



Years of Individual and
Organisation Development



INDIAN SOCIETY FOR
APPLIED BEHAVIOURAL SCIENCE



Fifty Years of Individual and
Organisation Development

ISABS

Annual Report

2021





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Organisation Development

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Dear Professional Colleagues

On behalf of EB members, I wish all professional members, family and friends a meaningful, prosperous and healthier 2022.

Early 2021 showed positive signs of recovering from the endemic, but we were caught unawares with the deadlier Delta variant. Those were some of the toughest times with many of our members down with COVID.

While many recovered and bounced back with much resilience, unfortunately we lost our beloved Prerana and Rajanna to COVID. Many of our PMs too lost dear ones to COVID. We also witnessed painful moments when we lost our stalwarts - Paul Siromani, KK Mehta and C.M. Srivatsava. I pray for their souls to rest in peace.

While the pandemic played havoc in our personal lives and challenged us professionally, we as a community, stood together to continuously keep the momentum of creating spaces for learning and transformation going.

We had many joyous moments to celebrate through our mega UDAAN event, Global ABS Summit and our experiments with new short programmes through Outreach & SD, which supported us to build new partnerships with grass-root level and international NGOs.

I am glad that during the visioning exercise in 2020, the EB took a stand to have ISABS expand its footprint to the international arenas. Our offerings in the past year have had participants and eminent presenters from across the world – an achievement for ISABS!!

ISABS will soon be having offerings in Malaysia. Look out for updates on this from our Dean Outreach.

PDP continuously strives to keep the PDPians in a learning mode by creating various new learning opportunities. Glad we could welcome Asha Kiran Kamble as our newest Professional Member.

It was a humbling experience that ISABS could honour and encourage many social impact stalwarts for their relentless work in addressing social issues through applications of ABS and OD practices. The board intends to have the ISABS Honour program as an annual event and a policy is defined as well.

It is a proud moment for ISABS that a well-known international publishing house has accepted our book - T-Group Facilitation: Theory and Practice of Applied Behavioural Science – An ISABS Perspective for publication later this year. I appreciate the Joint Dean PDP for initiating it, and the commendable job done



by the book team – Sankar (anchor), Lalitha, Sharad, Tejinder & Renuka who created a book that is of a world class quality thus making it desirable for a well-known publisher to take on.

The RCs - Sonali, Kumud, Khirod and Hema along with the ABS committee delivered a world class ABS Summit. We are looking forward to the next ABS Summit in 2022! Hopefully Omicron will not play spoil sport!

Digital transformation is truly transforming ISABS into a digital world. Excellent work has been done by the team by building robust LMS, visibility building through social media and other web related initiatives by streamlining processes.

CODE (Continuing Organization Development Education) was initiated under the Directorship of Sankar. Mukul has picked up the thread to work on it. Uma Jain has been invited to anchor, an outline for CODE likely to be accomplished between August – December 2022.

2022 is the year of our Golden Jubilee!! I am hoping that the pandemic ends soon and that we meet in person to celebrate five decades of our beloved institution making a difference to many individuals, organisations and systems.

I once again thank all the professional members for your contribution through committee's and other forums to support the EB's vision. Look forward to your continued encouragement and support in the year 2022.

With best regards
Joy Srinivasan
President



ISABS Vision shared by Executive Board

2020 – 2022

Executive Board's vision was to work on the following:

Take ISABS to global footprint: Attempts were made through UDAAN, Global ABS Summit to attract international clients. Further work is being done to build partnership with a Malaysian organisation to establish ISABS in Malaysia.

Separate the Governance and Execution Role: The interim structure proposal is still under consideration as members sought more clarification on why. Open space meetings were organised to listen to member's views, suggestions and inputs towards the same. Board is planning to deliberate on the same.

Institutionalising systems, processes and procedures towards process driven organisation: All the role holders are in parallel to execution of their tasks building systems, process and procedures to move from people dependent to process driven. The board will strengthen this task further this year.

Celebrate Golden Jubilee Year: Golden Jubilee committee is planning for in person celebration around August/September. More will be shared once the plan is finalised by the committee.

Renewed thinking to engaging members who are unable to physically fit for facilitating T-Groups: Dean Professional Excellence has taken up three key areas to develop as part of the excellence initiatives. This initiative is underway for further work.

ISABS Academy: Committee comprising of TV Rao, Wansundhara, Snigdha, Joy and Abad as external member have put together initial thoughts, based on the report the board has in principle agreed to establish ISABS Academy. This initiative needs more detailing, a committee will be formed this year to work on a comprehensive plan.

Human Process Work Certification (HPWC): The joint Dean PDP are planning to work on offering HPWC. More work will be taken up during 2022 towards this initiative by them.

Some key highlights:

- Social Development has created new niche in ISABS to introspect our internal conditioning and mental models that we hold within us about the diversity and social exclusions. Members' participation with open mind and heart to explore through the SD Hot Spot is an encouraging new inroads that ISABS has begun.
- Outreach programmes and Social Development together have enlarged the scope of ISABS social reach by igniting new ways of offering sessions to large social organisations. SD has made efforts to reach out to 16 new NGOs to understand their



expectation from ISABS. This approach certainly has created a levelling between social organisation and ISABS.

- PDP has stepped up to ensure that the PDPians continue their aspirations to become Professional Members without stoppage. Pulling off both Phase A and Phase B online is first of its kind, they have successfully ensured that the PDPians are kept energised through higher level of rigour and deeper learning opportunities.
- Through UDAAN 14 online labs running in different time zones, to address the learning opportunity for different zones is an excellent experiment that was done by the Programmes team. We can continue to leverage the momentum that UDAAN generated during 2021 into 2022 as well.
- Digital transformation team is ensuring ISABS transforms itself into a tech driven to access information at finger tips. Collating data, streamlining LMS is an excellent achievement. Also ISABS presence is felt in all forms of social media.
- Needless, to say the new energy the RC are generating. The magic they created by offering world class ABS summit, learning events in the regions and taking the courage to offer inperson events successfully is commendable.
- Research team has introduced HPI as new learning possibilities has given new edge toward deepening the learning.
- Treasurer is ensuring the financials and accounting processes are followed diligently as well as working closely with the RCs to streamlining accounting procedures at national office for better and smooth accounting.
- Secretary is holding the space in all formal meetings with precision and manages the role by providing all the statutory regulations.
- ODCP continues to shine by doing excellent work, inspiring closure to batch 12, diligent hybrid work for batch 13 and ready to take on batch 14.
- Appreciate all the committee members who have relentlessly are offering their time, efforts and inputs in ensuring the tasks are accomplished.



From the Desk of Deans PDP Monsoon Bissell & Altaf Shaikh

Status	Online attended	# of Weeks
Reconnected and re-entry journeys made possible from the past	10	
Phase A	17	Week 1 & 2
Phase B	8	Week 1 & 2
Pre-internship	8	
Interns	9	
New Professional Member	1	

Continued consistency, clarity brought to all aspects of PDP Journey

Tight co-ordination with the RCs and constant contact with the participants to lend support

Initiatives to strengthen learning journey for PDP members

Curriculum

Reading material completed, incorporated into PDP

Independent project to develop reading material and a book is undertaken by PDP and PMs

ISABS PDP textbook: Submitted to Publisher

Review in March, Published by late 2022

(5-member team is working on this project: Teji, Lalitha, Renuka, Sharad & Sankar (anchor))

Interphase components:

Community work: Suspended for 20-22, Hours utilised for research

ABS presentation: Prepared a note for more clarity and expanded the scope

Research: Prepared a note for the clarity of requirement

Teaching research methodology to a group of Phase, pre interns and Interns is being done

Human Process Inquiry sessions in-progress with 10 PDPians who have volunteered

(In collaboration with Dean Research & team)



Learning & Reflection Sessions

Learning sessions: Design Note is created for theme-based learning sessions for PDPians
(Created by Interns along with Dean PDP)

IC training for interns completed

Reflection Session: Introduced 4-hour Reflection sessions after every week of Phase A and Phase B labs. Facilitated three 4-hour Reflection sessions so far.
(In collaboration with Dean Research)

Additional process

Meeting Phase facilitators before and after the lab for alignment on the objectives and processes

Engaging with participants after every lab and discussing feedback and way forward

Developing Training System for PDP staffing

(In collaboration with Dean PE)



From the Desk of Dean Digital Transformation

Ameet Mattoo

Digital Transformation Committee: Comprising of both PMs & PDPs: Atul Chugh, Ameet Mattoo and PDP/ODCP/CPFP members Abhishek Chatterjee, Gautam Nabar, Karishma Chabaria, Linda Baptista, Mandeep Sethi, Mukta Kampalika, Ramanathan, Swati Akhouri And Office Staff : Dewan and Shubhojeet

Learning Management System (LMS)

Odcp LMS Testing Done:

- Deployment for Batch 13 to begin.

