



ISABS

# ISABS NATIONAL WINTER EVENT

# *Theme Labs*

Date: 11<sup>th</sup> – 15<sup>th</sup> December 2019

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## Programmes Offered

**Befriending our Shadow**

**Sacred Dialogues: Joyous Integration of Feminine and Masculine**

**Elements: Energize - Empower - Integrate**

## Dates

**11th – 15th 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.



# Befriending our Shadow



Robert Louis Stevenson had a highly revealing dream: The kind, hardworking scientist Dr. Jekyll is transformed in the violent and relentless Mr. Hyde, (after swallowing a powder, this transformation occurs). Mr. Hyde's evils relentlessly grow greater proportions.

This is the story of Shadow. When we say "I was not myself", "He acted as if he was possessed", "I did not know what happened to me, I rushed and saved that person without thinking" and so on, we are talking of Shadow.

## What is Shadow:

By definition, "Shadow is absence of Light" which means that part or parts which we are not aware of or conscious. In fact, everything that we have driven deep into our unconscious, almost everything, without any differentiation of good, bad, and ugly are our shadows.

## Why should we work with our Shadow?

What we push deep down, projects elsewhere. In our house, society and in the nation, it gets projected. India's persona is described in "Satyameva Jayathe" but we see its shadow everywhere in the form of bribery, treachery, cheating, intelligent looting of our banks and so on.

Shadow Work is every individual's work. If we do not work, we cannot avoid seeing what we experience in our country.

## What benefits we will get?

There are very many benefits of befriending the shadow. The following will be easy to mention:

- Creativity will flourish. Shadow is the origin of all creativity both artistic and scientific.
- Inadequacy will disappear. By integrating our shadow side, we become whole. In our wholeness, inadequacy is a part and so it becomes our friend.
- We reduce our projection. When we became aware of our shadows, we own it without projecting it outside.
- We achieve personal mastery. Once shadow is integrated, we move towards mastery as all our energy is available to us. We do not spend it on burying our shadow.
- Our perception becomes clear. We see what is rather than seeing what we project on.

### For whom:

For anyone who wants to become complete and become aware of what is hidden within himself/herself. However, some age restriction is necessary. If you are 30 plus it would be helpful. Certainly, it is not for people less than 18 years of age.

### Facilitators:

#### Sundarananda Giri



Sundarananda Giri popularly known as SG brings in his deep understanding and insights into the unconscious dimensions and hidden meaning of connectedness of all beings. He is voracious reader and erudite in Eastern & Western Philosophy and Indian Mythology. Passion for helping and empowering people is nature's gift to him

#### Kishore Gandhi



Kishore Gandhi operates from a belief that people possess an innate capacity to grow in an enabling environment. His conversations are anchored in empathetic inquiry, creating a climate for insights leading to self-directed learning. His facilitative style naturally empowers others to own and chart their personal and professional growth.

# Elements: Energize – Empower – Integrate

An exclusive learning space for women seeking personal and professional growth and transformation

Ancient cultures around the world have believed in *five* basic *elements* that abound in Nature. It is believed that all these five elements need to be in balance in all spheres, be it the universe, the earth, life or the human body and spirit. When these elements dance together in unison and harmony there is a sense of being grounded and in balance, leading to excellence and peace. Taking inspiration from this philosophy, this workshop is conceptualized around the 5 elements - earth, water, fire, air and ether.



FOCUS	ELEMENT	THEME
ENERGIZE	EARTH	Be grounded in your power
	WATER	Immerse in the flow
	FIRE	Unleash your passion
EMPOWER	AIR	Fly High: Challenge your limits
INTEGRATE	ETHER	Find your path and purpose

## OBJECTIVES: self-renewal and rejuvenation

- reconnect to one's inner strength and potential in order to empower self
- explore gender entrapments that constrain voice, authority and leadership
- develop strategies that will enable greater impact and broader influence in work and life spaces

## FOR WHOM:

This workshop will be rewarding to women from all professions who are seeking to tap into and enhance their leadership and potential. If you want to work on strategies to become a leader and be the best that you can be, you will find this meaningful. It is for any woman who feels the need for this mutual learning space and time. Whoever you are, and whatever your roles in the world be, you are welcome.

**MAXIMUM GROUP SIZE:** 12 women

**DURATION:** 5 days

## METHODOLOGY:

Experiential learning methodology will form the core of this workshop. There will be use of dyadic and small group work, psychometric tests, experiential activities, art, music, dance, meditation, etc.

