



Indian Society For Applied Behavioural Science

Registered office: B-1/33 A, Mezzanine Floor, Hauz Khas, New Delhi - 110016



INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE,  
Western India Region (Maharashtra, Gujarat, Goa and Madhya Pradesh)  
PRESENTS

# COMMUNITY PROCESS FACILITATION PROGRAM (CPFP) – MARATHI

Dates: January 15<sup>th</sup> to 21<sup>st</sup>, 2018

#### **Subsized Fees in INR (including GST)**

Residential (double sharing basis) = Rs.12095 /-  
(Break-up : Basic fee = 10,000 + Associate membership Fee =  
250 + GST @ 18%)

#### **Venue: S.M. Joshi Socialist Foundation, Pune**

Venue address: S.No. 191/192, Navi Peth, Near  
Ganjave Chowk, Pune 411030

Phone: 020-24539238, 020-24533084

#### **For Registration: Please Contact**

- **Ms. Gauri Nigudkar**- Regional Anchor for CPFP-Marathi - Mobile: 9987026080
- **Dr. Prerana Rane** – Region Co-ordinator, Western India Region (Maharashtra, Gujarat, Goa and Madhya Pradesh) Mobile: 8169021308

OR

E-mail us on: [cpfpmarathi@gmail.com](mailto:cpfpmarathi@gmail.com)



## COMMUNITY PROCESS FACILITATION PROGRAM (CPFP) - MARATHI

For effective social change to come about, it is important that individuals working for such change (e.g. community workers) should themselves experience similar change. Unfortunately, the more commonly available classroom and/or lecture type of training programs seem to fall short of effectively facilitating such a change. Our experience shows that such change can only be facilitated by experience based training programs, where the focus is not only on the subject matter per se but also on the process of human change. The need is to hold the polarities of both IQ (intelligence quotient) and EQ (emotional quotient).

Consequently, what is required is a program that helps individual participants to identify various forms of social discrimination and exclusion, help them to locate their own personal biases in this regard and also provide opportunity to reflect and grow. Finally, program like this should help develop skills in helping communities to identify and deal with its own biases and help the participants develop non-discriminatory and participatory processes in the community. CPFP focuses on the above.

ISABS has been running this program successfully in Hindi for 4 batches in last few years. The participants have reported meaningful applicable results at self and organizational levels.

**We are pleased to now offer this in Marathi! Our aim is to offer focused learning of facilitation skills** for the Marathi speaking Community Process Facilitators working for various organizations such as – NGOs, trade unions, women empowerment groups, Movements/ Activist groups, CSRs.

### PROGRAM IS MEANT FOR

CPFP is meant for community facilitators, co-ordinators and supervisors of community level work, trainers involved in training community, group leaders etc.

**We believe that following type of participants would benefit the most from this program;**

- Person who has had at least 2-3 years direct experience of working with the community.
- Is familiar with the usual methodologies of working with the community, e.g. conducting a community meeting, conducting a PRA etc.
- Is in a position /role to train, mentor or influence other community workers.

### LEARNING OBJECTIVES AND METHODOLOGY:

**The main learning objective of the program is to help the participants build the will and skill of being an effective Community Process Facilitator.** To achieve this, we see the broad objectives as;

- ☞ *Building Self-Awareness of who am I as a person? Recognizing;*
  - What are my feelings and what do I think?
  - What are my mental models, assumptions and prejudices?
  - How do I behave and what is the impact of my behaviour on others, my interpersonal relationships and the work that I do?
  - How can I give and receive feedback to enhance the learning?
- ☞ *Learning to observe, identify and articulate human behavioural processes at self, interpersonal and group level.*
  - Develop deeper awareness and ability to deal with processes of marginalization, exclusion and inclusion etc. arising due to diversity of caste, class, gender, culture and religion.
  - Develop an ability to effectively use the awareness to articulate process observations and build interventions based on such observations.
- ☞ *Learning to apply new awareness in day to day work to enhance one's effectiveness on ground/field.*
  - Developing an ability to sense and diagnose the processes as they emerge in the here and now.
  - Using the diagnosis to intervene effectively to take the process forward in a way that is most desirable for all stakeholders.
  - Learning to facilitate change through one's process understanding / observations.

**T group, Role plays, Experiential exercises, Group Discussions and Presentations, Simulations based on actual filed data/experiences will be the preferred methods of learning.**



## STRUCTURE OF THE PROGRAMME

### PRE-REQUISITE: BLHP

The Pre-requisite for participation in the CFPF is clearing the BLHP – Basic Lab on Human Process, between December 2015 and 2017.

### CFPF PROGRAM: PHASE I AND PHASE II

**Phase I:** This is an intense 7 day experiential workshop, focused on **building the will (mindset and attitude) and skills** of being a community process facilitator.

- ☞ The workshop design will include elements of T-group such that the participants are firmly anchored in the human behaviour process and sensitivity training is established as the learning foundation.
- ☞ The workshop will create experiential simulations and interventions that will expose the participants to process work related to gender, caste, class, culture, religion and social dynamics. The intention is to deepen the conceptual understanding at an application level.
- ☞ These simulations are expected to take the participants from IQ level (i.e. understanding the concepts intellectually) to an EQ level (i.e. being able to feel the emotional impact of various social processes).
- ☞ Such simulations will be created by experts from the field, having sufficient exposure to the work related to diverse concepts and social issues.

**Phase II:** The 7-day workshop is followed by field application. Participants will be required to identify field projects (action learning projects) within their organizations where they will apply the acquired skills and capture data showing visible change through their facilitation.