Pdp LMS Features Added:

- Participant Logs completely secured with Access controlled, Encryption and Auto-Lock feature.
- Participants can now upload data of all previous labs attended (logs, review forms, assignments etc) and track their entire PDD Journey in LMS.
- Multi-Language, Multi-Format Labs supported in LMS. Esp. useful for Online Labs offered to different time-zones.
- Automatic generation of participation certificate for participants after attending BLHP/ ALHP
- PDP Life Cycle stages defined with more granularity right from Pre-PDP to Internship to becoming a Professional Member
- Search by participant / phase of journey enabled. (beneficial for Dean PDPs)
- PDP Life Cycle full testing done.
- PDF Download of reports / feedbacks / contacts made available to role holders

Participants Review form Updated:

- Added feature to indicate if a participant can be given a CONDITIONAL Approval to the next lab. Also added possibility to mention if a participant Abandons a Lab or leaves it incomplete.
- Phase Lab forms split forms into two separate sections – Observation & Evaluation Phase, to enable participants to receive comments, when the Phase Lab 2 weeks gets split over weeks and months.



LMS Documentation

- Project to start development of User Manual for help various users of LMS (e.g. faculty, participants, admin, and other role holders etc) started. It will ease the use of LMS for new users..
- LMS Specification updating project also Kicked-off to ensure specification document of LMS is up to date as per the changes in the LMS Software over years.

LMS as Content / Knowledge repository:

- Development started to use LMS for ISABS Content / Knowledge Repository – where reading material, announcements, Board meeting minutes, Decisions taken etc can be store and easily accessed.

To be Planned / Future Actions / directions:

- Analytics of Lab Reports to have meaningful insights and Dashboards design to be planned.
- On-Line POSH statement + signing process to be implemented.
- Client Interaction functionality to be added in the LMS
- UI / UX Change to be planned
- Mobile App to be developed
- More Analytics and Dashboard specifications to be done

Digital Infrastructure

- All ISABS documents are now stored in Google Drive enabling Auto-Back-up eliminating the risk of data loss due to Laptop hard-disk theft/damage.
- LMS on ISABS Amazon Web Service Cloud. Enabling full ownership of the software code with ISABS.
- ABS Summit Websites revamped to enabling Online hosting of the ABS Summit.
- On-Line payment Gateway used (through PayU money)

- **All ISABS Web properties consolidated.**

3 Websites (ISABS, ODCP and ABS Summit) were being managed by 4 different vendors. Separate Vendors for Domain and Design & Hosting

Now all of them are consolidated with a single partner (eParivartan)

- Listing and documentation of all Digital Infrastructure along with access control done. Kept in Google Drive for ease of access to all relevant role holders.



Pending / Future:

- Data Security & Privacy Audit to be planned.
- On-Line payment functionality to be used by events.

Social Media and Marketing

Established a partnership with a SRIKA - a Digital Marketing Agency. Their focus in for “Not for Profit” organisations. The Aim is to enrol them as partners for ISABS Marketing, Branding and Communication.

In year 2020, they successfully delivered campaigns for ABS Summit and Resurgence 2021 giving us a big leverage in terms of out-reach and participation interest both in India and Internationally.

A working process was established with the Agency for :

- Consistency of Collateral Designs across various mediums (Website, Posts, Brochures, etc)
- Marketing Messaging / Content done with users in focus
- Focus on Branding of ISABS not just events.
- Digital Marketing as an enabler for Outreach to wider audiences
- Social Media Campaign to generate Leads
- Process to follow leads generated and hand-holding till closure through registration.
- Web-Site Design and Marketing campaigns interlined.
- Concept of Landing Page utilised to ensure highest conversion of website visits.

Digital Transformation Team played the role of:

- Anchoring the activity
- Facilitating transfer of ISABS needs and “essence” to the partner
- Ensuring implementation is done keeping the asks for all stakeholders in mind.

Learnings :

- consistency of branding, theme & content;
- design expertise in look and feel of the collaterals and campaign posts;
- Marketing expertise in design and deployment of campaign
- Sales process closure (team of volunteers for ABS Submit)
- vendor management in terms of rationalisation, re-use and expertise



From Desk of Deans Programmes

Gauri Nigudkar & Anupama Sharma

Snapshot - Activities and Milestones 2021 Joint Dean Programmes

Events in 2021

EVENT	DETAILS	No. of Participants	Duration	New Initiative
UDAAN 2021 JAN-FEB	Total Labs -11 Type of labs : ECHO I, ECHO II, Phase A (wk. 2) and Phase B (wk. 1) Total no. of labs: 11 Type of labs : ECHO I, ECHO II, Phase A (wk. 2) and Phase B (wk. 1)	81	6 days Online	Multilingual Labs
RESURGE NCE 2021 Aug- Sept	Total no. of labs: 14 = 12 Open to Public + 2 ODCP labs Type of labs : ECHO I, ECHO II, Phase A (wk. 1 and 2) and Phase B (wk. 2)	107	6 days Online	Offered lab at different timings to attract participants from across globe Languages offered Hindi, English and other Indian languages on demand



Outreach Programmes (May- June 2021)

Programme	Features	Number	
1. Empathy Circle	Mixed numbers of new & past participants	96	Outreach Programs were specially designed to address the emotional and connection needs that all of us have, with an intention to be of support during the peak COVID days. The same was developed by Deans DoP and Dean SD. Primary responsibility of execution was with Dean programmes.
2. Acceptances to Possibilities			
3. The Art and Science of Helping	Empathy Circle was also run for the PM community.		
4. Resilience and helplessness	TTT sessions for Empathy Circle were also conducted by Deans DoP and SD.		

Consulting Assignments

Client	Status	Type and No. of Participants	Brief Description
Nirma University	2 Batches completed	Students Batch1 -38 Batch 2 - 28	3.5 days semi structured Tgroup lab and Appreciative enquiry
IIM Trichy	Completed	Students of PGPMHR - 32	3.5 days semistructured T group
Khamir	Completed	Mixed staff - 12	Empathy Circle
CRY	Completed	Mixed staff -74	Empathy Circle. Client developed by Dean SD and Dean DoP. EC execution by Dean Programmes
NABARD	Completed	Lady Officers -31	3 days semistructured T Group



Enquires:

Enquiries -04	Proposals sent 04	Status -
		1 – Client opted to work with a different service provider. Did not give us specific reasons about why they were chosen over us. (SNEHA) 2 – Client decided to send their employees for open programs rather than conduct a cousin’s lab. (Capgemini) 3 – Client opted to work with a different service provider on grounds of financial viability. (IIM-K) 4 – Client wanted small sessions , however considered us expensive (MG Motors)

Milestones

- Execution of Udaan 2021, Outreach Programs and Resurgence 2021
- Going International with Resurgence 2021: Experimenting with Global timings.
 - We offered labs that would suit 4 time zones – India, Europe, Africa and Middle East, South East Asia and USA
 - Preparing internally to staff the labs by checking willingness and availability of PMs who have gone through the PM labs.
- Strengthening the Virtual Programs offerings:
 - Created a video for ISABS virtual programs guidelines. This reduced the efforts that had to be put in to orient the participants for the uniqueness of ISABS programs.
 - Developing two service providers – EduKreeda and SriKa Marketing
 - EduKreeda – to support the virtual programs of ISABS as an event buddy.
 - SriKa Marketing – to build visibility for ISABS T-group events in the international market.

New Initiative – Re-viewing the Feedback Forms

Objective: To look at the quality and utilization of feedback that we (ISABS) receive from participants post every event. This feedback covers aspects such as their (participants) learning, feedback to facilitators and whoever is holding the event (i.e. Deans Programmes or Regional coordinator).



The genesis of this project comes from the following;

- We received feedback from participants that the current form in LMS is not very easy to fill in.
- Some professional members thought it did not capture data that they would like to seek towards their learning. Some PMs thought that accessing their data was difficult.
- Questions have been raised often about whether the participants really understand all the words that they are asked to tick about how they experienced the facilitators and the co-facilitation experience.

Dean Programmes and Dean Digital Transformation met and discussed the possibility of addressing these issues.

A committee composed of Sanjiv Sharma, Kakoli Saha, Archana Shrivastava, Tejinder Singh Bhogal and Kishore Gandhi started working on this project in June 2021.

Ongoing

- Generating well documented reports after every milestone, to build organizational knowledge repository and ensure continuity.
- Collaboration and support to all Deans and RCs as required
- Generating and Developing new ideas to expand the bouquet of offerings of ISABS



From the Desk of Dean Social Development

Manisha Jayaraman

**Committee: Rajeshwari Laxmanan, Rashmi Saxena,
Shridhar Kshirsagar, Tejinder Singh Bhogal**

1. Creating Inroads into Social Sector and Expanding ISABS footprint.

A survey was created and circulated in 2020 among the social organizations to understand their needs. This was followed by seeking avenues for collaboration by;

- ❖ Promoting Outreach Modules.
- ❖ Promoting Human Process Labs.
- ❖ Developing need-based ABS sessions.

