



Indian Society for Applied Behavioural Science (ISABS)

National Autumn Event 2025

*Basic Lab on Human
Processes (BLHP)*

*Advanced Lab on Human
Processes (ALHP)*

16 – 21 September, 2025

MCR HRD Institute, Hyderabad

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About ISABS

Founded in 1972, the Indian Society for Applied Behavioural Science (ISABS) is a national, voluntary society of behavioural scientists engaged in applying their knowledge and skill to the well-being of persons, organisations, communities, and the society at large. Its members work as independent consultants, trainers, counsellors, academicians, human resource development managers, and community change agents. ISABS programmes focus on human processes and aim at helping people to understand them better and discover more creative and satisfying ways of relating and working.

ISABS utilises group and experience-based learning as its core training methodology. Key aspects in this process of learning are experiencing, reflecting, hypothesizing, conceptualising, experimenting, and collaborative and non-directive methodology rather than lectures. ISABS also offers programmes to develop professionals capable of facilitating such experience-based learning in organisational and social contexts.

Methodology

ISABS is the pioneer in India of T-group facilitation and utilizes T-groups/ sensitivity groups and experience-based learning as its unique training methods. Chief ingredients in this learning methodology are: experiencing and reflecting upon one’s natural behaviour, then conceptualizing and experimenting with oneself in the Laboratory rather than lectures or cognitive presentations. In the Human Process Laboratories, i.e., T-group Labs the participants work in small groups of 8 to 12 persons along with one or two facilitators in each group. For more information about T-Group please read the last page of this brochure.

Benefits of T-Groups

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.
Self-Regulation	The individual may further develop the capacity to effectively manage her/his motives and regulate her/his behaviors.	The payoff for the organisation could be an individual potentially with more self-control, trustworthiness, conscientiousness, initiative, ability to adapt, and ability to effectively influence others.
Group Processes and 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, organizational awareness, and service orientation.
Interpersonal and Group Effectiveness Skills	This competence can enable the individual to get desired responses/results from others and reach personal fulfillment.	As a result, the individual may be able to develop others, provide leadership, influence, communicate effectively, become a change agent, manage conflicts, and build bonds, teamwork, and collaboration.

Facilitators

The Facilitators for the Human Process Laboratories (BLHP and ALHP) are Professional Members of ISABS, formally accredited in T-group facilitation. ISABS is the first and only institution in India which offers accreditation in T-groups facilitation. The facilitators’ team may include Interns i.e. those who are at the final stage of the ISABS’ Professional Development Programme. Facilitators for labs will be drawn from among the accredited Professional Members of ISABS. Please visit our website <http://isabs.org/professional-members.html> to view complete list of Professional Members.

Lab Objectives

Lab Name	About the Lab	For Whom
Basic Lab on Human Processes (BLHP)	<p>This is the foundation/first-level laboratory, which provides a learning opportunity for the participants to:</p> <ul style="list-style-type: none">• Become aware of one’s patterns of behaviour, both as an individual and as a leader• Experience and explore the actual impact of one’s behaviour on others and others' behaviour on oneself• Enhance one’s effectiveness in interpersonal communication, the ability to dialogue constructively and build more empowering relationships• Discover one’s potential as a leader to initiate and influence effectively• Understand the dynamics and power of groups and the process of working with synergy in teams.	<p>These experiential learning Laboratories are beneficial and meant for : Line managers, HR and L&D professionals, executives in marketing, sales and client-servicing functions, homemakers, students, researchers, doctors, lawyers, psychotherapists and counsellors; school teachers and university faculty, professionals/ officials working in the public sector, rural development, voluntary and social service organizations and for others who are interested in developing their personal, interpersonal and group competencies and becoming more self-driven (or you could call “self-propelled” or “autonomous”).</p>
Advanced Lab on Human Processes (ALHP)	<p>This Laboratory is the next level of deeper exploration and experimentation, which provides a growth opportunity where the participants can:</p> <ul style="list-style-type: none">• Become aware of one’s identity at a deeper level and get in touch with one’s blocks, potentials and internal dilemmas• Explore and experiment with options to work on differences and conflicts faced in intrapersonal, interpersonal and group spaces• Develop higher sensitivity about the human principles of interdependence needed in creating collaborative environments• Learn to appreciate and become truly sensitive to diversity in a group and in society (for example – gender, education, social identity, class, caste, etc)• Practice deep listening for building bridges• Learn the stages of group development and building healthy group dynamics.	<p>The ALHP is open only to individuals who have already participated in a BLHP and are interested in taking their learning and development further. This Laboratory is also a requirement for entry to the Professional Development Programme (PDP) of ISABS.</p> <p>(Note: The period in which one can apply for this lab is specified as, six months after the lab AND not more than two years of doing the BLHP).</p>

Post-Lab Learning and Integration Session

Behaviour change and internalisation of the discoveries and shifts made in the Lab takes time, so ISABS provides a follow-up session to all the attendees, as a conducive space for reflections and strengthening of their experiences post returning back after the lab exploration. This support of the learning and lasting change processes will take place via an online session for all participants and facilitated by the facilitators of the Event. It will be set up via a Zoom / online session approximately 4 weeks after the Event for a duration of 2 hours (ie end-October). Participants can join one or both the sessions). The exact time & link for this call will be intimated to via an email post the Event.

