

Community Process Facilitation Certification Program (CPFCEP) 2023

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Admission Information Brochure: 2023

Contact for more information:

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Venue

KVK
Dr Mohan Sinha Marg
Fatehpura,
Udaipur- 313004
Rajasthan

Program Objectives

This program aims to enhance participants' understanding of themselves as leaders, and community development facilitators. At the end of the program, participants will:

- Understand aspects of self and interpersonal relationship
- Learn how to assess and discern visible and invisible aspects of group dynamics and manage them effectively
- Comprehend the interconnectedness between individual, interpersonal, group, and social processes in their work situation
- Understand the roles of diversity, power, rank, privilege, and ethics
- Learn tools for generating ideas
- Discover strategies for facilitating group decision-making

For Whom

The program is open to anyone interested in understanding human processes in self, systems, and society. Development professionals, community workers working with communities and interested in learning about development dynamics, students of rural development, social work, social sciences, etc., would immensely benefit from participating in this program.

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Language of the Program

This program will be in Hindi. A majority of the written material would be made available in Hindi.



Program Coverage

The Program will cover knowledge of and working with all levels of human processes: self, inter-personal, and group levels. It will also situate the above understanding within an understanding of broader social exclusion and inclusion processes related to gender, caste, class, religion, disability etc. Participants will gain insights into their own motivations and the impact of these skills for dealing with conflicts, building leadership and team growth.

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Design & Duration

Part 1

The first Part (six days) will be a 5-day T-Group focused on human processes at all levels- Intra-personal i.e. understanding processes in oneself; interpersonal- processes between people; and processes among people in a group and at a societal level. After the five-day T Group, the 6th day will be for other inputs like the orientation of the remaining program and skill training for virtual media handling for attending Part two. Individualized feedback will be provided to each participant for furthering their growth. The T Group will be considered equivalent to a Basic Lab on Human Processes (BLHP) of ISABS.

Part 2

Distance Learning Support over the next six months to the participants. This distance learning support will include experiential



learning sessions on eight courses/themes (four compulsory and four elective courses) through a virtual platform.

Part 3

Coaching and Mentoring Support for six months to help with personal exploration, transferring their learning's to the field/ community and the participants' respective workplaces. There will also be project work. It includes field trips to practice learning.

Participants who have done BLHP in the last 3 years with ISABS will need to attend a 2-day bridge course post which they can directly join in the Part 2.

There will be periodic assessments.
After clearing all these would be eligible for CPFCP certification.

Testimonials

"It was very helpful to know about myself. The program also immensely helped me to know others. It improved my interaction and effectiveness with the community. I would recommend that every community worker to go through such an in-depth program at least once"

Bablu, Azim Premji Foundation, 2019 Batch

"The high point of the program was practical exposure supplemented with conceptual inputs. This helped me in my work with the community. It was a wonderful program"

Mustafa, Field Officer at Children International, 2019 Batch

Program Dates

Admission open	15th July 2023
Admission close	15th September 2023
Part one: 6 days Residential Laboratory	30th September - 5th October 2023 Venue: Rajasthan Vidyapeeth Homeopathic Medical College Hostel Dabok, Udaipur, Rajasthan
Bridge course for participants who have attended BLHP in the last two years	27th - 28th October 2023
Part two: Course Schedule	Alternate Saturdays from 4th November 2023 to 16th March 2024
Part three: Mentor Allotment	15th October 2023
Project work submission	1st March 2024
Final Assessment	Last week of March 2024



Registration

Account Holder Name: Indian Society for Applied Behavioural Science

Bank Name: Canara Bank

Branch: Green Park Extension

Account Number: 90482010014884

Account Type: Saving

MICR Number: 110015011

IFSC Code (RTGS/NEFT): CNRB0000350

SWIFT Number: CNRBINBBDGP

Cheque / Demand Draft (DD):

DD drew in favour of “Indian Society for Applied Behavioural Science” payable at New Delhi. The DD may be sent, along with duly filled Nomination Form to:

Mr. Shubhojeet Pal,
ISABS, B-1/33A, Mezzanine Floor,
Hauz Khas, New Delhi - 110016, India

For Confirmation of Payment please contact ISABS Office:

Mr Shubhojeet Pal
Email: accounts@isabs.org,
Ms Veenna Karda
Tel: Mob: +918800605358
E-mail: manager.adminoperations@isabs.org

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Nominations will be accepted on a first come first served basis and would be considered as confirmed only after receipt of the full program fee.

