



Kodai Event 2023

ISABS Southern Region presents

BLHP & ALHP

Kodaikanal 7th to 12th February, 2023

Event Information

Labs being offered:

1. **Basic Lab on Human Processes (BLHP) in English:** This introductory lab is for those who are interested in enhancing sensitivity to self and others, interpersonal effectiveness and exploring one's potential. Individuals from diverse background are welcome to participate.
2. **Advance Lab on Human Processes (ALHP) in English:** This is the next level in the journey of enhancing self-awareness. This lab is open for individuals who have completed BLHP / ECHO I or its equivalent not more than two years ago.

The running of the labs is subject to sufficient nominations being received for each lab.

Venue: Venue : The Kodaikanal Club <https://www.thekodaikanalclub.com/>

Program Starts at 3:30 pm on 7th February and ends at 1:00 pm on 12th February 2023

Lab fees:

Sr. No.	Participant/ sponsorship type	Basic Fee	AMF*	GST @ 18%	Total fee
1	Corporate and Public sector organizations - twin sharing – Regular room	₹33,648	₹250	₹6102	₹40,000
2	Corporate and Public sector organizations - twin sharing – Heritage room	₹42123	₹250	₹7627	₹50,000
3	Self-sponsored individuals - twin sharing	₹28,564	₹250	₹5186	₹34,000
4	Social & education sector - twin sharing	₹25,174	₹250	₹4576	₹30,000

**The Associate Membership Fee (AMF) is an annual fee. It will enrol you as associate member for one year from 7th February 2023. If you have paid it any time on or after 7th February 2022, you may deduct Rs.295 from the total fee payable and mention details of the AMF paid in the nomination form.*

Inclusions: Expenses incurred towards conducting the lab, relevant reading material, lodging and boarding for the duration of the lab.

Additional information

Program fee includes temporary membership of kodai club & all facilities like gym, tennis, snooker, badminton, TT are accessible during duration of the programme

Discounts: *Applicable on basic fee* in each category. Discount categories may not be clubbed.

- **Early bird** discount of 10% for registrations and payments completed on or before **December 30th 2022**
- **Group discount** of 15% for registrations and payments completed on or before **January 7th 2023**
 - Minimum 3 participants from same organisation sign up for the Kodaikanal event.
 - Minimum 4 participants from same organisation sign up for events across locations during the ISABS Spring events. In case of group discounts across locations, the group discount will be closed 30 days before the 1st lab registered for, commences. The group discount policy for each location will individually apply.

Bursaries and Scholarships:

ISABS aims to reach a diverse set of learners from all sections of society. We are committed to make this learning opportunity available to those working in under resourced Non-profit organizations or community based organizations and movements. A few bursaries will be available to participants who are working in such organizations and/or are constrained with resources.

Participants will be required to submit an application for bursaries to the Dean Social Development (Dean SD) – on or before 30th Dec 2022 at dean.sd@isabs.org

The bursary applications will be reviewed by the bursaries committee and applicants will receive an e-mail on the status of their application by 15th Jan 2023.

For queries related to the bursary process, please send an e-mail to dean.sd@isabs.org

ISABS T-Group labs offer an opportunity to learn handling human processes that are the basis of our actions and behaviours, in a group setting. You will learn to unravel the mysteries of human behaviour, by observing yourself and others, thereby understanding various emotional, psychological and group dynamics, in a way that helps you make conscious choices of who you want to be! In our experience, attending these labs will help you grow and live your life more fully - both personally and professionally.

Typically in a Human Process Laboratory, a group of around 10-12 participants work together along with facilitator/s to learn about human processes, and in the process discover more about themselves, their strengths, their styles, their interpersonal and group interactions, how they perceive others and are perceived by others. The group uses the 'here and now' experience to derive this learning, using each other as a resource. The facilitator/s help create a climate for such learning. 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 and 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.

ISABS programmes focus on building competency in personal effectiveness and making it available for organizational and societal growth and development. Participants in ISABS labs are likely to become more sensitive to their and others' feelings, needs and behaviours as well as understand their own and others' behaviour more clearly.

Learning Focus	Likely Individual Benefits	Likely Organizational Benefits
Self-Awareness	The individual becomes aware of her/his emotions, strengths and weaknesses.	S/he accurately assesses herself/himself and develops self-confidence to perform organisational tasks.
Leading Self	The individual develops the capacity to effectively manage her/his motives and regulate their behaviours.	The payoff for the organisation is enhanced individual potential with self-control, trustworthiness, conscientiousness, initiative, ability to adapt and effectively influence others
Group Process and/or Social awareness	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, organisational awareness and service orientation
Inter-personal / Group process skills	This capacity enables the individual to offer and receive feedback and 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, manage conflicts, build teams and collaborate.

About BLHP- Basic Lab on Human Process

This lab is the beginning of a journey that takes the participant towards self-awareness. The Basic Lab is meant for any person interested in developing his/her personal and

interpersonal competence and becoming more effective. This lab offers opportunities to enhance self-awareness in a deeper way.