Administrative Details

Mark your calendars from **16th to 21st September 2025** at **MCR HRDI, Hyderabad** to invest and deep-dive into the world of personal and professional growth. Snap up your spot on a first-come, first-served basis.

One fee unlocks: all the sessions, materials/readings, meals throughout the day, your home away from home, and the post-lab online session. Pick up the added benefit of the sweet discount specials (given below the fee table), available until **22nd August 2025**.

Important Notes for Participants

- The Human Process Labs bring with them a certain depth of experiencing and churning. The experience can be thrilling and mind-expanding as well as a rigorous learning journey. Therefore, it is important that when you join the lab, you invest yourself fully for the entire duration of the week.
- 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 programme, when you nominate yourself for the Lab.

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

Programme Schedule | BLHP and ALHP

Venue Check-in	Programme Commencement	Programme Closing
September 16 Morning onwards	September 16 01:00 PM	September 21 03:30 PM

Note: For exception situations, there is limited provision to check in on the evening of 15th September. Please contact the Dean Programmes or Manager Admin well in advance.

Programme Venue

Dr. MCR HRD Institute of Telangana, Road Number 25, Jubilee Hills, Hyderabad, Telangana 500033

Website: <https://www.mcrhrdi.gov.in>; <https://share.google/TKI9wOnGFYYa3jb7c>

Travel Information

- Venue map link: <https://maps.app.goo.gl/kWaUCQW8hmULt7H99>
- Travel has to be arranged by participants themselves
- Dr. MCR HRD Institute, located in Jubilee Hills, Hyderabad, is well-connected by air and rail
- The MCR HRDI is approximately 35 km (about 1 hour) from Rajiv Gandhi International Airport (RGIA), Shamshabad
- Approximate Distance from Railway Stations: Hyderabad Deccan (Nampally) Railway Station - 12 km (30-40 minutes); Secunderabad Railway Station: 15 km; Kacheguda Railway Station: 15 km; and Begampet Railway Station: 8 km.
- The location is easily accessible by cab services such as Ola and Uber and local auto-rickshaws.
- Please book the flight/train accordingly **AFTER the closing time of the event**, as per the programme schedule.
- Participants leaving before the closure of the lab/event will be deemed to have NOT completed the course. Therefore, they shall not be issued a certificate of participation and may not be eligible for further journeys without completing the said lab.

Programme Fee and Discounts

Sponsorship Type	Occupancy Type	Basic Fee	AM Fee*	GST 18%	Total Payable Fee
Corporate , Government Sector, Public Sector – PSUs	Single Occupancy*	49000	250	8865	58115
	Twin Sharing Basis	40000	250	7245	47495
	Non-Residential	24000	250	4365	28615
Self, Social Sector, Homemakers, School / Colleges / Universities	Single Occupancy*	44000	250	7965	52215
	Twin Sharing Basis	36000	250	6525	42775
	Non-Residential	21000	250	3825	25075
Full-Time Students under 30 years of age	Twin Sharing Basis	32500	250	5895	38645
	Non-Residential	18500	250	3375	22125

* There are limited single occupancy rooms. Once fill up, participants will be offered double occupancy rooms at the requisite rate of double occupancy.

Note: International participants desirous of attending this event, do write to us for more details regarding the fee applicable for your participation.

****A.M. Fee:** The Associate Membership Fee (AM Fee) is an annual fee. It will enroll you as Associate Member of ISABS for one year from **16th September 2025**. If you have paid it any time on or after **15th September 2026**, till date of registration and payment, you may deduct/remove the due amount (Rs.250/-) from the total fee payable and mention date and details of the AMF paid in the nomination form.*

Exclusions: Airport to hotel transfers, personal expenses such as laundry, in-room dining, and extra food and beverage orders.

Discounts

- Valid only for full fee paid up in each enrollment.
- Early Bird Discount (Individual) – ₹ 1,000/- on or before 22nd August 2025
- Early Bird Group Discount (Group of 3 or more people) – ₹ 2,000/- per participant, on or before 22nd August 2025
- Group Discount (of 3 or more people) – ₹ 1,000/ - per participant, on or before 1st September 2025

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
- Corporates sending more than 3 participants in an event, in case of cancellations, may request a credit note that can be used towards another ISABS National event within a year
- Cancellations on or after 7th September 2025, 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.

