



Indian Society for Applied Behavioural Science

# ***Gunjan 2025***



## ***An Immersive Lab Experience***

**Step away from the noise. Step into your LEADERSHIP.**

 August 1st–3rd, 2025

 Dr. Modi's Resort, Karjat

 FOR DETAILS and TO REGISTER:

Contact: Gauri Nigudkar -  +91-9987026080  [rc.west@isabs.org](mailto:rc.west@isabs.org)

## About the event: Gunjan 2025

Gunjan 2025 is designed for those in LEADERSHIP roles – formal or informal, where the decisions are high-stakes, the pace unrelenting, and the human element unavoidable. This immersive experience offers a rare pause — to step away from the everyday pressures of leadership, to step more fully into it — more fully, more consciously, more humanely. The 3-day immersive experience doesn't offer quick fixes. It offers depth that ISABS programs are known for.

The 6 theme labs are;

Lab Name	Brief Description	Offered by (Facilitator)	Details on Pg.
Leader! Are You Listening?	Tune into the deeper intelligence of self and system	Sushma Sharma	3
Leading from the Centre	Engage with polarities using yoga, theatre & inner presence.	Wasundhara Joshi	4
Appreciative Leadership	Lead from strengths, purpose and generative possibility	R Sankar	5
I Am... and That's Enough	A lab for women - rediscover inner coherence beyond roles to lead with feminine power and wisdom	Gauri Nigudkar	6
Between Me & Us	Explore power, trust & inclusion for impactful leadership	Nikita Yogi	7
Archetypal Leadership	Unleashing the energy for new world Leader	Ullhas Supatkar	8

These labs have been curated keeping in mind the real dilemmas that the leaders face. The participants will inquire into and look at their leadership truly demands today: navigating ambiguity, sustaining presence under pressure, sensing systems, and leading through inner coherence not just role. Each lab is a container for focused exploration — where insight leads to clarity, and clarity to renewed capacity for action. The rains and the ambience of the venue usher in the perfect thriving and bouncy energy for this deep immersion.

**Gunjan 2025 doesn't offer quick fixes. It offers something rarer: a chance to strengthen the inner foundation from which the lasting leadership grows.**

*Please note: These theme labs are of a different format and as such will not be considered as participating in a BLHP/ALHP.*

## 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. ISABS utilises group and experience-based learning methodology wherein, participants are encouraged to experience, reflect and conceptualize the experience in the “here and now” and learn to hypothesize and experiment with new behaviour.

The world today, is experiencing constant disruption – be it AI or remote working or socio-political-economic challenges. ISABS looks at the world with deep insight that comes from over 5 decades of facilitating learning and growth for thousands of individuals and teams across diverse sectors. We offer transformative self-awareness labs (T-groups) and long-term programs like ODCP, CPFCEP (see details here <https://www.isabs.org/services.html>) which are curated to build emotionally intelligent and systems-savvy leaders/individuals. Our interventions go beyond the conventional “training”, which is often not sustainable in long-term.

Our labs and programs help build capacities in individuals, organizational leaders & teams to manage uncertainty and ambiguity of the times we are in. We help you build resilient cultures, navigate complexity, and unlock choicefulness through awareness, authenticity, and human process skills.

## Leader! .... Are You Listening?



What are you listening to?

With AI entering all our spaces are you really listening?

What do we need to explore now as leaders of 2025 who are ready to move into the future?

How are we going to co-create new spaces around Power, Equity, and Trust?

Collaboration and team learning?

Above all, self-awareness as a core competence?

Because what limits your leadership isn't what you know. It's who you believe yourself to be...

Are you really listening to understand or just to react? Listening to the energy of people?

How do you create a trusting space for people to speak up and bring in different perspectives?

You've evolved — but your identity hasn't caught up?

You're still leading from a version of yourself that was shaped by earlier roles, old expectations, outdated rewards. Come explore!

