



Indian Society for Applied Behavioural Science (ISABS)

www.isabs.org

announces

BASIC LABORATORY ON HUMAN PROCESS (BLHP)

&

ADVANCED LABORATORY ON HUMAN PROCESS (ALHP)

@ BHUBANESWAR

(by ISABS Eastern Region)

HPLs help you

**Gain awareness, understanding & capability
to tap untapped potential and
grow as a person and as a professional**

**Understand your
own patterns and
how you show up in
different roles**



**Sharpen your
effectiveness in
interpersonal contexts**



**Become an
enabling team
leader and
team member**



DATES: 10th – 14th SEPTEMBER, 2024
Venue: The Presidency Bhubaneswar



I S A B S
Indian Society for Applied Behavioural Science



Eastern Region: 1, Saraswati Kunja (Udyan), 613, Jagamara, Bhubaneswar 751030

Human Process Labs at Bhubaneswar

Dear Madam / Sir

Indian Society for Applied Behavioural Science (ISABS) offers an event of Laboratories in Human Process at Bhubaneswar. The event will be over 5 full days from **10 to 14 September 2024 at Bhubaneswar**. Advanced labs will be held only if there are enough number of interested participants.

The laboratories are open to all those interested in understanding more about themselves and their behaviour patterns, in order to enhance their effectiveness in interpersonal and group situations. Participants of these laboratories would be eligible to do further work with ISABS for their personal and professional development which requires prior ECHO 1 or 2/BLHP/ALHP experience.

Please refer to the following pages for additional details on the events and how to enroll for participation.

Thanking you and looking forward to travelling together in this fascinating journey of discovering ourselves

For any clarifications, please contact:

Snigdha Pattnaik – Regional Coordinator, ISABS Eastern Region

1, Saraswati Kunja (Udyan), 613, Jagamara, Bhubaneswar 751030
rc.east@isabs.org Phone: 9937085601

Khirod Pattnaik – Event Coordinator, Phone: 9437030601

Veenna Karda, ISABS National office, Delhi – 88006 05358

Human Process Laboratories

In a human process laboratory, a group of 8 to 12 participants work together along with one or two facilitator(s) to explore human processes and discover more about themselves, their strengths, their styles, their interpersonal and group interactions, how they perceive and are perceived by others. While this is the primary focus, 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 facilitator helps to create a climate for such learning. There are also some community sessions where members from all the laboratory groups come together for learning. The laboratories run over 36-40 hours with suitable breaks.

Why participate in a Human Process Laboratory

Learning Focus	Observed Individual Benefits	Observed 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
Group Process and/or 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 in improved empathy, organisational awareness and service orientation
Inter-personal / Group process 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.

Event Offerings:

Basic Laboratory on Human Process (BLHP)

Objective: To enable the participant to:

- (i) become aware of own patterns of behaviour and its impact on others.
- (ii) improve one's own effectiveness in interpersonal interactions and derive greater satisfaction from those.
- (iii) recognise feelings, diagnose needs and improve own ability to deal with conflict; and
- (iv) discover the potential to live life meaningfully and effectively.

For Whom: The Laboratory is meant for any person interested in developing their personal and interpersonal competence. Executives in different functional areas; HR, OD and training professionals; government officials; faculty in management, psychology, sociology and social work; college and school teachers; students; researchers; persons working in rural development, voluntary and social service organisations; doctors, lawyers and other professionals who work with people. Those not in any full-time employment also find it useful to increase their people competency and life-satisfaction.

Advanced Laboratory on Human Process (ALHP)

Objectives: To help participants

- (i) enhance learning and experimentation initiated by them in the Basic Laboratory (BLHP);
- (ii) develop greater awareness of behavioural processes in their lives, and work on dilemmas faced
- (iii) practice skills of observation of human processes and interventions; and
- (iv) become familiar with group dynamics and their impact on behaviour.

For Whom: The Advanced Laboratory on Human Process is meant for those individuals, who have already participated in a Basic Laboratory on Human Process and are now interested to further their self-learning. The Advanced laboratory also helps in working in and leading Teams.

Facilitators: Facilitators for all the Human Process Laboratories will be

Professional Members of ISABS (complete list available at <http://isabs.org/pm.php>). Co-facilitators may include Interns who are part of the ISABS' Professional Development Programme.

OTHER DETAILS:

Venue: Hotel Presidency, Bhubaneswar

(more details about the venue are given below)

Dates: 10 to 14 September 2024

Last Date for Registration - 05 September 2024. We have limited accommodation and may stop taking residential participants once those are filled up.

Timings: 10 to 13 Sept: 9 AM to 6.30 PM & 14 Sept: 9 AM to 5 PM

Resident participants may check into the venue after 4 PM on 09 Sept. Check-out time for resident participants is before 8:30 AM on 14 Sept.

How to Register

Registration for the events can be done through the learning management system of ISABS (www.lms.isabs.org). Alternatively, please send your completed nomination form along with a cheque or DD towards the applicable fees to the address given below. Participants may also deposit cash or cheques / make a Bank transfer into our account (details below) and mail a screen shot / scanned copy of the proof of payment along with the Nomination form to rc.east@isabs.org.

