



**Indian Society for Applied Behavioural Sciences**

**Southern Region**

(Andhra Pradesh, Karnataka, Kerala, Lakshadweep, Tamil Nadu & Telangana)

*Announces*



*Sangam*

*17<sup>th</sup> - 21<sup>st</sup> February, 2018*

**Venue: Mamalla Beach Resort  
ECR Road, Mamallapuram,  
Chennai**

## About Sensitivity Training & 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 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 provide 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 non-destructive confrontation. The atmosphere is one of 'Enquiry and Discovery.' As the participants spend quality time together for 4-5 days.

## 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 managers, line managers, executives and community change agents. ISABS programmes focus on human processes and aim at helping people to understand themselves & others 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 and experimenting 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 organizational and societal contexts. Apart from the Human Process Laboratories and Professional development programmes, ISABS also offers theme-based laboratories in other applied behavioural science areas in its Regional and National events in its Regional and National events. For more information, kindly visit: Website: [www.isabs.org](http://www.isabs.org)

## About Human Process Laboratory

In a human process laboratory, a group of around 10-12 participants work together, along with a facilitator/s to learn about human processes and in the process, discover more about themselves, their strengths, styles, interpersonal and group interactions, how they perceive and are perceived by others in the group. While this is the primary task, there is no pre-determined agenda and the group uses the 'here and now' experience to derive this learning by being a resource for each other. The facilitator/s helps to create a climate and hold boundaries for such learning.

## Basic Lab on Human Process (BLHP) – English/ Tamil\*

**\*This event offers labs in Tamil provided a minimum of 7 nominations are received for the language.**

### 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

### For Whom:

Individuals who are interested in:

- Personal growth, interpersonal learning
- Discovering their potential for greater effectiveness in relationships
- Taking the self through a journey of discovery
- Understanding the dynamics of being & working in the groups

Typically, BLHP participants comprise of the following:

- Homemakers, Students, School Teachers & University Faculty

- Journalists, Lawyers, Entrepreneurs
- Line Managers and Executives
- Marketing, Sales and Client Servicing professionals
- Team or Group Leaders and Project Coordinators
- Professionals in the Quality Domain & ISO supervisors
- HRD, Training, Personnel and Industrial Relations Professionals
- Professionals from Non-Governmental Organizations (NGO)
- Social Service Organizations & Public Sector
- Counselors and Therapists

### Benefits:

Individual Benefits	Organizational Benefits
<b>Self-Awareness</b>	The individual becomes aware of her/his emotions, strengths and weaknesses. She/he accurately assesses herself/himself and develops self-confidence to perform organizational tasks.
<b>Leading Self</b>	The individual develops the capacity to effectively manage her/his motives and regulate their behaviours. The payoff for the organization is an individual potentially with self-control, trust-worthiness, conscientiousness, initiative, ability to adapt & effectively influence others
<b>Social Awareness</b>	The individual 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
<b>Social Skills</b>	This capacity enables the individual to get desired results from others and reach personal goals. As a result, the individual is able to develop others, provide leadership, influence, communicate effectively, becomes a change agent, able to manage conflicts, build bonds, teamwork and collaboration.

## Advance Lab on Human Process (ALHP)

### Objectives:

- Enhance learning and experimentation initiated by one-self 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 its impact on the behavior of individuals

## For Whom:

Individuals who have in a Basic Lab on Human Processes (L-Group/Human Relations Programmes in laboratory mode) and have been cleared for attending Advanced Lab. AIHP is particularly recommended for:

- Executives, Administrators and Managers
- Internal HRD facilitators and personnel engaged in change management
- Professionals in Quality Domain & ISO supervisors
- NGO/Social Organizations and Government staff in People-Management roles
- Trainers, Consultants and Coaches
- Therapists, Psychologists and Social workers

ALHP is essential for those who intend to enter the ISABS Professional Development Programme.

While sending nominations for ALHP, kindly ensure that the following particulars are made available:

1. Year of attending BLHP
2. Date and venue of the respective ISABS event
3. Name of facilitators; and
4. Whether cleared for attending ALHP

## Administrative Information

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. Interns pursuing Professional Development Programme of ISABS are also likely to join in co-facilitation.

## Program Fee Structure for BLHP & ALHP:

Category	Fee (INR)	Associate Membership	GST @ 18%	Total Fee (INR)
For Corporate Nomination	20000/-	250/-	3,645/-	23,895/-
Individual/ *NGO Nomination	15,000/-	250/-	2,745/-	17,995/-
*(For NGO staff, kindly apply through your organization). The Programme fee includes Annual Membership fee of Rs. 250/- p.a. for which separate receipt will be issued. Accommodation includes double/ triple occupancy subject to availability on first-cum-basis.				

**\*\*Kindly note that the offer for NGO and Individual participants is optional and does not in any way infringe into the dignity of the profession, the language and the participants.**

The fee includes the cost of boarding & lodging from midnight 16<sup>th</sup> Feb 2018 till 3.30 pm on 21<sup>st</sup> Feb 2018 (on twin or triple sharing basis), Administrative expenses & programme material. Participants are required to make their own travel arrangements.

### **Scholarships:**

There are a few scholarships available for students as well as others who would like to attend but come from less privileged backgrounds. Scholarships will be granted on request, case to case basis. Please substantiate your requests with reasons for availing.

