




Indian Society for Applied Behavioural Science


Gunjan 2026

An Immersive Lab Experience

Step away from the noise. Step into your LEADERSHIP.

 July 31st – Aug 2nd, 2026  Dr. Modi's Resort, Karjat

 FOR DETAILS and TO REGISTER:

Contact: Gauri Nigudkar -  +91-9987026080

Sanjyot Pethe -  +91-9819963083

Write to us:  rc.west@isabs.org

Register online: lms.isabs.org

About the event: Gunjan 2026

Gunjan 2026 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 deeply, 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.
Exploring the Leadership Shadow	Becoming aware of and learning to work with our "shadow" side and release the energy that has been unavailable to us as it's used to being suppressed by one's "persona"	Wasundhara Joshi and R Sankar	3
I Am... and That's Enough	A lab for women - rediscover inner coherence beyond roles to lead with feminine power and wisdom	Gauri Nigudkar	4
Leader! Are You Listening?	Tune into the deeper intelligence of self and system	Sushma Sharma	5
Leadership in Multi-Generational Groups	This Human Process Lab is an open, experiential space to explore the realities of leading and collaborating within a multi-age group.	Nikita Yogi Ganatra	6
Leading Beyond Shame	This is an experiential leadership lab that explores shame; not as weakness, but as an often-invisible force shaping behaviour, relationships, and decision-making.	Sunil Jha and Nikita Panchal (Guest Faculty)	7
My Leadership Story	This theme lab invites participants on an exploratory journey through the narratives they live and the one's they want to craft.	Dr. Sanjyot Pethe	8

These labs have been curated keeping in mind the real dilemmas that the leaders face. 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 2026 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.

ISABS looks at the world, which is disruptive and unpredictable, 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, CPFCP (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 you build individual capacities and resilient organizational cultures, navigate complexity, and unlock choicefulness through awareness, authenticity, and human process skills.

Leadership Shadow

~ Exploring the influence of unconscious in Leadership

We live in a challenging world. A world characterized by volatility, uncertainty and anxiety....a world in which it seems impossible to rely on known and familiar ways which gave us fairly predictable results. The systems that we belong to - be it our family, groups, organizations, communities reflect this world.

Some of us operate in this world as Leaders. In our leadership role, we would like us to be healthy, mature individuals, aligned to our values and working with integrity and purpose. We want to put our best foot forward and guide the organization forward.

In order to do this, we ask these and similar questions:

- How do I step into my power and discover my agency as a leader?
- What is holding me back? What is driving me, at times in the wrong way?
- How am I building integrity, authenticity and collaboration in my team?



Photo credit Hayden Christensen

As individuals who step into leadership, we have two sides, our persona and shadow. “Persona” is defined as the aspect of one’s personality that one projects in the public space. “Shadow” on the other hand is the hidden, forgotten side of our personality. The shadow includes our strengths that we have long forgotten we had, and qualities we decided were undesired at a very early stage, but which may be very useful now. It also may include feelings of hurt and shame. Even more crucial, is the energy that is unavailable to the leader because it is being used to keep all this suppressed.

The shadow is often the cause which derails even the best of those in leadership positions. The sudden loss of equanimity, a poor decision, relationship struggles- personal and professional, are all the result of the shadow catching one unawares.

When we examine these, reclaim them or create a new relationship with the shadow, all this energy is suddenly made available for use towards achievement and goals.

Leaders are effective when they are aware of and learning to work with their shadow.

The workshop would be a learning opportunity for you to:

1. To bring awareness about one’s unconscious side and its impact on self and leadership.
2. To become a more effective leader by claiming the power hidden in the shadows.
3. Build resilience and self- leadership.

Methodology:

The workshop will be grounded in the Shadow work of Carl Jung and Indic frameworks, along with the overall framework of T-group and Appreciative Inquiry. This is a 3 day in-person workshop and this will be followed by one personal virtual coaching session for 60 minutes.



Facilitators: Sankarasubramanyan Ramamoorthy (Sankar) and Wasundhara Joshi are professional members of Indian Society for Applied Behavioural Science (ISABS). For further information about the program, please write to them at rsankara@yahoo.com and wasundhara@gmail.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

Leader! Are You Listening?



*What are you really listening to?
With AI entering all our spaces are you really listening?
What do we need to explore now as leaders of 2026 who are on an edge of future?*

This lab – Leader are you listening? - is about taking a pause and reflecting and to pay attention to ourselves.

In the new scenario, how are we going to co-create new space around power, equity, privileges and trust? Collaboration and team learning? Above all self-awareness as a core competence.

What limits your leadership is not what you already know, it is who you believe yourself to be. Are you listening to understand or just to react? Are you listening to the energy of the people and really noticing?

How do you create a trusting space for people to speak up and bring in different perspective? You have evolved but has your identity caught up?

