



ISABS

Indian Society for Applied  
Behavioural Science

# *Summer Event* 2026

Basic Lab on Human Processes (BLHP)  
Advanced Lab on Human Processes (ALHP)  
Professional Development Programme Labs (PDP)  
Special Learning Sessions

Week 1 : 19 - 24 May 2026  
Week 2 : 25 - 30 May 2026

**Venue: The Fern Habitat, Candolim, Goa**  
Series by Marriott



# Contents

S. No.	Particulars	Page
1	About ISABS - Methodology and Benefits of T-groups	3
2	Labs Offered - BLHP , ALHP, PDP and Learning Sessions	4 - 5
3	Administrative Details - Programme Schedule, Venue and Travel Info, etc	6
4	Programme Fees and Discounts	7
5	Registration - Payment Details, Contact Information	8
6	Additional Information About T-groups (Human Process Laboratory)	9

# About ISABS

Founded in 1972, the [Indian Society for Applied Behavioural Science \(ISABS\)](http://www.isabs.org) is a national non-profit voluntary society engaged in applying the knowledge and skills of behavioural science to the well-being of persons, organisations, communities, and the society at large. Its professional members work as independent consultants, trainers, counsellors, therapists, academicians, human resource development professionals, executives, senior management and community change agents. ISABS programmes focus on human processes which aim at helping people to understand them better as well as discover more creative and satisfying ways of relating and working. ISABS is committed to advancing conceptual and experiential knowledge in the field of applied behavioral science and to building a pool of trained group facilitators, applied behavioural scientists, researchers and process consultants.

## Methodology

ISABS is the pioneer in India of T-group facilitation utilising T-groups / Sensitivity groups & experience-based learning as its unique training methods. The chief ingredients in this learning methodology are: experiencing in the present, observing & reflecting upon one's natural behaviour, conceptualizing & expressing, and experimenting with different ways of being in the group. The laboratory utilises purely experiential and people-centric approaches rather than lectures or traditional teaching / didactic methods. In the Human Process Laboratories, i.e., T-groups the participants work in small groups of 8 to 12 persons along with 1 or 2 facilitators in each group. For more information about T-groups, please read Page 9 of this brochure.

## Benefits of T-groups

Learning Focus	Likely Individual Benefits	Likely Organizational Benefits
<b>Self-Awareness</b>	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.
<b>Self-Regulation</b>	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.
<b>Group Processes and Social Awareness</b>	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.
<b>Interpersonal and Group Effectiveness</b>	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 official website link <https://www.isabs.org/professional-members.html> to view complete list of Professional Members.

# Labs Offered

## Basic Lab on Human Processes (BLHP)

### About The Lab / Key Objectives:

This is the foundation/first level Laboratory which provides a learning opportunity for the participants to:

- Become aware of one's emotions and patterns of behaviour, as an individual exploring leadership processes in the group
- Experience and reflect on the actual impact of one's behaviour on others and others' behaviour on oneself
- Gain an understanding of the processes arising in groups and discover a range of options to engage with the group
- Build more empowering relationships through deep listening, effective interpersonal communication and constructive dialogue
- Enhance emotional maturity and congruence

### For Whom:

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").

## Advanced Lab on Human Processes (ALHP)

### About the Lab / Key Objectives:

This Laboratory is the next level of deeper exploration and experimentation, which provides a growth opportunity where the participants can:

- Become aware of one's identity at a deeper level and get in touch with one's potentials by working on personal biases and internal dilemmas
- Explore and experiment with options to work on intrapersonal, interpersonal differences and group conflicts
- Experience the stages of group development and understand group dynamics
- Develop the sensitivity needed to build interdependence and collaboration in groups
- Deepen sensitivity to diversity in a group and in society (for example - gender, education, social identity, class, caste, etc)

### For Whom:

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.

(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).

**Special Learning Sessions for all participants:** This Summer Event we are also offering concept based Three Exclusive Learning Sessions designed for a deep exploration into specific aspects of **Group Dynamics / Applied Behavioural Science / Self Development**. These sessions are designed and facilitated by ISABS Professional Members.

