



ISABS

Indian Society for Applied Behavioural Science (ISABS)

Announces

Organisation Development Certification Programme (ODCP)

Admission Information Brochure Batch 9 - 2017-18



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WHAT IS ODCP?

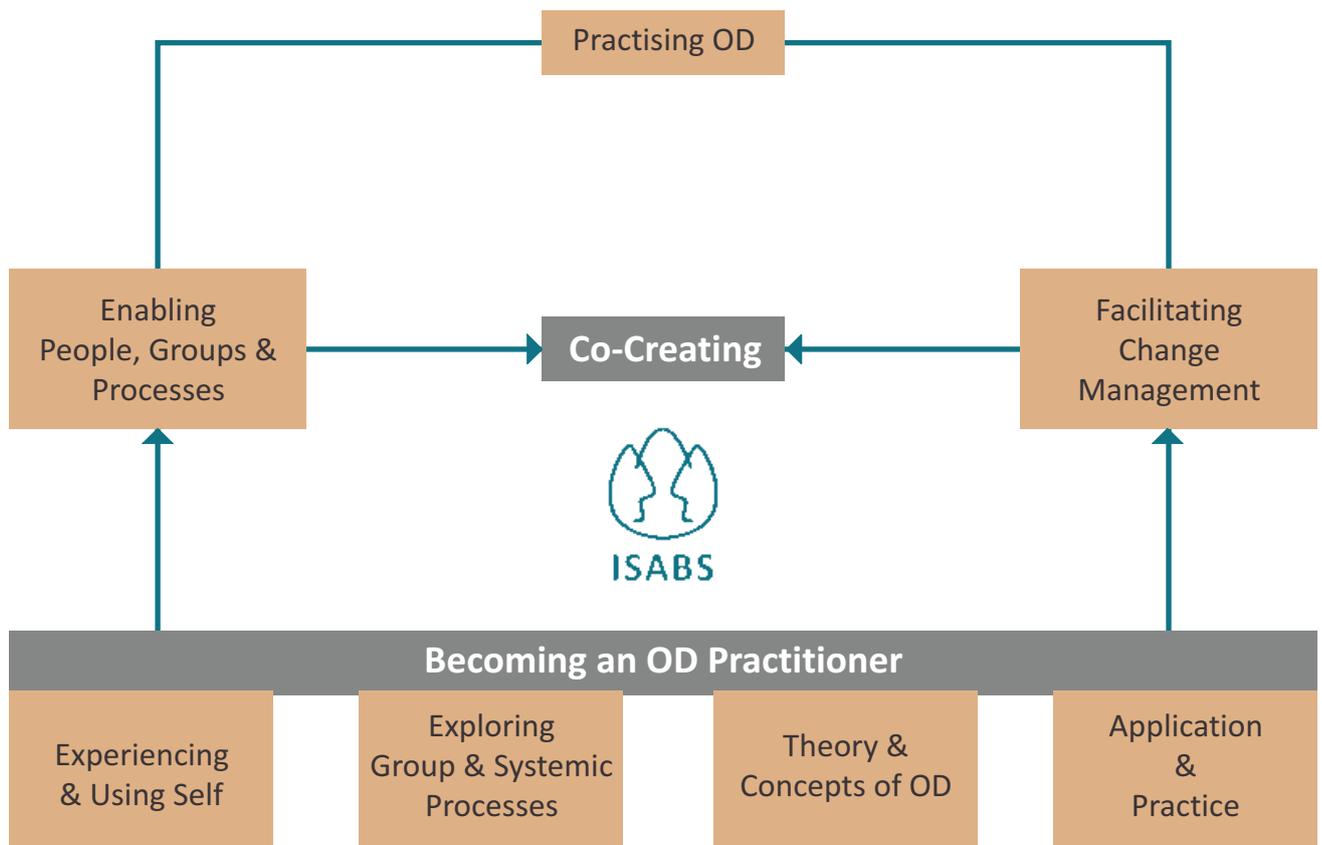
Organisation Development Certification Programme.

“OD is a planned organization wide effort to increase organization effectiveness through interventions using behavioral science knowledge”.

ODCP is an academic-cum-application-oriented course of ISABS for working professionals across all functional areas of organisational life. Spread over 18 months, this learning program provides participants with conceptual knowledge, process skills, competencies, tools & practice needed for performing OD roles in organisations as internal or external OD consultants.

Organisations today are expected to be both, externally sensitive and internally agile. Their holistic growth and development requires varied interventions. People and systems-related interventions aim to enhance the quality of human capital, relationships and processes within organisations. OD practitioners strive to manage change and transformation, while working with people, processes and culture within organisations, that are necessarily embedded within a complex, global and diverse world.