### Learning Objectives:

1. Learning to create space of trust
2. Listening to what is stated and unstated
3. Processes needed for collaboration and team learning
4. Self-awareness, self-awareness, self-awareness

### For Whom:

Senior leaders from any field

### Methodology:

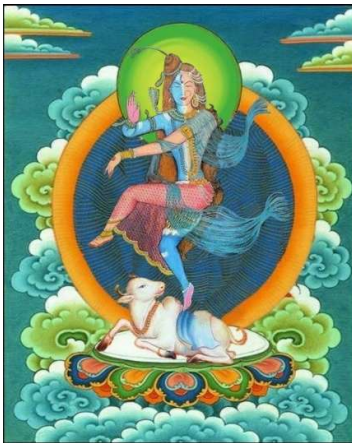
Experiential learning and Semi-structured.



**This Lab will be facilitated by Sushma Sharma.** She sees herself as a passionate facilitator of intense and expansive OD work. Felicitated as the "Learning Luminary" by L & OD Roundtable for her outstanding contribution to the field of OD, she sees herself as a learning partner, mentor and a coach to leaders and their teams. She is the Past President of ISABS, NTL Member and Board Member – Tao Institute.  
Contact: +91-9821229155; [sushma@resonateconsulting.in](mailto:sushma@resonateconsulting.in)

## Leading from the Centre

### Playing with Polarities in a Chaordic world



When one is working as a technical lead/ individual contributor, the world appears as problems that need to be solved, wrongs that need to be set right, good stuff to add and bad stuff to remove etc. The choices are clear and commonsensical. When we become a leader, we face polarities rather than problems and unlike them, *polarities are situations involving seemingly opposing ideas or forces that are interdependent and must be managed rather than solved.*

As a Leader we face polarities in what we do. They come in many forms. Some common examples are the polarity of strategy and operations, long and short term, people and process, growth and survival and so on.

We also hold polarities in our being as a leader. They come in the form of parts that are acceptable to others and parts we like to have, our role demands and our natural self, the easy and the right choice etc.

We construct these polarities when we assign a positive and negative charge to these poles like we did for problems, right-wrongs and good-bads. However, polarities do not need either/ or mindset where one discards one for another. Polarities need a both/ and mindset where both needs are to be held. Hence, managing polarities require a shift in consciousness.

This workshop will help you to focus and deal with these polarities with more ease and playfulness by being centred in Self and Role. We will explore Polarities through the lens of Indic and western psychological theories. We will use Yoga and Theatre as the ground of play

#### Learning Objectives:

1. Understand polarities and how we deal with them today in our self and leadership role.
2. Bring to awareness the shift of consciousness needed to hold polarities playfully and at ease.
3. Develop actions to deal with specific polarities at work.

#### For Whom:

This program is relevant for leaders in corporate, social, academic and government sectors irrespective of their functional specialization who handle polarities at their work and in their person.



**This lab will be facilitated by Wasundhara Joshi**, MD (Pediatrics), MSC (Yoga), PCC: Wasundhara is a Leadership and Integrated Health Coach, and a Yoga practitioner and teacher. She is a mentor and faculty for an ICF recognized coach certification program in India ([www.itw.org](http://www.itw.org)). She is a professional member of the Indian Society for Applied Behavioural Science ([www.isabs.org](http://www.isabs.org)).

Contact: +91-9892533403; [wasundhara@gmail.com](mailto:wasundhara@gmail.com)



# Appreciative LEADERSHIP

## A leadership model for the emerging world

The world is changing faster than we ever imagined. Impact of Generative AI, Hybrid work models, Reskilling, Gig workers and many such changes are impacting leaders' ability to guide organisations. As someone said, leaders have to work through lots of noise and keep their focus on what works for the future.

Appreciative Leadership is the ability to perceive the positive inherent generative potential in a given situation and to act purposively to transform the potential to outcomes. It is the ability to see what is not apparent to the untrained eye, and to engage in the necessary actions so that the desired outcomes may unfold from the generative aspects of the current situation. As Dr. Tojo Thatchenkery said "it is the ability to see the mighty oak in the acorn"

Most of our leaders today are engaged in continuous problem solving and crisis management. Over a period of time, most of us have developed a fire-fighting mind-set which is useful in the short run and can trap us to a path of single-trajectory problem solving style. By consciously developing appreciative Leadership, leaders can think outside the box and help build better organizations.