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

Learning Objectives:

1. Learning to create space of trust and safety
2. Listening to what is stated and unstated.
3. Processes needed for collaboration and team learning.
4. Self-awareness, Self-awareness and Self-awareness.
5. Deep listening at level four listening to both words and the dance of the body
6. Listening before solving, sensing before acting, holding complexity without rushing to closure, Leading from alignment not just achievement.

For Whom:

Senior leaders from any field, who are keen to learn about change and creating a joyful container.

Methodology:

It will be experiential learning, 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; sushraji@gmail.com

Leadership in Multi-Generational Groups

~ A Human Process Lab



Today's workspaces are vibrant intersections of up to four distinct generations. This unique convergence brings a wide mix of values, communication styles, and expectations around work and authority. How do we navigate this complex dynamic without resorting to stereotypes? This Human Process Lab is an open, experiential space to explore the realities of leading and collaborating within a multi-cohort group. We will discover what organically emerges when different generations come together to

understand, challenge, and learn from one another.

Who Should Attend?

- Leaders, managers, and founders navigating teams with a wide mix of age groups.
- Change agents and OD practitioners looking to deepen their facilitation of diverse groups.
- Anyone curious about exploring their own generational conditioning and biases in a group setting.

What You Will Take Away:

- **Generational Empathy:** Move beyond labels to deeply understand the lived experiences and drivers of different age cohorts.
- **Relational Agility:** The capacity to hold space for clashing worldviews and transform inter-generational friction into creative synergy.
- **Personal Insight:** Awareness of how your own generational background shapes your leadership style and reactions to authority.

The Methodology: This lab relies entirely on the "here and now." We will use **experiential group dynamics, real-time reflection, and unstructured dialogue**, utilizing the actual diversity of the cohorts in the room to mirror real-world complexities. It is a safe psychological container to actively experience and explore generational interactions as they unfold.

The Exploratory Framework: To ground our exploration, we will use Frederic Laloux's Teal principles as a base framework to inquire into how different generations experience the workplace:

- **Self-Management:** Exploring how different cohorts relate to operating effectively through a system based on peer relationships, without the need for either traditional hierarchy or consensus.
- **Wholeness:** Discovering what it takes for various age groups to drop the narrow "professional" mask, reclaim their inner wholeness, and bring all of who they are to work.

Evolutionary Purpose: Investigating how diverse generations shift from trying to predict and control the future, to instead listening in and understanding what the organization organically wants to become and the purpose it wants to serve.

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



Leading Beyond Shame

~ *Shifting from armour to authenticity*

Leadership is often associated with confidence, decisiveness, and composure. Yet beneath the surface, many leaders quietly navigate self-doubt, fear of exposure, and the unhealed moments of Shame.

Leading Beyond Shame is an experiential leadership lab that explores shame not as weakness, but as an often-invisible force shaping behaviour, relationships, and decision-making.

The lab creates a reflective and psychologically safe space for leaders to examine their relationship with shame. Grounded in insights from Psychology, Organizational Behaviour, and vulnerability research, the experience bridges inner work with leadership practice.



What Participants Will Explore

- How shame manifests in leadership.
- Physiology of Shame and how does it present itself.
- The difference between healthy accountability and shame-driven self-judgment
- The impact of shame on team culture, trust, and psychological safety

Likely Learning Outcomes - Participants will:

- Develop awareness of how shame influences leadership behaviours and decisions
- Recognize protective patterns such as perfectionism, control, or withdrawal
- Shifting the personal narrative on shame.
- Build greater self-compassion and grounded self-worth
- Learn how leaders can unintentionally activate or reduce shame within teams
- Enhance their ability to create psychologically safer environments

Who Is This For?

- Anyone who wishes to build a deeper understanding on shame.
- Leaders wishing to shift the past narratives and rebuild them themselves differently.
- Individuals experiencing pressure to constantly perform or “have it all together”
- Individuals who wish to live holistically, leveraging their full potential.
- Coaches, HR professionals, and facilitators focused on leadership and culture development.

This lab will be facilitated by Sunil Jha and Nikita Panchal (Guest faculty)



Sunil is a professional member of ISABS with over 45 years of experience across leadership development, people transformation, and organizational capability building. He enables deeper individual and collective transformation by creating reflective and psychologically safe learning environments. He is an alumnus of MILS and is deeply passionate about continuous learning, leadership development, and human-centred growth.

Nikita is an expert somatic experience practitioner (SEP). She brings with her over 20 years of professional experience in facilitating individual and organizational effectiveness. Her work focuses on authenticity, psychological safety, emotional resilience, and the inner dimensions of leadership.

For more information please contact them at - sunilego@yahoo.com and nikita.pancha@gmail.com



My Leadership Story

~ *From Inherited Narratives to Intentional Leadership*



We have stories about ourselves, our environment, and what we do. These stories influence how we relate to people, make decisions, look at success and failures, work, and even have fun. Many of these stories we inherit, and some we create based on our experience. Over time, they become the dominant narratives, such as “Leaders must be liked”. “Leadership is about power and influence”. “Leaders must always have answers”, etc.

