST @ 18%	Final Fee (Incl. of Taxes)
CORPORATE (Private & Public Sectors)	₹48,000.00	₹250.00	₹8,685.00	₹56,935.00
Self-Sponsored	₹42,000.00	₹250.00	₹7,605.00	₹49,855.00
Non-Profit Organization/Social Sector (including Full-time Students)	₹35,000.00	₹250.00	₹6,345.00	₹41,595.00

**Corporate sponsored applicants and individuals associated with corporate sector or allied areas – consultants, doctors, lawyers, management, school teachers, etc

The fee includes boarding & lodging (twin sharing) expenses for the programme duration, all learning material and an Associate Membership Fee of Rs. 250/- for one year. GST is levied @18% as applicable under taxation rules of Govt. of India. We believe that twin-sharing accommodation contributes to the learning process. Also, our fee for the total programme is worked out on twin sharing basis. For these reasons, we will NOT be able to consider any requests for single occupancy.

DISCOUNTS AND SCHOLARSHIPS - ALL PROGRAMMES

Our aim is to encourage people to participate. We offer discounts & scholarships as below:

Early Bird Discount: For organizations signing up on or before 10th October, 2019 there is early bird discount of Rs.1000/- per person on the full programme fee. Please note this discount is applicable on receipt of full payment & completed nomination form.

Group Discount: For organizations (Corporate & Social sectors) sponsoring 6 or more participants for the event, we offer group discount of Rs.1000/- per participant. Please note that this fee is inclusive of the Early Bird Discount.

Scholarships: There are few scholarships available for members working in social organizations (e.g. NGOs) as well as others who would like to attend but come from less privileged backgrounds. Scholarships would be need based. The extent of the scholarship given would be decided by the extent of the need as well as the amount available that year in the program. Individuals and NGOs interested in availing scholarship would be expected to send a detailed email to Dean-Social Development, Ms. Somali Gupta at dean-socialdev@isabs.org and a copy to contact@isabs.org

Please note last date to receive completed nomination form along-with the participation fee is 25th November, 2019. Confirmation of receipt of payment and participation in the program will be intimated through written communication by 30th November, 2019. Please carry a hardcopy/e-copy of confirmation letter for registration at the event venue.

Payment Method

- 1) The programme fee can be wire transferred through internet into our account "Indian Society for Applied Behavioural Science" A/c no. 90482010014884 - Savings A/c Syndicate Bank, Delhi Green Park Extension branch IFSC code for the branch is SYNB0009048 Remittances can come through either RTGS or NEFT depending on the amount. Once a remittance has been made through net banking the remitter will receive a confirmation number from their bank.
- 2) Alternatively, A Demand Draft (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 Shubhojeet Pal, ISABS, B-1/33A, Mezzanine Floor, Hauz Khas, New Delhi 110 016

To apply please click on this [LINK](#) to access the nomination form.

NOMINATION CONFIRMATION

Acceptance of nominations will be confirmed on receipt of fee on or before 30th November 2019. Any cancellation will entail a deduction of 25% of the programme fee towards administrative costs incurred by us. Cancellations 15 days prior to the start of the programme will receive no reimbursement.

PROGRAMME SCHEDULE

FIRST WEEK: 4th - 9th December 2019

Check-In	Programme commences on	Closes on
4th Dec 2019 at 12 noon onwards	4th Dec 2019 at 4.00 pm	9th Dec 2019 at 12.30 pm

SECOND WEEK: 11th - 16th December 2019

Check-In	Programme commences on	Closes on
11th Dec 2019 at 12 noon onwards	11th Dec 2019 at 4.00 pm	16th Dec 2019 at 12.30 pm

IMPORTANT NOTE

Please ensure that you are able to be present for the entire duration of the programme and make travel arrangements accordingly. Flights/Trains for departure on 9th & 16th December 2019 should be booked post 3.00pm.

DRESS CODE

Informal & comfortable clothing is preferable.

OTHER PROGRAMS OFFERED BY ISABS:

Organization Development Certificate Programme (ODCP)
Community Process Facilitation Program (CPFP)
Harvesting the Uncommon - Leadership for New Age

For Queries you may contact: Sushma Sharma 9821229155 | Zeb O. Waturuocha 9886001658 | Shubhojeet Pal 8802657508 | Tel: (011) 26964710 or (011) 26850956 | Email: contact@isabs.org

Professional Development Programme (PDP)

THE CONTEXT

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

- The ability to cope with a high degree of ambiguity and provide leadership amidst uncertainty
- The ability to build workgroups or teams and facilitate effectiveness in human systems

The T Group Laboratory methodology also called a Human Process Lab, L Group or Sensitivity Training, focuses on 'unstructured', experiential, non-directive processes of learning. An essential part of the Professional Development Program (PDP) is its contribution to increased self-awareness and understanding and development of group skills that in turn help improve team-work and consensual decision-making processes. The PDP of ISABS is aimed at developing professionals capable of facilitating experience-based learning in groups and organisations. The journey through PDP assists in the development of Professional Members of ISABS, with human process competencies to facilitate 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 and expected to acquire competence both 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. Below is an outline of the objectives and procedures of the PDP system of ISABS that is dynamically intended for self-learning and acquiring professional competencies of facilitating group processes.

