

HERE AND NOW SPECIAL EDITION VOL-34 APR'19

# India Applied Behavioural Science Summit 2018

Transforming People, Communities & Organisations

India International Centre,  
New Delhi  
16 - 17 November, 2018



## Introduction

Please find a very special edition of H&N. This edition is to celebrate the successful hosting of the 1st ABS Summit 2018.

With ISABS hosting the event, we have taken a distinct lead in providing thought leadership on Applied Behaviour science practice & knowledge sharing in India. - Atul Chug, President ISABS

Glimpses by Nagendra P Singh, Lalitha Iyer, Harish Raichandani.

ISABS took the lead to host the first ever ABS summit with enthusiastic support of ABS professionals across the spectrum of ISABS, Sumedhas, Aastha, and the erstwhile ISISD. The conference brought together the who-is-who of human process professionals. Professional and Associate Members of ISABS and the other professional networks and executives from a range of corporate, public and social sector organizations and educational institutions spent two days together to present insights and share wisdom. The networking, bonhomie and professional (re)connecting added to the energy, fun and gaiety.



## In this issue:

Introduction : 01

ABS Profession in India : 02

ABS in Education : 03

Transforming Communities  
and Society : 03

Organisation Development  
: 04

Personal Transformation : 06

VIDEO & PICTURES : 07

ABS SUMMIT 2019 : 08

**Link to all PAPERS**

[www.abssummit2018.com/papers.html](http://www.abssummit2018.com/papers.html)

**Editorial Team**

Linda Baptista, Ameet Mattoo



## A Glimpse

The young 20's and the wise 90's under the same roof was not the only indicator of diversity in conference. Policy makers, social activists, school teachers, film & theatre personalities, corporate honchos, students, parents and management educators were connected by a common interest in ABS. Each one was present to learn and to share, seeking to enhance individual and human well-being in familial, organizational and societal contexts through the application of the existing and emerging knowledge from humanities and science. The conference schedule was packed with parallel sessions, putting audience in a quandary over the 'right' choice. This special issue of the Here and Now brings together some detail of the memorable event. We were privileged to listen to 50 speakers over the two days.

## The ABS Profession in India

T V Rao outlined the history and contours of the ABS movement in India and identified 10 major areas for and the aspects for deeper work in the next few years.

Gourango Chattopadhyay shared the most significant insights he has gained from over 50 years of experience and his own personal journey. This was a rare treat, prompting a young participant to remark "In my sunset years I would like to grow into someone as graceful and joyous as him". Desh Deepak Verma IAS secretary General Rajya Sabha, Government of India during his inaugural note, touched upon his own perspective of behavioural since and its application in governance and implementing change programmes down the line. Sushanta Banerjee reflected on the theme of the Mystery and Magic of Here and Now and shared his personal journey and search for meaning. It was deeply moving to hear the veteran speak with such intensity and authenticity.

M M P Akhouri shared the concept of social achievement orientation (SAO) and its relevance in building social organizations. He differentiated SAO from Achievement Motivation and identified this concept as an important contribution by Indian ABS professionals. Dalip Singh, IAS spoke of transforming bureaucracy through emotional intelligence. He could influence the UPSC to use Emotional Intelligence as a filter for selection. His observation that he found politicians more emotionally intelligent, surprised many in the audience.