Updates for 2021

Pilot Project with 4 organizations, 3 of which are about to begin from January, 2022.

2. Collaborating with two Social Sector Organizations for outreach modules:

- a. Child Relief and You (CRY) – 7 sessions of “Empathy Circle” module.
- b. RGF – Empathy Circle.

3. “S.D. Hotspot”

S.D. Hotspot is a platform for and by P.M.s for creating more awareness of different social issues. We primarily look at S.D. Hotspot as a place for reflection. So far, four topics have been taken up:

- a. “Hierarchies Within Me “anchored by Rajeshwari, Tejinder and Shridhar K.
- b. “Pigmentocracy “anchored by Jimmy Dabhi, Ruchi Tiwari.

4. Provide support and collaborate with Deans PDP for regional language PDP.

- ◆ The process has begun with brainstorming session.
- ◆ SD has organized workshops in December with 2 organizations (who have sent 25 + people in ISABS) with an objective to gauge the need and response to PDP in regional language & to provide support wherever needed.
- ◆ After the pilot, it will be extended to more organizations.



Roadmap for 2022

1. To formulate a scholarship policy for ISABS.
2. Continue creating collaborations with different organizations.
3. To work with PM community to promote Diversity and Inclusion for people from different linguistic, geographical and socio- economical strata of society (Through S.D. Hotspot)
4. Supporting organizations with knowledge enhancement – Sessions on different relevant subjects.
5. C.P.F.P. if possible.



From the Desk of Regional Coordinator North

Kumud Kalia Issar

Monthly Meetings

As usual monthly meetings were held regularly.

“Here and Now” in the context of Lab setting facilitated by Ramesh Galohoda.

Prayer Meeting to celebrate life of Dr. Paryag Mehta. “Design Thinking- An Innovative Tool”

Few insights for T-Group Trainers facilitated by Amitabh Jha.

“Social Recognition: Dilemma of Ownership and Acceptance” on the eve of Nagendra’s

Award for Social Excellence as Social Entrepreneur awarded by ISEE, IARI, New Delhi and BHU Varanasi (UP).

facilitated by Dr. NP Singh.

Sabrang 2021

Northern Region organized an in person Learning Event SABRANG 2021 from 19th December to 23rd December, 2021 in ZORBA the BUDDHA, Ghitorny, N. Delhi.

Due diligence for following the norms laid down by the Government of India was followed to combat the Covid and Omicron threat looming large all around. All participants and faculty members submitted the Covid Vaccination Certificate before starting of the event. Masks and sanitizers were part of the kit distributed to all participants and the faculty members. Social distancing was maintained.

The high lights of the event are as follows,

Total No. of Labs

BLHP	04
ALHP	01
TOTAL	05

Medium of Expression

English	03 BLHP
	01 ALHP
Hindi	01 BLHP

Number of Participants

BLHP	33
ALHP	05
Total	38

Faculty Members 10

Anupama Sharma
Ashu Issar Kumud
Kirpal Singh



		Sector Wise Distribution	
Manas Shukla		Self	12
NP Singh		Social	10
Rekha Bharadwaj		Education	04
Suryamani Singh		Health care	05
Ullhas Stupkar		Corporate	06
Krushna	Intern	Isabs	01
Shilpa Kumble	Intern		
Total Community	48		

Dr. Punam Sahgal facilitated a zoom meeting on awareness of POSH policy for the faculty members on 17th December, 2021.

The Regional Coordinator Ashu Issar Kumud met the interns Krushna and Shilpa on 17th December, 2021 through Zoom to understand their journey in ISABS, and their learning agenda.

The faculty arrived at the venue on 18th December, 2021 and had a Learning Discussion on the “Styles of Facilitation”.

Thanks to the collaborative collegial sensitivity of the faculty members and the scenic ambience of ZORBA the BUDDHA we received encouraging feedback from the participants.

Transition to next term

The first step towards transition to the next term was taken on 16th November, 2021 by inviting nominations for the candidature of the regional Coordinator for the next term.

As there is no documented procedure for evolving consensus/election for the Regional Coordinator, the process was followed as per the norms of the Northern Region with some modifications found appropriate in the current context.

On 16th November, 2021 Satyakki Bhattacharjee was declared uncontested candidate for the role of the Regional Coordinator of the Northern Region for the term starting from 1st January, 2022 to 31st December, 2024.

Term end meeting and lunch

A term end meeting to welcome the new Regional Coordinator and celebrate the ending term was organized on 26th December, 2021 in India International Centre. The meeting was followed by lunch and tea. It was a warm, formal event celebrated informally. Peaceful and graceful exit of the current Regional Coordinator and welcome of the new Regional Coordinator further deepened the collegial bond among the Professional Members of the Northern Region.

The handing over process of charge of the Regional Coordinator to Satyakki Bhattacharjee started on 29th December, 2021 and shall be completed by January, 2022.



From the Desk of Regional Coordinator East

Khirod Pattnaik

Regional Meetings

In all there were 9 Regional meetings between January and November.

Each of the meetings featured some social time and a presentation on an ABS theme. The themes and presenters were;

1. Incomplete Loops and its problems in the Here & Now – Sukhvinder Sircar
2. No presentation
3. Self Esteem and Integrating younger selves – Subhashree Chander
4. Understanding Interpersonal processes – Rashmi Saxena
5. Finding Mental Peace in the times of Covid
6. Exploring Partnership processes – Kakoli Saha
7. Pandemic Reflections – Sukhvinder Sircar
8. Revisiting my T group Experience – Rashmi Saxena
9. Organising your time and Space – Bhanumurthy Kota

Events

The Region helped in marketing the two ECHO lab events in January and August 2021. Data on participants is awaited.

The Region also organised an in-person event at Kolkata (Kolkata 21). The last in-person event by the Region was in September 2019 and this event came after a gap of more than 2 years.

Kolkata 21 had 16 BLHP participants and 3 ALHP participants. There were 3 labs one of which was a combined BLHP/ALHP lab. Several of the regular client organisations had decided not to send participants to outside programmes and getting participants became a very difficult task. In the end we managed to develop an almost completely new client base. Ultimately, we got 10 participants from Corporate sector, 7 from Non Profit sector and 2 Individuals. Only 2 were from a client that had sent participants earlier.



The faculty consisted of 4 PMs – Manas Shukla, Bhanumurthy Kota, Rashmi Saxena and Khirod Pattnaik. It also had one intern – Krushna Sawant.

Several firsts were added to the SOP in view of the Pandemic. Everyone in the Community were provided with disposable masks, hand sanitiser bottles and individual refillable water bottles. Each person had to fill up an undertaking to follow Covid appropriate behaviour.

Accounts

Accounts for the year 2020 – 21 are being finalised by ISABS office based on data given by the Region.

Plans

The Region plans to organise more in-person events in other cities in the Region in the next few months. We also plan to have a PMs get together along with one of the events.



From the Desk of Regional Coordinator South

Hema Sekhar

Covid has definitely changed the level of interactions in the region and it has been a challenge to keep the energy levels up and satisfy affiliation needs.

Monthly Meetings

- We have had regular meeting and interaction, with an average 18-20 People attending which is a mix of Associate and Professional Members
- We decided to try having Presentations introduced as part of meetings, and 2 of that series was
 - Understanding Self - Jungian Psychology by Dr Anuradha Prasad
 - Rank , Power & Privilege - Eswara Prasad
- We also spent one session exploring the whys of lack of energy in the region, but could not reach a definite conclusion, Zoom fatigue did come up as a possible reason.

Learning Sessions for PMs

Mining the moment - Lalitha Iyer, interesting exploration of Here and Now as a concept, We had 10-12 PMs attending, and had some lively discussions

Memorial Meeting

We had Memorial meetings for Rajanna, which was hosted by Southern region open to all PMs. His family members also attended it.

We also jointly held a memorial for Paul Siromani along with Easter and Northern Regions

PDP

We had a very energetic session with PDP post which they compiled a wish list of what they would like as learning sessions. We have approximately 20 + PDP in various stages.

- Regular PDP meetings anchored by Sridhar V, One PDP member presented Johari window, followed by interaction
- Log writing session by Ullhas Supatkar

- PDP had a Gender Sensitivity workshop ,anchored by Sincy & Sridhar - 7 participants. It was a half day session. Participants felt it was well structured and engaging and wanted an in depth session which will be for around 2 to 3 days
- We have announced a Buddy system where new PDP members can reach out to others

In Person Lab – Sangam 2021

In August 2021, we as a region had a discussion on whether or not to conduct an in person event in our region. A task Force was formed with a combination of PMs and PDP. We had Rajeshwari from the PM community and Jeyachander, Mery, Nivedita , Tarsh and Kiran Mai from PDP. After conducting a survey across our region’s facilitators and Associate members, we decided to go ahead and start the planning for an event in December, 1st to 5th. Tarsh and Nivedita did a recce of 3 venues before we finalised CEO centre as most suitable,

We finished with 3 BLHP, 1 ALHP , total of 36 participants, and 8 faculty. We had participants from social sector, corporate and self-employed. There were 19 Women and 17 Men. We gave 10% to 50% discounts for self-employed and NGO’s.