In this experiential workshop, you will learn the following tenets of Appreciative Leadership:

- Inquiry- asking powerful questions
- Inclusion – consciously inviting people to engage in
- Inspiration- Awakening the creative spirit
- Integrity- making choices coming from one's truth and for the good of the whole
- Illumination- transforming strengths from raw potential to results

### Learning Objectives:

1. To learn and internalize the concept and practice of Appreciative Leadership
2. To discover the Appreciative leader in oneself and others.
3. To identify specific actions that focus on the future of your organisation as a leader

### For Whom:

This program is relevant for leaders in corporate, social, academic and government sectors irrespective of their functional specialization. This program will also be useful for AI practitioners and Consultants, Internal OD Managers in organizations and Heads of HRD, OD and L&D.



**This lab will be facilitated by R Sankarasubramanyan, MA: Sankar** (as he likes to be addressed) has acquired over 30 years of professional experience in applied behavioural science, OD, Consulting and corporate leadership. Sankar is a past President of the Indian Society for Applied Behavioural Science ([www.isabs.org](http://www.isabs.org)).  
Contact: +91-9820230723; [rsankara@yahoo.com](mailto:rsankara@yahoo.com)



## **“I AM... and That’s Enough.”**

**No more shrinking. No more splitting.**

I am not what I do.  
I am not what I give.  
I am... and that’s enough.  
I wear many hats - A leader, a caregiver; a partner, a friend.  
I hold space for others.  
I show up every day.  
In the rush to meet all the roles that I hold.  
Somewhere along the way, the self often fades, becomes quieter, finds itself low on priority.  
I need a little PAUSE, away from the performance of the roles... to remember who I am?  
I need a space to reclaim my full presence!



### **Is this how you feel?**

Join us for a transformative 3-day experience, grounded in T-group methodology and principles of Human Process Labs. Let’s;

- Reconnect with our sense of self beyond the role identities we carry.
- Revisit our “selves” that we may have ignored/lost and our inner truth.
- Witness and be witnessed in our wholeness.
- Reclaim our voice, agency, and leadership from within.

### **Calling all the women who are;**

- Are navigating the pull of multiple roles – leader, caregiver, partner, professional.... & more.
- Seek to move from fragmentation to inner coherence.
- Feel ready to discover and break the boundaries that limit their full potential
- Have prior exposure to self-reflective work and are ready to go deeper.

### **What will we do?**

Through “here-and-now” group process, creative expression and somatic awareness (i.e. storytelling, dancing, singing, reflecting, writing) we will:

- Surface invisible patterns shaped by social conditioning.
- Discover what stands between ourselves and our authentic presence.
- Integrate the different ‘selves’ into one grounded whole.
- Declare new ways of showing up in leadership and life.



**This lab will be facilitated by Gauri Nigudkar.** She is a professional member of ISABS. She feels passionately about how women show up for themselves in the world. She has over 25 years of experience working with women, facilitating them to reclaim their inner strengths and identity to become what they are meant to be! She brings together the principles of applied behavioural science, dance movement therapy and appreciative inquiry framework to facilitate integration of the fragmented selves.

Contact: +91-9987026080; [gaurikn@gmail.com](mailto:gaurikn@gmail.com)

## Between Me & Us

### Navigating Power Trust & Inclusion



In an era of growing awareness around diversity and social justice, inclusive leadership is non-negotiable. This lab will support an inquiry into power dynamics, trust building, boundary-setting, and cultural humility — helping leaders create spaces where difference is valued, belonging is real, and collaboration is made easy.

#### Why is this important? What will you gain?

- Reduced Interpersonal Friction
- Increased Team Cohesion & Productivity
- Cultivation of a High-Trust Culture
- Enhanced Inclusive Practices

#### Method:

- Experimental, semi structured T- group

#### Who Should Attend?

- Current Leaders at all levels
- Emerging leaders and high Potentials
- Individuals interested in Personal and Professional Growth
- Leaders Navigating Transition, Change & complexity
- Entrepreneurs and Founders
- Individuals in collaborative or cross functional Role

#### Content/Coverage:

- Self-awareness on how one's own needs/ fears/ biases in the mind is driving one's behaviours and how it is impacting self and the group.
- Overcoming the conditioned responses and way of interacting and experiment with deeper listening and engaging
- Learning to make a conscious movement from self-orientation to group orientation there by creating the right environment for trust and collaboration.
- Build one's own individual guide of functional choices, on how to navigate power trust and inclusion.















