



# **I S A B S**

## **Indian Society for Applied Behavioural Science**

**ISABS Western Region**

**Announces**

**Spring Event 2023**



**At**

**Mahindra Leadership University, Nasik**

**March 14 - 19, 2023**

Today's world is characterized by global exchanges, collaborations, and hybrid work patterns. Interpersonal and group work skills have become even more crucial to get the best results at individual, group, and organizational levels. ISABS addresses the need to enhance these skills by offering programmes through perhaps the most effective methodology of T-Groups discovered since late 1940's and used world-wide. ISABS is the only organisation in India with proven expertise in this field utilised by thousands of people in all sectors for the last over five decades.

## LABS OFFERED IN THIS EVENT:

<b>Basic Laboratory in Human Process (BLHP)</b> in English, Hindi & Marathi	<b>Advanced Laboratory on Human Process (ALHP)*</b> in English & Hindi
<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• Deeper awareness of one's patterns of behaviour and their impact on others.</li> <li>• Expression and exploration of feelings arising in the moment.</li> <li>• Sensitivity to oneself as well as to others' needs.</li> <li>• Improve one's ability to deal with conflict.</li> <li>• Enhance active listening and develop authentic interactions in interpersonal and group settings.</li> </ul>	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• Enhance learning and experimentation initiated in the Basic Human Process Lab and thereafter.</li> <li>• Enhance skills of listening, being more authentic and empathetic.</li> <li>• Develop greater awareness of here &amp; now behavioural processes.</li> <li>• Develop skills in observing group dynamics and its impact on individuals in a group and vice versa.</li> </ul>

## EXPECTED OUTCOMES:

Awareness and skills developed in these laboratories are likely to lead to greater effectiveness in interpersonal, group and organisational settings. They unfold leadership potential in formal and informal roles as well as collaboration with peers and authority. They also enhance satisfaction from interactions with people and enable the discovery of one's potential to live life meaningfully and effectively.

## FOR WHOM:

These experiential learning laboratories 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; school teachers and university faculty, people working in the public sector, rural development, voluntary and social service organizations and for any other people 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 laboratory is also a requirement for entry to the Professional Development Programme (PDP) of ISABS.

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; and
- Whether recommended for attending the ALHP in the review.



## METHODOLOGY :

The Human Process Laboratories run for a total of about 36-40 hours for the whole duration of the programme. They comprise of T-group sessions the majority of the time. There are also some community sessions where all the groups come 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 behavior 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.

## FACILITATORS:

Facilitators for the Human Process Laboratories will be Professional Members of ISABS. Facilitators’ team for a group may include Interns who are at an advanced stage of the ISABS’ Professional Development Program.

## ADMINISTRATIVE DETAILS

### PROGRAMME VENUE:

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

### EVENT TIMINGS:

Registration for the programme will be from 1400 hours – 1445 hours on Tuesday, March 14, 2023. The programme will commence at 1500 hours. From day two onwards, the programme will start at 0830 hours and will conclude at 1830 hours. However, on some days there will be an evening session. The programme will conclude on Sunday, March 19<sup>th</sup> at 1300 hours.

### FEES<sup>1</sup>:

Sr. No.	Participant/ Sponsorship type	Basic Fee	AM fee <sup>2</sup>	GST @ 18%	Total fee
1	Double occupancy: Corporate and Public sector organizations -	₹38,000	₹250	₹6,885	₹45,135
2	Single <sup>3</sup> occupancy : Corporate and Public sector organizations	₹42,000	₹250	₹7,605	₹49,855
3	Double occupancy: Social & education sector and self-sponsored individuals	₹32,000	₹250	₹5,805	₹38,055
4	Single occupancy : Social & education sector and self-sponsored individuals	₹37,000	₹250	₹6,705	₹43,955
5	Double occupancy: Full Time Students under 30 years of age	₹27,000	₹250	₹4,905	₹32,155
6	Non-Resident Fee	₹22,000	₹250	₹4,005	₹26,255

1. **The fee includes** the participation fee, relevant reading material and lodging and boarding for the duration of the lab.
2. **The Associate Membership Fee (AMF)** is an annual fee. It will enrol you as associate member of ISABS for one year from 14th March, 2023. If you have paid it any time on or after March 14, 2022, you may deduct Rs.295 from the total fee payable and mention details of the AMF paid in the nomination form.
3. Single room will be provided only if available.

## 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 February 10, 2023.
- **Group discount** of 10% on registrations completed on or before February 10, 2023 if minimum 3 participants from the same organisation sign up for the event.

## BURSARIES:

ISABS is committed to ensuring a diverse set of learners from all sections of society have access to this work. These include people working in under-resourced non-profit organizations or community-based organizations and movements representing many diversities. Those seeking a bursary will be required. To submit an application giving reasons for and the amount of bursary they need, to the Dean, Social Development on or before February 5, 2023 at [dean.sd@isabs.org](mailto:dean.sd@isabs.org). The bursary applications will be reviewed by the bursary committee and applicants will be informed of the amount that can be offered based on the total number of bursary requests and funds available.

## REGISTRATION:

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 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.

## IMPORTANT NOTE FOR POTENTIAL PARTICIPANTS:

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

In view of the Covid 19 pandemic, protocol laid down by the Government authorities for the duration of the programme, will apply.

*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 the lab. ISABS will not be responsible for any of the 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.*

## CHECK-IN AND CHECK-OUT:

Check in starts @1300 hrs on March 14, 2023. Check out is to be completed latest by 0800 hrs on 19th March 2023. Bags may be kept at the reception till the event closes at 1300 hrs on March 19, 2023. Buffet meals will be provided starting with lunch on 14th March 2023, till lunch on March 19, 2023. Any a la carte orders/additional need to be settled with the reception of the venue, prior to check out.



## TRAVEL INSTRUCTIONS:

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 leaving before the closure of the lab will be deemed to have not completed the lab. They will thus not be issued certificates of participation and may not be eligible to further their ISABS journey if the lab is a prerequisite.

## DRESS CODE:

There is no formal dress code. Comfortable, smart casuals are recommended.

## ENQUIRIES AND NOMINATIONS:

- For nominations and administrative inquiries write to us on - [admin@isabs.org](mailto:admin@isabs.org) with cc to [rc.west@isabs.org](mailto:rc.west@isabs.org) . Or call the ISABS office Veenna Karda: 88006 05358 or
- Shubhojeet Pal: 88026 57508
- For more details regarding programmes, if needed, call Uma Jain 9824098103 or Veena Pinto 9969037574.

## PAYMENT DETAILS:

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 inquiries and confirmation regarding payments and nomination status, please contact:

Shubhojeet Pal +91-8802657508 or write to [accounts@isabs.org](mailto:accounts@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. Cancellations done on or after March 1, 2023, 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 but will require a request in writing be sent to us for the said transfer/ swap.



## 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, hypothesising, 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>*