**“In my sunset years I would like to grow into someone as graceful and joyous as him”**

A young participant on Gourango

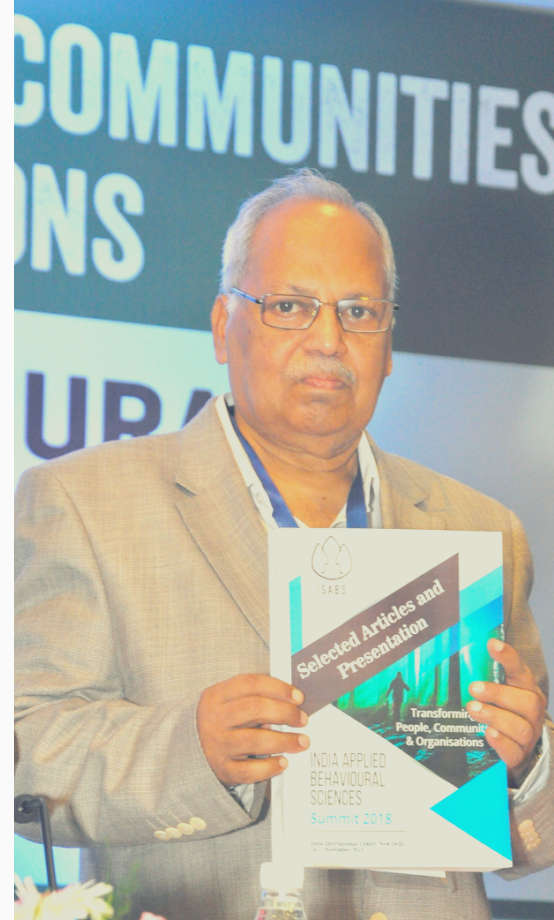




## ABS in Education

There were a variety of presentations covering applications in education, from school, college and into the workplace. Farah Khan and Reva Malik from Aastha and Pracruthi School, shared the elements of their practice of holistic education, founded on ABS principles. Going beyond the books and skills, they build the community of parents, teachers and children, working on the emotional and intuitive aspects.

Sanjay Purohit of Societal Platform spoke on energizing textbooks through QR codes giving us a peep into the catalytic journey of transforming lives of 200 million children in a short period of 5 years.



S P Mishra the former Vice Chancellor of DSVV Haridwar shared how he nurtured the Indian ethos in a new university, based on volunteerism and sensitivity to social diversity. His has indeed lived his values and his direct simple words were most inspiring.

Viren Sisodia shared findings from a survey of the students of IIHMR, Jaipur. HPLs in IIHMR were introduced to address the core issue of low self-esteem among students who saw themselves as 'failures' who could not make it to medical school. Though the survey results did not establish statistically significant changes, the comments and responses throw up interesting questions for further research. Muktha Manohar presented her experience of educating Dalit sanitation workers of the Pune Municipal Corporation Union. The highlight was her search for ways to get the members to find themselves as individuals and express their own views, feelings and needs. The work evolved into leadership development for the next generation within the union.

## Transforming Communities and Society

Rajendra Singh, Magsaysay Award winner, the water man of India, connected with all through his humility and good humour. He highlighted examples of how ABS can be leveraged to bring about sustainable human and ecological transformation.

Sandeep Kapila passionately presented his direct experience with well-rooted societal change brought about through Swasth Foundation



Gauri Nigudkar presented three experiences in different settings, namely a disadvantaged community, a cooperative and a new department in government. The use of ABS methodologies has had lasting impact and the ripple effects are available, two or three years after the intervention. She emphasized the need for adequate time and flexibility in taking up such work. Zeb Waturuocha, shared the lessons from his long term work in rural Mysore. Working with groups, leveraging on their inherent diversity proved to be the biggest factor in empowering communities. Dialogue and conversation across the traditional walls of caste gender and class helped in building and sustaining social change.

Rita Sengupta shared an overview of achievement motivation training (AMT) and her experiences in using it with rural women. She described the impact of AMT on women's aspirations and empowerment. The paper by Srilatha Batliwala, Lavanya Mehra, and Tejinder Singh Bhogal outlined the principles of feminist mentoring, differentiating it from mentoring in the conventional professional context and addressing the personal professional and social dimensions simultaneously.

## Organisation Development

Presentations on OD offered an eclectic mix of themes. Sunil Jha's presentation of ACG World provided a glimpse into what it takes for an Indian corporate to emerge as a multinational organization. Rekha Bhardwaj's presentation won the applause for inter-generational work at BHEL and building the future of the organisation. Her presentation supported by co-authors input (NP Singh and Sahil Khan) could bring a new insight on quantitative analysis of longitudinal research project. Irfan Rizwi Professor at IMI, R Sankarasubramanian Director ODCP, ISABS and P. Vijayan Dean- Human Resources, Academics & Industry Interface, WeSchool, Mumbai came together and shared their hopes for the future of OD work. They highlighted the increasing need to address well-being and holistic human resources development practices in Industry and government. Rajiv Khurana presented his experiences in working with organisations, highlighting the unexpected challenges thrown at the consultants. His quick wit and highly intuitive response to situations offered much food for thought.





Shakti Sinha, I.A.S, Director, Nehru Memorial Museum and Library shared his perspective on the challenges of managing change in Government Organizations, offering ideas which are relevant in any context. He also added his insight based on his work done in a conflict prone areas like Afghanistan during his UN assignment. There were several interesting reports on application and innovation used to revitalise organisations. Sanjeev Singh in his paper on OD Interventions Enabling a Journey from ‘Start up’ to ‘Scale up’ shared the challenges of skill and entrepreneurship development for youth from smaller towns and rural areas.

