



Indian Society for Applied
Behavioural Science

Winter Event 2025

Special Theme Labs

**From Certainty to Curiosity
Empathy - A Winner's Edge
Choice - Making**

**Week 1 : 5 - 10 December 2025
Week 2 : 12 - 17 December 2025**

www.isabs.org

Venue: Hotel Wyndham Garden
Sonipat, Delhi NCR



Theme Labs: Enriching Human Processes & Self-Discovery

Our theme labs represent a unique opportunity to deepen your journey of self-discovery through specialized lenses. While maintaining the powerful human process work that forms our foundation, these theme labs integrate specific approaches that expand our understanding of identity and self-development. These labs emerge from recognizing that self-exploration benefits from multiple entry points. The psychological journey can be enriched through diverse modalities like:

- Varied Perspectives - Curiosity, emotions / feelings, empathy, attitudes, beliefs, and making choices which directly relate to self-exploration work
- Deeper Integration - Theme-focused work allows sustained exploration of specific aspects of the psyche
- Specialized Expertise - Our facilitators bring decades of experience in their specialty areas
- Complementary Approaches - Safe environment, reflecting & observing, questioning self patterns, and research based experimentation create powerful synergies with traditional human process work

Bridging Theory and Experience

Our theme labs bridge theoretical frameworks with lived experience. Whether exploring their beliefs, biases & values, understanding their bandwidth of emotions, or getting familiar with their process of choice-making - participants engage both intellectually and emotionally. This integration creates transformative learning that transcends conventional workshops.

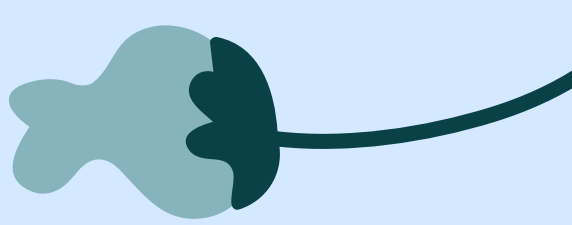
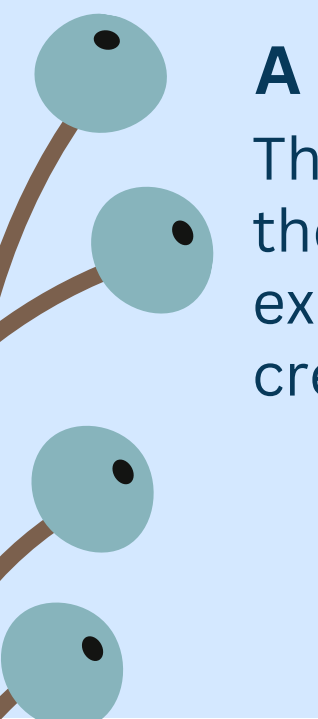
Creating Safe Containers for Exploration

Each theme lab provides a carefully designed container where participants can develop practical tools for ongoing self-reflection:

- Explore our hard coded belief system, biases & values. Their influence on our feelings and behaviour
- Expand deeper understanding of empathetic self
- Recognize unconscious influences on choice-making
- Examine conditioning of psyche which influences our behaviour
- Explore your fundamental needs. Build courage, clarity, confidence, inner-connectedness and reclaim your power to make choices which are truly yours

A Natural Evolution

These theme labs represent a natural evolution in our work with human processes. They honor the complexity of inner world, identity formation while providing structured pathways for exploring the rich landscape of the psyche. By offering these specialized approaches, we create new possibilities for insight, healing, and authentic living.



From Certainty to Curiosity

3-Day Theme Lab | 5-8 December 2025

This theme lab is anchored around the philosophy that as we go along life we develop beliefs which then get hard coded into our system. They act as trigger for our feelings and consequent behaviour. Eventually, over a period of time, these beliefs sink into the unconscious.