## Facilitator

**Snigdha Pattnaik**



Snigdha Pattnaik is a professional member of ISABS. She is an academician, consultant and trainer who has worked extensively in the areas of personal growth, women's leadership, behavioural science and OD. She is passionate about books and travel, wants to keep learning throughout life and to keep pushing boundaries.

# Sacred Dialogues

## Joyous integration of Feminine and Masculine

### Introduction:

*What would it be like to have a safe space for men and women to gather for deep connection with self, each other and the world, in a spirit of reverence and belonging?*

One of the deepest longings of human beings is to have wholesome, sustaining, evolving relationships. We have been socialized into gender roles and identities that has wounded and repressed our fulsome expression. Gender conflict is a manifestation of unhealed relationship between the wounded inner feminine and inner masculine. We are at war within ourselves on so many levels. At systemic level this wound shows up as insensitive patriarchal institutions, #Me Too movement, and deep disconnect with nature.

It is a call of current times to heal the deep wounds between inner masculine and inner feminine, redefine our roles and relationships and reconnect Purush and Prakriti.

We have within us innate potential to integrate our inner feminine and masculine energies and live our fullest creative potential, have rewarding relationships and co-create a flourishing ecosystem for our children.

Sacred Dialogues is a creative process lab that invites you on a journey beyond stereotypes of woman and man and connect with the embodied and sacred aspects of what feminine and masculine truly mean for you.

### Invitation: What will we explore?

At Sacred Dialogues we will integrate deep dialogue with non-verbal contemplative movements, personal journaling and structured small group reflections to create a safe space for inner and group reflections on :

- What does inner feminine and masculine mean beyond gender stereotypes we get stuck into?
- How do I hold masculine and feminine within and how it impacts my relationship with self and others?
- What are the deep wounds and shadows we carry collectively and find the healing message hidden within the same?
- How could we listen deeply and find the language and voice to express the wisdom waiting come forth?
- What would a joyful integration of feminine and masculine within me look like? How do I make it happen a day after this lab?

### For Whom:

For women and men seeking to dive into deeper exploration of who they are and find the keys to wholesome relationships.



### Methodology:

Reflective dialogue, Structured exercises and unstructured experiential processes, Conceptual inputs, Contemplative movement and embodiment processes (Social Presencing Theatre), Journaling,

### Facilitators:

#### Sukhvinder Sircar



Sukhvinder Sircar is a Professional Member of ISABS and a life coach. She's been on a deep spiritual quest for two decades, and offers workshops based on the fruits of her practice. Her core passionate work of embodiment is with women through her 'Joyous Woman' workshops and retreats. She sees herself as a midwife to the birthing of the sacred feminine and masculine within women and men. This work takes her to many parts of the world. Her writings are available on <https://www.facebook.com/Joyouswoman/>

#### Manish Srivastava



Manish Srivastava is leadership coach and core faculty of Social Presencing Theatre with Presencing Institute, USA. He integrates poetry, contemplative art and eco-systems thinking to facilitate deep dialogue on social issues like mental well-being, women empowerment, anti-trafficking, diversity etc. Manish has co-initiated the mythopoetic men circle in India. He has shared his inner masculine journey in his recent book "Trading Armour for a Flower: Rise of New Masculine". Find more on <https://www.facebook.com/authormanishsrivastava/about/>



# Administrative Information

## PROGRAMME FEE STRUCTURE

Theme Lab	Participation Fee	Membership Fee	GST @ 18%	Final Fee (Incl. of Taxes)
Befriending our Shadow	₹ 28,000.00	₹250.00	₹5,085.00	₹33,335.00
Sacred Dialogues - Joyous integration of Feminine and Masculine	₹ 28,000.00	₹250.00	₹5,085.00	₹33,335.00
ELEMENTS: ENERGIZE – EMPOWER – INTEGRATE	₹ 28,000.00	₹250.00	₹5,085.00	₹33,335.00

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.

**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.

Individuals interested in availing scholarship would be expected to send a detailed email to [themelabs@isabs.org](mailto:themelabs@isabs.org).

Professional Members from ISABS can avail a special fee.

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

DATE: 11th - 15th December 2019

Check-In

11th Dec 2019 at 12 noon onwards

Programme commences on

11th Dec 2019 at 4.00 pm

Closes on

15th Dec 2019 at 1.00 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 15<sup>th</sup> December 2019 should be booked post 5.00 pm.

