



Years of Individual and  
Organisation Development

## **ISABS Monsoon Events**

**ISABS Western Region presents  
BLHPs & ALHPs**

Nasik, 20<sup>th</sup> to 25<sup>th</sup> September 2022

## Event Information

### Labs being offered:

1. **Basic lab on Human Processes (BLHP) in English, Hindi & Marathi:** This introductory lab is for those who are interested in enhancing sensitivity to self and others, interpersonal effectiveness and exploring one's potential. Individuals from diverse background are welcome to participate.
2. **Advance Lab on Human Processes (ALHP) in English & Hindi:** This is the next level in the journey of enhancing self-awareness. This lab is open for individuals who have completed BLHP / ECHO I or its equivalent not more than two years ago.

The running of the labs is subject to sufficient nominations being received for each lab and language.

**Venue:** Mahindra Leadership University, Nasik, MH <https://goo.gl/maps/uB1gxB6YZSu4okCB7>

Program starts at 1500 hrs on 20th September 2022 and finishes at 1300 hrs on 25<sup>th</sup> September 2022

### Lab fees:

	Participant/ sponsorship type	Basic Fee	AM fee*	GST @ 18%	Total
1	Corporate and Public sector organizations – twin sharing	₹35,000	₹250	₹6,345	₹41,595
2	Social & education sector and self-sponsored individuals – twin sharing	₹27,700	₹250	₹5,031	₹32,981
3	Full Time Students under 30 years of age – twin sharing	₹25,500	₹250	₹4,635	₹30,385
4	Single occupancy in regular single room	₹38,000	₹250	₹6,885	₹45,135
5	Single occupancy in large twin room	₹42,000	₹250	₹7,605	₹49,855

*\*The Associate Membership Fee (AMF) is an annual fee. It will enrol you as associate member for one year from 20<sup>th</sup> September 2022. If you have paid it any time on or after 20<sup>th</sup> September, 2021, you may deduct Rs.295 from the total fee payable and mention details of the AMF paid in the nomination form.*

**Inclusions:** Expenses incurred towards conducting the lab, relevant reading material, lodging and boarding for the duration of the lab.

- **Discounts:** Applicable on *basic fee* in each category. Discount categories may not be clubbed.
  - **Early bird** discount of 10% on registrations and payments completed on or before 10<sup>th</sup> August 2022
  - **Group discount** of 10% on registrations completed on or before 20<sup>th</sup> August 2022
    - Minimum 3 participants from same organisation sign up for the Nasik event
    - Minimum 4 participants from same organisation sign up for events across locations during the [Monsoon event](#). In case of group discounts across locations, the group discount will close on the group discount closing date for the 1<sup>st</sup> location. The group discount policy for each location will individually apply

- **Bursaries/Scholarships:**

ISABS aims to reach a diverse set of learners from all sections of society. We are committed to make this learning opportunity available to those working in under resourced Non-profit organizations or community based organizations and movements. A few bursaries will be available to participants who are working in such organizations and/or are constrained with resources.

Participants will be required to submit an application for bursaries to the Dean Social Development (Dean SD) – Ms. Manisha Jayaraman on or before 10<sup>th</sup> August 2022 at [dean.sd@isabs.org](mailto:dean.sd@isabs.org)

The bursary applications will be reviewed by the bursaries committee and applicants will receive an e-mail on the status of their application by 20<sup>th</sup> August 2022.

For queries related to the bursary process, please send an e-mail to [dean.sd@isabs.org](mailto:dean.sd@isabs.org)

***ISABS T-Group labs*** offer an opportunity, to learn handling human processes that are the basis of our actions and behaviours, in a group setting. You will learn, to unravel the mysteries of human behaviour, by observing yourself and others, thereby understanding various emotional, psychological and group dynamics, in a way that helps you make conscious choices of who you want to be! In our experience, attending these labs will help you grow and live your life more fully - both, personally and professionally.

Typically 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, 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, using each other as a resource. The facilitator/s help create a climate for such learning. 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.

ISABS programmes focus on building competency in personal effectiveness and making it available for organizational and societal growth and development. Participants in ISABS labs are likely to become more sensitive to their and others' feelings, needs and behaviours as well as understand their own and others' behaviour more clearly.

Learning Focus	Likely Individual Benefits	Likely 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.

### **About BLHP- Basic Lab on Human Process**

This lab is the beginning of a journey that takes the participant deeper into his/her self-awareness. The Basic Lab is meant for any person interested in developing his/her personal and interpersonal competence and becoming more effective. This lab offers opportunities to enhance one's self-awareness in a deeper way.

**The lab objectives are to support participants:**

- Enhance one's effectiveness in interpersonal and group interactions and derive greater satisfaction from them
- Become aware of one's patterns of behaviour and its impact on others
- Recognize feelings and become more sensitive to one's own as well as others' needs
- Improve one's ability to deal with conflict functionally and
- Discover one's potential to live life meaningfully and effectively

**For Whom:** The BLHP is for Individuals who are interested in:

- Personal growth – recognizing and acknowledging one's feeling and thinking, experimenting with new behaviours and making sustainable shifts for greater personal effectiveness
- 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.