The lab objectives are to support participants:

- Enhance one's effectiveness in interpersonal and group interactions and derive greater satisfaction from them
- Become aware of one's patterns of behaviour and its impact on others
- Recognize feelings and become more sensitive to one's own as well as others' needs
- Improve one's ability to deal with conflict functionally and
- Discover one's potential to live life meaningfully and effectively

For Whom: The BLHP is for Individuals who are interested in:

- Personal growth – recognizing and acknowledging one's feeling and thinking, experimenting with new behaviours and making sustainable shifts for greater personal effectiveness
- 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.

About ALHP- Advanced Lab on Human Process

This lab is conceptualized to help further the journey of self-awareness that has begun with a BLHP. Those Individuals, who have participated in a Basic Lab on Human Processes / ECHO I or its equivalent (L-Group/Human Relations Programs in laboratory mode etc.) and have been cleared for attending an Advanced Lab, may participate in an ALHP. ALHP is a requirement for those interested in pursuing the Professional Development Program (PDP) of ISABS.

The lab objectives are to help participants:

- Enhance learning and experimentation initiated by oneself in the Basic Lab and thereafter
- Practice skills of better listening, being more authentic and empathetic
- Develop greater awareness of behavioural processes of individuals, as experienced in the here & now
- Become familiar with group dynamics and how these impact individual behaviour

ALHP is particularly recommended for

- Internal OD agents and leaders engaged in change management
- NGO and Government staff in people-management roles
- Leaders, Administrators and Managers, Trainers and Counselors, Coaches

Note:

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

- Year of attending BLHP and Names of facilitators
- Date and venue of the ISABS event attended for BLHP
- The feedback form of the last BLHP stating that you have been cleared for attending an ALHP

For more details on BLHPs and ALHPs, please visit <https://isabs.org/t-group.html>

ADMINISTRATIVE DETAILS:

Important note to participants:

- Human Process Labs bring with them a certain depth and churning. They can be a thrilling as well as demanding learning journey, which continues beyond the labs. It is important that you seek support, if needed, once the lab closes for the day/ after the close of the event.
- 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 program, when you nominate yourself for the lab.

Participant Travel instruction: Travel is to be arranged by participants themselves. Please plan your travel keeping in mind the start and end time of the event. Participants leaving before the closure of the lab/event will be deemed to have NOT completed the course. Therefore they shall not be issued certificate of participation and may not be eligible to further their ISABS journey, without completing the said lab.

Getting to Kodaikanal

- Nearest airport – Madurai, approximately 3 hour drive from Madurai to Kodaikanal
- Train stations – Kodai road and Dindigul, most trains reach early in the morning. Taxis and buses to reach kodaikanal.
- Buses from major destinations right up to kodaikanal.

Dress Code:

Comfortable smart casuals that support sitting on mattresses placed on the floor, where most of the work will be done. Chairs will be organised for those needing them. Please refer to this link about dress restrictions at kodaikanal Club
<https://www.thekodaikanalclub.com/terms-conditions/>

Registration:

Nominations will be accepted on a first come first served basis and would be considered as confirmed only after receipt of full payment of fees. Please register yourself and/or ask nominees from your organisation to register using the appropriate link by accessing our LMS portal <https://lms.isabs.org>

Alternately, you can download the nomination form from <https://isabs.org/event-calender.html> and send to rc.south@isabs.org with payment information and all other information filled.

Payment Details:

- Before you make the payment, kindly ascertain the exact amount that you need to pay with our accounts team : accounts@isabs.org
- Bank Transfer:
Account Holder Name: Indian Society For Applied Behavioural Science
Bank Name: Canara Bank , Branch: Green Park Extension
Account Number: 90482010014884, Account Type: Saving
MICR Number: 110015011 , IFSC Code(RTGS/NEFT) - CNRB0000350
SWIFT Number: CNRBINBBDGP

For confirmation of payment and nomination status please contact
Shubhojeet Pal +91-8802657508 E-mail id: accounts@isabs.org

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. Cancellations on or after 1st February 2023 will NOT be entitled to any refund. Group discount, if availed for other registrations, will be reversed. 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.

CAUTIONARY NOTICE: A person who has experienced continuous mental stress or has been under psychiatric treatment 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 own health

We are continuing to go through the pandemic even now. It is important that you understand the implications of being in a large group setting for long periods of time and take all due care as a participant of this event. You shall be participating with complete knowledge of risks involved on personal authority.

For queries:

Write to us on rc.south@isabs.org

OR admin@isabs.org, manager.adminoperations@isabs.org

Call us on: +91- 9686454232 Hema Sekhar Regional Coordinator – South

ISABS Office: Veenna Karda OR Mohan Singh @ +91-8800605358, +911179656771

For details of other ISABS offerings please visit us on:

- <https://www.isabs.org/services.html>
- Professional Development Program - <https://www.isabs.org/professional-development-program.html>
- Organization Development Certificate Program - <https://www.isabsodcp.com/>
- Community Process Facilitation Program - <https://www.isabs.org/certificate-program.html>