Dominant narratives help us survive, succeed, and belong.

They also disconnect us from deep relationships, creativity, and our own intuition & wisdom. The stories that we forget or bury are the preferred narratives that give us our uniqueness. These are moments when we acted with integrity despite fear, when we created trust, listened deeply, and so on.

When leaders become more aware of the narratives they inhabit, they become more intentional about the narratives they create. The lab invites participants on an exploratory journey through the narratives they live and the one’s they want to craft.

Learning Objectives:

1. Build awareness of stories you are currently living from.
2. Identify values, intentions, strengths, and experiences that support a more authentic leadership presence.
3. Begin shaping a leadership narrative rooted in lived experience, values, and purpose.
4. Understand storytelling as a relational and cultural act, not merely an individual performance.

Who should attend:

- Mid to senior level leaders
- Professionals
- Founders and entrepreneurs
- HR and people development professionals

Methodology:

By here & now experiential learning, mythology, stories, somatic exercises, narrative practices, and writing, we will learn to uncover and craft our narratives.

This lab will be Facilitated by Sanjyot Pethe. She is a professional member of ISABS. She is a Leadership & Organizational development professional and coach. She helps people transform their stories so they can discover more joy, healing, and purpose. She holds a PhD, is a somatic experiencing and narrative practitioner, and a published poet and author. She can be reached at sanjyotp@gmail.com



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 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: July 31st to Aug 2nd, 2026

Check-in date	Check-in time	Check-out date	Check-out time
31 st July 2026	Before 10.00 am	2 nd Aug 2026	Before 8.30 am
<ul style="list-style-type: none"> – Event starts at sharp 10.00 am on 31st July 2026 with an opening plenary session. – Event ends at 2.00pm on 2nd Aug 2026. Lunch will be provided after the closing plenary session. – Luggage will be stored by the hotel at the reception on last day till the lab ends. – Important: Participants are requested to have their breakfast and reach the venue on 31st July. – Broad schedule – Day 1 – 10am to 6pm, Day 2 – 8.30am to 8.30pm (6 to 7.30pm – free time), Day 3 – 8.30 am to 2pm 			

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

- The resort is around 3 hrs drive from Mumbai airports (T1 and T2) and 1.5hrs from Navi Mumbai Airport. Outstation participants may plan their return departure flights keeping this in mind.
- Please note that there is no pick and drop arrangement made either by ISABS or the resort from Karjat station or elsewhere. Uber and other App based taxis are easily available.

Program Fee:

Occupancy type**	Total Fee paid in full on or before 30 th June 2026	Total fee paid in full on or after 1 st July 2026	Remarks
Single Occupancy	₹ 29,000	₹ 30,000	This amount includes the AM Fee* and GST @18% For other inclusions and exclusions see details below
Twin Sharing Basis	₹ 25,000	₹ 26,000	
Triple Sharing Basis	₹ 22,000	₹ 23,000	
Non-residential basis	₹ 19,000	₹ 20,000	

***AM Fee:** The Associate Membership (AM) Fee is an annual fee as mandated by ISABS. If you have paid it anytime post 31st July 2025 till date of registration and payment, you may deduct the due amount (₹250/-) from total fee payable and mention details of the AM Fee paid on an email to rc.west@isabs.org and admin@isabs.org while sending the screenshot of payment made.

******We have limited number of rooms in each category and rooms will be on first come first serve basis. We will put you on a waitlist if the category that you need is full and move you to that category once its available.

Inclusions: 1) Residential Participant: Training fee, lodging, boarding and other administrative expenses
2) Non-residential Participant: Training fee, breakfast, lunch and tea/coffee and Hi-tea

Exclusions: All personal expenses like laundry, a-la-carte/room service orders, additional occupants in room etc. Dinner is not included for non-residential participants.

Registration and Payment:

A] Registration: Please visit <https://lms.isabs.org> , go to Events page, select Gunjan 2026 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 and admin@isabs.org

B] Online Payment of Fees:

The participant fee can be deposited in either of the accounts below. Please send a screenshot /detail of the payment to rc.west@isabs.org & cc to admin@isabs.org

- 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

C]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 to Mr. Rajkumar, Indian Society for Applied Behavioural Science, B-1/33A, Mezzanine Floor, Hauz Khas, New Delhi - 110 016, India.

Queries related to Registration and/or payment of fees:

- Registration and Payment - Ms. Gauri Nigudkar – Call: +91- 9987026080 Email: rc.west@isabs.org
- Registration - Ms. Sanjyot Pethe – Call - +91-9819963083
- Registration - Mr. Rajkumar- Call: +91-9899028033 Email: admin@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 25th, 2026.

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, 2026 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 for any such requests.

Dress Code:

We recommend loose comfortable clothing for the duration of the lab. The facilitators are likely to 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.