### **About ALHP- Advanced Lab on Human Process**

This lab is conceptualized to help further the journey of self-awareness that has begun with a BLHP. Those Individuals, who have participated in a Basic Lab on Human Processes / ECHO I or its equivalent (L-Group/Human Relations Programs in laboratory mode etc.) and have been cleared for attending an Advanced Lab, may participate in an ALHP. ALHP is a requirement for those expecting/desirous of pursuing the Professional Development Program (PDP) of ISABS.

**The lab objectives are to help participants;**

- Enhance learning and experimentation initiated by oneself in the Basic Lab and thereafter
- Practice skills of better listening, being more authentic and empathetic
- Develop greater awareness of behavioural processes of individuals, as experienced in the here & now
- Become familiar with group dynamics and how these impact behaviour of individuals

**For Whom:** ALHP is particularly recommended for

- Internal OD agents and leaders engaged in change management
- NGO and Government staff in people-management roles
- Leaders, Administrators and Managers, Trainers and Counselors, Coaches

#### **Note:**

While sending nominations for ALHP, kindly ensure that the following particulars are made available:

- Year of attending BLHP and Name of facilitators
- Date and venue of the ISABS event attended for BLHP
- The feedback form of the last BLHP stating that you have been cleared for attending an ALHP

For more details on BLHPs and ALHPs, please visit <https://isabs.org/t-group.html>

## ADMINISTRATIVE DETAILS:

### **Important note to participants:**

- 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 seek support, if needed, once the lab closes for the day/ after the close of the event.
- In sending us your nomination, you are confirming to ISABS that you have read and understood the details and that you agree to take responsibility for the unique outcomes of the program, when you nominate yourself for the lab.
- In view of the Covid 19 pandemic, all participants are required to produce their final vaccination certificate issued by the CoWin portal of the Indian Government/ Government of the country you reside in. Persons without the certificate will be refused admission to the labs, and no fee refund will be made in such cases.

### Participant Travel instruction: Travel is to be arranged by participants themselves.

Please plan your travel keeping in mind the start and end time of the event. Participants leaving before the closure of the lab/event will be deemed to have NOT completed the course. Therefore they shall not be issued certificate of participation and may not be eligible to further their ISABS journey, without completing the said lab.

### Check-in and check out

Check in starts @1300 hrs on 20<sup>th</sup> September 2022. Check out is to be completed latest by 0800 hrs on 25<sup>th</sup> September 2022. Bags may be kept at the reception till the event closes at 1300 hrs on 25<sup>th</sup> September.

Buffet meals will be provided starting with lunch on 20<sup>th</sup> September, till lunch on 25<sup>th</sup> September. Any a la carte orders/ additional need to be settled with the reception, prior to check out.

### Event timings:

Tuesday, 20 September 2022	1500 - 1830 hrs
Wednesday, 21 September 2022	0830 - 1830 hrs
Thursday, 22 September 2022	0830 - 1830 hrs
Friday, 23 September 2022	0830 - 2030 hrs
Saturday, 24 September 2022	0830 - 2200 hrs including community dinner
Sunday, 25 September 2022	0830 – 1300 hrs

Given the nature of human process labs, we recommend that if possible, you keep your evenings available for reflection and integration.

During the event, on a few days, sunrise and sunset sessions for some learning modules will be offered to support the learning journey.

### Dress Code:

Comfortable smart casuals that support sitting on mattresses placed on the floor, where most of the work will be done. Chairs will be organised for those needing them.

### Registration:

Nominations will be accepted on a first come first served basis and would be considered as confirmed only after receipt of full payment of fees. Please register yourself and/or ask nominees from your organisation 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 to [rc.west@isabs.org](mailto:rc.west@isabs.org) with payment information and all other information filled.

### **Payment Details:**

- Before you make the payment, kindly ascertain the exact amount that you need to pay with our accounts team : [accounts@isabs.org](mailto:accounts@isabs.org)
- Bank Transfer details:  
Account Holder Name: Indian Society For Applied Behavioural Science  
Account No:90482160000049  
IFSC :CNRB000350  
Branch: Green Park Extension Branch 9 Community Centre , Gulmohar Enclave , New Delhi 110049

For confirmation of payment and nomination status please contact  
Shubhojeet Pal +91-8802657508 email id: [admin@isabs.org](mailto:admin@isabs.org)

### **Cancellation Policy:**

Any cancellation after the confirmation of nominations will entail a deduction of 50% of the programme fee towards administrative costs incurred by us. Cancellations on or after 10<sup>th</sup> September 2022, 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 subject to written request being sent to us for the said transfer/ swap.

*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  
We are continuing to go through the pandemic even now. It is important that you understand the implications of being in a large group setting for long periods of time and take all due care as a participant of this event. You shall be participating with complete knowledge of risks involved on personal authority.*

### **For queries:**

Write to us on [rc.west@isabs.org](mailto:rc.west@isabs.org) OR [admin@isabs.org](mailto:admin@isabs.org)  
Call us on: +91-9870260208 Sonali Kelkar, Regional Coordinator – West  
ISABS Office: Shubhojeet Pal or Mohan Singh @ +91-8800605358

For details of other ISABS offerings please visit us on:

- <https://www.isabs.org/services.html>
- Professional Development Program - <https://www.isabs.org/professional-development-program.html>
- Organization Development Certificate Program - <https://www.isabsodcp.com/>
- Community Process Facilitation Program - <https://www.isabs.org/certificate-program.html>