Some Glimpses from the event -





From the Desk of Regional Coordinator West

Sonali Kelkar

Regional Committee members

- Archana Shrivastava
- Sankar R

Regional PDP Committee

- Anisha Pandya
- Archana Shrivastava
- Gauri Nigudkar
- Sankar R
- Sonali Kelkar

Treasurer

- Manisha Jayaraman

Learning sessions for PMs & AMs

The Western Region has been regularly offering learning sessions for AMs & PMs. Organizing of these sessions has been done by various AMs. Krushna R Sawant was the organizer of these sessions in 2020. She passed the organizing baton to Anmol Shrivastava in January 2021 after supporting him for a few weeks.

Learning sessions conducted:

- Hierarchies Within Me -Shridhar Kshirsagar
- Unconscious Biases Post-Covid - Vikram Bhatt
- 'Power' & Me - Mukul Joshi
- Communicating & Connecting Authentically – Sonali Kelkar

Pune Sessions

The Pune group, anchored by Aroon Joshi, Mukul Joshi and Aishwarya Hariharan, meet every month either online or when possible, in person.



Sessions conducted in 2021

- Faith v/s Leadership - Aroon Joshi
- Phenomenology & Dialogic Self Theory - Kiran Lalsangi and Tina Rattrra
- Group Consciousness – 3 sessions by Annie Acharya and Mukta Kamplikar
- Power and Group Consciousness - Aishwarya Hariharan
- Group processes and way forward – an exploration
- Approaching Unconscious – two sessions by Ullhas Supatkar
- A pro-bono semi structured on-line lab for college students facilitated by Archana Shrivastava and Kiran Lalsangi. Concept sessions were run by Mukta Kamplikar, Rahul Thapar, Tina Rattrra
- Reflections from the pro bono lab – all the contributors

Wisdom Circles

Sankar R has been regularly organizing Wisdom Circle Sessions for PMs across all regions of ISABS. PMs from various regions are invited to share their expertise with colleagues. Here are the sessions conducted during 2021

- How does Nonviolent Communication Deepen Intimacy in T-groups? - Martha Lasley & Anisha Pandya
- Issues of Equity and Equality in T-Groups – Jimmy Dabhi
- Panel discussion - Experiences of ISABS Events - Then and Now! Moderated by Renuka with Aroon Joshi, Jasmeet Kaur, Atul Chugh and Hema Sekhar on the panel
- Facilitator Wellbeing - Wasundhara Joshi
- NLP and T-Groups - Ramalingam
- Death and it's manifestations in Life and T-groups: Irvin Yalom's work - Jasmeet Kaur

Depending on the COVID situation, we are hopeful of conducting an in person event in March 2022

Accounts

The accounts for the region were duly audited and submitted to the National office



From the Desk of Dean Diversity, Outreach and Partnering

Vikram Bhatt

Context

The Diversity – outreach and partnering role serves the following objectives within ISABS:

- Develop online outreach offerings.
- Set up a process to introduce outreach offerings on a sustainable basis.
- Develop partnerships with educational institutes and fellow Behavioural science organization(s)
- Partner with Dean Social development & Dean Programs to calibrate and contextualise offerings.

Initiatives

- The online modules that were prototyped last year are now being offered under the programme(s) umbrella.
- Continual engagement through SD channel around various outreach offerings.
- The SOP for outreach programmes has been implemented.
- New outreach programmes are under review (Three)
- An MoU for partnership with Busybuds in Malaysia is very close to fruition. This will be the foundation for setting up outreach and impact in Malaysia.
- One podcast recording is completed and edited. Further recordings need to be done and the podcast system needs to be launched first half of 2022.

Outlook for 2022

- Manifest the Malaysia partnership.
- Expand the outreach process to include offerings from different professional members.
- Continue building a suite of online offerings in partnership with Joint - Deans programs and Dean Social development



- Build a research context in partnership with Dean Research around Diversity outreach and what it might mean to decolonialise mindsets through different ISABS offering.
- Further partnerships with
 - o Educational institutes
 - o Fellow Behavioural science bodies
 - o Partnership with Individuals who wish to introduce ISABS within different geographies
 - o Build stronger connect with regional coordinators to ensure regional needs are met and serviced through offerings others than labs.
- Contribute towards builds diversity consciousness especially through podcasts.



From the Desk of Ethics & POSH Shyleswari Mohan

POSH IC Committee

- Shyleswari Mohan – Chairwoman
- Renuka Raj Singh – Task force lead
- Devika Dharmraj – External member
- Eshwara Prasad
- Rachna Sharma
- Ruchi Tiwari
- Sincy Joseph
- Sridhar Venugopal
- Khirod M Pattnaik
- Kumud Kalia
- Sonali Ketkar
- Hema Shekhar

Team Formation

Ethics Committee

- Shyleswari Mohan –Chair Ethics
- Renuka Raj Singh – Member
- Pratik Roy– Member
- Chithra Ram– Member

IC Core Committee

- Shyleswari Mohan – Chairwoman POSH
- Devika Dharmraj – External member
- Renuka Raj Singh – Task force lead
- Sincy Joseph– Member



Ethics Team Milestones

- Separate Ethics Committee members and POSH IC team was formulated,
- All pending cases that we inherited from the previous committee were resolved fully and closed,
- On the website updating of Ethics framework, with “Have read and understood” button
- Revised Ethics framework uploaded in the ISABS website (www.isabs.org),
- PDP Ethics framework was formulated,
- Formulated Ethics guidelines for Virtual Events,
- Offered Learning session on Ethics, before the Virtual Event,
- Made it mandatory for all PM's to sign the Ethics statement before the event.

Ethics Cases Closed

- All pending cases that we inherited from the previous Board was resolved fully and closed.
- Ethics learning sessions were conducted before the Udaan
- Created a Ethics Guidelines for virtual Labs
- Systematised a record for all Ethics committees , so that it can be recorded for the future

Posh Milestones

- POSH Internal Committee team and one External member was On-Boarded,
- Formal Appointment letters issued to all IC and External Member,
- Non-Disclosure Agreement for all IC members was formulated and signed,
- POSH Internal Committee members were formed from amongst the Professional Members from various regions,
- POSH Training for IC Members was undertaken,
- POSH External Training was conducted by Ms.Hema Shirodkar - An Legal expert on POSH,
- POSH Policy revised version finalized and sent,
- Quarterly Period IC Meeting complied.

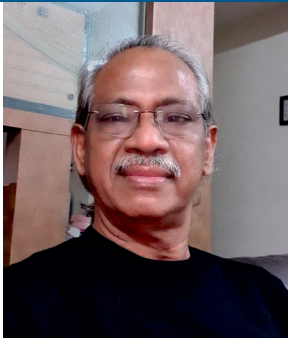


In the Pipeline

- POSH Training for all PMs,
- Submission of Annual report (Legal compliance),
- Create a POSH contact Id for internal and external use,
- Create Awareness for Interns and a training programme needs to be held.
- Decide the Role of Non active Professional Members, who have not attended POSH Training (65 members)
 1. **No of PM's not attended Training till date: 64**
 2. **No of Employee's not attended Training : 01**
- Submission of Annual report (Legal compliance),
- Creation of Empanelled Internal Trainers for POSH,
- Presenting a brief on POSH before events,
- 1-2 minute videos to be screened. Budget to be discussed

Ethics Complaints, Sessions IC Work

- Conducted an Ethics Session at The Southern Region before the beginning of the Southern Sangam Event Dec 2021, It was attended by 6 PMs 1 Intern and 3 PDPs
- Annual IC report submitted to the Govt
- Complaint raised, due diligence done and recommendations sent