# Labs Offered

## Professional Development Programme - Phase A Lab

### About the Lab / Lab Objectives:

#### **PDP Phase A: the beginning of the Professional Development Programme.**

Phase A is a two-week lab, which broadly covers the following:

- An awareness of processes within self and interpersonal situations
- An awareness of behavioural processes in groups and systems; and
- Development of skills in diagnostic interventions at self, interpersonal and group level leading to change.

#### **Phase A: Eligibility**

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

## Professional Development Programme - Phase B Lab

#### **PDP Phase B: The pre-internship two weeks lab, with the following objectives:**

- Diagnosing human processes in self and group, and experimenting with interventions that facilitate exploration and learning
- Process diagnosis for systems and organizations as a whole
- Linkage between experience and relevant concepts and theories
- Skills of building a learning climate in the group
- Intervention strategies focusing on individual and the group
- Action interventions and their conceptual base

#### **Phase B: Eligibility**

- The candidate should have completed Phase A and the Interphase 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

Please visit the below link in ISABS official website for further information on detailed learning agenda, pre-PDP work, PDP Application form and more about PDP stream:

<https://isabs.org/professional-development-program.html>

## 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. This online session will be set up approximately 4 to 6 weeks after the Event for a duration of 2 hours. The exact time and link will be intimated to all the participants via an email post the Event.

# Administrative Details

Mark your calendars for **Week 1: 19-24 May 2026 and/or Week 2: 25-30 May 2026** at The Fern Habitat, Candolim, Goa. ISABS invites you / your colleagues / your family & friends to come, 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 lab sessions, exclusive learning sessions, materials/ readings, desired meals, your home away from home and the Post-lab Online Session.

## 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

Week	Venue Check-in	Programme Commencement	Programme Closure
Week 1	May 19   01:00 PM	May 19   04:00 PM	May 24   01:00 PM
Week 2	May 25   01:00 PM	May 25   04:00 PM	May 30   01:00 PM
PDP Week 1	May 19   01:00 PM	May 19   04:00 PM	May 24   01:00 PM
PDP Week 2	May 25   01:00 PM	May 25   04:00 PM	May 30   01:00 PM

## Programme Venue

- The Fern Habitat, Series by Marriott, Main Market, Near Lawande Super market, New Araddy Waddo, Bardez, Candolim, Goa 403515
- Website: <https://www.fernhotels.com/beaches-backwaters/the-fern-habitat-candolim-goa>
- Google Map link: [https://maps.app.goo.gl/e3NzNWnwnntkseqS6?g\\_st=iw](https://maps.app.goo.gl/e3NzNWnwnntkseqS6?g_st=iw)

## Travel Information

- Travel has to be arranged by participants themselves.
- The Ferns Habitat is about 29.8 kms from MOPA International Airport and about 39.7kms from Dabolim Airport, Goa
- Distance from Railway station to The Fern Habitat is about 21 kms from Thivim Railway Station
- 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 Fees and Discounts

Last date of registration:  
12<sup>th</sup> May 2026

## For BLHP and ALHP

Sponsorship Type	Occupancy Type	Basic Fee	AM Fee <sup>\$</sup>	GST 18%	Total Payable Fee
Corporate , Government Sector, Public Sector - PSUs	Single Occupancy	76,000	250	13,725	<b>89,975</b>
	Double Occupancy	58,500	250	10,575	<b>69,325</b>
	Non-Resident*	50,500	250	9,135	<b>59,885</b>
Self, Social Sector, Homemakers, School / Universities	Single Occupancy	67,500	250	12,195	<b>79,945</b>
	Double Occupancy	50,500	250	9,135	<b>59,885</b>
	Non-Resident*	42,000	250	7,605	<b>49,855</b>
Full-Time Students**	Double Occupancy	46,000	250	8,325	<b>54,575</b>
	Non-Resident*	35,000	250	6,345	<b>41,595</b>

## For PDP\*\*\* (Fee for each week for self sponsored participants)

Occupancy Type	Basic Fee	AM Fee <sup>\$</sup>	GST 18%	Total Payable Fee
Single Occupancy	65,000	250	11,745	<b>76,995</b>
Double Occupancy	48,000	250	8,685	<b>56,935</b>
Non-Resident*	39,500	250	7,155	<b>46,905</b>