Tejinder Boghal’s paper on using an Energy meter he has developed offered three simple ways to diagnose organizations was. The tool is a complementary data source to be used along with other diagnostic methods. Anuradha Ramesh offered an e-presentation on concepts from the Patanjali Yoga sutra and the way they can be applied to build trust in organizations to improve employee engagement and satisfaction levels.

Jhilmil Das shared her work using Nudge Management to improve performance management and productivity in a defense PSU. Mridul Shekar shared her story of piloting a cultural integration process as a sequel to a merger of a small local organization with a large MNC.



Linda Baptista presented her experience of building a cohort of Learning Leaders by moving beyond training and skill building to an OD approach, to establish learner managed and user driven learning and development. Deepak Bharara brought out insights from his work done in top corporate organizations in aviation sector and telecon. Presentations offered new meaning on change process in organization from facilitators perspectives.





## Personal Transformation

Divyanshu Ganatra, despite having lost eye sight in his teens, became India’s first solo pilot who is blind. He is striving to make India an inclusive society. Aparna Prabhudesai overcame a debilitating medical condition and has gone on to scale Mount Everest through discipline, dedication & devotion. They offered insights on the specific importance of ABS work for empowering such individual triumph over daunting challenges.



Ameet Mattoo and Sanjay Dutt presented their experience in developing and offering TAKE2 – a programme specially designed for individuals at a crossroad in life. They shared their personal stories of moving beyond the success trap towards meaning and fulfilment and linked these with key elements in their programme design. Chitra Puranik Kuvie in a moving presentation shared her experience of using of mythology and ritual in raising the self-esteem of severely exploited Devadasis. Faced with a context she could not begin to imagine, she drew upon the very myths and stories that subjugate these women, reinterpreting them to help them get in touch with their inner resilience.

Rema Kumar, Neharika Vohra presented a paper on a metalab they developed and offered on the theme of Aesthetics of Intimacy, outlining the stages in the development of a group working on different types of intimate relationships. They highlighted the need for deepening our own comfort with intimacy in the family and beyond to be able to deal with social issues like violence and discrimination. Shilpa Shukla shared her story of discovering how theatre gave her the platform to express herself. She now continues to use this as her tool to relate to people and help them voice their real aspirations.





# ABS Summit 2018 Glimpses





## Conclusion

It was making of history on a satisfying note during the conclusion of two days summit. Most of us were thrilled and shared positive energy with each other. A deepening bond amongst professionals from diverse background was witnessed across the country. The warmth of young to old professional members, was a touching experience - mutual dignity and a fulfilling experience for all.

"It is so fascinating to watch how senior invitees were being treated and greeted by the rest of the delegates during the opening of the event. It was a rare moment to experience the bond of members." - Desh Deepak Verma IAS, Secretary General Rajya Sabha

It was a manifestation of an evolving insight on ABS in India. The event was a mega repeat of year 1985 first event of ISABS held at Delhi just after its 10th anniversary celebration. However, on the whole, experience of holding the India ABS summit 2018 has set a new benchmark- both for its professional community members and also for all invitees and delegates. We felt satisfied for whatever we could do. Response of the Professional Member's active participation, emotional connect and enthusiasm was on a high scale .

## ABS Summit 2019

The enriching and energising experience of the ABS Summit 2018 has led us to announce the next ABS Summit for 2019, to be held on 08th and 09th Nov'19 at India International Centre New Delhi and will have the following theme and tracks

### Humanness in Organizations and Society - Refocus on Human Sensitivity in a Digital World

1. Balance Winning and Wellbeing – Explore the journey to retain the humanness innate in us and find inner calm in the world of noise. Connect between what you do and who you are.
2. Emotional Wellbeing – Learn about the needs, insights from masters of this craft and unfolding trends.
3. Thriving Community – Lessons to foster and cultivate inclusion, empowerment and equity; towards bridging the barriers of rank and privileges; discover the helix that connects social context & wellness
4. Flourishing Institutions – Building vibrant organizations, alignment of purposes and sensitivity that honours your values.



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### Core Committe ABS Summit 2019

NP Singh as Chairperson and Atul, Ameet, Gauri, Harish, Laitha, Sankar and Suryamani