



ISABS

**ISABS NATIONAL SUMMER EVENT**

*Evolve*

2018

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## Programmes Offered

**Professional Development Programme Phase A**

**Professional Development Programme Phase B**

## Dates

**15th - 27th May 2018**

# About ISABS

Founded in 1972, 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 main training method. Experiencing, reflecting, hypothesizing, conceptualising, experimenting, collaborative and non-directive method rather than lectures are the chief ingredients in this process of learning. ISABS also offers programmes to develop professionals capable of facilitating such experience-based learning in organisational and societal contexts.

## *Professional Development Programme (PDP)*

### THE CONTEXT

In the current global scenario of fast-paced change, two key competencies seem to have become critical for individuals, groups and organizations

- The ability to cope with a high degree of ambiguity and provide leadership amidst uncertainty
- The ability to build work-groups or teams and facilitate effectiveness in human systems

The T-Group Laboratory methodology also called a Human Process Lab, L-Group or Sensitivity Training, focuses on 'unstructured', experiential, non-directive processes of learning. An essential part of the Professional Development Program (PDP) is its contribution to increased self-awareness and understanding and development of group skills that in turn help improve team work and consensual decision-making processes.

The PDP of ISABS is aimed at developing professionals capable of facilitating experience-based learning in groups and organisations. The journey through PDP assists in the development of Professional Members of ISABS, with human process competencies to facilitate self-growth and the understanding of group dynamics, among people who participate in such Human Process Labs.

Through in-depth exposure to process competencies at the individual and group level as well as through practical experience (especially during the internship phase), the PDP participants are supported and expected to acquire competence both in the areas of personal development as well as group development. The participants develop a conceptual base in the field of Applied Behavioural Science through experiential and theory-oriented learning, commitment to human process values and professional ethics of ISABS.

The guidelines have been developed and evolved over the years. Below is an outline of the objectives and procedures of the PDP system of ISABS that is dynamically intended for self-learning and acquiring professional competencies of facilitating group processes.

### FOR WHOM

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions
- HR, Learning and OD Specialists, Managers and Consultants in Corporate, Educational and Social Sector organizations
- Individuals who would like to develop competence in T-Group facilitation and become a Professional Member of ISABS

# *Professional Development Programme Phase A*

## FOR WHOM

- Individuals already in or wishing to take up the role as a change agent for individuals, groups and institutions
- HR, Learning and OD Specialists, Managers and Consultants in Corporate, Educational and Social Sector organizations
- Individuals who would like to develop competence in T-Group facilitation and become a Professional Member of ISABS

## COVERAGE & DURATION

This is a 2 weeks lab aimed at developing experiential and conceptual understanding of processes that occur at multiple levels in small groups and building skills in diagnostic interventions at self, interpersonal and group levels.

## LEARNING AGENDA

### Week 1: 15th - 20th May 2018

- Explore Here & Now feelings and learn to deal with them in functional ways
- Become aware of implicitly accepted & explicitly stated group norms & their impact on learning of self & group
- Become aware of one's fears, needs, and values in action and their impact on behavior and choices made
- Be sensitive to the roles typically taken in groups and experiment with a wider range of roles
- Become aware of how one responds to those in Authority and uses one's Personal Authority in the group

### Week 2 : 22nd - 27th May 2018

- Experiment with using one's personal authority and providing leadership in the group
- Experiment with practising T-Group values – spontaneity, authenticity, confrontation, autonomy, etc. in the group
- Notice and articulate conscious and unconscious processes in communication, decision making, leadership, authority, dealing with conflict, etc.
- Self, Interpersonal and Group levels
- Become aware of the social processes of Inclusion and Exclusion based on gender, caste, class, age, and other differences
- Become aware of the dynamics of attraction and sexuality
- Develop skills of diagnosing and offering hypothesis at individual, interpersonal and group levels

## ELIGIBILITY

- The candidate should have participated in an ALHP Lab facilitated by a Professional Members of ISABS, within the preceding 2 years
- The candidate has been cleared for PDP and participation in the Phase A Lab by the Regional PDP Committee.

