



I S A B S

**Indian Society for Applied Behavioral
Science**

Western Region Event

TARANG

The sound of waves within



**Yatri Niwas, Wardha
Near Nagpur**

Sep 30 – Oct 5, 2024



Human Process Laboratories (Labs)

Today’s world is characterized by global exchanges, collaborations, and hybrid work patterns. Interpersonal and group work skills are thus even more crucial to get the best results at individual, group, and organizational levels. Indian Society for Applied Behavioural Science (ISABS) addresses the need to enhance these skills by offering programmes through one of the most effective methodologies, T-Groups, discovered since the late 1940’s and used world-wide. ISABS is the only organization in India with proven expertise in such work that has helped thousands of people from all sectors over the last five decades.



ISABS Western Region is holding TARANG at Yatri Niwas, Wardha, near Nagpur, a location specially selected for its lower cost so as to make it accessible to a wider range of people and organizations. The Human Process Labs will be conducted in English, Hindi and Marathi* from September 30 - October 5, 2024.

* Subject to getting sufficient participants for a lab in that language

Lab objectives:

Basic Lab in Human Processes (BLHP)	Advanced Lab in Human Processes (ALHP)
<p>Objectives:</p> <ul style="list-style-type: none"> • Deeper awareness of one’s patterns of behaviour and their impact on others. • Expression and exploration of feelings arising in the moment. • Sensitivity to oneself and others’ needs. • Improve one’s ability to deal with conflict. • Enhance active listening and develop authentic interpersonal and group interactions. 	<p>Objectives:</p> <ul style="list-style-type: none"> • Further the learning and experimentation initiated in the BLHP and thereafter. • Enhance skills of listening, authenticity and empathy. • Develop greater awareness of here & now behavioural processes. • Develop skills of observation, become aware of group dynamics and the impact on individuals in a group and vice versa.

Methodology



The entire duration of the Human Process Lab is between 36-40 hours. It consists of T-group sessions in small groups for a major part of the time. There are also some Community Sessions where all the groups work together.

Expected Outcomes

The lab experience unfolds leadership potential in formal and informal roles and collaboration with peers and authority figures. It enables greater satisfaction in interactions with others at interpersonal, group and organizational levels and the discovery of one's potential, allowing one to live life more fully and meaningfully.

What is a T-GROUP?

Typically, in a T-group, 8 to 12 participants work together along with one or two facilitators to explore and understand human processes and discover more about themselves, their feelings, thoughts, styles of functioning, how they are perceived by others and become aware of their behaviour at an interpersonal and group level. 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 create a climate for such awareness and learning.

For Whom

These experiential learning labs are meant for Line managers, HR and L&D professionals, executives in marketing, sales and client-servicing functions, homemakers, students, researchers, doctors, lawyers, counselors and therapists; schoolteachers and university faculty, people working in the public sector, rural development, voluntary and social service organizations and for anyone interested in developing their personal, interpersonal and group competence and becoming more effective.

The ALHP is open only to individuals who have already participated in a BLHP and are interested in taking the learning further. This lab is also a requirement for entry to the Professional Development Programme (PDP). While sending nominations for the ALHP, kindly include the following information:

- Year of attending the BLHP
- Date and venue of the event
- Names of facilitators
- Whether recommended to attend the ALHP in the review

Facilitators

Facilitators for the human process labs are Professional Members of ISABS. The facilitator team for a group may include an Intern who is at an advanced stage of ISABS' Professional Development Program.

Event Timings

The event will **commence at 1700 hours on September 30, 2024** From day 2 onwards the session will start at 0900 hours and will end each day at 1830 hours. On some of the days there will be late evening sessions. The programme will **conclude at 1700 hours on October 5, 2024**.

Fee

Category	Room Type	Basic Fee ²	AM Fee ²	GST @ 18%	Total Fee
Corporate and Public sector organizations	Double Sharing	₹ 30,000	₹ 250	₹ 5,445	₹ 35,695
	Triple Sharing	₹ 27,000	₹ 250	₹ 4,905	₹ 32,155
Social, Education sectors and self-sponsored	Double Sharing	₹ 25,000	₹ 250	₹ 4,545	₹ 29,795
	Triple Sharing	₹ 22,000	₹ 250	₹ 4,005	₹ 26,255

¹ **Basic Fee** includes the participation fee and relevant reading material.

² **Associate Membership Fee (AMF)** will enroll you as an ISABS Associate Member for one year.

Discounts



Applicable on basic fee in each category. Discount categories cannot be clubbed.

