



I S A B S
**Indian Society for Applied
Behavioral Science**

Western Region

Virtual Monsoon Event 2024



August 13 – 18, 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 this work, and has helped thousands of people from all sectors over the last five decades.

ISABS Western Region is holding a 6-day online event in English from 13th - 18th August, 2024. The objectives of the Human Process Labs offered at this event are:

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 Labs 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 Reflection Spaces and Community Sessions where all the groups work together.



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 to create a climate for such learning.

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.

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 labs will commence at **1100 hours on 13th August, 2024** and end at 1900 hours on all days except for Thursday, 15th August when it will end at 18:30 hours. The programme will finally conclude at **1830 hours on August 18th, 2024**.

Fees

Sr. No.	Category	Basic Fee ¹	AM Fee ²	GST @ 18%	Total Fee
1	Corporate & Public sector organizations	₹25,000	₹250	₹4,545	₹29,795
2	Social, Education sectors & Self-Sponsored individuals	₹20,000	₹250	₹3,645	₹23,895

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 July 15, 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 July 10, 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 July 31st.

Registration & Payment Details

Nominations will be accepted on a first come first served basis and would be considered as confirmed **only** after receipt of full programme fee. Please register and/or ask nominees from your organization to register using the appropriate link by accessing our LMS portal <https://lms.isabs.org>. Alternately, you can download the Nomination Form from <https://isabs.org/event-calender.html> and send it to isabswesternregion@gmail.com with a copy to rc.west@isabs.org with payment information and all other information requested. **Last date for receiving nominations is 24th July, 2024.**

The participant fee can be deposited in either of the accounts listed below with intimation to isabswesternregion@gmail.com or rc.west@isabs.org

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 August 10th, 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 maybe 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 rc.west@isabs.org

If you would like to have a conversation about the programme do call Sheetal Bagankar 9833465577 or Uma Jain 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.

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>