Registration

Nominations will be accepted on a first-come, first-served basis and will 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 the Events page on www.isabs.org. For more details do write to us at admin@isabs.org.

Payment Details

Bank Transfer: The programme fee, as per the above Table, can be wire transferred through the internet.

- Account Holder Name: Indian Society for Applied Behavioural Science
- Bank Name: Canara Bank, Branch: Green Park Extension, New Delhi
- Account Number: 90482010014884, Account Type: Savings
- MICR Number: 110015011, IFSC Code (RTGS/NEFT) - CNRB0000350
- SWIFT Number: CNRBINBBDGP

Cheque / Demand Draft (DD): A DD may be 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, Manager-Finance, 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 88026 57508; e-mail: accounts@isabs.org
- Mr. Rajkumar, Mob: +91 98990 28033; e-mail: admin@isabs.org

For Programme related queries, please contact:

- **Joint Dean Programmes:** Rahul Thapar, Mob: +91 99099 42787, and Krushna R Sawant, Mob: +91 99201 40651, e-mail: dean.programmes@isabs.org
- **Manager Admin:** Mr. Rajkumar, Mob: +91 98990 28033, e-mail: admin@isabs.org

More Offerings and Services of ISABS

ISABS is a nonprofit voluntary society involved in the development of persons, organisations, communities, and society at large using applied behavioural science. ISABS offers numerous programmes and services in the arena of human development, process work, group dynamics, and organisational growth. Please visit our website & the other links given below to get to know more about the depth, wide range, and richness of ISABS' work:

<https://www.isabs.org/services.html>

- Organization Development Certificate Program: <https://www.isabsodcp.com/>
- Community Process Facilitation Certificate Program - <https://isabs.org/certificate-program.html>
- Consultancy Services / Process Consultancy - <https://www.isabs.org/consultancy.html>

Additional Information About Human Process Laboratory

Using Labs/Groups for developing Self, Organizations, Families and Communities

To help you to deal with and transform groups & selves, ISABS brings a unique Programme – the Human Process Laboratory – which is based on combining social science research & emotional awareness. While our lives are full of groups – in the form of organizations, families, alumni, friends, and resident groups – our experience with such groups is varied depending upon the context and often tends to be de-energising or less functional. This happens for the simple reason that nobody has been taught how to create and maintain such groups in effective ways. Making groups effective would mean creating groups that promote – effective collaboration, constructive (as opposed to destructive) conflict, mutuality, and empowerment of all members of the group. Being members of groups should result in individuals feeling vital, connected, and energized, rather than lonely, depressed, and de-energized.

This Human Process Laboratory will help you understand and use skills of:

- How do you tend to operate in groups?
- How do your actions and presence impact the other members and the group as a whole?
- How do other members and the group as a whole impact you?
- Recognise and diagnose indicators of health and ill-health of groups.
- What needs to be done by you, and by others, to help grow the group and make it more vibrant and effective?

The Human Process Laboratory meets a second key objective also of personal growth. In this Programme, you will learn to:

- Identify the range of your feelings and use the barometer of your feelings to figure out what is happening to you and to others
- Recognise the roots and patterns of your behaviour – the beliefs and values that underlie your behaviour.
- Understand what leads to developing or destroying interpersonal relationships in real time.

Human Processes Programmes/ Laboratories:

Attend Human Process Laboratories to dive deep into the world of applied behavioural science with awareness building in real-time, cutting-edge experiential learning and multi-faceted networking, and find your learning tribe. This event is where insights meet action, transforming the way you experience your own self, your work, leadership, and relationships. You would also be equipping yourself with skills and insights that may make a difference in your work and personal life later.

From **leadership to emotional intelligence**, from **navigating organizational change** to discovering your hidden selves – each Lab, led by seasoned facilitators in the field, is an opportunity to grow, blossom, and find renewed hope.

Impact of T-Groups | How do they 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 the efficiency, effectiveness, and 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 (Human Process Laboratory), 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, and styles of functioning; how they are perceived by others; and become aware of their behavior patterns at an interpersonal and group level. While this is the primary focus, there is no predetermined agenda, and the group uses the real-time “here and now” experiences to derive this learning, using each other as a resource. The facilitators help to create a climate for such learning.

Methodology: This methodology is experiential and participant-centric, and the learnings are created by the live-time interactions among all the participants and facilitator/s within each small group. 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 experimentation, supportiveness without overprotectiveness, and confrontation without destructiveness.