# Professional Development Programme Phase B

## COVERAGE & DURATION

This is a 2 weeks lab which has the following broad objectives:

- Diagnosing human processes in self and group
- Linking experiences with relevant theory and concepts
- Experimenting with interventions that facilitate exploration at different levels - individual, interpersonal and group, practicing process diagnosis for individuals and groups

## LEARNING AGENDA

### Week 1: 15th - 20th May 2018

- Become aware of one's need for influence, acceptance, recognition, etc. and their impact on stances and role
- Diagnosing group processes (inclusion/exclusion, gender, leadership & power, authority, decision making, etc.)
- Experientially understanding the relationship between one's personality and one's presence In the group
- Experiment with articulating behavioral processes noticed in self and group
- Examine consciously and unconsciously held beliefs and values and their impact on facilitation

### Week 2 : 22nd - 27th May 2018

- Explore and understand conflicts between person and role
- Develop the ability to identify conscious and unconscious group processes underlying interactions in the group
- Reflect and examine interventions made - levels, intention & impact
- Become aware of deeply held attitudes to learning, one's style of facilitation & their links
- Become aware of boundaries of role and task

## ELIGIBILITY

- The candidate should have completed Phase A and the Inter-phase work.
- The candidate should be cleared for Phase B by the Mentor and the Regional PDP Committee or Dean PDP for those regions without a Regional Coordinator.

# Administrative Information

## FACILITATORS

Facilitators for all programs will be drawn from among the certified Professional Members of ISABS. Please visit our website [www.isabs.org/pm.php](http://www.isabs.org/pm.php) to view complete list of Professional Members.

## PROGRAMME FEE STRUCTURE

Category	Participation Fee (₹)	Special Discount	Subsidised Fee*	Membership Fee	GST @18%	Total Fee (Inclusive of Tax)
PDP Phase A & B	₹ 65,686	₹ 35,686	₹ 30,000	₹ 250	₹ 5,445	₹ 35,695

\*This is a specially subsidised fee for our PDP Participants

\*\*Corporate sponsored applicants and individuals associated with corporate sector or allied areas - consultants, doctors, lawyers, management, school teachers, etc

The fee includes boarding & lodging (twin sharing) expenses for the programme duration, all learning material and an Associate Membership Fee of Rs. 250/- for one year. GST is levied @18% as applicable under taxation rules of Govt. of India.

We believe that twin-sharing accommodation contributes to the learning process. Also, our fee for the total programme is worked out on twin sharing basis. For these reasons, we will NOT be able to consider any requests for single occupancy.

## DISCOUNTS AND SCHOLARSHIPS - ALL PROGRAMMES

Our aim is to encourage people to participate. We offer discounts & scholarships as below;

**Early Bird Discount :** For organizations signing up on or before 10th April 2018 there is early bird discount of Rs.1000/- per person on the full programme fee. Please note this discount is applicable on receipt of full payment & completed nomination form.

**Group Discount :** For organizations (Corporate & Social sectors) sponsoring 6 or more participants for the event, we offer group discount of Rs.1000/- per participant. Please note that this fee is inclusive of the Early Bird Discount.

**Scholarships :** There are few scholarships available for members working in social organizations (e.g. NGOs) as well as others who would like to attend but come from less privileged backgrounds. Scholarships would be need based. The extent of the scholarship given would be decided by the extent of the need as well as the amount available that year in the program. Individuals and NGOs interested in availing scholarship would be expected to send a detailed email to Dean-Social Development, Ms. Somali Gupta at [dean-socialdev@isabs.org](mailto:dean-socialdev@isabs.org) and a copy to [contact@isabs.org](mailto:contact@isabs.org)

Please note last date to receive completed nomination form along-with the participation fee is 5th May 2018. Confirmation of receipt of payment and participation in the program will be intimated through written communication by 8th May 2018. Please carry a hardcopy/e-copy of confirmation letter for registration at the event venue.