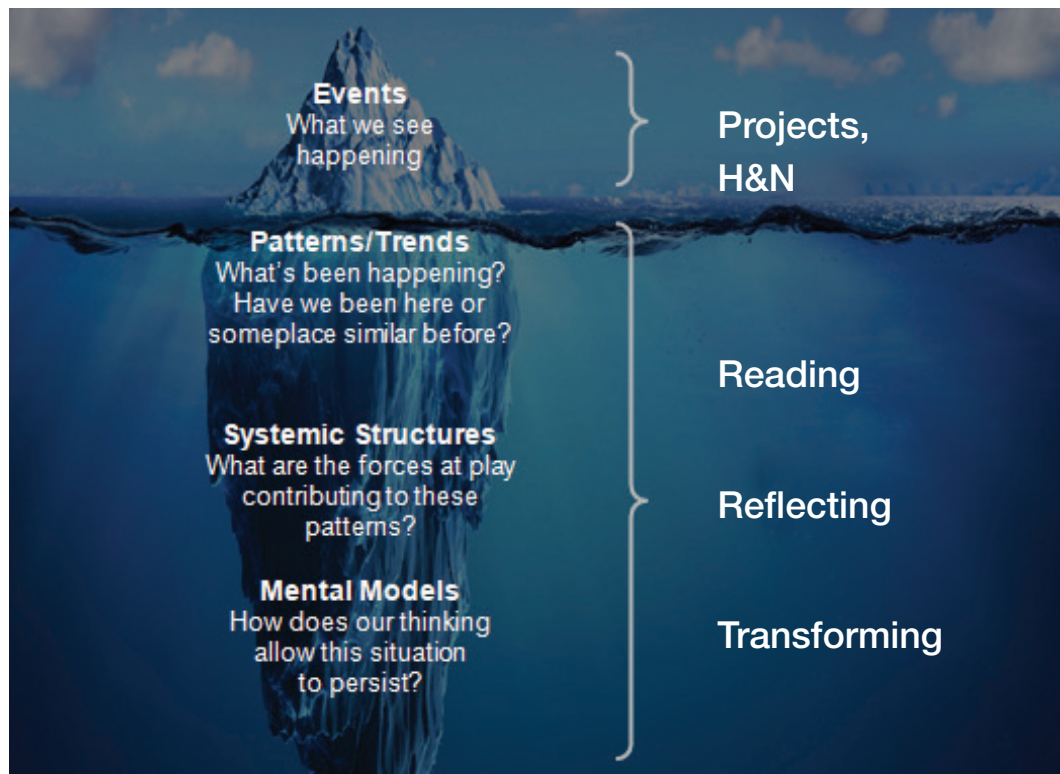


From the Desk of Dean Research & Publication V. N. Kantharao

Overarching Objectives

- To build, research-informed & complementary practice in ISABS, leading to the scientific credibility of our practice
- To lay the foundation for a new turn in ISABS research orientation, by taking advantage of new developments in Human sciences, Phenomenology, Discursive Psychology and Dialogic sciences. (for details plz refer the attached note on 'ISABS changing circumstances and opportunities of positioning' May 2020 – team research)
- To introduce qualitative research inquiry process in understanding subjective experiences generated in T groups

To build awareness in the next generation Professional Members on contemporary research methodologies





Project Updates

4 ongoing projects:

- Dean Programs
- Dean PDP
- Dean Social Development
- Here & Now
- Research and Papers

Project I: Project With Dean Programs & Dean PDP*

Research Project/Assignment	Co working	Review date June 2021
<ul style="list-style-type: none"> • To explore & understand the Intra & Inter subjective experiences in Virtual Labs/ Labs • Also explore the effect of medium(virtual) in generating lab experiences. • Inquire into the process of creating Dialogic catalytic space in the virtual lab. <i>(plz refer Research proposal for pgms attached June 2020)</i> 	<ol style="list-style-type: none"> 1. Working with Dean Program team (Gauri and Anupama) 2. Jyotsna Cheruvu 3. Nivedita Saxena 	<ul style="list-style-type: none"> • Approached 20 , got response from 6. • So far 3 interviews completed, 2 from BLHP, 1 from PDP and 1 from HPI • Started learning abot Microgenetic analysis of the interviews till Nov & analysis work staretd on one Interview. • Following the steps of Postion Mappng and analysis. • Learning the case from the dailogical perspspective and learn to write synthesis from anlaysis.

Project II: Project with Dean Social Development & Dean PDP

Research Project/ Assignment	Co working	Review date June 2021
Action Research, with Partner organization/teams <ul style="list-style-type: none"> • To build inner resilient dialogic capabilities for core team. <i>(Pl refer research proposal for OR/SD June 2020)</i> 	<ol style="list-style-type: none"> 1. Working with Dean Outreach & Social development (Manisha) 2. Kiran Lalsangi 3. Rahul Thapar, Manoranjan Dhal 4. Tina Rattrra 	<ul style="list-style-type: none"> • Created a team comprising interns and pre-interns - Kiran Lalsangi, Rahul Thapar, Manoranjan Dhal and Tina Rattrra • Initial contracting with the client completed and schedule for the 10 interviews shared with the NGO team • Done 10 interviews recording. Completed 3 transcriptions. Unitization is under process. Our plan is to complete transcription and unitization of remaining by 15 of January. • We are intending to complete analysis, suggestions for intervention and it's communication to NGO by last week of January 2021.



Project III: Here and Now Newsletter

Research Project/ Assignment	Co working	Review date June 2021
Here & Now Newsletter	<ol style="list-style-type: none"> 1. Lakshmi Raman 2. VLK Sarma 3. Kantha Rao 4. Siddharth Shah 5. Sanjyot Pethe 6. Mukta Kamplikar 	<ul style="list-style-type: none"> • Last time it was Resilience given the unforeseen and challenging year we went through • This time we are thinking of ' Navigating a Chaning World', due to be relased by 16th Of Dec.

Project IV: Projects In Research Team

Research Project/ Assignment	Co working	Review date June 2021
<ul style="list-style-type: none"> • Build Phenomenological research (Inquiry into Subjective experiences) competence in the Team Research , while working on various assignments and research projects. 	<ul style="list-style-type: none"> • Kantha • Subhasri • Jyotsna • Veda 	<ul style="list-style-type: none"> • Research team members are currently engaged in 2 research projects: • Explicating the experience of frontline healthcare workers who contracted Covid. Three data sources are being analysed to identify intersubjective elements that might be present • Members in process to learn the methods Dailogic analysis Viz., Position and Voices maping. • Now working on synthesis from the analysis which would explain the influence of Covid on the intra – inter subjective space and moments of change

Learning Updates

Interns, Pre-Interns, PDP Members, Research Team

- 15 members
- ~ 200 person hours of together learning time
- Individual investment in reflection, reading and journaling is additional

Questions

- 1: Initially what was your motivation to join the group ?
- 2: In the last 10-12 months what are some of your significant reflections from your participation in our collaborative inquiry?



- 3: Can you think of some specific discussions, concept, readings or group sharing, that had provided you new insight which had changed ur perspective
- 4: In what way these learnings, you have been able to relate or apply in other aspects of your life or practice. And what has been your experience. please give some illustration
- 5: Since the time you have been associated with HPI, you must have done reading. Can you share your themes and articles you read. What is your experience of readings
- 6: How do you describe the group climate and interactions we have been having. In your view what role has this medium of group could have played in accentuating or hindering your learnings. What are some of the key characteristics norms did you experience in the group. What do you think, we have done, to be able to build such group atmosphere
- 7: Do you agree what we have been doing over the last 12 months was collaborative inquiry (CI). What are some more features needed, truly call it CI.

Reflections and Learning Updates

1. Motivation

I found relevance not just in the process, but the struggle I was going through post any lab. I wanted to know more about “how to reflect” which was critical in understanding the layers of my experiences and patterns emanating from them. I was yearning to share similar spaces that enable enriching conversations or opportunities to learn from and about my own experiences.

This space gave me a deeper understanding of my own conditioning which was my identity in this world. My “I”, “inner other” and “social positions” were very strong and were operating as my guiding principle. All the decisions which I took were coming from the lens of conditioning

Witness consciousness has been around me since I joined HPI group and it has been a guide for me.

The way we have worked in this group, is a lived experience of collaboration and learning from each other.

2. Significant Reflections

In a short period of 4 months, I connected with myself much more than ever before. While the labs gave me the premise and readiness, the discussions in the research team helped me decode and stitch a lot of experiences together for me.

There is nothing such as finality of things/ thoughts/ feelings or answers. Everything that happens within people is a dynamic process and in constant movement. It's important to find meaning in the grey zone and not keep looking for black or white, definite answers. Possibilities and learnings lie in the grey zone.



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3. Concepts Learnt

- a. Witness consciousness – helps me to practice reflection in action
- b. Multi-voices – I realize that while paying attention to multiple voices, domination happens through frames of references – right/wrong, good/bad
- c. Co-genesis – there is no absolute polarity. Everything happens in continuum Articles:
- d. Repairing Ruptures
- e. Qualitative Method for analysing Multi-voice
- f. Imaginal Dialogues in the Self Sharing

Understanding phenomenology (its branches) and DST, and to an extent the rigour it takes in understanding and living it. Some direct experience of interviewing, being interviewed and coding responses from the interviews.

4. Application of Learning

It's just been 4 months for me and I see a difference in the way I relate – both within myself and to the external world. I have a renewed Self-compassion – an appreciation for what happens inside me that leads me to make the choices that I do.