- **Early bird** discount of 10% on registrations and payments completed on or before August 21, 2024.
- **Discount** of 10% on registrations if 2 or more participants from the same organization sign up for the event.

Bursaries

ISABS is committed to facilitating a diverse set of learners from all sections of society in having access to this work. We have a few bursaries/fee concessions available to support participation of people who are financially constrained. Those seeking a bursary may submit an application on the ID's listed below on or before August 20, 2024 giving reasons for and the amount of bursary/concession they need. The applications will be reviewed, and applicants will be informed of the decision latest by September 15, 2024.

Venue | Travel Arrangements | Check-In and Check-Out

The venue for the event, Yatri Nivas, located in peaceful and natural surroundings, opposite Sewagram Ashram, Wardha, Maharashtra is 76 kms from Nagpur, the nearest airport for Wardha.



Sewagram is renowned for its historical significance as the residence of Mahatma Gandhi during India's freedom struggle holds a profound connection to personal growth, deeply rooted in its historical and philosophical heritage. Today, Sewagram continues to

symbolize a sanctuary for personal growth, inviting individuals to reflect on timeless values and integrate them into their journey towards self-improvement and societal harmony. Yatri Niwas is reasonably comfortable for the work at the same time providing a comparatively lower cost option. There are several trains from Mumbai to Wardha Junction or to Nagpur. In the latter case, a taxi will get you from Nagpur station / airport to Yatri Niwas, Wardha. Travel to and from the venue needs to be arranged by participants themselves. Travel must be planned keeping in mind the start and end time of the programme.

Participants can check in at the venue from the morning hours of September 30, 2024. Buffet meals will be provided starting with breakfast on September 30th for those arriving early and will end with evening tea on October 5, 2024. Any a la carte orders/additional will need to be settled directly with the hotel prior to checking out.

Dress Code

Comfortable, smart casuals are recommended

Registration & Payment Details

Please download the complete brochure and nomination form from isabs website (www.isabs.org).

Nomination Form may be completed by the participant and mailed to admin@isabs.org with a copy to isabswesternregion@gmail.com. For registration support, if needed, please call ISABS office at +91 88006 05358 or +91 11 7965 6771.

The participant fee can be deposited in either of the accounts listed below with intimation to admin@isabs.org and isabswesternregion@gmail.com. Your place in the event will be considered as confirmed only after receipt of full programme fee. **Last date for receiving nominations is September 9, 2024.**

1. Account: Indian Society for Applied Behavioural Science

Account No. 03220100003403

Bank of Baroda, 1291, Relief Road, Gheekanta Bhadra, Ahmedabad-380001

IFSC Code: BARBOBHADRA

2. Account: Indian Society for Applied Behavioural Science

Account No: 10512228498

State Bank of India, Hindu Colony, Dadar ((E), Mumbai, Mumbai-400014

IFS Code: SBIN0004114

Any cancellation after the confirmation of nomination will entail a deduction of 50% of the programme fee towards administrative costs incurred. Cancellations done on or after September 9, 2024 will not be entitled to any refund. Group discount, if availed for other registrations, will be reversed. However, a request to transfer the registration to another participant in the same lab category may be considered under exigencies but will require a request in writing be sent to us for the said transfer/ swap.

Enquiries

Write to us at isabswesternregion@gmail.com with a copy to admin@isabs.org. If you would like to have a conversation about the programme, call Uma Jain at 9824098103.

Important Note to Potential Participants



Human process labs include a certain amount of depth and churning. They can be exciting and joyful as well as a demanding learning journey, which continues beyond the lab. Keeping time for reflection and seeking support, if needed, may be helpful.

Participants leaving before the closure of the lab will be deemed to have not completed the lab and may not be eligible to move ahead in their ISABS journey if the lab is a prerequisite.

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 heart attack, may not attend these labs. ISABS will not be responsible for any health-related conditions developed during or after participation in a lab. It is implicit that each participant is joining the lab with informed voluntary consent and takes responsibility for his/her health.

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 skills for the well-being of persons, organisations, communities and society at large. ISABS programmes utilize experiential learning as its main method. Experiencing, reflecting, hypothesizing, conceptualizing, and experimenting rather than lectures are the chief ingredients of this process of learning. These programmes focus on human processes and aim at helping people to understand themselves better and discover more creative and satisfying ways of relating and working. ISABS also offers other professional programmes and certifications to develop professionals capable of facilitating such experience-based learning in organisational and societal contexts. For more details about ISABS and other offerings, please visit us on <https://www.isabs.org>