**This Lab will be Facilitated by Nikita Yogi**, professional member of ISABS & NTL, ICF certified PCC. With 2 decades of diverse experience in corporate and playing a change catalyst role in various sectors, Yogi is dedicated to learning and exploring various facets of Human Processes within an Organization. She has extensively trained and coached diverse group of people and conducted several OD engagements focused on people, process and leadership development.

Contact: +91 9619757774, [nikita.darshan@gmail.com](mailto:nikita.darshan@gmail.com)

# The Archetypal Leader

## Unleashing the energy for new world Leader

MAGICIAN	HERO	REBEL	RULER	CREATOR	INNOCENT
					
					
JESTER	LOVER	REGULAR GUY/GAL	SAGE	EXPLORER	CAREGIVER

Leaders show up in different ways — some rely on command and control, others dive into action, act as shepherds, or strategize like scientists. While dynamic leadership calls for flexibility, many remain stuck in styles that brought past success, even as those approaches lose relevance in today's fast-paced world. What's needed now is a fresh mindset, deeper self-connection, and the capacity to respond to evolving dynamics. The Archetypal Leadership Laboratory is designed to meet this need.

An archetype is an inherited, energy-charged behavioural pattern that shapes how we show up — often unconsciously. These archetypes live beneath our awareness but powerfully drive thoughts, emotions, and actions. Tapping into these inner forces can unlock new perspectives, revitalize energy, and spark transformational leadership. This lab offers the space to activate your full archetypal spectrum — already alive within you — and bring it into conscious, purposeful leadership practice. It's time to embrace these inner allies and lead from a place of authenticity, resilience, and insight.

### Objectives of the programme

- Discover your unique Leadership pattern that served you so far in the past success.
- Awaken the specific archetypes that impacts and arms you with insights for specific results.
- Explore archetypal patterns in teams, culture, and decision-making of your team.

### Key Benefits

- Revitalization of self-energy system with sharper insights to act on tasks, people and decisions.
- Actionable Insights to balance power, empathy, vision, and execution for results and growth.
- Improved relational intelligence through archetypal work, dreams.



**This lab will be facilitated by Ullhas Supatkar**, a professional member of ISABS, NTL (USA) and Six Sigma Black Belt (ASQ). With over 30 years of experience in Jungian Archetypal Psychology, dreams, mythology and archetypal leadership coaching. An engineer, Ullhas combines his diverse background from Indian classical music, archetypal psychology, certified for many psychometric instruments and heart-centered Sufi practice over 39 years. Reach out: ullhas108@gmail.com; (Mob: 70301 05656 / 99701 51298)



## **Other Important Information:**

**“Which Lab should I sign up for? I find all of them attractive”.**

This is the question that gets asked most frequently, especially for the Gunjan event of ISABS. We are giving below a table to help you make your choice. You may also speak with the facilitators before making a choice. *(See contact details at the end of their lab descriptions).*

Guiding Question	Areas of exploration/discovery
Where do I want to deepen awareness — within, between, or around me?	Intrapersonal / Interpersonal / Systemic
What kind of challenge am I engaging with?	Emotional / Relational / Structural / Somatic
What feels most alive for me right now?	Awareness / Resilience / Dialogue / Presence / Role Clarity

**Event Dates:** Aug 1<sup>st</sup> to 3<sup>rd</sup>, 2025

Check-in date	Check-in time	Check-out date	Check-out time
1 <sup>st</sup> Aug 2025	Before 10.00 am	3 <sup>rd</sup> Aug 2025	Before 8.30 am
<ul style="list-style-type: none"><li>– Event starts at 10.30 am on 1<sup>st</sup> Aug 2025.</li><li>– Event ends at 4.30pm on 3<sup>rd</sup> Aug 2025.</li><li>– Luggage will be stored by the hotel at the reception on last day till the lab ends.</li></ul>			

**Venue:** Dr. Modi's Resort, Karjat, Mumbai. <https://www.drmodisresort.com/>

- The resort is around 3 hrs drive from Mumbai airport and outstation participants may plan their departure flights post 8.30pm on 3<sup>rd</sup> Aug, 2025
- Please note that there is no pick and drop arrangement made either by ISABS or resort from Karjat station or elsewhere.