The most significant change I am observing is an increasing unwillingness to stay in a “victim” mode. Through understanding of the subjective experience, I am enabling myself to take responsibility for my actions and also not to take blame for other's actions

In the role of a facilitator, this lens helps me appreciate group work in a new light. The tendency to move away from the often used labels for processes is one. Appreciating the unique-ness of lived experience of people in the group is another

When I tried to understand this fear from DST lens, I discovered that all of these fears have come to me from my conditioning via, parents, teachers and other sources and have become my dominant voices (my inner other and social positions were quite strong).

Trying to re-examine few strong voices like –

“Success is important” to “what's my definition of success”

“I don't know this enough” to “Try to take it slow and figure out”

“I don't deserve this” to “I am worthy”



5. Learning Climate

I experience the group to be a psychologically safe place – naturally nonjudgemental, encouraging authentic sharing and being vulnerable. There is no rigid rules or structure, however, everyone seems to be united by the purpose of understanding experiences phenomenologically

I shared in one of the sessions that silence is required for voices to emerge and I will not be able to point out how we create “that” silence in our group, which leads to the kind of collaborative effort we see in the group.

Everyone is a seeker, in an inquiry mode wanting to know, learn and share at the same time. When you want to experiment- people encourage you. It is ok to make your mistakes and everyone learns from them. The non-judgmental environment makes it easy for people to want to attempt things. There is no need of pretense, you can just be, which makes the entire environment be of trust.



From the Desk of Dean Professional Excellence

Dilip Panniker

In the current year, there have been a some initiatives taken by the Dean PE. Some of these are a continuation from the previous year, while others are fresh initiatives that were taken up according to situations that have arisen.

- 1. Collaboration to sharpen the definition of “member in good standing”:** The memorandum has a definition of “good standing” for Professional Members. However, in the report of the Memorandum Review Committee in 2015 suggested some changes to be made in this definition. Accordingly, a team comprising Joy, Vara, Shaila, and Dilip deliberated these proposed changes and made some additions to make the definition more robust so that it encompasses issues that have come up since the time of the 2015 report. Additionally, the changes proposed to the definition also delineate the steps to be taken by the Board as well as the PM concerned to restore “good standing” of a member if this status has been suspended for any of the reasons mentioned. This new definition of “good standing” will be presented at the next AGM for ratification.
- 2. Collaboration with Deans PDP regarding staffing of PDP labs:** The staffing of PDP labs has been a contentious issue within the organization for a considerable duration. One possible solution is to have available a process of competency enhancement for all PMs that would make us eligible to staff PDP labs. This work has been taken up by others as well in the tenures of previous Boards, but has remained incomplete for various reasons. The initiative envisages building on the work done previously to create a robust and acceptable system for the enhancement of skills and competencies of the PM community for this purpose. A paper on this has been created by Dean PE and initial discussions with the Deans PDP has already begun.
- 3. Renewal of Professional Membership for the purpose of staffing labs:** ISABS seems to be an ageing organization, to the extent that the average age of the PM community is increasing. With age comes other difficulties that may make it arduous for some PMs to be able to staff a lab to the best of their ability. Having said this, age (and it’s associated debilitations) is only an example of why some of us may not be able to adequately acquit ourselves while facilitating labs. Further, there is also the question of some PMs who return to staff labs after very long breaks. While the wisdom of all



PMs is invaluable to ISABS, we also have the primary responsibility of offering our client system the best of ourselves. The institution therefore requires a robust system to ensure that the wisdom of all PMs is valued and honoured while simultaneously fulfilling our responsibility to the client system.

- 4. Values:** In this, the 50th year of our existence, it is ironic that our institution does not have a set of clearly articulated and published values. It is critical, that this lacuna be rectified on a priority basis. This is especially important in the context of how we project and conduct ourselves in the external world, as well as how we conduct ourselves within the organization as well. Further, it will be a means of holding ourselves accountable during events.

The proposal for points 2-4 above has been presented to the PM community and Dean PE has asked for PMs to volunteer in seeing these initiatives through. It will be of great importance that these initiatives are worked on and brought to fruition by the PM community as a whole as these would impact all of us.



From the Desk of Director ODCP Mukul Joshi

APC 2020 – 2022 and Batch 12

- ❖ SatyakiBhattacharjee
- ❖ SanjayDutt
- ❖ MarisaD'Mello
- ❖ SnigdhaPattanaik
- ❖ AtulChugh
- ❖ PayalGupta
- ❖ AmolPawar
(AlumRep, Batch7)
- ❖ Joy S(President)
- ❖ MukulJoshi



Updates – Going Forward

1. Contact Modules 4 and 5 will be conducted in April 2021 and July 2021. The mode of delivery is not yet finalized.
 1. Certification – attended or cleared successfully
2. Batch 13 will be initiated in the month of May 2021. The admission process will be initiated post EB meeting.
 1. 45 inquiries indicating strong interest in the pgm have ben registered so far.
 2. The batch is not yet announced (Brochure in the making)
 3. No upward revision of fees being planned. Though a discussion with nos in hand is incomplete.
 4. Revision of admission form



3. The deliberations in the APC center around the nature of delivery – only online / offline or a hybrid model and in case of the latter, the areas / topics to be covered in the online mode.
4. CODE
 1. Discussions initiated in the APC – may be a separate APC can be created.
 2. The pgm is likely to be initiated later this year.
5. Research – Future of Organizations and Organization Development - To be initiated.
6. To watch out for – Partnership with SBIL.

Updates – Going Forward (2/2)

1. CM5 of Batch 12 has been completed and certificates given to 11 – 12th member to complete the project within 6 months and then appear for project assessment.
2. Key highlights of CM5 @ LnT LDA, Lonavala Batch 12-
 1. Hybrid session – assessors and 2 participants online and rest in person
 2. Assessors - Prof Vasanthi (IIMB) and Arvind Agrawal
 3. Overall feedback for CM5 was 4/5
3. Batch 13 –
 1. Overall 17 participants
 2. 16 coaches engaged with the participants
 3. Not contact modules any more
 4. As of now Learning module 2 in progress – from in-person to online!
4. CODE
 1. launched – APC – Satyakki, Marisa and Uma
 2. Reached out to alumni - 14 members shown interest
 3. Volunteers for design and participation in the experiential process
 4. First meeting to be scheduled later this month / early next month
5. Arrangement with SVKM – on hold
6. SBIL – COVID took a toll on the decision makers and the whole proposal is in cold storage



Year 2022

1. Induction of ODCP participants in PDP @ Phase 1 – Week 2 level
2. OD Conclave - Nov 2022
3. Infrastructure for Hybrid ODCP Modules going forward
4. Review of ODCP curriculum
5. ISO (29000) certification process to be initiated for ODCP
 1. Compliance with the certification process as a standard practice in educational institutions across the globe
 2. Allows ODCP an equal footing in the future wrt partnerships
 3. Brings in a stamp of approval wrt quality education programs, teaching excellence and documented program/learning outcomes
6. Budget sheet being worked out
 1. Flexibility and Boundaries
7. Batch 14

The batch announcement needs to happen by Jan 10 for the first session to commence in May 2022



From the Desk of Secretary Varalakshmi Rajah

Regular EB meetings and EC meetings were held. The AGM for the calendar year has been postponed to the first quarter of 2022 due to the pandemic.

1. The following resolutions and decisions were taken in the Executive Board held on 30th June, 2021-Virtual.
 - a) Scholarship for certified programmes was approved by the members, provided each application is studied and criteria for eligibility checked and can be given for really deserving applicants.
 - b) The fund from Dr. Paul Shiromani's family, an amount of Rs.1 lakh can be accepted by the institution, as it has been done earlier too.
2. The Year-end Board Meeting was convened virtually on 14th -15th December,2021
 - a) The budget of Rupees twenty five thousand per month for maintaining the annual maintenance contract of LMS for the next two years was approved by the board.
 - b) The new professional member invited to the member's fraternity is Asha Kiran Kamble.
 - c) The regional book-keeping and auditing to be done by the national office as Shubhojeet is a qualified person, however, the respective revenue for the region for its expenses will remain under the purview of the regional coordinator. Streamlining this understanding will be done by the RCs, Treasurer and Shubhojeet.

Appointments

1. A Digital admin position was created and a person, Dewan Singh, was appointed to coordinate all digital activities and LMS of ISABS.

EC meet regularly for all the financial requirements and approval of budgets for various activities approved by the Executive Board. All were virtual meetings.



