



INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE



Organisation Development Certification Programme

BATCH 18



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ISABS & OD



Founded in 1972, the Indian Society for Applied Behavioural Science (ISABS) is a national, voluntary community of behavioural scientists committed to enhancing individual, organisational, and societal well-being.

Its members - academicians, HR leaders, consultants, trainers, and change agents - bring deep expertise in human processes to enable meaningful and lasting change.

As pioneers of Organisation Development (OD) in India, ISABS has carried forward



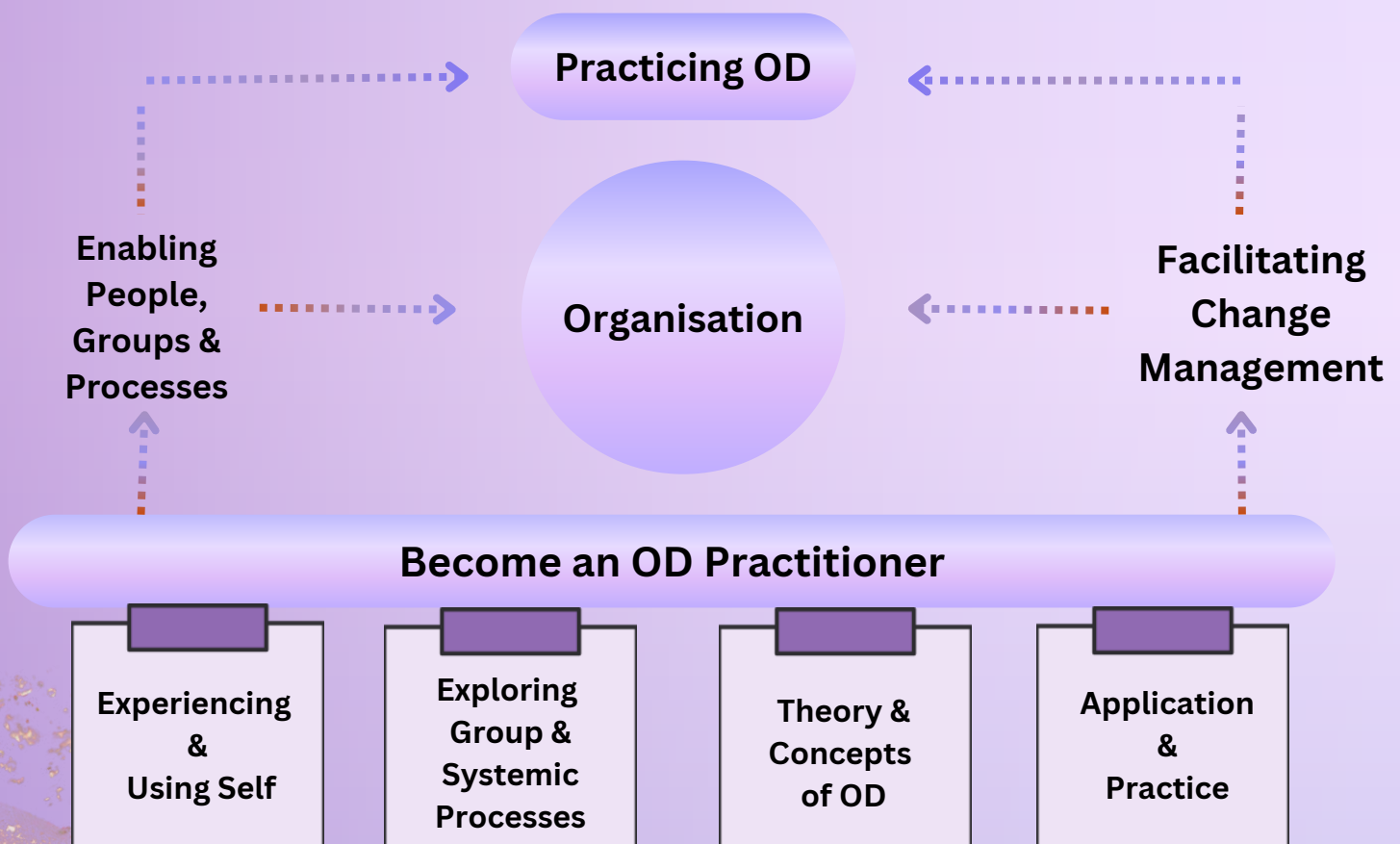
the work initiated in the late 1960s by eminent behavioural scientists such as Udai Pareek, Pulin Garg, Dharni Sinha, to name a few. The Organisation Development Certification Program (ODCP) is a natural extension of this legacy, embodying ISABS's philosophy and process-work expertise.

ABOUT ODCP

The Organisation Development Certification Programme (ODCP) is a transformative 18-month course. It's not just a learning experience; it's your gateway to making a meaningful impact in your organisation and beyond. In a world where the future of work is constantly evolving, adaptability is no longer optional - it's essential.

