

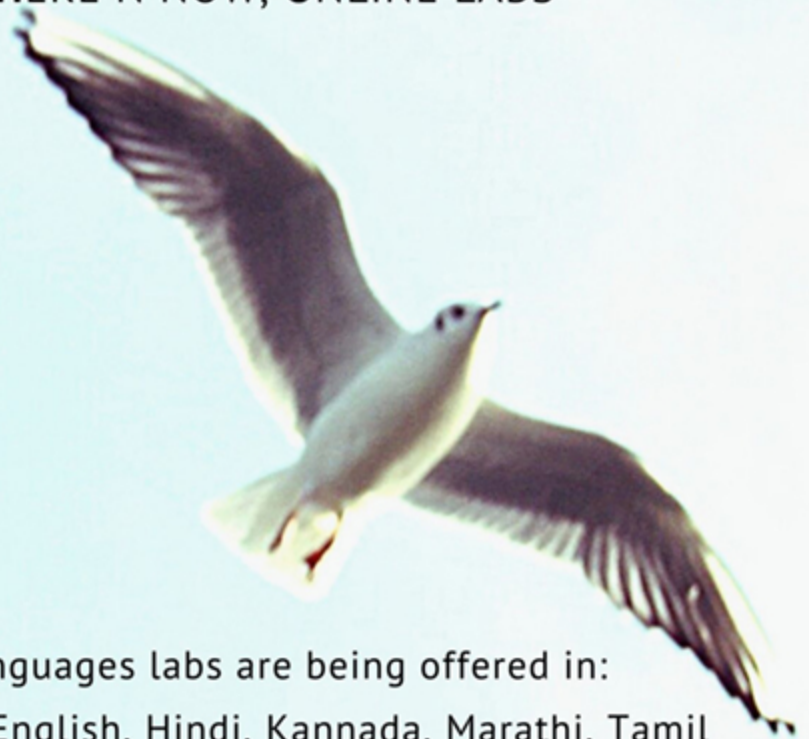


UDAAN 2020

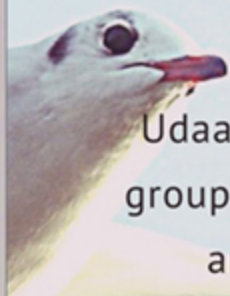
ISABS Learning Event

ECHO Labs

**EXPERIENTIAL, CO-CREATIVE,
HERE N NOW, ONLINE LABS**



Languages labs are being offered in:
Bangla, English, Hindi, Kannada, Marathi, Tamil



Udaan 2020 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.

LABS OFFERED ECHO I AND ECHO II

ECHO - Experiential Co-creative Here n Now Online

ECHO I - This is the ENTRY level lab and it will focus on "self" and create conditions for intra personal exploration.

ECHO II - This lab is open to all those who have completed ECHO I or a BLHP in previous events of ISABS. This lab will be anchored more on "self in group" taking forward the journey of self-exploration from ECHO I.

FORMATS AND DATES

Format 1 - 3 days a week over
Two weeks 18-19-20 and
25-26-27 Sept, 2020.

Format 2 - 2 days a week over
Three weeks 19-20 Sept,
26-27 Sept and 3-4 Oct 2020

Format 3 - 6 consecutive days
22nd to 27th Sept 2020

In each of the formats the same group of participants and facilitators continues over the entire duration of the lab.

You are required to commit yourself for all the 6 days.

Contact: Joint Deans Programmes

Gauri Nigudkar +91-9987026080
Anupama Sharma +91- 8291446773
E-mail id: dean.programmes@isabs.org

FEES PER PERSON IN INR

Corporate and Public Sector
Sponsored Nominations
INR 17995/-

Self-Sponsored, Social sector and Educational sector Nominations
INR 12685/-

(Above fees includes associate membership fee and GST @ 18%)

Early Bird Discount @15% on or before Aug 25th, 2020 for paid up registration.

Group Discount @ 10% for a group of 3 or more persons on or before Sept 5th, 2020 for paid up registrations.

Avail Double discount @ 25% for a group of 3 or more if you register and pay up in the early bird offer period

Indian Society for Applied Behavioural Science



ISABS Office:
Shubhojeet Pal 8802657508
Tel: (011) 26964710 or (011) 26850956
E-mail id: admin@isabs.org;
contact@isabs.org

Udaan 2020 is offering T-group based labs ECHO I and ECHO II in 3 different formats and 6 languages.

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 behaviors as well as understand their own and others' behaviour more clearly.

ECHO I: THIS LAB WILL FOCUS ON “SELF” AND CREATE CONDITIONS FOR INTRA PERSONAL EXPLORATION.

This lab is the beginning of a journey that takes the participant deeper into his/her self-awareness. ECHO I is meant for any person interested in developing his/her personal and interpersonal competence and becoming more effective.

Learning Objectives:

1. Become aware of her/his patterns of behaviour and its impact on others;
2. Improve her/his effectiveness in interpersonal interactions.
3. Recognize feelings, diagnose needs and improve her/his ability to deal with differences.
4. Learn the basics of group processes and its impact

For Whom: This lab 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.

ECHO II: THIS LAB WILL BE ANCHORED MORE ON “SELF IN GROUP” RATHER THAN A SIMPLE SELF-EXPLORATION OF ECHO STEP I.