From the Desk of Treasurer J M Radhakrishnan





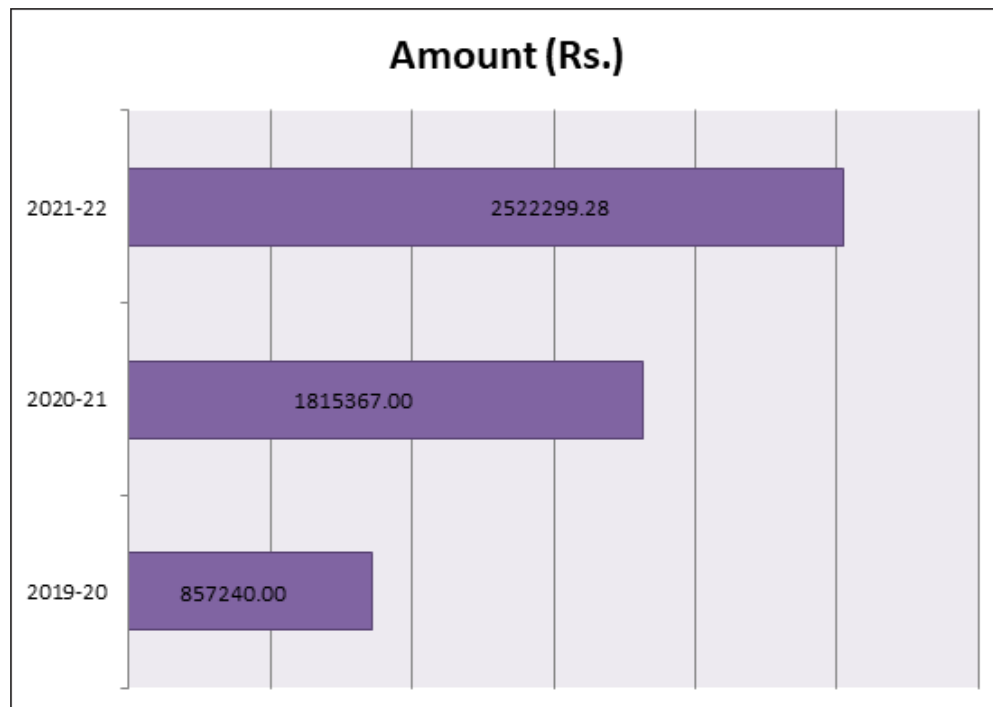
Financial Report

Accounting - Preliminary Remark

- ✓ The financial statements have been prepared in accordance with the provisions of the Income Tax Act

Financial Achievements

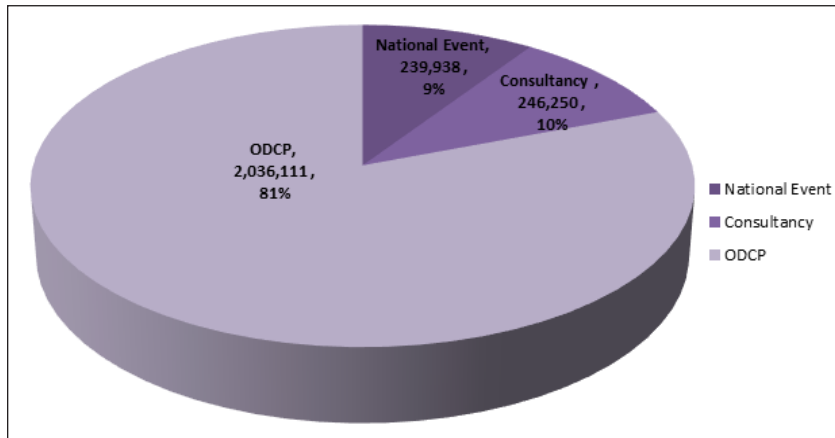
- ✓ Submitted all tax returns in due time
- ✓ Comply all statutory compliances in due time
- ✓ Despite the current pandemic situation, we have managed the net cash flow.



Net Cash Flow of an organization represents the sum over a period of the total money received (inflow) and less the total amount of money spent (outflow) by the Organization over the same period. It is an important measure of an Organization ability to survive grows.



Total Net Cash flow for the period is Rs 2,522,299/-



PROGRAMME	NET CASH FLOW
National Event	239,938.00
Consultancy	246,250.00
ODCP	2,036,111.00
Total Net Cash Flow	2,522,299.00

Management Consultancy 2021

Consultancy Assignments Income & Expense Account			
Assignments	Income	Expenditure	Surplus
IIM Trichy	500000.00	348000.00	152000.00
CRY	67500.00	56250.00	11250.00
Nirma University	275000.00	192000.00	83000.00
Net Cash Inflow	842500.00	596250.00	246250.00

Resurgence 2021

RESURGENCE 2021 INCOME & EXPENSE STATEMENT	
INCOME (Programme Fee)	Amount
ECHO I Self/Social	₹ 514,500.00
ECHO I Corporate	₹ 225,000.00
ECHO II Self/Social	₹ 94,500.00



ECHO II Corporate	₹ 45,000.00
Membership Fee	₹ 15,500.00
Total Fee collection	₹ 894,500.00
EXPENSES	Amount
Faculty Honorarium	₹ 280,000.00
Discount, Concession and Scholarship	₹ 162,197.00
Event Technical Support	₹ 50,000.00
Brochure & Advertisement & Promotion	₹ 162,365.00
Total Expenses	₹ 654,562.00
Expected Net Cash Inflow	₹ 239,938.00

NOMINATION DETAIL	Value
ECHO I Corporate	15.00
ECHO I Self/Social	49.00
ECHO II Corporate	3.00
ECHO II Self/Social	9.00
Total No of Participants	76.00

Applied Behavioural Summit 2021

ABS Summit 2021- Budget Vs Actual			
Particulars	Approved Amount	Actual Amount Spent	Balance
Digital Campaign - Social Media, Online Advertising	335,500	271,495	64,005
3-4 technical Zoom assistants/ buddies @ 1,500 per day for 5 days	60,000	50,000	10,000
Indian Musicians & Artists	50,000	45,000	5,000
Website creation & Maintenance, Payment Gateways	50,000	39,500	10,500
Zoom License & Digital Platform	15,000	17,886	- 2,886



Marketing Collaterals (Brochure, Backdrops, schedule etc.) creation	61,500	38,000	23,500
Dissemination of Presentations	155,000	-	155,000
Unforeseen Contingencies	200,000	-	200,000
Live graphic recording for 5 days	50,000	-	50,000
Total Amount	977,000	461,881	515,119

ABS 21 Inflow	Amount (Rs.)
Payment Received	386931
Payment Receivable	27540
Total	414471
Deficit	- 47,410

Financial liquidity refers to how easily assets can be converted into cash. Assets like Fixed Deposits are very liquid since they can be converted to cash within days.

Current Status of Financial Liquidity as on 31.12.2021	
A) Bank Fixed Deposits	29,984,206.20
B) Bank Balance	
ODCP Account 53189	977,509.27
National Account 14884	758,927.86
Management Consultancy Account 00049	78,346.61
Total Bank Balance	1,814,783.74
C) Cash Balance	
ODCP Cash	13,692.00
National Cash	5,480.00
Total Cash Balance	19,172.00
Direct Cash Liquidity (A+B+C)	3,18,18,161.94



The Applied Behavioural Science Summit 2021 report

The Applied Behavioural Science Summit 2021 was held online from 21-25th September, 2021. 43 presentations were made by 49 speakers from across the world and were attended by 374 attendees.

The presentations were made in three formats –

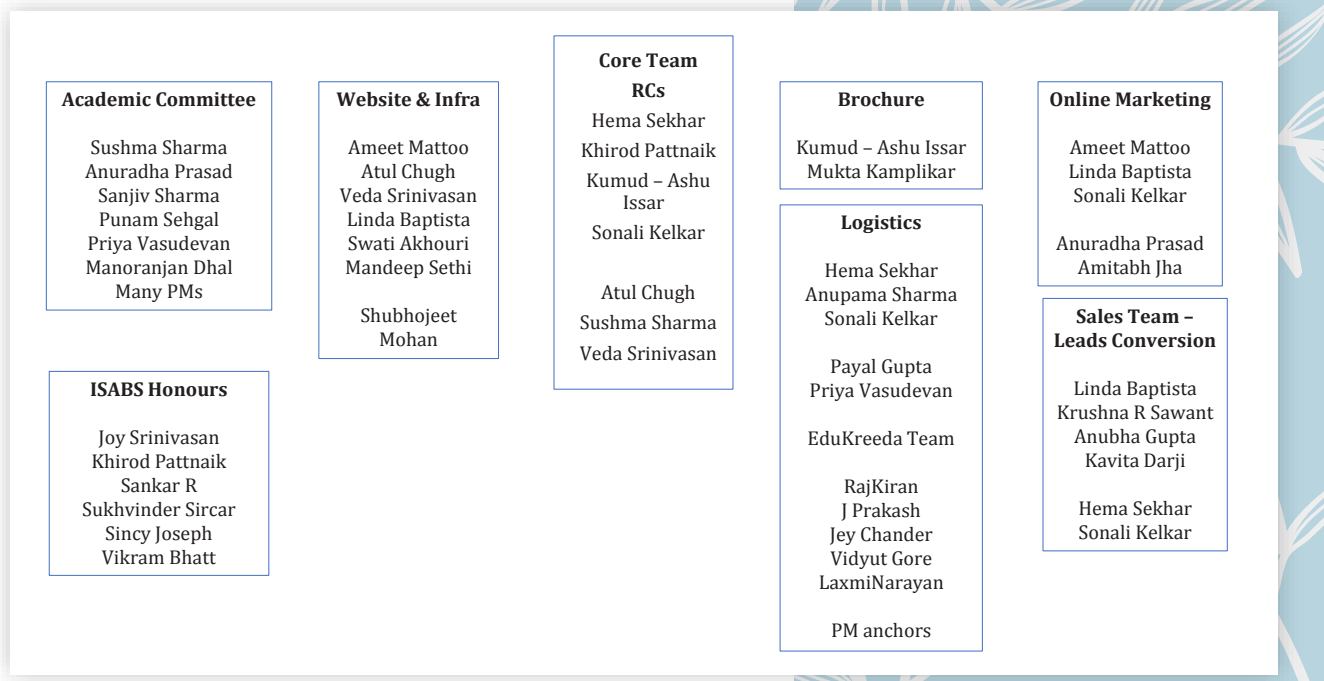
- Paper presentations
- Workshops
- IdeaSplash – an unstructured space where presenters could share their ideas that had underpinnings of Applied Behavioral Science,