MODEL OF ISABS-ODCP



The OD Certification Programme is founded upon four pillars shown at the bottom, in the model above, depicting four critical areas of learning. These are fundamental to becoming an OD practitioner and the learning process entails strengthening each of these pillars. The practice of OD is envisaged as a process of co-creation while enabling people, groups and processes, to facilitate desired change within organisations, towards enhanced organisational effectiveness.

ISABS & OD

Registered in 1972, Indian Society for Applied Behavioural Science (ISABS) is a national, voluntary society of behavioural scientists engaged in applying their knowledge and skills to the well being of persons, organisations, communities and the society at large. Its members, spread across the country, work in various roles as academicians, human resource development managers, independent consultants, trainers, counselors and community change agents. ISABS' core strength lies in its understanding of human processes at individual, group and system levels – a core competence to facilitate lasting change in organisations.

The story of OD in India is also the story of ISABS. From the late 1960's, pioneers in the field of OD in India were developing programs for Internal Change Agents and Facilitators. Indian Behavioural scientists such as Udai Pareek, Pulin Garg, Dharni Sinha, Somnath Chattopadhyaya, Manohar Nadkarni, Abad Ahmad, Ishwar Dayal and Francis Menezes, to name a few, were some of the founders of ISABS as also the first practitioners of OD in India, who made path-breaking contributions to the field of OD. ISABS is continuing to take this legacy forward. Specializing in Human Process work, ISABS continues to offer Human Process Laboratories and a variety of process-oriented programmes as well as developmental programmes for professionals, to facilitate these programmes.

Many of the current ISABS Professional members, are leading practitioners of OD in India and abroad. The link with National Training Laboratories (NTL) is strong, with many ISABS members being NTL members, including some of the Academic Council Members of ODCP. New partnerships have been forged with other Behavioural Science bodies like OEGGO in Austria. ODCP benefits from this abundant pool of expertise and experience.

The OD Certification programme (ODCP) is a natural extension and embodies the very essence of ISABS' philosophy and heritage of process work expertise available within ISABS.

ODCP PROGRAMME OBJECTIVES

- Develop and refine professional competencies anchored in behavioural science to facilitate Organisation Development
- Become an Organisation Development consultant - internal or external
- Learn about human and systemic processes that impact and facilitate change
- Prepare for leadership positions in change processes to move organisations towards greater effectiveness