### **Program Fee:**

Sponsorship Type	Occupancy type	Basic Fee	AM Fee*	GST @18%	Total Payable fee
Corporate	Single Occupancy	23500	250	4275	28025
	Twin Sharing Basis	17500	250	3195	20945
Social & Education Sector, Self-Sponsored	Single Occupancy	19500	250	3555	23305
	Twin Sharing Basis	14500	250	2655	17405
Non-Residential	Not Applicable	12500	250	2295	15045

**\*AM Fee:** The Associate Membership (AM) Fee is an annual fee as mandated by ISABS. If you have paid it anytime post 1<sup>st</sup> Aug 2024 till date of registration and payment, you may deduct the due amount (Rs.250/-) from total fee payable and mention details of the AM Fee paid on an email to [accounts@isabs.org](mailto:accounts@isabs.org) while sending the screenshot of payment made.

**Inclusions:** 1) Residential Participant: Training fee, lodging, boarding and other administrative expenses 2)

Non-residential Participant: Training fee, lunch and tea/coffee (twice)

**Exclusions:** All personal expenses like laundry, a-la-carte/room service orders, additional occupants in room etc.

### **Registration and Payment:**

**A] Registration:** Please visit <https://lms.isabs.org>, go to Events page, select Gunjan 2025 and select the lab of your choice to register and nominate yourself for your chosen lab. Please send us the screenshot of registration and nomination on [rc.west@isabs.org](mailto:rc.west@isabs.org) and [admin@isabs.org](mailto:admin@isabs.org)

**B] Online Payment of Fees:**

The participant fee can be deposited in either of the accounts below. Please send a screenshot /details of the payment to [accounts@isabs.org](mailto:accounts@isabs.org) cc to [rc.west@isabs.org](mailto:rc.west@isabs.org) & [admin@isabs.org](mailto:admin@isabs.org)

- 1) Bank Account Name: Indian Society for Applied Behavioural Science

Bank Account No: 10512228498

Branch details: State Bank of India, Hindu Colony, Dadar ((E), Mumbai, Mumbai-400014

IFS Code: SBIN0004114

- 2) Bank Account Name: Indian Society for Applied Behavioural Science

Bank Account No. 03220100003403

Branch Details: Bank of Baroda, 1291, Relief Road, Gheekanta Bhadra, Ahmedabad-380001

IFSC Code: BARB0BHADRA

**B] 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.

**Queries related to Registration and/or payment of fees:**

- For registration related queries please reach out to Mr. Rajkumar- Call: +91-9899028033 Email: [admin@isabs.org](mailto:admin@isabs.org)
- For payment related queries Mr. Shubhojeet Pal – Call: +91- 88026 57508 Email: [accounts@isabs.org](mailto:accounts@isabs.org)

We will send you a confirmation email of your nomination once we have received your full payment. Last date for registration and payment is July 25<sup>th</sup>, 2025.

**Cancellation:**

- Any cancellation after the confirmation of nominations will entail a deduction of 50% of the programme fee towards administrative costs incurred by us.
- Cancellations on or after 25th July, 2025 will NOT be entitled to any refund.
- However, request for a transfer of registration to another participant for the SAME lab, may be considered. Please send us a mail on [rc.west@isabs.org](mailto:rc.west@isabs.org) for any such requests.

**Dress Code:**

We recommend loose comfortable clothing for the duration of the lab. The facilitators may use somatic movement activities during the lab. At ISABS we use Indian seating (mattresses and pillows on floor) for our labs, but chairs are available for those who need it.

**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

*Note: All Programs of ISABS are based on principles of T-group/Human process labs and are likely to lead to emotional churning and depth. They can be exciting and joyful as well as a demanding learning journey, which continues beyond the lab hours. Keeping time for reflection and seeking support, if needed, may be helpful. We recommend that you do not schedule any other work/meeting.*