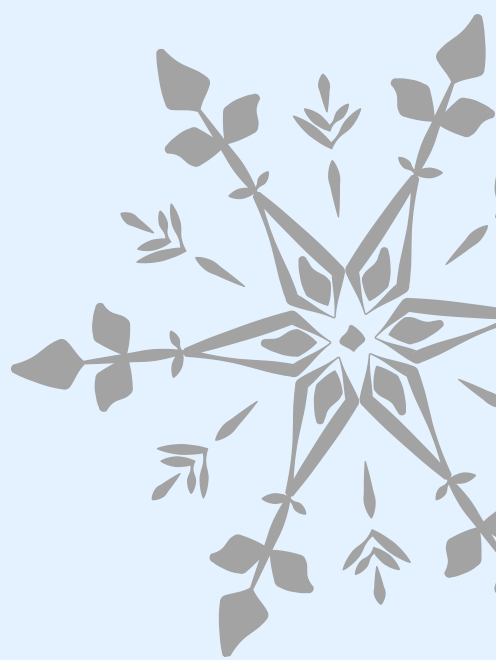
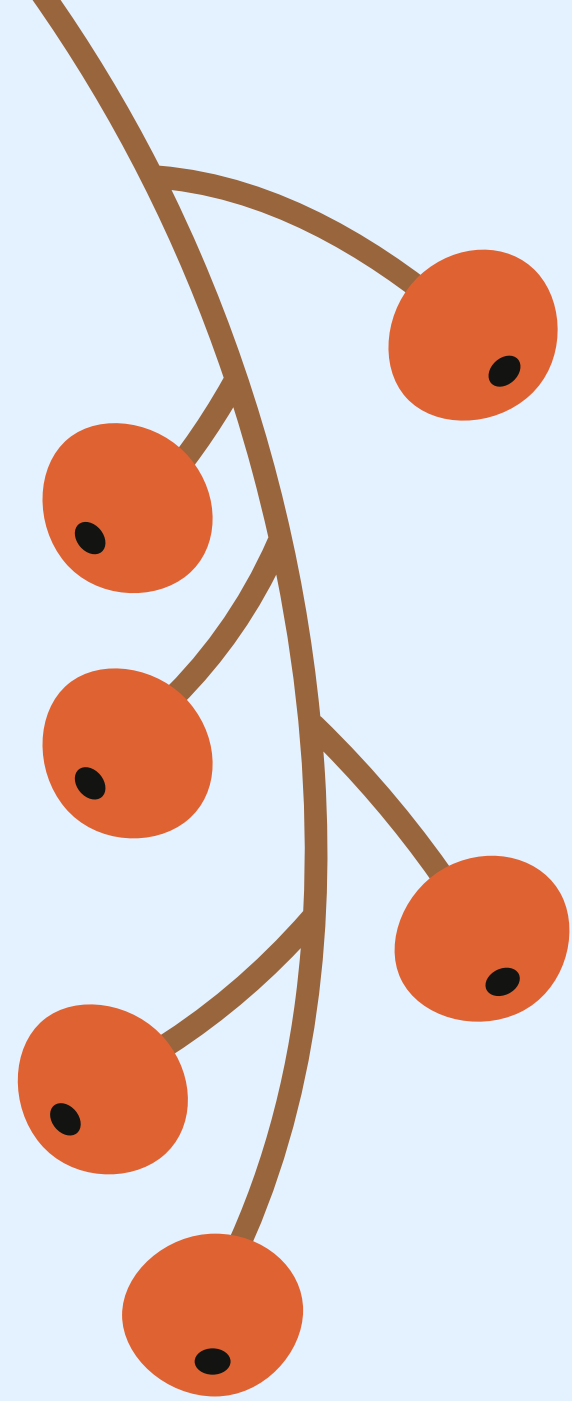
We need appropriate and safe environment to explore some of our beliefs, to make our life more enriched. This lab strives to create a safe psychological space for our introspection centered around our beliefs, biases and values.

Once we learn to question our beliefs and challenge them, it enables us with **fresh perspectives** leading to **new vitality and energies** in our life.