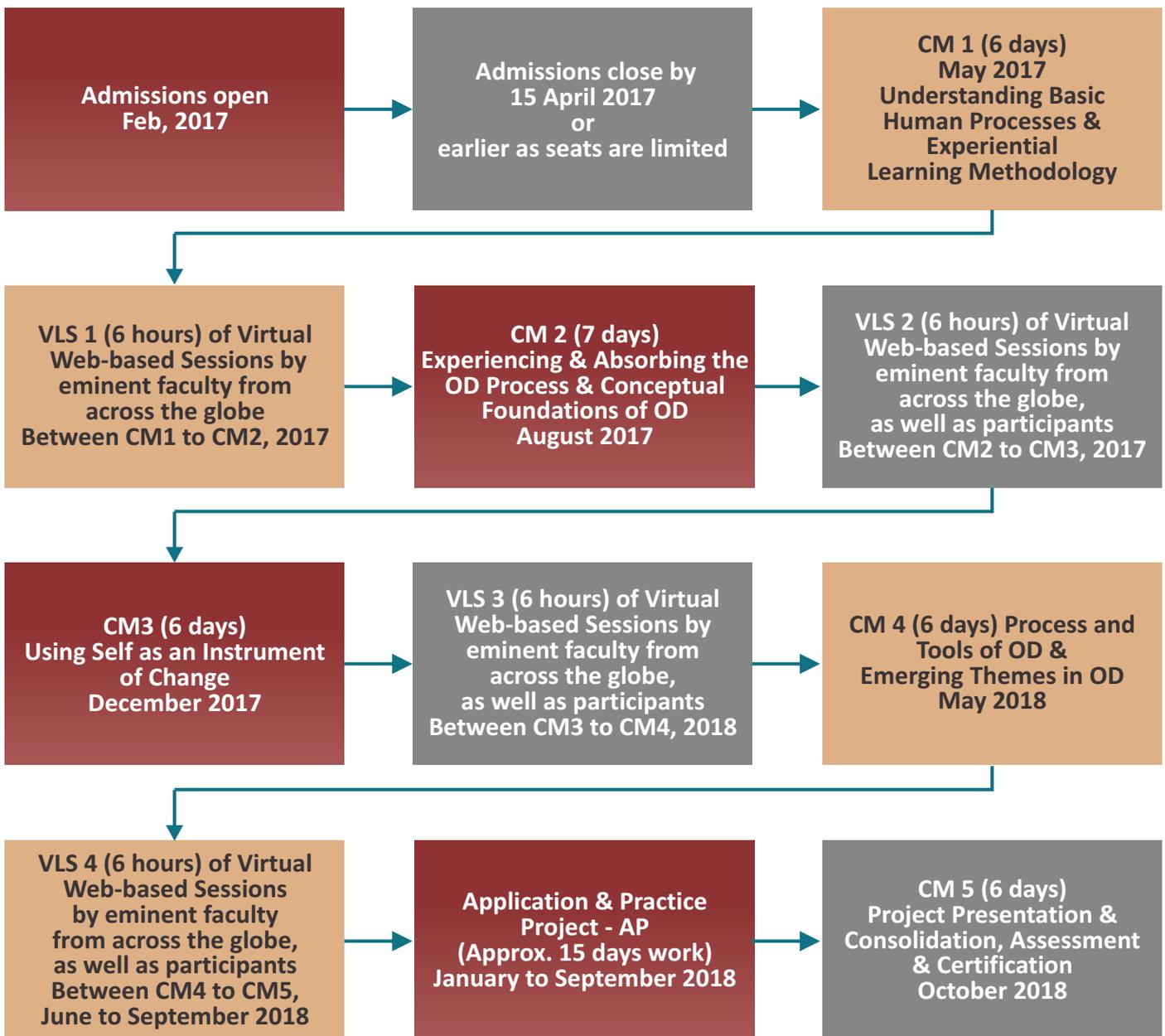
ACADEMIC PROCESS

Programme Focus

- Concepts and theoretical foundation of OD
- Human processes that play out at individual, group and system levels in organisations
- Internalization of these two through application and practice

The learning design has a mix of face-to-face and virtual class room sessions, assignments and ongoing feedback processes. Methodology includes experiential learning, self-exploration through instruments, case study analysis as well as conceptual discussions etc. A hands-on application project is also a requirement. Online discussions to exchange insights and clarify doubts create a learning partnership between participants and faculty. Adequate shadow consulting and mentoring are offered by the ODCP Academic Committee, Faculty and Mentors in each region.

The Academic Process is designed to instill in the participants, an understanding of both, concepts and processes. The participants learn and embrace Action Research methodology to understand the external world by experiencing its reflection within themselves and others; and by putting theory to practice. Thereby they also get to understand how to facilitate change at different levels. The expected Academic Process* is as follows:



[CM = Contact Module; VLS – Virtual Learning Session; AP = Application and Practice]

CM is a face to face module at different locations. Exact dates and venue would be intimated about 12 weeks in advance. Project work can be at a place of the participant's choice.

*The schedule may go through some changes as per the decision of the Director and the Academic Council.

WHAT WE LOOK FOR IN APPLICANTS

Pre-requisites

- Graduate Degree in any discipline, post graduation will be an added advantage
- Experience of 5 years plus in
 - Managerial positions in organizations
 - Faculty in educational institute
 - Entrepreneur
- Interest/ exposure to human process, here please remove the word exposure.
- Desirable
 - An exposure to human process, whole system transformation, group dynamics or strategic management aspects of organisational functioning.

ACADEMIC COUNCIL, MENTORS & FACULTY MEMBERS

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 mentors each ODCP participant. The team currently includes the following:

Director - ODCP

R. Sankara Subramanyan

Academic Council Members

Atul Chugh

J. M. Radhakrishna

Kakoli Saha

Payal Gupta

Priya Vasudevan - Alumni Invitee

Sanjay Dutt

Some of the professionals associated with ODCP as faculty and mentors are:

Abad Ahmad

Anne Litwin

Anuradha Prasad

Arati Mohanram

Archana Srivastava

Aroon Joshi

Bilol Bose

Eswara Prasad

G. Viswanath

Ganesh

Anantharaman

Harish Raichandani

Khirod Pattnaik

Lalitha Iyer

Liselotte Zvacek

Marlies Garbsch

Marisa D'Mello

Mukul Joshi

Neela Kishore

Pratik Roy

Rahoul Joshi

Rajan Gupta

Rekha Bharadwaj

Ramesh Galhoda

Rosemary Viswanath

Rachna Sharma

S. Prabhakar Kamath

Sanjiv Sharma

Sharad Sakorkar

Shridhar Kshirsagar

Snigdha Pattnaik

Sudhir Aggarwal

Sunil Jha

Sushma Sharma

T. V. Rao

Ulhas Supatkar

Uma Jain

V. N. Kantha Rao

Veena Pinto

Wasundhara Joshi

ADMINISTRATIVE INFORMATION

Batch Size: 16

In view of the personalised attention required, the batch size will be restricted. Admissions will be closed once 16 participants have enrolled or earlier if so decided by the Academic Council.