# Payment Method

1) The programme fee can be wire transferred through internet into our account  
"Indian Society for Applied Behavioural Science"

A/c no. 90482010014884 - Savings A/c

Syndicate Bank, Delhi Green Park Extension branch

IFSC code for the branch is SYNB0009048

Remittances can come through either RTGS or NEFT depending on the amount. Once a remittance has been made through netbanking the remitter will receive a confirmation number from their bank.

2) Alternatively, A Demand Draft (DD) drawn in favour of "Indian Society for Applied Behavioural Science" payable at New Delhi. The DD may be sent, along with duly filled Nomination Form to

Mr. Rajkumar,

ISABS, B-1/33A, Mezzanine Floor,

Hauz Khas, New Delhi 110 016

To apply please click on this [LINK](#) to access the nomination form.

## NOMINATION CONFIRMATION

Acceptance of nominations will be confirmed on receipt of fee on or before 5th May 2018. Any cancellation will entail a deduction of 25% of the programme fee towards administrative costs incurred by us. Cancellations 15 days prior to the start of the programme will receive no reimbursement.

## PROGRAMME SCHEDULE

### FIRST WEEK 15TH - 20TH MAY 2018

Check-in 14th May 2018  
at 03.00 p.m.

Programme commences on 15th May 2018  
at 08:30 a.m

Closes on 20th May 2018  
at 12.30 p.m.

### SECOND WEEK 22ND - 27TH MAY 2018

Programme commences on 22nd May 2018  
at 08:30 a.m

Closes on 27th May 2018  
at 12.30 p.m.

## IMPORTANT NOTE

Please ensure that you are able to be present for the entire duration of the programme and make travel arrangements accordingly. Flights/Trains for departure on 27th should be booked post 3.30 pm.

## DRESS CODE

Informal & comfortable clothing is preferable.

## OTHER PROGRAMS OFFERED BY ISABS:

Organization Development Certificate Programme (ODCP)

Community Process Facilitation Program (CPFP)

Harvesting the Uncommon - Leadership for New Age

# *About Sensitivity Training and T-Groups*

Laboratory education started with experiments by Kurt Lewin in USA in the mid-1940's. He was greatly influenced by J L Moreno's concept of the encounter and role plays as a technique to understand & change behaviour. What started off as a tool to change standards, attitudes and behaviour of individuals using participative methods and encounter groups, later evolved into a full-fledged methodology called 'T-Group', 'L-Group', 'Sensitivity Training' or 'Laboratory Education'. This method of learning is primarily through experience, and can be more specifically defined as "learning through reflection on doing".

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

Sensitivity training is participant centered and the learnings are created by the ways the participants of the Laboratory interact with each other. The goals are relatively simple. It is to contribute towards personal growth of the participant, particularly through increased self-awareness and interpersonal competence. With personal growth comes the ability to understand the group, and the organization.

It helps in developing the ability to interact in a more authentic, open and spontaneous fashion, the ability to recognize one's feelings, accept the vulnerability of sharing them and take the risk of becoming fully engaged with another person and/or a group of people. The focus is to encourage responsible risk taking, supportiveness without over-protectiveness and confrontation without destructiveness. The atmosphere is one of 'Enquiry and Discovery.' As the participants spend quality time together, over 4 - 5 days, they create 'an island.'

## *Basic Laboratory on Human Process (BLHP)*

### THE BROAD OBJECTIVES INCLUDE

- Enhancing self-awareness
- Becoming aware of your patterns of behaviour and its impact on others
- Discovering behaviors that serve and limit you
- Increasing your ability to understand and manage yourself & your interactions with others thereby leading to building deeper relationships
- Discover your potential to live life meaningfully and effectively

## *Advanced Laboratory on Human Process (ALHP)*

### OBJECTIVES

- Enhance learning and experimentation initiated by oneself in the Basic Lab and thereafter
- Practice skills of better listening, being more authentic and empathetic
- Develop greater awareness of behavioral processes of individuals, as experienced in the Here & Now
- Become familiar with group dynamics and how these impact behavior of individuals



# About Venue

Novotel Goa Shrem Hotel is the right blend of fun, family spirit and well-being. Located on the High energy Candolim street and is a short 10 minutes walk from the Candolim beach and popular night spots of North Goa. The Hotel provides a free shuttle to the Candolim beach. High Atrium and airy lobby welcomes guests to Xbox motion gaming, an iMac corner and a foosball table and free Wi-Fi.