The ODCP empowers ambitious professionals like you with the knowledge and practical skills to navigate the complexities of organisational dynamics. ODCP is meticulously crafted around four essential pillars of learning, guiding you through - understanding organisations, understanding the dynamics of human processes, facilitating change, and enhancing effectiveness. With ODCP, you'll not only enhance your professional competencies but also become an integral part of your organisation's journey toward excellence.

FRAMEWORK OF ISABS ODCP



WHO CAN APPLY

Graduate Degree in any discipline (post-graduation will be an added advantage)
Experience of 5+ years in:

- ◆ Managerial position in any organisation, faculty in an educational institute
- ◆ Entrepreneur/Independent Business owner, Leader, Consultant in any field

It is essential that the individual has an interest in understanding and facilitating individuals, groups and systemic dynamics along with a desire to build knowledge, skills, and an application-oriented approach to building effective organisations.

OD PROGRAMME OBJECTIVES

This journey helps you discover how to work with both people and systems in ways that truly empower change. Whether you're in business, education, development, or any other field, you'll build the skills to become a confident OD practitioner who can guide transformation with clarity and care.

This journey helps you:

- Understand how human and organisational dynamics really work.
- Step into leadership roles that spark growth and inspire others.
- Navigate complexity with confidence and compassion.
- Apply OD principles in real-world settings across diverse contexts.

WHAT'S AT THE HEART OF OUR PROGRAMME?

Growth that's real, reflective, and rooted in practice. Our programme blends experiential learning, self-reflection, and collaborative practice to foster deep personal and professional growth.

Through hands-on projects, shadow consulting, and continuous coaching, participants translate theory into action and develop the skills to lead change across systems. Guided by expert facilitators and a rigorous academic framework, the journey empowers individuals to unlock their potential and drive meaningful impact.

It's a journey that helps you turn insight into impact and equips you to lead change with clarity and confidence.

THE ODCP JOURNEY

Admissions start in October 2025 and close in March 2026.

Academic Module 1

Online
Apr end/May 2026
Welcome to ODCP
Preparing for the Journey



In Person
May 2026 (7 days)
Understanding basic human processes.
Experiential learning methodology



Online
Jun to Jul 2026
Reflections,
Application of learning

Academic Module 2

Online
Aug to Sep 2026
Theory and Practices of OD



In Person
Sep end/Oct 2026 (7 days)
Experiencing & Absorbing OD Processes, Skill practice



Hybrid
Oct to Nov 2026
Application Project 1, Cases to apply the OD lens in organisations

Academic Module 3

Online
Nov to Dec 2026
Building the lens of Self as an instrument of change - doing & being. Application Project assessment



In Person
Jan 2027 (6 days)
Self as an instrument of Change in the context of organisations



Online
Jan to Feb 2027
Unconscious Process in Self and Organisations - Application

Academic Module 4

Online
Feb to Mar 2027
Theory and Application for Interventions and Evaluation



In Person
Apr 2027 (7 days)
Working with a live client system to bring skill practice, Application of the complete OD cycle



Online
May to Jun 2027
Reflections, Application of learning

Academic Module 5

Online
Jul to Aug 2027
Frameworks of OD in different systems and contexts



In Person
Nov 2027 (7 days)
Learning and Assessment of the entire ODCP Journey

**Kindly note that the course timeline may shift slightly to accommodate festivals and observances.*

NOTE TO PARTICIPANTS

An Academic Module includes:

- ◆ Online Sessions
- ◆ In-person Sessions

In-person sessions will take place at different locations.

Exact dates and venue will be communicated in advance.

The schedule may undergo changes as per the decision of the Director and Academic Council.

The program faculty consists of eminent OD and behavioural science professionals and academicians. They come with rich experience of working in different kinds of client systems locally and globally, in roles of internal & external practitioners.

THE ODCP TEAM

A distinguished body of Professional Members of ISABS, Academicians, OD practitioners from leading institutions and members of the international OD community form the backbone and faculty of this pioneer program.

An ISABS professional member coaches each ODCP participant.

The team currently includes the following:

Director ODCP

Payal Gupta
(Mumbai)

Academic and Planning Council

Kantharao V.N.
(Hyderabad)

Lalitha Iyer
(Bengaluru)

Anupama Sharma
(Chandigarh)

Ameet Mattoo
(Bengaluru)

Jasmeet Kaur
(Delhi)

Satyakki Bhattacharjee
(Delhi)

ADMISSION PROCEDURE

Admission process will begin from October 2025 and close in March 2026. You may click on the link <http://www.isabsodcp.com/admission-form/>

Your application will be reviewed by the Academic Planning Council (APC). Eligible candidates will be invited for a conversation with members of the APC. We shall inform you by email about the next step in the admission process.