About facilitators:

Sushma Sharma is the founder-CEO, the spirit and an ever-evolving, co-creator of Resonate Consulting. A passionate learner - she sees herself as a learning partner, mentor, facilitator and a coach in helping leaders, leadership teams and organisations build competencies, learning abilities and nimbleness for achieving purposeful performance. She brings spontaneity, creativity and authenticity to her work and has a passion for pushing the boundaries to achieve higher goals. Her intense optimism facilitates large group. She has penchant for questioning the strongly held beliefs. Past president of ISABS and board member of NTL Institute for applied behavioral sciences from 2008 to 2012. Has been Trustee in the board of Fielding university, Santa Barbara, USA. Reach out: sushma@resonateconsulting.in

Sanjiv Sharma has been a pilgrim, searching for meaning in life. Academically he has PGD (HR) and is MA (Soc) and MA (Buddhist Studies). He has struggled through the corporate world for nearly four decades and now spend his time either with a fintech startup or dreaming or sometimes doing both. Reach out: sanjiv8159@gmail.com





Empathy - A Winner's Edge

3-Day Theme Lab | 12-15 December 2025

Everyone's racing to the top.
But at what cost?

When the finish line finally appears, will it feel like a win?

Quite often the dilemma that stares at us is, personal goals versus the organizational goals, empathy for self versus others, my feelings versus other's feelings. And there are no thumb rules, no right answers. Though we can dive deep to explore options, carve out answers aligned to specific situation.

Empathy - A Winner's Edge is a 3-day lab designed to pause, reflect, and rediscover a way to fulfill your dreams without draining humaneness.

- Grow without burning out.
- Succeed without losing yourself.

About facilitators:

Ashu Issar Kumud - A Professional Member of ISABS since 2005, Kumud brings over two decades of experience in facilitating human process labs and behavioural interventions across corporate, social, and education sectors. She has worked with premier institutions like MDI Gurugram, TISS Mumbai, IIMR Jaipur, and international universities such as Graz University, Austria. Her areas of expertise include T-group facilitation, Gestalt-based Organization and Leadership Development, and working with young adults and caregivers. Fluent in English, Hindi, and Punjabi, Kumud blends insight, empathy, and experiential depth in all her engagements. Reach out: kumudkalia@gmail.com

Rekha Bharadwaj - A former General Manager (L&D) at BHEL and Senior Advisor for International Training at NIESBUD, Ms. Rekha Bharadwaj is a certified Coach (ACC-ICF), Facilitator, and OD Consultant. With extensive experience in leadership and behavioural interventions across corporate and public sector organizations, she has designed and led programs on resilience, achievement motivation, leadership, and emotional intelligence. Rekha brings a rich blend of strategic insight, compassion, and experiential depth to her facilitation practice. She is a Professional Member of ISABS since 1995. Reach out: rekha.bharadwaj@gmail.com





Choice - making

Thematic Research Based Experiential Laboratory 5-Day Theme Lab | 12-17 December 2025

When was the last time you made a choice that truly felt yours?

We live in an age of relentless change, digital noise, fractured relationships, and invisible pressures. Every day demands decisions — from life-altering to ordinary — yet many of us feel drained, conflicted, or adrift.

This 5-day human interaction laboratory invites you to pause, explore, and rediscover the freedom to choose from your deepest self. Through immersive, research-based experiences, you'll step into living situations that mirror real-life dilemmas, experiment with new ways of being, and uncover how your choices are shaped — and how they, in turn, shape you.

This is not a workshop of techniques. It is a space of experiential discovery — to listen deeply, confront patterns, and emerge with renewed clarity and courage to act from your center.

Explore Four Fundamental Human Needs

1. Freedom – to act with awareness, not compulsion.
2. Power – to influence your life and context impactfully.
3. Relations – to connect authentically, beyond roles.
4. Joy – to live with aliveness and purpose.

