



Years of Individual and
Organisation Development

ISABS Golden Jubilee Event

@ Radisson, Candolim - Goa

Week 1: 24th June to 29th June, 2022

Week 2: 3rd July to 8th July, 2022

Event Information: in brief for Quick Reference

Venue: Radisson, Candolim, Goa -- <https://www.radissonhotels.com/en-us/hotels/radisson-goa-candolim>

Dates and timing:

Week	Dates	Start time	End time	Check-in time	Check-out time	Remarks
1	24 th to 29 th June 2022	3.30 pm on 24 th June	12.30pm on 29 th June	12 noon or after on 24 th June	8am or before on 29 th June	Bags will be stored at reception till the event closure.
2	3 rd to 8 th July 2022	3.30 pm on 3 rd July	12.30pm on 8 th July	12 noon or after on 3 rd July	8am or before on 8 th July	

Labs being offered: You can attend the below mentioned lab in either week 1 or week 2 as per your convenience and eligibility. The running of the lab is subject to sufficient nominations being received by us.

1. **Basic lab on Human Processes (BLHP):** This introductory lab is for those individuals 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):** 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 back.

For more details on both labs: please visit <https://isabs.org/t-group.html>

Lab fees: Per person per week fee on Double occupancy basis. All fees in INR

Sr. No.	Participant/ sponsorship type	Basic Fee	Associate membership (AM) fee*	GST @ 18%	Total fee
1	Corporate and Public sector organizations	59234	250	10707	70192
2	Social & education sector and self-sponsored individuals	50705	250	9172	60126
3	Full Time Students	47388	250	8575	56212
4	Non-residential	34218	250	6204	40672

*Please ref to page 5 for payment details, about **AM fee, inclusions – exclusions and other requirements.**

Discounts: Valid only for full fee paid up in each case. Discounts cannot be clubbed.

- Individual Early Bird – 10% on Basic fee, on or before 10th May 2022
- Group Early Bird (Group of 3 or more people) – 20% on Basic fee, on or before 10th May 2022
- Group (of 3 or more people) Discount - 10% on Basic fee beyond early bird date, up to on or before 22nd May 2022

Bursaries/Scholarships:

ISABS makes an effort to reach maximum diversity of learners from all the sections of society. It offers a limited number of scholarships to the resource constrained, eligible candidates. Please read all details on page 6 to understand the scholarship application process.

For queries:

Write to us on dean.programmes@isabs.org OR admin@isabs.org

Call us on: Gauri Nigudkar - +91-9987026080 OR Anupama Sharma - +91-8291446773

ISABS Office: Shubhojeet Pal OR Mohan Singh @ +918800605358

ISABS Golden Jubilee Event offers you an opportunity, to learn in a group setting, how to handle the human process that are the basis of our actions and behaviours. 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! We expect that 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.

For details of other Offerings of ISABS 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>

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 help 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

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 respective ISABS event
- The feedback form of the last BLHP stating that you have been cleared for attending ALHP

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.

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 recognize the unusual circumstances that we are in and seek support, if needed once the lab closes for the day.
- 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 Government. Persons without the certificate will be refused admission to the labs, and no fee refund will be made in such cases.

Venue: Radisson, Candolim, Goa -- <https://www.radissonhotels.com/en-us/hotels/radisson-goa-candolim>

Dates and timing:

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

The resort is at least 1.5 hours away from airport and you need to book flights accordingly post the end time of the Lab/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 for further journey, without completing the said lab.

Lab fees: Per person per week fee on Double occupancy basis. All fees in INR

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**Associate Membership Fee: The Associate Membership Fee (AMF) is an annual fee. It will enrol you as associate member for one year from 23rd June 2022. If you have paid it any time on or after 22nd June 2021, till date of registration and payment, you may deduct the due amount (Rs.250/-) from the total fee payable and mention details of the AMF paid in the nomination form.*

Inclusions: Residential participants - expenses incurred towards conducting the lab, relevant reading material, lodging and boarding for the duration of the lab. Non-residential participants- expenses incurred towards conducting the lab, relevant reading material lunch and tea-coffee for the duration of the lab

Discounts: Valid only for full fee paid up in each case. Discounts cannot be clubbed.

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- Group Early Bird (Group of 3 or more people) – 20% on Basic fee, on or before 10th May 2022
- Group (of 3 or more people) Discount - 10% on Basic fee beyond the early bird date up to on or before 22nd May 2022

Bursaries/Scholarships:

ISABS makes an effort to reach maximum diversity of learners from all the 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 with such organizations and/or are constrained with resources. Participants will be required to submit the application for bursaries to the Dean Social Development (Dean SD) – Ms. Manisha Jayaraman on or before May 21st 2022.

The applications will be reviewed by the bursaries committee after May 21st 2022 once all applications are received. You will receive an e-mail on the status of your application by May 30th 2022.

For queries related to bursaries process, you may e-mail Dean SD directly. E-mail: dean.sd@isabs.org

Registration:

Nominations will be accepted on a first come first served basis and would be considered as confirmed only after 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 Events page on www.isabs.org

Payment Details:

- Online: You may make the payment online using our online payment gateway. Use the Payment Link on our events page on www.isabs.org. Before you make the payment, kindly ascertain the exact amount that you need to pay with our accounts team, if you are unsure.
- Bank Transfer: The programme fee can be wire transferred through internet
 - 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
- Demand Draft (DD): DD drawn 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 110 016, India

For Confirmation of Payment and Nomination status please contact ISABS Office:

Shubhojeet Pal +91-8802657508 | E-mail id: 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 June 8th 2022, will NOT be entitled to any refund. However, a request to transfer the registration to another participant in the SAME lab may be considered subject to written request being sent to us for the said transfer/ swap.

For other queries: Write to us on dean.programmes@isabs.org OR admin@isabs.org

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