FEES & PAYMENT OPTIONS

On being intimated of your selection for admission, you will need to deposit an amount of Rs 1,75,000 + 18% GST (Total 2,06,500), to confirm your seat. The amount should reach us within 15 days of intimation (or date specified in the email) being sent on your preferred email; otherwise, the seat may be offered to another applicant.

	OPTION 1 ONE-TIME PAYMENT			OPTION 2 INSTALLMENTS		
Due Date	Fees	GST 18%	Total	Fees	GST 18%	Total
On Admission (By 1st Mar 2026)	175000	31500	206500	175000	31500	206500
1st Jul 2026	400000	72000	472000	200000	36000	236000
1st Nov 2026				150000	27000	177000
1st Mar 2027				150000	27000	177000
	575000	103500	678500	675000	121500	796500

*All figures are in INR

In case of change in GST, new rates will automatically apply.

The fee covers cost of Associate Membership, tuition, reading material, books etc. It also includes double occupancy room accommodation for all in person contact modules, fixed menu buffet breakfast, lunch and dinner during the contact modules. It does not cover travelling expenses to the venue and back and expenses of a personal nature incurred by the participants & other services availed at the venue. Such extra charges are to be paid as per the instructions from the ISABS Delhi Office.

PAYMENT METHODS

Payment can be made either by Demand Draft/ Bankers' Cheque/ Online Payment payable to "Indian Society for Applied Behavioural Science" - at New Delhi or by electronic transfer to our Account No. 90482010014884 - Savings A/C, CANARA Bank, Green Park Extension, 9 Community Center Gulmohar Enclave Branch. ISFC code - CNRB0000350

SCHOLARSHIPS

A few scholarships are available for deserving self-sponsored participants only. All discounts and scholarships are applicable on the total fees after application of GST. Scholarships will be at the discretion of the APC Team.

Participants wanting to avail the scholarship will need to deposit the seat confirmation fee of INR 1,75,000/- + 18% GST = INR 2,06,500/-, before applying for scholarship. Appropriate reduction will be allowed in the payments due, after depositing the seat confirmation amount.

Participants can write to Director - ODCP for a scholarship. The Director's decision will be final with regard to the availability of scholarship.

CANCELLATION RULES

A candidate may discontinue from the programme due to some contingency by requesting the Director - ODCP in writing. A part of the fees paid may then be refunded after deducting costs as under (GST is non-refundable).

Date for sending discontinuation intimation (In writing)	Deduction Amount
After Admission & Before Module 1	75,000 + GST 18%
After Module 1 & Before Module 2	1,50,000 + GST 18%
After Module 2 & Before Module 3	2,50,000 + GST 18%
After Module 3 & Before Module 4	3,25,000 + GST 18%
Thereafter	100% Fee & GST 18%

TESTIMONIALS

ODCP was a milestone in my journey, one that went far beyond academics. Starting with the idea of self as the instrument of change, the program helped me reflect deeply, explore group dynamics, and build a strong foundation in OD. Looking back, I can confidently say it didn't just strengthen my professional skills, it reshaped the way I view myself and my role as a catalyst of change.

Rajiv Naithani, CHRO Persistent Systems - ODCP Batch 7

ODCP is the best journey I ever had. I joined it to learn more about OD techniques but like Alice in Wonderland, I wandered into a wonderful self-exploration. It's made me a better person who is better able to understand the world around me and the humanness and dynamics in everything and hence a better OD Professional. My approach towards my work initiatives have changed and the feedback from my stakeholders has made me realize the value of all that I have learnt. The faculty, the mentors and coaches are all fantastic people who genuinely want to help. It is certainly one of the best programs in OD.

*Dipti Vijaykumar, Assistant Vice President - OD, First Meridian Business Services
- ODCP Batch 12*

The beauty of the OD Research session for me was it taught me how to convert soft data into hard metrics that most business leaders are looking for and which is so essential to eliminate the touchy-feely tag that gets stuck on most things developmental!! As an alumnus of batch 13, I can attest that as a participant you are writing logs (for a start) which makes you reflect and mind you the more raw your emotion, richer is your learning. Allow me to sum it up by saying that while it impacts your mind it enriches your soul more. You'll walk out a different person from this crucible!! Incredible journey!

Sonal Sharda, Soldier, Leader, Strategist - ODCP Batch 13

To me the highlight of this journey of self-growth was the structured curriculum, brilliant team of the course director and the facilitators. Additionally, the cherry on the cake was to have two people #mentor and #coach whose sole focus over the year and a half was to ensure that you had everything you needed for success. When in our professional careers do we get an opportunity to experience such deep guided investment by experts in their field.

Ajay Kukreja, Seasoned HR Professional DCP - ODCP Batch 13



[For any admission-related queries, please contact:](#)

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New Delhi - 110016.

academics@isabsodcp.com

Click here to apply - <http://www.isabsodcp.com/admission-form/>