- **\*Non-resident:** Fee includes lunch plus morning - evening tea in the venue during the programme schedule.
- **\*\*Full-Time Students:** They must be currently enrolled for studies. ID Card & other proofs to be submitted
- **\*\*\*PDP:** Corporate sponsored participant fee is different. Please contact Dean Programmes or Admin
- **International Participants:** Those 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 (A.M. Fee) is an annual fee, once paid you will be enrolled as Associate Member of ISABS for one year from the Event start date. If you have already paid it within last one year from the Event start date you may deduct Rs.250/- from the total fee payable and mention date and details of the A.M. Fee paid in the nomination form.
- **Exclusions:** Airport to hotel transfers, personal expenses such as laundry, in-room dining, and extra food and beverage orders.
- **Observer Fee:** Observation Labs are available for eligible PDP participants. Please contact Dean PDP / Dean Programmes for details.

## Discounts

- Valid only for full fee paid up in each enrollment (not applicable for PDP participants)
- Early Bird Discount (Individual) - Rs. 1,000/- on or before 17<sup>th</sup> April 2026
- Early Bird Group Discount (Group of 3 or more people) - Rs. 2,000/- per participant, on or before 17<sup>th</sup> April 2026
- Group Discount (of 3 or more people) - Rs. 1,000/- per participant, on or before 1<sup>st</sup> May 2026

## Cancellation Policy

- 20% deduction for the Cancellations done after registration of nomination. This is towards administrative costs incurred by us
- 50% deduction for the Cancellations on or after 1<sup>st</sup> May 2026
- 100% deduction for the Cancellations on or after 12<sup>th</sup> May 2026. 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.
- 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

## 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 by accessing our LMS portal <https://lms.isabs.org>

In case of any issues or to get more details do write to us at [admin@isabs.org](mailto:admin@isabs.org).

## Payment Details

The official ISABS bank account details to issue a cheque or digitally transfer the programme fee as per the Fee Table:

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

**For confirmation of payment and nomination status, please contact ISABS Office:**

- Mr. Rajkumar, Mob: +91 98990 28033; e-mail: [admin@isabs.org](mailto:admin@isabs.org) and [accounts@isabs.org](mailto:accounts@isabs.org)
- Mr. Rahul, Mob: +91 99099 42787, e-mail: [dean.programmes@isabs.org](mailto:dean.programmes@isabs.org) (mark cc)

**For Programme related queries, please contact:**

- **Dean Programmes:** Rahul Thapar, Mob: +91 99099 42787, e-mail: [dean.programmes@isabs.org](mailto:dean.programmes@isabs.org)
- **Manager Admin:** Mr. Rajkumar, Mob: +91 98990 28033, e-mail: [admin@isabs.org](mailto: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 wide range of programmes, consultancy and services to cover the full arena of human development, process work, group dynamics, and organisational growth. We also offer tailor-made interventions based on client's organisational and professional realities. 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>

Consultancy Services / Process Consultancy - <https://www.isabs.org/consultancy.html>

Organization Development Certificate Program: <https://www.isabsodcp.com/>

Community Process Facilitation Certificate Program - <https://isabs.org/certificate-program.html>

# Additional Info About T-groups (Human Process Laboratory)

## What is a T-group?

Human process laboratories / T-groups / 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 moment, which provides rich data for learning. Typically, in a T-group (Human Process Laboratory), 8 to 12 participants work together along with 1 or 2 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.

## Using Labs/Groups for developing Self, Organisations, 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 organisations, 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.

The Human Process Laboratory will help you to understand the following in group setting:

- 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?
- What can be done by you, and by others, to help relationships & group to grow towards vibrancy and effectiveness?

In the Human Process Laboratory you will learn to enhance personal growth and interpersonal relationships by:

- Identifying the range of your feelings and using the barometer of your feelings to figure out what is happening to you and to others
- Recognising the roots and patterns of your behaviour - the beliefs and values that underlie your behavior
- Understanding what leads to developing or destroying interpersonal relationships in real time

## Come and Experience the Power of Laboratory for you and others

Attend Human Process Laboratories to deep dive into the world of applied behavioural science with awareness building in real-time, cutting-edge experiential learning, 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 **emotional intelligence** to **leadership**, from discovering your **hidden selves** to facilitating **organisational change** - each Lab, led by seasoned facilitators in the field, is an opportunity to grow, blossom, and find change renewed hope.