Register using the appropriate link by accessing our LMS portal
<https://lms.isabs.org>

Alternatively, download the nomination form from <https://isabs.org/event-calender.html> and send it to dean.sd@isabs.org with all details.

Contribution

Sr. No.	Participant / Sponsor type	Basic Fee (INR)	AM Fee (INR)	18% GST (INR)	Total Fee (INR)
1.	International NGO / Donor Organizations / Organizations with more than 8 Cr annual Turnover	30,500	250	5,490	36,240
2.	National Level NGOs / State level big organizations. Organizations with 3-7 Cr annual turnover	20,500	250	3,690	24,440
3.	Financially constraint NGOs (with less than 3 Cr annual turnover) / Students / Resource Constraint Individuals	10,500	250	1,890	12,640
4.	Already attended BLHP in last three years (Registering for part 2 and 3)	10,500	250	1,890	12,640

- **Early bird discount of 10% on registrations and payments completed on or before August 20, 2023.**
- **Limited bursaries are available for deserving candidates.**

What Is It To Negotiate Community Development Dynamics Today?

What key issues do community development organizations in general and professionals facilitating change face today?

At the macro level, it includes identity politics, inclusion, power, rank, privilege, and more. Another important aspect is the need for sensitivity, especially toward the internal social dynamics of the community and human process issues within the organizations. These challenges are encountered by leaders and other individuals championing the cause, namely facilitators confronting and facilitating change initiatives.

At the micro level, organizations often struggle to stay afloat with a range of internal issues, namely issues of permanent change and relevance, organizational growth vs decay, sustaining individual interest and motivation, doubts of intention,

confusion, and intra and interpersonal human process issues. Importantly, they must also take care of their mental and physical health. The need for high-level sensitivity remains relevant in this dimension as well.

The challenge is that in such organizations, leadership and governance need to focus more adequately on human process skills and the personal growth of stakeholders.

Thus, we come to a situation where a community-level facilitator or leaders are dealing with a village-level watershed committee, a school management committee, and a women's self-help group. They appreciate the technicalities of the watershed, education, microfinance, entrepreneurship, etc, but remain clueless about why the committee members do not work well with each other, and why so many, including themselves, become demotivated to work better. Are the issues purely

intra-personal (within themselves), interpersonal, inter-organizational, or social, namely attitudinal based on caste or class distrust, or something to do with gender?

One consequence of not being able to deal adequately with the deeper group and community dynamics is, that while project targets are met, the deeper rationale of having such projects, of effecting community-level change, and sustainability is compromised. As a result, many find that while the project may have achieved its given targets, genuine social change has perhaps still not come about.

This program is designed with the intent to help leaders and community development facilitators enhance both their sensitivity to people and commitment to using themselves as instruments of change while promoting inclusive development in society.



Organizers and Trainers

This Program is being offered and conducted by the Indian Society for Applied Behavioural Science (ISABS), a nonprofit voluntary organization of behavioral scientists, known for its in-depth understanding of the intra-personal, inter-personal, group, and social processes. It has demonstrated competence in effecting attitude and behavior change among people and groups from all sections of society over the last 51 years.

The creators and trainers of this program are accredited Professional Members of ISABS, who, in addition to having the knowledge and skills of handling and facilitating such

processes, have also had extensive experience working with the community, having been closely associated with the development sector.

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), should not be nominated to join the Program. It is implicit that each participant joins the Program with this informed voluntary consent and is taking responsibility for her or his own health.