



ISABS

Indian Society for Applied Behavioural Science

Announces

Winter Event 2023

Dates

Week 1: 11th to 16th December 2023

Week 2: 18th to 23rd December 2023

Venue

Hotel Clarks Shiraz, Agra

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Today's world is characterized by global exchanges, collaborations and hybrid work patterns. In the current BANI times, 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, known as Labs, 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 over five decades.

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 more details ref annexure 1)*

Programmes / Labs offered in this event:

Lab Name	About the lab in brief	For Whom
Human Process Laboratories Dates: Week 1: 11th -16th Dec 2023, Week 2: 18th -23rd Dec 2023 (Note: You may sign up for either week as per your availability for the entire duration of the week)		
Basic Lab on Human Processes (BLHP)	This is the foundation/entry level lab which provides a learning opportunity where the participants can: <ul style="list-style-type: none"> • Become aware of one's patterns of behaviour • Know the impact of one's behaviour on others • Know the impact of others' behaviour on oneself • Improve one's effectiveness in interpersonal interactions to derive greater satisfaction from others • Discover one's potential to live more effectively and meaningfully 	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, counsellors 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.
Advanced Lab on Human Processes (ALHP)	This lab is the next level of deeper exploration which provides a learning opportunity where the participants can: <ul style="list-style-type: none"> • Practice enhancement, consolidation, and reinforcement of the learnings from BLHP and afterward • Identify and develop greater awareness of interdependent human processes • Explore options to work on the dilemmas faced in inter and intra-personal situations • Discover one's potential for greater effectiveness in organizations and societies • Practice listening and intervention skills; and develop human process sensitivity. 	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. <i>(Note: The period in which one can apply for this lab is specified as, six months after the lab but not more than two years since then)</i>

Methodology:

ISABS utilizes T-group and experience-based learning as its main training methods. Experiencing and reflecting on one's natural behaviours, conceptualizing and experimenting rather than lectures or cognitive presentations are the chief ingredients in this process of learning. The Human Process Laboratories, i.e., T-group Labs run for a total of about 36-40 hours and participants work in small groups of 10 to 12 persons along with one or two facilitators most of the time and come together as a community for large group sessions occasionally.

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:

Important note to participants:

- Human Process Labs bring with them a certain depth and churning. The experience can be a thrilling as well as a demanding learning journey, which continues beyond the labs. It is important that you recognize that you have been through a different experience and seek support, if needed once the lab closes for the day and/or post the event closure.
- 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.

Programme Venue: Hotel Clarks Shiraz,

Address: 54, Taj Rd, Agra Cantt, Idgah Colony, Agra, Uttar Pradesh 282001
Website: <https://www.hotelclarksshiraz.com/>

Travel instruction:

- Travel is to be arranged by participants themselves.
- The Hotel is at least 6.9 kms (from Agra Airport) / 3kms (from Agra Railway Station) and 231 kms (from Indira Gandhi International Airport, New Delhi) and you need to book flight/ Train accordingly post the 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 for further journey, without completing the said lab.
- Covid Protocol as per the Government directives will be followed, as and when applicable.

Programme schedule for BLHP & ALHP:

Week	Check-in	Programme commences on	Closes on
Week 1	11 th Dec 12 Noon	11 th Dec 4.00 pm	16 th Dec 12:30 pm
Week 2	18 th Dec 12 Noon	18 th Dec 4.00 pm	23 rd Dec 12:30 pm



Lab fees: For BLHP and ALHP labs on a per participant basis is detailed in the table below.