- ☞ One mentor will be assigned to a group of 5 or 6 participants. The mentor will support them through coaching and mentoring process for the length of the program.
- ☞ The participants will be expected to submit at least one log per month detailing application process and impact seen. At the end of 3 months the participants will have to write a self-sketch that illustrates the journey of becoming a community process facilitator.
- ☞ We will administer a feedback form to the organizations to get a perspective on how the participant has grown and impacted in real time.

### THE CERTIFICATION PROCESS

- ☞ Certificate of Participation – on satisfactory participation in the BLHP + Phase I (7 day workshop).
- ☞ Certificate of Completion of Community Process Facilitation Program – on completion of the 3 months application process, submission of said logs and based on feedback from organization. All three aspects will hold equal weightage while considering a participant for certificate of completion.

## LANGUAGE AND FACILITATORS OF THE PROGRAM

**This program will be run primarily in Marathi.** A majority of the reading / learning material would be made available in Marathi. Certain concepts may not find a literal translation in Marathi and they might be explained in simple language that is easy to understand to the extent to which the participant may grasp the concept and find it easy to apply. **The Program will be facilitated by professional members of ISABS.** We may invite subject matter experts for specific modules, from within or outside ISABS.

### PROGRAM FEES:

Category	Basic Fee	Associate Membership Fee*	GST @ 18%	Total Fee per participant
Residential (Double sharing basis)	10000	250	1845	12095



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The fee includes the cost of Breakfast, Lunch, Tea, evening snacks, programme material and the administrative expenses for all participants. The participants are expected to make arrangements for dinner on their own. There are many good eateries close to the venue that they can avail services of.

**\*Note on Associate Membership Fee:** The Associate Membership Fee (AMF) is an annual fee as mandated by ISABS. If you have paid it anytime, on or after 14<sup>th</sup> January 2017, you may deduct the due amount (Rs.295/-) from total fee payable and mention details of the AMF paid in the nomination form.

**BURSARIES:** ISABS is committed to make this learning opportunity available to those working in under resource constraints such as Non-profit organizations or community based organizations and movements. A few bursaries will be available to the participants who are working with such constraints and in situations where the participants find it difficult to arrange for the resource fee, the program will endeavour to help them get scholarships from other sources. Participants will be required to submit the application for bursaries in given format to the Ms. Gauri Nigudkar - Regional Anchor, CFPF- Marathi on or before December 30<sup>th</sup> 2017. She will revert to you on the amount of bursary we can offer based on the total number of applications received and relative merit of the application.

**Participants are expected to take care of their travel expenses.**

#### ADMINISTRATIVE DETAILS :

**Last date of Registration: January 4<sup>th</sup>, 2018**

**Program Duration:** Program begins at 11.00 am on January 15<sup>th</sup> and ends at 5.00pm on January 21<sup>st</sup>, 2018. (Participants should plan their travel accordingly. It is mandatory to attend from start till the end of the program).

#### **Check-in / check-out for residential participants:**

- ☞ Participant Check-in: After 9 am on 15<sup>th</sup> January, 2018.
- ☞ Participant Check-out: Before 10.00 am on 21<sup>st</sup> January, 2018. (*Participants will be required to complete check-out formalities and vacate their rooms before program commences on 21<sup>st</sup> January. The luggage will be stored on the premises till Program ends.*)

#### **Cancellation:**

- ☞ 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 5<sup>th</sup> January, 2018, will NOT be entitled to any refund.
- ☞ However, request for a replacement of participant in the Program, subject to fulfilling participation criterion, may be considered on a written request being sent to us for the said replacement.

#### **Registration and payment information:**

- ☞ ISABS' services are available only for its members. The Associate Membership Fee will enroll the participant as Associate Member for one year from 15<sup>th</sup> January 2018.
- ☞ Participation Fee in form of Cheques may be directly deposited in our Bank account as under. Deposits can be made in any CBS branch of State Bank of India anywhere in India. Instruments should be drawn in favour of "Indian Society for Applied Behavioural Science, Mumbai Chapter".
- ☞ Alternatively applicants may e-transfer the fees to the ISABS Bank Account.
  - Details of Bank Account:
    - **Account Holder:** Indian Society for Applied Behavioural Science, Mumbai Chapter
    - **Bank:** State Bank of India, Andheri (East) Branch
    - **AC no.:** 10512228498 - Current A/C
    - **ISFC code – SBIN0000539**
- ☞ Please furnish the details below if you have made electronic transfer;  
Bank and branch from where the remittance has been sent \_\_\_\_\_ On Date \_\_\_\_ Bank



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confirmation Number\_\_\_\_\_Amount\_\_\_\_

In case of e-transfer please quote the acknowledgement no. in the Nomination form for the purpose of identification. Also send a print of the Bank's acknowledgement screen.

- ☞ Nominations will be accepted on a first come first served basis and would be considered as confirmed only after full payment of fees.
- ☞ Mail your soft copy of the nomination form duly filled and signed to: [cpfpmarathi@gmail.com](mailto:cpfpmarathi@gmail.com) and [aurikn@gmail.com](mailto:aurikn@gmail.com)
- ☞ For payment confirmation queries you may send mail to [isabs.mumbai@gmail.com](mailto:isabs.mumbai@gmail.com) or contact on: 8169021308

#### VENUE DETAILS:

The event will be held at the **S.M. Joshi Socialist Foundation, Pune**

Venue address: S.No. 191/192, Navi Peth, Near Ganjave Chowk, Pune 411030

Phone: 020-24539238, 020-24533084

**Nearest Railway Station:** Pune Junction – 6.7 kms , Shivaji Nagar Railway Station: 5 kms

**Nearest Airport:** Pune - 16 kms