



**Indian Society for Applied  
Behavioural Science**



## **Community Process Facilitation Program (CPFP)**

**Basic Program Dates: 19<sup>th</sup> - 28<sup>th</sup> February 2018**

Part A: 19<sup>th</sup> - 23<sup>rd</sup> February 2018, Part B: 24<sup>th</sup> - 28<sup>th</sup> February 2018

**Program Venue: Sahbhaagi Sikshan Trust, Lucknow**

## Community Process Facilitation Program (CPFP)

CPFP – This is a certification program that has been developed by the Indian Society of Applied Behavioural Science (ISABS), in 2013. As of now 100+ participants have successfully completed their basic program through 4 batches.

Organisations and individuals have found this program extremely meaningful in enhancing their process skills to facilitate community level groups.



### The Context

Organizations working in the area of livelihood, environment, health, gender, savings and credit, natural resources, education, anti-trafficking and human rights, need to work in a context where the communities are grappling with multiple stresses, such as loss of livelihood, displacement, conflicts and climatic changes. Directly or indirectly, these stresses impact any change interventions being attempted in communities and also the participation of the communities in such processes. This means that the community workers and the organizations need to understand, support and be capable of partnering with the community while dealing with these stresses.

In this context, effective interventions are those that take care of both the technical and process issues. Most organizations are able to ensure excellence on the technical front based on knowledge and skills. It is the process front of dealing with the human dynamics of community change and conflict that many organizations find challenging. This is the area that the CPFP means to address through this course.

### The Potential Participants

This program is meant specifically for community level facilitators, coordinators and supervisors involved in community level work, trainers involved in training communities, group leaders etc.

CPFP is trying to expand its reach and is seeking participation of people working in CSRs and in Govt. programs and missions that are working on specific issues such as Health and Livelihoods.

### The participant who would benefit the maximum from this program would be one:

- Having at least 2-3 years of direct experience of working with the community.
- Having age of above 22 years
- Having familiarity with the usual methodologies of working with the community, e.g. conducting a community meeting, conducting a PRA etc.
- In a position /role to train, mentor or influence other community workers.

## The program: CFPF 10 days

### A. The Coverage

The first module (five days) will be T Group and human processes-intra-personal (to a lesser extent) understanding processes in self; inter-personal (between two people); among people in a group and at a societal level.

Module 2 - In the next 5 days members will gain insights on decision-making, understanding conflicts, caste, class, gender dynamics and leadership among others.

### B. The Structure & Duration

- Two 5 days modules total 10 days
- The Module I - T group with 3 sunrise sessions and 3 community sessions (Opening, midweek and closing).
- The Module II - 5 days semi-structured design for concept inputs relating themes with the experience of the t-group.
- In addition, there will be a project work.

### C. The Objectives

- Exploring self and interpersonal relationships and attain a deeper understanding of one's own motivations. Delve deeper to explore and deal with prejudices and biases vis-à-vis gender, caste, class, religion, disability and sexuality that exist in community at large, how it is reflected in each individual.
- Connect to the kind of leadership required to effect changes in society.

### D. Expected Outcome

At the end of 10 days program, the participants should be able learn to:

- Distinguish Process from content.
- Reflect on how change happens at self and group level.
- Begin to understand what processes are taking place in community level meetings, and to be able to intervene effectively in the same.
- Reflect on how small processes may be tied to larger social realities

### E. Methodology

- T group- also known as an experiential laboratory education where a group of individuals work together to understand human processes
- Role plays and Experiential exercises
- Group Discussions and Conceptual Presentations
- In addition, there would be approximately 7 days of work.

### F. Language of the Program

This program will be run primarily in Hindi.

A majority of the written material too would be made available in Hindi.



## Program Fee

**Basic Program of two five- days (10 days total) modules: Rs 15000 (including all taxes) per participant.**

This includes all costs related to training – facilitator honorarium, training facilities, and training material, as well as the cost of boarding (vegetarian food) and lodging. In situations where the participants find it difficult to arrange for the costs, ISABS will offer part scholarships. Travel cost of participants will be covered by participating organisations.

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## The Organizers and Trainers

This program is being offered and organized by the Indian Society for Applied Behavioural Science (ISABS), an organization known for its deep understanding of intra-personal, group, organizational and social processes. The core Designers and Trainers for this program are professional members of ISABS, and also have had extensive experience of the development sector having worked directly at the community level all over India, Internationally and in associated institutions.

**Basic Program, Module I Date: 19th to 28th February 2018,  
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**PS:** *Individuals who have attended BLHP in any of the ISABS event in last 2 years, are eligible to attend PART B of the program starting from 24<sup>th</sup> to 28<sup>th</sup> February 2018. The Program fee will be charged accordingly. You may please contact ISABS office directly for further discussion.*

## Caution

A person who has experienced continuous mental stress, or has been under psychiatric treatment, or has a history of mental disorders, or has had a coronary or heart attack(s), must not be nominated to join the program. It is implicit that each participant joins the event with informed voluntary consent and owns responsibility for his or her own health.



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