This lab is conceptualized to help further the journey of self-awareness that has begun with ECHO I or a BLHP in an ISABS event. Those Individuals who have participated in ECHO I or Basic Lab on Human Processes and have been cleared for attending ECHO II or an Advanced Lab, may participate in ECHO II.

Learning Objectives:

1. Understand group processes and how group processes impact self and vice versa
2. Develop greater awareness of self, interpersonal and group processes and explore with that awareness.
3. Develop understanding around issues of diversity, especially gender, age, religion and caste.
4. Practice and learn the skills of making process observations.

ECHO II is particularly recommended for

- All those wanting to pursue the professional development program with ISABS
- Internal OD agents and leaders engaged in change management
- NGO and Government staff in people-management roles
- Leaders, Administrators and Managers, Trainers and Counsellors, Coaches

Note:

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

- Year of attending ECHO I or BLHP and Name of facilitators
- Date and venue of the respective ISABS event
- Attach the feedback copy received post ECHO I or BLHP

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>

Administrative details

Event dates and timings:

The ECHO labs are offered in three formats.

1. Format 1 - **3 days a week over Two weeks** - 18,19,20 and 25,26,27 Sept, 2020
2. Format 2 - **2 days a week over Three weeks** - 19,20 Sept, 26,27 Sept and 3,4 Oct 2020
3. Format 3 - **6 consecutive days** - 22 to 27 Sept 2020

In each of the formats the same group of participants and facilitators continues over the entire duration of the lab. You are required to commit yourself for all the 6 days. Timings: Labs start at 11.00 hrs. every day and end at 19.00 hrs. Last day closes at 17.30hrs. On the 3rd day lab ends at 19.45 hrs.

Languages in which labs are offered: Bangla, English, Hindi, Kannada, Marathi, Tamil

Program Fee: *Please note that the details below are per participant fee in INR*

	Basic Fee	Associate Membership Fee of ISABS*	GST @18%	Total Fee
Corporate and Public Sector Sponsored	15000	250	2745	17995
Self, Social Sector and Education Sector Sponsored	10500	250	1935	12685

- Early Bird discount - 15% on Basic Fee if nomination and fees received before Aug 25th 2020.
- Group Discount of 10% on Basic Fee for a group of 4 or more participants registered together and fees paid in a single payment on or before Sept 5th, 2020.

***Note on Associate Membership Fee:** The Associate Membership Fee (AMF) is an annual fee as mandated by ISABS. If you have paid it anytime post 17th Sept 2019 till date of registration and payment, you may deduct the due amount (Rs.250/-) from total fee payable and mention details of the AMF paid in the nomination form.

Bursaries:

ISABS is 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 the 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 (dean.sd@isabs.org) on or before Aug 25th, 2020.
- The applications will be reviewed by the bursaries committee after Aug 25th, 2020 once all applications are received. You will receive revert on the status of your application by Sept 5th, 2020.
- For queries related to bursaries process, you may e-mail Dean SD directly.

Cancellation:

- 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 Sept 10th 2020, will NOT be entitled to any refund.
- However, request for a replacement of participant in the SAME lab, may be considered subject to written request being sent to us for the said replacement.

Registration and payment information:

ISABS' services are available only for its members. The Associate Membership Fee will enroll the participant as Associate Member for one year from 18th Sept 2020.

Payment Method

- 1) The programme fee can be wire transferred through internet into our account **"Indian Society for Applied Behavioural Science" A/c no. 90482010014884 - Savings A/c Syndicate Bank, Delhi Green Park Extension branch, IFSC code for the branch is SYNB0009048.**
 - Please mail us the details at accounts@isabs.org along with duly filled in nomination form.
- 2) Alternatively, A Demand Draft (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

Nomination forms can be downloaded by clicking on this link -- <https://www.isabs.org/event-calender.html>

- Nominations will be accepted on a first come first served basis and would be considered as confirmed only after full payment of fees.

About T-Groups, Sensitivity Training and Human Process Laboratory

Laboratory education started with experiments by Kurt Lewin in USA in the mid-1940. What started off as a tool to change standards, attitudes and behaviour of individuals using participative methods and encounter groups, later evolved into a full-fledged methodology called 'T-Group', 'L-Group', 'Sensitivity Training' or 'Laboratory Education'. This method of learning is primarily through experience, and can be more specifically defined as "learning through reflection on doing".

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.

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 ISABS

ISABS – Indian Society for Applied Behavioural Science is a national, not for profit organization founded in 1972, by a group of behavioural scientists, with an intention of offering their knowledge and skill in service of well-being of people and organizations. ISABS is a value based institution dedicated to the dignity and autonomy of human beings as individuals in groups, organizations and society at large. ISABS is dedicated through its work to understanding and developing the competencies related to human processes. Experiential learning is the foundation of all work in ISABS. ISABS activities include;

- *Conducting educational and training programs based on experiential learning and the laboratory technology.*
- *Conducting low-cost laboratories in Basic & Advanced Human Processes in different regions to provide opportunity to a large number of people to gain insights into themselves and their behaviour.*
- *Sharing learning and recent developments in human behaviour through meetings, discussions, seminars and workshops.*
- *Conducting research studies to generate more knowledge about human behaviour in different settings.*
- *Conducting long-term professional development programs for those interested in developing their skills in Process Learning, Laboratory Training, Organization Development and Human Resources Development.*