Fees in INR

Participation Fee for Category A (Applicable to Participants Sponsored by For-Profit organisations and owners of such organisations)

	Residents		Non Residents
	Single Occupancy	Twin sharing	
Basic Fee	52,000	46,000	32,000
Associate membership fee	250	250	250
Service Tax @ 18%	9,405	8,345	5,805
Total Payable	61,655	54,575	38,055

Participation Fee for Category B (Applicable to Participants Sponsored by Non-Profit organisations, Individuals, Full time Faculty members of Educational Institutions and Full time Students under 30 years of age,)

	Residents		Non Residents
	Single Occupancy	Twin sharing	
Basic Fee	44,000	38,000	26,000
Associate membership fee	250	250	250
Service Tax @ 18%	7,965	6,885	4,725
Total Payable	52,215	45,135	30,975

ISABS' services are available only for its Members. The Associate Membership fee will enrol the participant as an Associate Member for One year. Those who have paid this fee on or after 01 September 2023, can deduct INR 295.00 from the Total Payable.

Other Information

Inclusions: Participation fee for all participants covers Buffet Breakfast, mid-morning tea/coffee, Lunch, mid-afternoon tea/coffee on the programme days, programme material and participation in the laboratory. Additionally, resident participants shall be provided with Buffet Dinner and AC single occupancy / twin sharing accommodation for 5 nights as per check-in and check-out timings given above. Any extra services availed by any participant from the Hotel will have to be settled with the Hotel directly.

Appropriate Participation Fee in form of Cash / Cheques / DDs may be directly deposited in our Bank account as under. Deposits can be made in any networked branch of Indian Bank anywhere in India. Instruments should be drawn in favour of **"Indian Society for Applied Behavioural Science, Calcutta Region"**. Applicants may also e-transfer the fees to the Account as detailed below.

Account Holder: **Indian Society for Applied Behavioural Science, Calcutta Region**

Bank: **Indian Bank, Khandagiri Branch, Bhubaneswar 751030**

IFS code – **IDIB000K317**

AC no.: **417916215 - Savings A/C**

Please furnish the details below if you have made an electronic transfer or deposited directly in our account;

- Bank and branch from where the remittance has been sent _____
- On Date _____
- Bank confirmation Number _____
- Amount _____

In case of e-transfer please quote the acknowledgement no. in the Nomination form for the purpose of identification. Also send a screen shot of the Bank's acknowledgement.

Early Bird Discount

A discount of INR 1,000.00 on the Basic Fees (Rs. 1,180.00 on the total payable) is available if payment reaches us by 10 July 2023.

Group Discount

A discount of INR 1,500.00 per participant on the Basic Fee (Rs. 1,770 on the total payable) is available if an organisation sponsors 3 or more participants.

Both the above discounts can be availed of together by those sending in nominations along with the appropriate fees by 01 August 2024.

Cancellation

25% charge on or before 10 August 2024, 50% charge between 11 August 2024 and 01 September 2024, No Refunds thereafter.

However sponsoring organisations can substitute a nominated participant by another up to 2 days before the scheduled beginning of the event.

Scholarships

A few Scholarships are available to participants from the Non-Profit sector / Individuals / Academicians. Please send requests by email to the Regional

Coordinator (rc.east@isabs.org) latest by 15 August 2024, if you wish to apply for it. The decision of the Regional Coordinator will be final in the matter. Scholarships cannot be combined with the discounts given above.

About Hotel Presidency, Bhubaneswar

Hotel Presidency a 3-star hotel adjoining NH 16 in Bhubaneswar. It is about 25 mins from Bhubaneswar Airport / Railway Station by Auto / Taxi.

Venue Address:

Hotel The Presidency
1471/A Nayapalli, Near ISKCON Temple,
Adjacent to NH-16 service road, Bhubaneswar – 751015, Odisha, India
Phone: 0674-6631313/01-99, www.thepresidencyindia.com

Climate

September is Monsoon season in Bhubaneswar. Temperatures are likely to be between 22 and 33 Celsius

Dress code

The work will be done primarily sitting on mattresses placed on the floor. Hence comfortable and loose clothing would be the best

Language

The primary language of the labs will be English. However, many of our facilitators understand and/or speak Hindi, Bengali and Odia.

About ISABS

Indian Society for Applied Behavioural Science (ISABS, <http://www.isabs.org/>) is a national, non-profit, voluntary, professional organisation, founded in 1972 by a group of behavioural scientists engaged in applying their knowledge and skills for the well-being of persons and organisations. ISABS events focus on human processes and aim at helping people to understand themselves better and discover more creative and satisfying ways of working and relating. The methodology primarily utilises group and experience-based learning. ISABS also trains professionals to facilitate such experiential learning in organisational and societal contexts in its Professional Development Programme (PDP).

For more information about ISABS and its offerings please visit ISABS website: www.isabs.org

Caution

A person who has experienced continuous mental stress, has been under psychiatric treatment, has a history of mental disorders, or has had a coronary or heart attack(s), must not be nominated to, or join the laboratories. ISABS will not be responsible for any of such problems developed during or after participation in any ISABS laboratory. It is implicit that each participant joins the event with informed voluntary consent and owns responsibility for his or her own wellbeing.