



AN ONLINE LEARNING LAB OF ISABS

Welcome to ECHO Labs Event - An ISABS event of Human Process Labs (HPLs)

Please read through the information below and feel free to ask questions about the event, our sessions, our ethics framework and/or anything about us, so that you are well aware about the event, the “lab” and the training methodology, to make an informed decision of attend.

WHAT TO EXPECT: ABOUT HUMAN PROCESS LABORATORY (LAB)

- Typically in a Human Process Laboratory (lab), a group of around 8 up to 12 participants work together along with facilitator/s to learn about more about human behaviour and the various interlinked aspects of interpersonal and group dynamics that emerges from our actions and behaviours.
- Human Process Labs are unstructured, experiential learning programs.
 - The participants learn through experience, reflection and actively experimenting with new behaviours in a contained manner / safe space.
 - The basic structure in terms of time boundaries and sub-group composition is defined.
 - Communicating what is happening to you in a lab is an important aspect of this type of learning methodology. Therefore, participants are required to engage in conversations in the life of the lab.
 - All other content of the sessions is co-created by the group comprising of the participants and the facilitators. ISABS has no control over what gets generated.
 - The facilitators make efforts to create a safe space for everyone to express freely. They make efforts to ensure that the content is not harmful or disruptive to members of the group.
- The participants discover more about themselves, their strengths, their styles, their interpersonal and group interactions, how they perceive others and are perceived by others.
- The group uses the ‘here and now’ experience to derive this learning, utilising each other as a resource. The facilitator/s support in creating a climate for such learning.
- A lab is NOT a therapy or counselling or coaching session. However, the experience can be therapeutic in nature.
- The participants of the group are likely to have varied experience of the lab and the likely learning outcomes will vary accordingly for each person. *Ref annexure 1 for likely learning outcomes of the labs.*

WHAT ARE WE GUIDED BY: ISABS ETHICS FRAMEWORK

For our work we are guided by the Ethics Framework, which supports and guides us to perform our task in a group with integrity. The ethics statement is to support and promote the integrity of professional members and therefore of participants of ISABS programmes. Please visit us on <https://www.isabs.org/ethics.html> for the complete statement.

It is expected that all members of the group i.e. the participants as well as facilitators will abide by the ISABS ethics framework during and after the event. Any violation of ethics will be addressed as per the procedure laid down in the ethics statement.

Jurisdiction if any will be in Delhi, India.



IMPORTANT TO NOTE

1. The Resurgence event labs are offered using a virtual medium and Zoom is our chosen platform.
2. Virtual medium brings with it the flexibility of learning from anywhere in the world as well as the challenges of technology. It is expected that participants will ensure that their equipment is protected and that they are using secure network when joining the sessions.
3. In virtual medium there is likelihood of getting distracted due to many reasons over which ISABS has no control. It is expected that participants will take responsibility of giving undivided attention to their learning process as well as support other participants' learning agenda by offering a conducive learning environment
4. Participants are expected to follow ISABS guidelines for learning using virtual medium. *Ref Annexure 2 for details.*
5. Human Process Labs bring with them a certain depth and churning. They can be a thrilling as well as demanding learning journey, which continues beyond the labs. It is important that you recognize the unique nature of this learning process and seek support, if needed anytime during the life of the lab and/or after the lab closes for the day.
6. ISABS will extend the best possible support to all participants, within the restrictions placed upon us by the current pandemic.
7. ISABS explicitly recommends that participants need to exercise caution and discretion while making any life changing and/or life impacting decisions after the lab experience. It is further recommended that any such decisions should be suspended for at least a period of 6 months after the lab experience.

CAUTIONARY NOTICE: A person who has experienced continuous mental stress or has been under psychiatric treatment 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 own health.

I ____ (name) _____ have read and understood the consent form and have had sufficient opportunity to clarify queries related to the program. I am enrolling myself voluntarily for this program.

Signature:

Date:

Place:



ANNEXURE 1: LIKELY LEARNING OUTCOMES OF THE LABS

ECHO I: THIS LAB WILL FOCUS ON “SELF” AND CREATE CONDITIONS FOR INTRA PERSONAL EXPLORATION.