Sr. No.	Participant/ sponsorship type	Basic Fee	AM fee*	GST @ 18%	Total fee
1	Double occupancy Corporate and Public sector organizations	₹56,000	₹250	₹10,125	₹66,375
2	Single occupancy Corporate and Public sector organizations	₹72,000	₹250	₹13,005	₹85,255
3	Double occupancy Social & education sector and self-sponsored individuals	₹52,000	₹250	₹9,405	₹61,655
4	Single occupancy Social & education sector and self-sponsored individuals	₹66,000	₹250	₹11,925	₹78,175
5	Double occupancy Full Time Students under 30 years of age	₹45,000	₹250	₹8,145	₹53,395

**Associate Membership Fee: The Associate Membership Fee (AMF) is an annual fee. It will enroll you as associate member for one year from 11th December 2023. If you have paid it any time on or after 10th December, 2022, 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*

Exclusions: Airport to Hotel Transfers, Personal expenses such as laundry, extra food and beverage orders.

Discounts:

- Valid only for full fee paid up in each case.
- Early Bird Discount (Individual) – ₹ 1,000/-, on or before **30th October 2023**
- Early Bird Discount (Group of 3 or more people) – ₹ 2,000/- per participant, on or before **30th October 2023**
- Group Discount (of 3 or more people) – ₹ 1,000/ - per participant, on or before **20th November 2023**

Bursaries/Scholarships: *(Not applicable to participants applying for theme labs)*

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. 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.

The applications will be reviewed by the bursaries committee and you will receive an email communication on the status of your application by **25th November 2023**. Participants are requested to submit the application for bursaries to the Dean Social Development (Dean SD) – Ms. Rashmi Saxena at dean.sd@isabs.org on or before **18th November 2023**.

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 organization 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:

- **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
- **Cheque / 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:**
 - Mr. Shubhojeet Pal, Mob: +91 8802657508; Email- accounts@isabs.org,
 - Ms. Veenna Karda, Mob: +918800605358; E-mail: manager.adminoperations@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 1st December 2023, 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.

Offerings of ISABS:

- 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>
 - Consultancy – <https://www.isabs.org/consultancy.html>
- Please visit us on: <https://www.isabs.org/services.html>

For Programme related queries, please contact

- Ms. Veenna Karda Mob: +918800605358, Email: manager.adminoperations@isabs.org
- Dean Programmes: Hema Sekhar Mob: +91 9686454232,
Meenakshi Vijayasimha Mob: +91 9845919987

Important:

A person who has experienced continuous mental stress or has been under psychiatric treatment or has a history of mental disorders, or has heart attacks, must not be nominated. ISABS will not be responsible for any of such problems developed during or after participation in any ISABS lab. It is implicit that each participant joins the lab with informed voluntary consent and owns responsibility for his or her own health



Annexure 1: Why attend Human process laboratories? How does it benefit participants and/or the organizations?

Human process laboratories / T-group labs / Sensitivity training is a unique approach to understanding oneself and others purely from interacting, observing and reflecting in a direct way, as one really is, in a group setting. The basic understanding is that efficiency, effectiveness and a sense of satisfaction of people and groups depend more often in the manner in which people work together than in their technological skills. The best way to understand this is to examine what is going on in the group, in the present moments which provides rich data for learning.

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 behaviour 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.

This methodology is participant centered and the learnings are created by the participants for the participants by interacting with each other. The participants have an opportunity to develop 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. The focus is to encourage responsible risk taking, supportive-ness without over-protectiveness and confrontation without destructiveness.

Learning Focus	Likely Individual Benefits	Likely Organizational Benefits
Self-Awareness	The individual becomes more aware of her/his emotions, strengths and weaknesses.	S/he accurately assesses herself/himself and further develops self-confidence to perform organisational tasks.
Leading Self	The individual may further develop the capacity to effectively manage her/his motives and regulate their behaviours.	The payoff for the organisation could be, an individual potentially with more self-control, trustworthiness, conscientiousness, initiative, ability to adapt & effectively influence others
Group Process and/or social awareness	The individual further 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 may enable the individual to get desired results from others and reach personal goals.	As a result, the individual may be able to develop others, provide leadership, influence, communicate effectively, becomes a change agent, able to manage conflicts, build bonds, teamwork and collaboration.