The presentations belonged to the following themes

- Beyond Barriers - Co-creating in complexity and adversity
- Emerging Trends - Economics, Emotionality and Society
- Continuity in change - Honoring Ancient to Contemporary Spiritual Practices

The ABS Summit was organized by multiple teams and committees that consisted of members from the EB, Professional members, members in the PDP stream as well as Associate Members.

ABS Summit 2021





Following is the schedule with details on the topics and speakers

Day 1 - 21 September 2021 (Tuesday)

15:00 - 15:20	Opening, Context Setting Joy Srinivasan, President ISABS (Room Sangam)
15:20 - 16:00	Inaugural Address by invited speaker Indira Parikh (Room Sangam)
16:00 - 16:30	Music Interlude - Pandit Shailesh Bhagwat (Room Sangam)
16:30 - 17:30	Creating value through social innovation and social entrepreneurship - Lalitha Iyer & Lakshmi Raman (Room Ganga) Personal strategies to improve well being - Anubha Gupta (Room Teesta) Co-creating in complexity - Yogesh Pawar (Room Narmada)
17:30-17:45 (BREAK)	
17:45 - 19:00	What do you want your organisation to BE? Cultivating healthy organisations - Eric Lynn (Room Ganga) Process work fundas 101 - Sushanta Banerjee (Room Teesta) Regenerative leadership in complexity and chaos – lessons from birthing the corona quilt project - Shruti Sonthalia & Katherine Long (Room Narmada) Using psychodrama to develop emotional intelligence and executive presence - Rashmi Datt (Room Kaveri)
1900-1905 (TRANSITION)	
IdeaSplash	
19:05 - 20:05	Journaling through Stories and Metaphors - Mukta Kamplikar (Room Sangam) Sarvanumati - Pathway to shared Power - Abhishek Thakore (Room Sangam) Zero pointing - moving from depression to flow - in crisis Sunita Raut (Room Sangam) Mindfulness - the science behind spirituality - Priya Hunt (Room Sangam)
20:05 - 2015 (TRANSITION)	
20:15 - 21:30	From stressed being to well being: Lessons from ancient yogic wisdom and modern knowledge - Wasundhara Joshi (Room Ganga) Antaranga yoga and mastery in coaching - Raghu Ananthanarayanan (Room Teesta) Being spiritually alive: Am I a subject, object or I am not that ? Nagendra P Singh (Room Narmada)
21:30 - 22:00	Integration (Room Sangam)

Day 2 - 22 September 2021 (Wednesday)

15:00 - 15:30	Check In & Fellowship in breakout rooms (Room Sangam)
15:30 - 16:30	Invited Speaker Pradip Khandwalla - Towards a finer world (Room Sangam)
16:30-16:45 (BREAK)	
16:45 - 17:45	Navigating a hypercomplex world : The power of paradox and polarity thinking - Bosco Dmello (Room Ganga) The impact of stress on the mental health of the employees - Sana Fatima (Room Teesta) Impact of a credit course on universal human values and ethics on the conduct of the students in higher education - Kumar Sambhav (Room Narmada)
17:45-18:05	Music Interlude - Leesa Mohanty (Room Sangam)
18:05 - 18:10 (TRANSITION)	
18:10-19:25	Indian psychodrama: History and social impact - Jochen Becker-Ebel (Room Ganga) Wisdom based compassion: Buddhist psychology lens - Tanuja Sharma (Room Teesta) Stillness in motion: Healing with Sufi whirling - Ashira Prem Rachna (Room Narmada) Why economics is incomplete without psychology? Some examples from a practicing business analyst Sanjay R Bakshi (Room Kaveri)
19:25 - 19:30 (TRANSITION)	
19:30 - 20:30	Invited Speaker Hubert Hermans Dialogical Self Theory (Room Sangam)
20:30 - 21:00	Integration (Room Sangam)



Day 3 - 23 September 2021 (Thursday)

15:00 - 15:30	Check In & Fellowship in breakout rooms <i>(Room Sangam)</i>
15:30 - 16:30	Infusing coaching into organisation: using the principles of OD and behavioral sciences - Gunjan Malviya & Priya Vasudevan <i>(Room Ganga)</i> Leading in uncertain times - Sahana Chattopadhyay <i>(Room Teesta)</i> The invisible oppression in the urban elite - Ameet Mattoo & Sanjay Dutt <i>(Room Narmada)</i>
16:30 - 16:45 (BREAK)	
16:45 - 17:45	IdeaSplash Deepen - a new D in Appreciative inquiry - Uma Arora <i>(Room Sangam)</i> Stories that our bodies tell - Sanjyot Pethe <i>(Room Sangam)</i> Institutionalising Planting Trees - Chetan Deshpande <i>(Room Sangam)</i> Dreams and Dreaming - Anuradha Prasad <i>(Room Sangam)</i>
17:45 - 18:05	Music interlude - Radhika Sood Nayak <i>(Room Sangam)</i>
18:05 - 18:10 (BREAK)	
18:10 - 19:10	Invited Speaker Martin Macwan - What is the role of bias and prejudice in building the nation? <i>(Room Sangam)</i>
19:10-19:15 (BREAK)	
19:15 - 20:15	Invited Speaker Glenda Eoyang on complexity and uncertainty <i>(Room Sangam)</i>
20:15 - 20:45	Integration <i>(Room Sangam)</i>

Day 4 - 24 September 2021 (Friday)

15:00 - 15:30	Check In & Fellowship in breakout rooms <i>(Room Sangam)</i>
15:30 - 16:30	Invited speakers (recorded) Edgar Schein & Peter Schein - A conversation about history of OD and humble leadership <i>(Room Sangam)</i>
16:30 - 16:45 (BREAK)	
16:45 - 17:45	Maximising & fostering online & micro-learning opportunities at Faurecia - Sandeep Sadanand Chaugule <i>(Room Ganga)</i> An inner journey of casteism - Rukmini Iyer <i>(Room Teesta)</i> Project 3C: A BHEL initiative - Amitabh Jha <i>(Room Narmada)</i>
17:45 - 18:05	Music interlude - Pandit Abhay Rustum Sopori <i>(Room Sangam)</i>
18:10 - 19:25	Experiential workshop on causing results - C Balaji <i>(Room Ganga)</i> Tantra, the feminine principle and experiential learning - Sukhvinder Sircar <i>(Room Teesta)</i> Where is the Dragon? A workshop on courage and resilience in turbulent times - Supriya Rakesh & Jayati Doshi <i>(Room Narmada)</i>
19:25 - 19:30 (TRANSITION)	
19:30 - 20:30	Invited Speaker Maria Church - Leading with Love: The heart of success <i>(Room Sangam)</i>
20:30 - 21:00	Integration <i>(Room Sangam)</i>



Day 5 - 25 September 2021 (Saturday)

15:00 - 15:30	Check In & Fellowship in breakout rooms <i>(Room Sangam)</i>
15:30 - 16:30	Invited Speaker Nitin Paranjpe - Glorious Failure <i>(Room Sangam)</i>
16:30 - 16:45 (BREAK)	
16:45 - 17:15	Reclaim your riches with the power of sound - Sujata Singhi <i>(Room Sangam)</i>
17:15 - 17:30 (BREAK)	
17:30 - 18:00	ISABS Golden Jubilee Lifetime Achievement Awards Ceremony <i>(Room Sangam)</i>
18:00 - 19:00	Convergence and Closure <i>(Room Sangam)</i>

ISABS Honours were instituted to recognise individuals and organisations/institutions who have contributed to societal transformation through the application of behavioural science principles and practices.

The awardees for 2021 were

Individual Category

1. Ashira Darwish
2. Divyanshu Ganatra
3. Gagan Sethi
4. Sirish Joshi

Organisation Category

1. Blue Ribbon Movement
2. Yugantar



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