Please note that the last date to receive completed nomination form along-with the participation fee is 10<sup>th</sup> February, 2018. Confirmation of receipt of payment and participation in the program will be intimated through written communication. Please carry a hardcopy/e-copy of confirmation letter for registration at the event venue.

## **Mode of Payment & Nomination**

### **1. The Programme fee can be wire transferred through Internet into our account.**

Indian Society for Applied Behavioural Science, Bangalore  
ICICI BANK LTD. Malleswaram Branch,  
A/c. No. 007801025287;  
IFSC CODE: ICIC0000078

### **2. Alternatively, a Demand Draft (DD) drawn in favour of**

“INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE” Payable at  
“Bangalore”)

### **Mail your Nomination form along with your payment to:**

#### **Halasya Sundaram**

Southern Regional Coordinator  
Cluster No. 5 House No. 8,  
Titan Township, Mathigiri,  
Hosur Cattle Farm Post, PIN 635 110,  
Tamil Nadu.

## Nomination Confirmation:

Acceptance of nominations will be confirmed on receipt of fee on or before 10<sup>th</sup> February, 2018. Any cancellation will entail a deduction of the programme fee towards administrative costs incurred by us.

<b>Cancellation Policy</b>	
Period (last date for Nomination is 10th February, 2018)	Refund Amount
After confirmation	50%
After 10th February, 2018	No Refund
Replacement of nominee or keeping fee for next programme and will to pay or receive any difference in programme fee	Acceptable in writing

## Check-in & check-out timings are mentioned below:

<b>Dates</b>	<b>Check-in</b>	<b>Check-out</b>
17th - 21st February, 2018	After 3.00 p.m. onwards on the 16th Feb, 2018 and latest by 7.30 a.m. on the 17th Feb, 2018	Before 10.30 a.m. on 21st Feb, 2018

## Important Note:

The programme starts at 8.30 am on the 17<sup>th</sup> February, 2018 and ends by 3.30 p.m. on the 21<sup>st</sup> February, 2018. 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 the 21<sup>st</sup> should be booked post 5.30 p.m. It takes approximately 1 to 1.5 hours to reach Chennai airport/ railway station from the venue. An extra day of stay at the venue will have to be borne by the participant.

**Dress Code:** Informal & comfortable clothing is preferable.

\*\*A person who has experienced continuous mental stress or has been under psychiatric treatment or has a history of mental disorders, or has heart attacks, must not be nominated. ISABS will not be responsible for any of such problems developed during or after participation in any ISABS lab. It is implicit that each participant joins the lab with informed voluntary consent and owns responsibility for his or her own health.

## For Further information, contact:

Chitra Puranik Kuve: +91 99720 46636  
Tarsh Williams: +91 98451 61041  
Zeb Waturuocha: +91 98860 01658  
Email: isabs\_south@isabs.org

## Professional Members from the Southern Region

Abhijit Bhaduri	Neela Kishore
Ameet Mattoo	Paul Siromoni
Anuradha Prasad	Rajeshwari L
Anuradha M Uberoi	Rosemary Vishwanath
Arati Mohanram	Ruchi Tiwari
Chitra Puranik	Rupert Rosario
Chitra Ram	Sanjay Dutt
Eswar Prasad	Shyleswari Rao
G. Rajanna	Sridhar Venugopal
G. Vishwanath	T T Srinath
Ganesh Anantharaman	Ullhas Supatkar
Ganesh Chella	V.M. Ramalingam
Halaysa Sundaram (SG)	V N Kantha Rao
Harish Raichandani	VLK Sarma
Joy Srinivasan	Vandana Jha
Kishore Gandhi	Varalakshmi Rajah
Lalitha Iyer	Veda Srinivasan
Lakshmi Raman	Zeb Waturuocha
M Yawar Baig	





## Indian Society for Applied Behavioural Sciences

Southern Region,  
Sangam 17<sup>th</sup> - 21<sup>st</sup> February, 2018

### Nomination Form

Name \_\_\_\_\_

Lab Title: \_\_\_\_\_ (BLHP/ALHP)

**For Basic Lab on Human Process (please tick your preference of language)**

English

Tamil

Gender \_\_\_\_\_ Date of Birth \_\_\_\_\_

Qualification \_\_\_\_\_ Work Experience (Years) \_\_\_\_\_

**Organization & Residential Address (Indicate preferred mailing address-please tick)**

Off. \_\_\_\_\_

Telephone \_\_\_\_\_ Email \_\_\_\_\_

Res. \_\_\_\_\_

Telephone \_\_\_\_\_ Email \_\_\_\_\_

Sponsored by: \_\_\_\_\_

Organization \_\_\_\_\_ Self: \_\_\_\_\_

#### **Emergency Contact:**

Name, address & phone/mobile number of a person to be notified in case of emergency:

\_\_\_\_\_  
\_\_\_\_\_

#### **Details of Payment**

DD/Cheque No. \_\_\_\_\_ Dated \_\_\_\_\_ Bank \_\_\_\_\_ Amount

(INR) \_\_\_\_\_

(DD/Cheque to be drawn in favour of "INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE" Payable at "Bangalore")

*Mail along with this form to*

**Halasya Sundaram**

Southern Regional Coordinator

Cluster No. 5 House No. 8, Titan Township, Mathigiri,  
Hosur Cattle Farm Post, PIN 635 110, Tamil Nadu.