Five Core Objectives

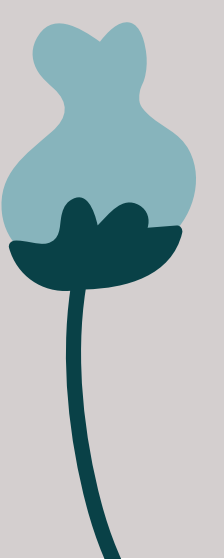
1. Enhance Clarity – See your patterns of choice-making and their impact.
2. Build Courage – Confront inner fears that cloud authentic decisions.
3. Deepen Connectedness – Engage in open, honest, and empathic interaction.
4. Strengthen Confidence – Trust your inner voice amid ambiguity.
5. Find Centeredness – Anchor yourself in values and awareness amidst chaos.

Benefits to Participants

- Reclaim your sense of agency — choose with freedom, not fear.
- Gain self-awareness of how you think, feel, and act under pressure.
- Transform your relational presence — listen and connect with authenticity.
- Experience renewal of energy, purpose, and self-trust.
- Translate inner clarity into outer action — in life, work, and leadership.

*"Between stimulus and response, there is a space. In that space lies our power to choose, and in our choice lies our growth and freedom."—
Viktor Frankl*

About Facilitator: **Ullhas Supatkar** a professional member of ISABS and NTL (USA) with over 30 years of experience in Jungian psychology, dreams, and mythology. An engineer, Ullhas combines his diverse background from Indian classical music, archetypal psychology and heart-centred Sufi practice over 39 years. Reach out: ullhas108@gmail.com





Administrative Details

Mark your calendars for Special Theme Labs according to below programme schedule at the Hotel Wyndham Garden, Sonipat, Delhi NCR . 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: sessions, materials/ readings, meals throughout the day, your home away from home.

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 ownhealth.

Programme Schedule

Special Theme Lab	Days	Venue Check-in	Programme Commencement	Programme Closure
From Certainty to Curiosity	3	Dec 5 1:00 PM	Dec 5 3:00 PM	Dec 8 4:00 PM
Empathy - A Winner's Edge	3	Dec 12 1:00 PM	Dec 12 3:00 PM	Dec 15 4:00 PM
Choice-Making	5	Dec 12 1:00 PM	Dec 12 3:00 PM	Dec 17 1:00 PM

Programme Venue

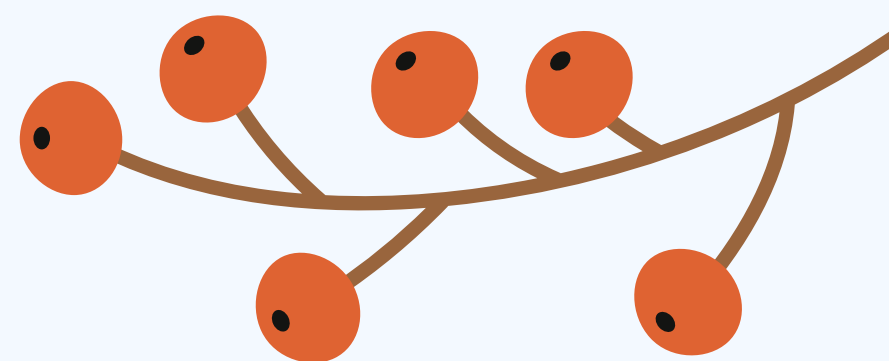
Wyndham Garden, Sonipat Murthal, NH44, Kumashpur, Sonipat, Haryana - 131021. Delhi NCR.