FOR WHOM

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions
- HR, Learning and OD Specialists, Managers and Consultants in Corporate, Educational and Social Sector organizations
- Individuals who would like to develop competence in T Group facilitation and become a Professional Member of ISABS

Professional Development Programme Phase A

FOR WHOM

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions
- HR, Learning and OD Specialists, Managers and Consultants in Corporate, Educational and Social Sector organizations
- Individuals who would like to develop competence in T-Group facilitation and become a Professional Member of ISABS

COVERAGE & DURATION

This is a 2 weeks lab 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 levels.

Professional Development Programme Phase B

COVERAGE & DURATION

This is a 2 weeks lab which has the following broad objectives:

- Diagnosing human processes in self and group
- Linking experiences with relevant theory and concepts
- Experimenting with interventions that facilitate exploration at different levels - individual, interpersonal and group, practicing process diagnosis for individuals and groups

Please Refer to a Separate Brochure for PDP

Theme Labs

We are happy to invite you to our Theme Labs in the National Winter Event - Evolve 2019!

The Theme Labs is an outcome of our specialization in experiential learning & T-Groups. We are offering Labs that are focused on certain themes designed by ISABS Professional Members.

In this VUCA (Volatility, Uncertainty, Complexity, Ambiguous) World, Leaders as much as followers need to learn new capabilities to meet the challenges in this emerging reality. Keeping this at the core, the labs are designed for exploring & developing capabilities required for VUCA World.

Please Refer to a Separate Brochure for Theme Labs

About Venue

Pride Ananya Resort offers resort-style accommodation for all those looking for a revitalizing escape from maddening city crowd and smog and a mesmerising view of the sea and the local attractions that surround this charming hotel in Puri, along with giving you a clear sense of business being one of the best Business Hotel In Puri.



Pride Ananya Resort
12/411 Bankimuhan VIP Road,
Puri, Odisha 752001
India

Website: <https://www.pridehotel.com/puri/the-pride-resort-puri/overview/>

Distance from Biju Patnaik International Airport is approximately: 58.2 km

Distance from Puri Railway Station is approximately: 900 m

Mobile: +91 77520 02903

E-Mail: reservation.puri@prideresorts.in
centralreservations@pridehotel.com

Board Members

BOARD MEMBER	HONORARY POST	DIRECTORS/CHAIR-PERSON	
Atul Chugh	President	R. Sankarasubramanyan	Director, ODCP
Ganesh Anantharaman	Past President	S Prabhakaran Kamath	Chairperson – Standing Ethics Committee
Khirod Pattnaik	Secretary		
Suryamani Singh	Treasurer		
Kishore Gandhi	Dean [Programmes]		
Zeb O' Waturuocha	Dean [Professional Development Program]		
Sushma Sharma	Dean [External Linkages]		
Somali Gupta	Dean [Social Development]		
Marisa D, Mello	Dean [Research]		
Ameet Mattoo	Dean [Publications]		
Shyleswari M. Rao	Dean [Consultancy]		
Kumud Kalia	Northern Region Co-Ordinator		
Manas Shukla	Eastern Region Co-Ordinator		
Gauri Nigudkar	Western Region Co-Ordinator		
Halasyam Sundaram	Southern Region Co-Ordinator		

For contact details of the Board members please visit our website www.isabs.org

Frequently Asked Questions

Can I opt for an ALHP straightaway? I am a trainer/facilitator/ceo/ experienced in this field, etc.,

No. You cannot opt for an ALHP without doing a BLHP and being cleared by the facilitator of your Lab to go ahead with an ALHP.

Can a homemaker participate in the lab?

Yes. Any person above 18 years holding any role can participate and learn about herself/himself to live life meaningfully.

Will the feedback be shared with my organization?

No. We do not share feedback with your organization.

What is the difference between Regional and National Event?

National events are organized by the National body to provide a more diversified experience. National events conduct PDP Programs along with BLHP & ALHP whereas a Regional event holds BLHP & ALHP

How many participants can an Organization sponsor?

One organization can sponsor maximum 8 participants in any of the week.

Can I pay extra and take single occupancy room?

We believe that a lot of learning happens through shared experiences. Therefore, ISABS does not offer single occupancy option. We encourage you to stay on double occupancy basis.

Can I avail of any scholarship/early bird discount or group discount?

Please look up Scholarship details on page 5. Early bird discount and group discounts are offered for group bookings as mentioned in fees section.

Can I pay at the venue?

No. Your participation will be confirmed only on basis of full payment received on or before the last date for registration.



ISABS

www.isabs.org

Indian Society for
Applied Behavioural Science
B-1/33A, Mezzanine Floor,
Hauz Khas, New Delhi - 110 016
contact@isabs.org

+91- 8802657508 | (011) 26964710 | (011) 26850956

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