This lab is the beginning of a journey that takes the participant deeper into his/her self-awareness. ECHO I is meant for any person interested in developing his/her personal and interpersonal competence and becoming more effective.

Learning Objectives:

1. Become aware of her/his patterns of behaviour and its impact on others;
2. Improve her/his effectiveness in interpersonal interactions.
3. Recognize feelings, diagnose needs and improve her/his ability to deal with differences.
4. Learn the basics of group processes and its impact on self and others

ECHO II: THIS LAB WILL BE ANCHORED MORE ON “SELF IN GROUP” RATHER THAN A SIMPLE SELF-EXPLORATION OF ECHO STEP I.

This lab is conceptualized to help further the journey of self-awareness that has begun with ECHO I or a BLHP in an ISABS event. Those Individuals who have participated in ECHO I or Basic Lab on Human Processes and have been cleared for attending ECHO II or an Advanced Lab, may participate in ECHO II.

Learning Objectives:

1. Understand group processes and how group processes impact self and vice versa
2. Develop greater awareness of self, interpersonal and group processes and explore with that awareness.
3. Develop understanding around issues of diversity, especially gender, age, religion and caste.
4. Practice and learn the skills of making process observations.



ANNEXURE 2: ISABS GUIDELINES FOR VIRTUAL PROGRAMS

Technical Requirements:

Laptop / Desktop ONLY. Logging in from mobile phone will not work. In our experience, a tablet / iPad is also not sufficient as each participant needs to see and be seen on 'gallery view' mode on Zoom – the virtual meeting room software.

Your Laptop/Desktop should have --

1. An internet connection – broadband wired or wireless. Minimum bandwidth is 600kbps (up/down) and recommended is 1.5 Mbps (up/down). Please Check your Internet bandwidth, right away using Speedtest (a Google search with that word will show the how)
2. A microphone – built-in to your computer or USB plug-in or wireless Bluetooth.
3. Built-in headset jack from laptop or desktop. Even if your laptop or desktop has speakers, you must plug in a headset so that the sound from the speakers does not cause an echo in the Zoom meeting. Any headset with a 3.5mm plug will plug in.
4. A webcam - one which is built-in to your computer or one that connects to your computer via USB.
5. Please check for Zoom capability of all your hardware and software by doing a trial call. Zoom has a 40-min free call availability feature
6. You are likely to consume 7-8 GB of data EVERY DAY for 6-7 hours of lab work (including breaks). Hence over 5/6 days of lab it would be advisable to have at least 40-50 GB data plan stocked up for the connection you are using
7. At any moment at least 9-10 cameras will be on and this could go up to > 20 when we do community events. This would mean a high speed connection is a must. So please do a Speedtest for the internet connection as suggested in guidelines sent to you earlier
8. It would be best to also have a back-up connection handy in case your primary connection fails or falters on its bandwidth at anytime
9. You may also want to ensure full battery/ back-up power on your machine and internet device - especially in case power outages are common in your area

Logistical Requirements:

- A room/ space where you will NOT have ANY interruptions. Just like we have a dedicated room for each lab in ISABS in-person events or like a dedicated room for an in-person workshop/training program.
- A room that is quiet – no noises/ conversations and/or people in the room/ walking in and out of room. Given the current lockdown, this will need to be managed by those of us who share our homes with our family/others. This is much like how at physical venues, the lab rooms are off limits for anyone other than the group for the duration of the session.
- Please make sure your laptop is placed on a stable surface at all times. Avoid moving the machine while the session is on
- Frontal light source so that your face is clearly visible. A table lamp behind the laptop/ desktop is often helpful
- Camera positioned such that at least the upper half of the body is visible
- Login 5-10 mins before lab time for mike check, visual check etc. before the lab every day.
- Dress code – smart comfortable casuals
- Please note that you will need to have your camera and microphone on at all times during the time the group is doing its work. This is like being in a physical lab when all group members are present in the room.
- Please note your phone is on silent or it would be best if switched off at all times the group is doing its work
- Please keep the Zoom screen in full-screen mode whenever the group work is on to avoid distractions from other open windows on your machine as well as be able to see everyone in group better. You may want to switch off notifications as well on your machine to avoid any distractions.
- Please keep some drinking water within your reach to avoid going away from your seat.