

# Indian Society For Applied Behavioural Sciences

Southern Region

Presents

# इवांग्वाल

(Confluence)

1st - 5th December 2021

Indian Society for Applied Behavioural Science



# About Sensitivity Training & 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 group therapy and the role plays as a technique to understand self and change behaviour.

What started off as a tool to change 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'. The T- Group is a unique method of learning and is primarily through experience, and can be more specifically defined as "learning through reflection on doing 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 moment which provide rich data for learning. Sensitivity training/T-Group training is participant centered and the learnings are created by the ways the participants of the Laboratory interact with one another.

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 in a non-threatening manner without over-protectiveness. The atmosphere is one of 'Enquiry and Discovery,' as the participants spend quality time together for 5-6 days.



## About ISABS

Founded in 1972, Indian Society for Applied Behavioural Science (ISABS) is a national, “not for profit 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 managers, line managers, executives and community change agents. ISABS programmes focus on human processes and aim at helping people to understand themselves and others better; discover more creative, satisfying ways of relating and working.

ISABS utilises experience-based learning as its main training method in a group setting. Experiencing, reflecting, hypothesizing, conceptualising and experimenting rather than providing lectures are the chief ingredients in this process of learning. Apart from the Human Process Laboratories, ISABS also offers theme-based laboratories in other applied behavioural science areas in its Regional and National events. ISABS also offers programmes to develop professionals capable of facilitating such experience-based learning. For more information, kindly visit: [www.isabs.org](http://www.isabs.org)





# About Human Process Laboratory

In a human process laboratory, a group of around 10-12 participants work together, along with facilitator/s to learn about human processes and in the process, discover more about themselves, their strengths, styles, interpersonal and group interactions, how they perceive and are perceived by others in the group. While this is the primary task, there is no pre-determined agenda and the group uses the 'Here & Now' experience to derive its learning. The facilitator/s helps to create a climate and hold boundaries for such learning.





# Basic Lab on Human Processes (BLHP) - English

## The broad objectives include:

- Enhance self-awareness
- Become aware of your patterns of behaviour and its impact on others
- Discover behaviors that serve and limit you
- Increase 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 of 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
- Counselors and Therapists



# Advanced Lab on Human Processes (ALHP) - English

## The broad objectives include:

- Enhance learning and experimentation initiated by one-self 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 your own behaviour and its impact on others
- Learn the group dynamics and its process in the development of groups

## 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 are eligible.

ALHP is essential for those who wish to enter the Professional Development stream of ISABS. While sending nominations for ALHP, kindly ensure that the following particulars are made available:

- Year of attending BLHP
- Date & venue of the respective ISABS event
- Name of facilitator/s
- BLHP Feedback form from Facilitator/s



## Administrative Information

Facilitators for all programs will be drawn from among the certified Professional Members of ISABS. Please visit our website [www.isabs.org/pm.php](http://www.isabs.org/pm.php) to view complete list of Professional Members. Interns pursuing Professional Development Programme of ISABS are also likely to join in co-facilitation.

## Program Fee Structure for BLHP & ALHP

Category	FEE (INR)	Associate Membership	GST @18%	TOTAL FEE(INR)
For Corporate Nomination (Twin Sharing)	31,000/-	250/-	5,580/-	36,830/-
Self Sponsored (Twin Sharing)	25,000/-	250/-	4,500/-	29,750/-
Nomination from NGO (Twin Sharing)	18,500/-	250/-	3,330/-	22,080/-

(For NGO staff, kindly apply through your organization). The Programme fee includes Annual Membership fee of Rs. 250/- p.a. for which separate receipt will be issued.

The fee includes the cost of boarding & lodging from 1st December, 2021 till 5th December, 2021, administrative expenses & programme material. Participants preferring to check in on 30th evening will have to pay extra directly to the CEO Centre. Participants should also vacate their rooms on 5th morning and keep the luggage in the space provided by Venue Management. Participants are required to make their own travel arrangements.



# Scholarships

There are a few scholarships available for students as well as deserving others who would like to attend but come from less privileged backgrounds. Scholarships will be granted on request, case to case basis. Please substantiate your requests with reasons for availing.

Please note that the last date to receive completed nomination form along-with the participation fee is 20th November 2021. Confirmation of receipt of payment and participation in the program will be intimated through written communication. Please carry a hardcopy/e-copy of confirmation letter for registration at the event venue.





# Mode of Payment and Registration

1. The Programme fee can be wire transferred through Internet into our account:

Indian Society for Applied Behavioural Science,  
Canara Bank

Green Park Extension, 09 Community Center, Gulmohar Enclave

Account number: 90482010083153

IFSC CODE: CNRB0000350

2. Alternatively, a Demand Draft (DD) drawn in favour of  
“INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE” Payable at “Delhi”

## On Line Registration

Registration for the event can be done through the learning management system of ISABS ([www.lms.isabs.org](http://www.lms.isabs.org)).

## Mail your Nomination form along with your payment to:

Ms Hema Sekhar

575 ph 2 , The Empyrean

Whitefield- Sarjapur Road

Chikkatirupathy

Karnataka- 563130

Email: [rc.south@isabs.org](mailto:rc.south@isabs.org)

## Nomination Confirmation:

Acceptance of nominations will be confirmed on receipt of fee on or before 22nd November 2021. Any cancellation will entail a deduction of the programme fee towards administrative costs incurred by us.



# Cancellation Policy

Period (last date for Nomination is 20th  
November, 2021)

Refund Amount

After Confirmation

50%

After 22nd November 2021

No Refund

Replacement of nominee/ keeping fee for next  
programme is acceptable.

However, any difference in the program fee  
either will be refunded or the differential  
amount will be borne by the participant as the  
case maybe.

Acceptable in writing

# Check-In & Check-Out Timings

Dates

Check-In

Check-Out

1st – 5th December, 2021

Check-in from 6.30 am on  
1st December, 2021  
onwards.

Before 8.30 am on  
5th December, 2021

# Venue

SAIACS CEO Centre  
Kyalasanahalli,  
Bengaluru,  
Karnataka 560077  
Tel: +91-080-23681726



## Important Note

The programme starts at 8.30 am on the 1st December 2021 and ends at 3.30 p.m. on the 5th December 2021. 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 the 5th December, 2021 should be booked post 6.00 p.m. It takes approximately 1 to 1.5 hours to reach Bengaluru Airport/ railway station from the venue. Any extra day of stay at the venue will have to be borne by the participant.

**\*\*A person who has experienced continuous mental stress or has been under psychiatric treatment or has a history of mental disorders, or has heart attacks, must 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 joins the lab with informed voluntary consent and owns responsibility for his or her own health.**

## Covid Guidelines

- Double vaccination certificate and RT – PCR test done within 2 days of event's start date. Persons without the certificate will be refused admission to the labs, and no fee refund will be made in such cases
- Self-Consent is required to take part in an event during current pandemic situation
- Wearing mask is required at all times during the event (inside & outside of lab rooms)
- Social distancing will be maintained during community session and at general dining areas
- Participants are requested to follow all the above guidelines (and any other government specification) with 100% adherence for everyone's safety





## Contact Information

<b>Nivedita Saxena</b>	<b>+91-9686566079</b>
<b>Tarsh Williams</b>	<b>+91-9845161041</b>
<b>Rajeshwari.L</b>	<b>+91-9841436426</b>
<b>Hema Sekhar (Regional Co-ordinator)</b>	<b>+91-9686454232</b>