



ISABS

Indian Society for Applied Behavioural Science

Winter Event 2026

Basic Lab on
Human Processes
(BLHP)

Advanced Lab on
Human Processes
(ALHP)

Professional
Development
Programme Labs
(PDP)

Special
Learning
Sessions

Week 1: 13 - 18 December 2026

Week 2: 19 - 24 December 2026

Venue: The Fern Nest Resort, Jaipur
Series by Marriott

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About ISABS

Founded in 1972, the [Indian Society for Applied Behavioural Science \(ISABS\)](https://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.

Benefits of T-groups

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

Developing Leaders / Strengthening Teams / Become Effective using T-groups

In a rapidly changing world, the need for strong leadership and effective teamwork remains timeless. Great leaders build great teams, and together they drive success across every sphere — social, political, religious, and economic.

The Human Process Labs as offered by ISABS are designed to provide for its participants a deeper understanding of both these areas viz Leadership and Team building through its unique methodology of T Groups which enable persons to experience through their participation how Leadership is formed and develops and how a group of strangers develops into a cohesive team through group interaction.

The group itself becomes a learning laboratory. Leadership develops when members participate, confront, support, listen and provide direction. Out of this same set of activities differences get heard, sorted out and relationships are formed giving rise to cohesion.

They also observe firsthand how conflicts arise, how they are addressed not avoided, and the resultant cohesive effect of such work on the group.

Finally, the greatest gain from this group activity is a heightened self awareness for a participant — his/her strengths, areas needing development, relationships, and style of participation which either helps or hinders his/her progress and learning. How people experience him / her, behaviour patterns and their consequences to the person and generally to the progress of the group. The program gives the participant an opportunity to experiment with changing behaviour and their consequences, improvement in his / her participation. Behaviour change is one of the many gains of learning's from this program.

In organizational context, this program is particularly valuable for

- Middle to Senior Management
- High Potential Performers
- Team Leaders and Project Managers
- HR and L & D Managers
- Individual Contributors
- Employees part of career development process
- People wanting to enhance their ability to work with groups effectively

We generally operate in a group situation. These groups can be organizational, families, communities, student groups, self help groups, committees, educational institutes, various institutions, cause based organizations (NGOs), professional bodies etc. **Human Process Labs are open for people from all walks of life** to strengthen their ability to work with the groups, develop their emotional intelligence & interpersonal skills, leadership skills and become more self aware.



Labs Offered

Basic Lab on Human Processes (BLHP)

About The Lab / Key Objectives:

This is the starting point of your journey with ISABS. 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 Winter 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

Note:

- Participant may choose to attend both weeks in one go or they may attend only Week 1
- Participants attended & cleared Week 1 of Phase A in last two years can attend Week 2

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>

Customized Human Process Lab

Option of customized Human Process Lab is available for 8 to 12 participants of the same organization. To explore this option along with the fee structure please contact us directly.

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 online session to all the attendees, as a conducive space for reflections and strengthening their experiences after the lab exploration. 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.

Administrative Details

Mark your calendars for **Week 1: 13-18 Dec 2026** and/or **Week 2: 19-24 Dec 2026** at The Fern Nest Resort, Jaipur. 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	Dec 13 01:00 PM	Dec 13 04:30 PM	Dec 18 01:00 PM
Week 2	Dec 19 01:00 PM	Dec 19 04:30 PM	Dec 24 01:00 PM

*Room checkin is from 3:00 pm. If you arrive early, rooms may be allocated as they become free / made ready by the hotel. You may enjoy a meal in the meanwhile.

Week 1 & Week 2: Both weeks will have separate BLHP & ALHP. The PDP labs will be conducted in both the weeks in continuation.

Programme Venue

- The Fern Nest Resort Jaipur, Series by Marriott, Near Bagru Toll Plaza, Bagru Khurd, Ajmer Road, Jaipur, Rajasthan, India, 302042
- Website: <https://www.marriott.com/en-us/hotels/jairn-the-fern-nest-resort-jaipur-series/overview/>
- Google Map link: <https://maps.app.goo.gl/ddQksAdv7xTTo5jVA>

Travel Information

- Travel has to be arranged by participants themselves. The Ferns Nest Resort is about 25 kms from Jaipur International Airport. Distance from Jaipur Railway station and Sindhi Camp Bus Station to The Fern Nest Resort is about 20 - 22 kms. Transit time is around 40 mins.
- Please book the return 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:
7th Dec 2026

For BLHP and ALHP

Sponsorship Type	Occupancy Type	Basic Fee	AM Fee ^{\$}	GST 18%	Total Payable Fee ₹
Corporate , Government Sector, Public Sector - PSUs	Single Occupancy	76,000	250	13,725	89,975
	Double Occupancy	58,500	250	10,575	69,325
	Non-Resident*	46,000	250	8,325	54,575
Self, Social Sector, Homemakers, School / Universities	Single Occupancy	67,500	250	12,195	79,945
	Double Occupancy	50,500	250	9,135	59,885
	Non-Resident*	42,000	250	7,605	49,885
Full-Time Students**	Double Occupancy	46,500	250	8,415	55,165
	Non-Resident*	35,000	250	6,345	41,595

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

Occupancy Type	Basic Fee	AM Fee ^{\$}	GST 18%	Total Payable Fee ₹
Single Occupancy	65,000	250	11,745	76,995
Double Occupancy	49,000	250	8,865	58,115
Non-Resident*	39,500	250	7,155	46,905

- ***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 7th November 2026
- Early Bird Group Discount (Group of 3 or more people) – Rs. 2,000/- per participant, on or before 7th November 2026
- Group Discount (of 3 or more people) – Rs. 1,000/- per participant, on or before 27th November 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 27th November 2026
- 100% deduction for the Cancellations on or after 6th December 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.

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, Programme related queries contact:

- **Manager Admin: Mr. Rajkumar, Mob: +91 98990 28033, e-mail: admin@isabs.org**
- **Dean Programmes: Rahul Thapar, Mob: +91 99099 42787, e-mail: dean.programmes@isabs.org**

POSH Compliant

"...ISABS Prevention of Sexual Harassment (PoSH) Policy is rooted in values of dignity, inclusion, and respect, and aligns with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. We adopt a zero-tolerance approach to sexual harassment in any form, across in-person and virtual spaces. ISABS PoSH policy is gender-neutral and applies to all individuals associated with it across formal and informal interactions. Individual participants and nominating organisations agree to be governed by ISABS PoSH policy and cooperate with it, for incidents and/or complaints arising during the event. The detailed PoSH Policy can be accessed at [ISABS PoSH Policy](#)."

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>