Website link: <https://wyndhamgardenmurthal.com/>

Google map link: <https://maps.app.goo.gl/jTrFGFwPT63LcRzP7>

Travel Information

- Travel has to be arranged by participants themselves.
- Hotel Wyndham Garden is approximately 70 km (about 1.5 hours) from Indira Gandhi International Airport, Delhi.
- The location is easily accessible by intercity / outstation cab services such as Ola and Uber and local auto-rickshaws.
- Approximate Distance from Railway Stations: New Delhi Railway Station - 55 km (1 - 1.5 hours); Gurugram Railway Station: 75 km (~1.5- 2 hours) ; Sonipat Railway Station: 10 km (~15 minutes).
- There are frequent bus services from ISBT Kashmere Gate Terminal to Sonipat (1 to 2.5 hours), and get down at Murthal. You can easily book it from ISBT Kashmere Gate bus counters or using any of the online travel booking apps / websites.
- The Delhi Metro's last station to get to Sonipat will be part of the Yellow Line extension, currently under construction, with the last station being Nathupur. Wyndham Garden is about 20km away from Nathupur, Haryana.
- 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.
- **Important Note:** Since the event is happening in winter there might be a situation of fog, please keep sufficient time margins while booking your tickets so as to reach the venue before programme start time and to catch your transportation post the event completion time.



Programme Fees and Discounts

Last date of registration:
29th November 2025.

For 3-Day Special Theme Lab

Sponsorship Type	Occupancy Type	Basic Fee	AM Fee ^{\$}	GST 18%	Total Payable Fee
Corporate , Government Sector, Public Sector - PSUs	Single Occupancy	49,000	250	8,865	58,115
	Double Occupancy	41,500	250	7,515	49,265
	Non-Resident*	33,500	250	6,075	39,825
Self, Social Sector, Homemakers, School / Universities	Single Occupancy	44,000	250	7,965	52,215
	Double Occupancy	37,500	250	6,795	44,545
	Non-Resident*	30,000	250	5,445	35,695
Full-Time Students under 30 years of age	Double Occupancy	31,000	250	5,625	36,875
	Non-Resident*	26,000	250	4,725	30,975

For 5-Day Special Theme Lab

Sponsorship Type	Occupancy Type	Basic Fee	AM Fee ^{\$}	GST 18%	Total Payable Fee
Corporate , Government Sector, Public Sector - PSUs	Single Occupancy	70,000	250	12,645	82,895
	Double Occupancy	57,500	250	10,395	68,145
	Non-Resident*	39,000	250	7,065	46,315
Self, Social Sector, Homemakers, School / Universities	Single Occupancy	62,000	250	11,205	73,455
	Double Occupancy	50,000	250	9,045	59,295
	Non-Resident*	34,000	250	6,165	40,415
Full-Time Students under 30 years of age	Double Occupancy	42,500	250	7,695	50,445
	Non-Resident*	30,500	250	5,535	36,285

- ***Non-resident:** Limited seats available on first come first serve basis. Fee includes lunch plus morning - evening tea in the venue during the programme schedule.
- **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 **December 5, 2025**. If you have paid it any time on or after **4th December 2024**, till date of registration and payment, you may deduct/remove 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.



Discounts

- Valid only for full fee paid up in each enrollment
- Early Bird Discount (Individual) – Rs. 1,000/- on or before 7th November 2025
- Early Bird Group Discount (Group of 3 or more people) – Rs. 2,000/- per participant, on or before 7th November 2025
- Group Discount (of 3 or more people) – Rs. 1,000/- per participant, on or before 20th November 2025

Cancellation Policy

- Any cancellation after the confirmation of nominations will entail a deduction of 50% of the Programme fee towards administrative costs incurred by us
- 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
- **Cancellations on or after 29th November 2025 will NOT be entitled to any refund.** 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.

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 yourself and/or ask nominees from your organization to register using the appropriate link by accessing our LMS portal <https://lms.isabs.org>

Alternately, you can download the nomination form from the Events page on www.isabs.org. For more details do write to us at admin@isabs.org.

Payment Details

The official ISABS bank account details to 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

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.

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

- Mr. Shubhojeet Pal, Mob: +91 88026 57508; e-mail: accounts@isabs.org
- Mr. Rajkumar, Mob: +91 98990 28033; e-mail: admin@isabs.org

For Programme related queries, please contact:

- **Joint Dean Programmes:** Rahul Thapar, Mob: +91 99099 42787, and Krushna R Sawant, Mob: +91 99201 40651, e-mail: dean.programmes@isabs.org
- **Manager Admin:** Mr. Rajkumar, Mob: +91 98990 28033, e-mail: 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>