### DRESS CODE

Informal & comfortable clothing is preferable.

### OTHER PROGRAMS OFFERED BY ISABS:

Organization Development Certificate Programme (ODCP)

Community Process Facilitation Program (CPFP)

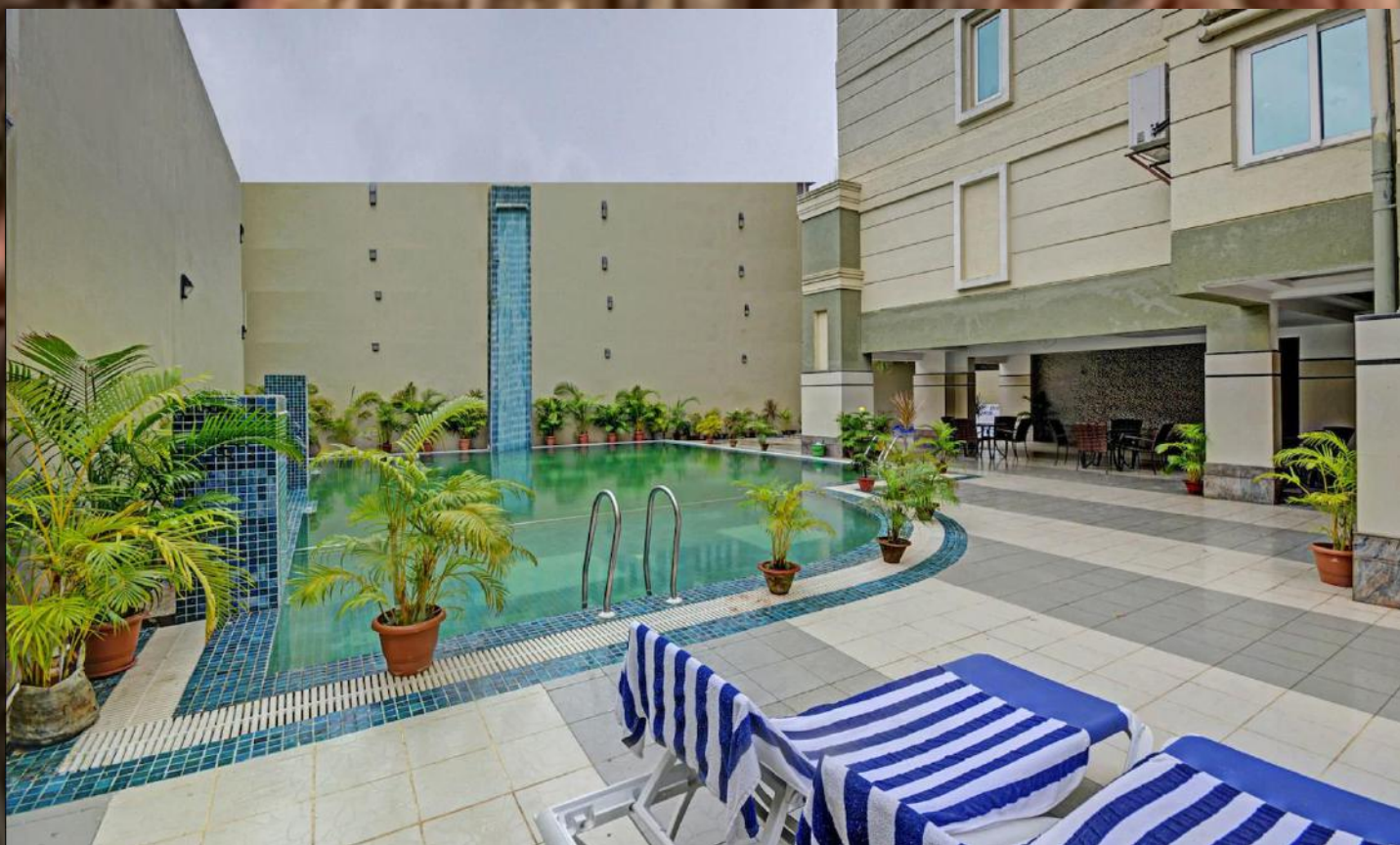
Harvesting the Uncommon - Leadership for New Age

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



## 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](mailto:reservation.puri@prideresorts.in)  
[centralreservations@pridehotel.com](mailto:centralreservations@pridehotel.com)



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For contact details of the Board members please visit our website [www.isabs.org](http://www.isabs.org)



**ISABS**

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