The property is located not too far from the best party spots like Cohiba or Cavala and great dining venues like Sarah Todd's Antares or the Greek Tavern Thalassa.

The Hotels accommodates 3 pools including a kid's pool with sunbed and cosy cabanas. Pool side activities have the aqua zorbing and paddle boat for kids. It also has a full supervised kids club 'Happy Place' that offers a host of activities to keep the young minds engaged. Your kids are taken care of while you enjoy a swim in the pool or head out for a little city exploration or enjoy recreation facilities table tennis, carrom and a fitness centre.

Elle Spa & Salon welcomes guests into a sophisticated environment as they immerse in deep relaxation or just some luxury grooming before heading out for a party. Other activities available at the property include hair braiding, nail art, henna art, air tattoos and more. The bike and car rental is available outside the hotel porch. The Hotel can also arrange for taxis at an extra charge.

The all-day dining restaurant, The Square, offers free international buffet breakfast and is a multi-cuisine restaurant with interactive live stations, or you can grab hot crispy Pizzas to yummy jaffles from our deli The Little Place at the lobby. An extensive range of beverages is available at Bar Asia that has an East meets west inspired menu on offer dishing out banh mi sandwiches and finger licking seafood favourites and not to forget the in room dining service.



## How to get to Novotel Goa Shrem

Novotel Goa Shrem Hotel is conveniently located on Candolim Road, just 500 m from the gorgeous Candolim Beach. The Hotel provides a free shuttle to the Candolim beach. The Hotel is strategically located at Main Candolim Road, making it conveniently close to all the prime beaches of North Goa.

The property is located 40 km from Dabolim Airport and 18 km from Thivim Railway Station. Mapusa Bus Stand is 9 km away. Fort Aguada is 3 km away. The Old Goa Church is 25 km away. Panaji (the city of Casinos and great dining / culture / shopping options) 20 minute drive Cavala / Cohiba Bars 10-15 minute drive.

The Hotel is well connected via public transport system and you can rent bikes or cars from the rental counters at the porch.

Novotel Goa Shrem Hotel, Anna Waddo, Candolim, Bardez, Goa 403515

Tel. : +91 8408887506

E-mail: [sonia.singh@accor.com](mailto:sonia.singh@accor.com)

Website : [www.novotel.com](http://www.novotel.com) | [accorhotels.com](http://accorhotels.com)

# Executive Board

## BOARD MEMBER

Atul Chugh

Ganesh Anantharaman

Khirod Pattnaik

Suryamani Singh

Kishore Gandhi

Sharad Sakorkar

Anuradha Deb

Aroon Joshi

Somali Gupta

Marisa D'Mello

Ullhas Supatkar

Shyleswari M. Rao

Jasmeet Kaur

Prerana Rane

Manas Shukla

Halasya Sundaram (SG)

## HONORARY POST

President

Past President

Secretary

Treasurer

Dean [Programmes]

Dean [Professional  
Development Program]

Dean [External Linkages]

Dean [Professional Excellence]

Dean [Social Development]

Dean [Research]

Dean [Publications]

Dean [Consultancy]

Northern Region Co-Ordinator

Western Region Co-Ordinator

Eastern Region Co-Ordinator

Southern Region Co-Ordinator

## DIRECTORS/CHAIR-PERSON

R. Sankarasubramanyan

Director, ODCP

Tejinder Singh Bhogal

Chairperson – Standing Ethics  
Committee

For contact details of the Board members please visit our website [www.isabs.org](http://www.isabs.org)



**ISABS**

[www.isabs.org](http://www.isabs.org)

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