ADMISSION PROCEDURE

The Brochure and Nomination form may be downloaded from www.isabsodcp.com. Please fill in the Nomination form and send by email to contact@isabsodcp.com latest by April 15, 2017. Also send a printed and signed copy by courier to our office address:

Indian Society for Applied Behavioural Science

B-1/33 A, Hauz Khas,
Mezzanine Floor,
New Delhi - 110016.

Your application will be reviewed by the Council. Eligible candidates will be invited for an interview with members of the Academic Council. We shall inform you by email if you have been selected for admission.

FEES & PAYMENT OPTIONS

On being intimated of your selection for admission, you will need to deposit an amount of ₹ 1,25,000.00 +15% Service Tax (Total ₹ 1,43,750.00), 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.

The following options are available for payment of fees:

Due Date	Option 1 (₹)			Option 2 (₹)		
	Fees	ST 15%	Total	Fees	ST 15%	Total
On Admission	1,25,000	18,750	1,43,750	1,25,000	18,750	1,43,750
1 st May 2017	3,25,000	48,750	3,73,750	1,25,000	18,750	1,43,750
30 th Sep 2017				1,25,000	18,750	1,43,750
31 st Mar 2018				1,15,000	17,250	1,32,250
	4,50,000		5,17,500	4,90,000		5,63,500

*In case of change in the statutory rate of Service Tax, the new rates would apply.

The fee covers cost of Associate Membership, tuition, reading material, books etc. It also covers twin-sharing accommodation, 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 Office Manager.

DISCOUNTS & SCHOLARSHIPS

Organisations sponsoring 2 or more participants with one-time fee will be given a concession of ₹ 15,000 in the fees for each candidate.

A few Scholarships up to a maximum of ₹ 50,000/- each are available for deserving self-sponsored participants only. All discounts and scholarships are applicable on the total fees after application of Service Tax.

Participants wanting to avail the scholarship will need to deposit the seat confirmation fee of ₹ 1,25,000/- , 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 (there will be no refund on the Service Tax already paid);

Date of sending Discontinuation intimation in writing	Deduction Amount
Before 30 April 2017	₹ 75,000.00 + taxes paid
After CM1 to before CM2	₹ 1,35,000.00 + taxes paid
After CM2 & before CM3	₹ 2,25,000.00 + taxes paid
After CM3 & before CM4	₹ 3,00,000.00 + taxes paid
Thereafter	100% of fees and taxes

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. 90482010053189 - Savings A/C, Syndicate Bank, Delhi Green Park Extension branch, ISFC code - SYNB0009048.**

A Nomination Form needs to be filled online on www.isabsodcp.com and submitted OR the nomination form can be downloaded from the website and couriered to ISABS Delhi office, the address is mentioned in the brochure.



ISABS

CONTACT INFORMATION

Mr. R. Sankarasubramanian

Director

Email: academics@isabsodcp.com

Mobile: 9820230723

Mumbai

Ms. Payal Gupta - 9820080852

Bangalore

Mr. Sanjay Dutt - 09820299109

Delhi

Mr. J M Radhakrishna - 09810766752

National Office:

Mr. Rajkumar,

Office Manager

Indian Society for Applied Behavioural Science,

B-1/33 A, Hauz Khas, Mezzanine Floor, New Delhi - 110016.

Phone: 011-26850956.

Mobile: 9899028033.

Email: contact@isabsodcp.com/ admin@isabs.org

Please look up website www.isabsodcp.com for more details about the course.

WHAT SOME PARTICIPANTS SAY ABOUT ODCP



“The program opened my eyes to aspects that we take for granted – real problems that go unseen in most organisations and in the community, at large. What I’ve been able to leverage is creating spaces for Helping Relationships at an individual level and Process Consultation at an organizational level. The program also enabled me to understand my own patterns of interaction with individuals and organisations. I would strongly recommend this program even if it has slightly caught your interest. Just go for it and enjoy the ride!”

Linda Baptista, Executive Coach & OD Consultant - ODCP Batch 7



“Be ready to be surprised by both, the curriculum and the pedagogy of ODCP. To me, ODCP was going behind the obvious, beyond the data into the story behind the story. It meant understanding the processes going on around me whether it be the people, groups or systems, and - most importantly - within me. The program gives you comprehensive conceptual knowledge and ample opportunities to apply the learnings. To top it all, ODCP is brought to you by the finest team of OD practitioners who have won national and international accolades.”

Rahul Yadwadkar - Sr. V. P. & Head-Customer Service - Reliance Energy - Batch 6



“ODCP focuses on Human Process Work as the base, in contrast to some other OD programmes which are more of ‘toolkits’. A transformational journey, it provides a new set of eyes to look at organisational life. The ODCP faculty are some of the best OD Practitioners in the country. A highly recommended programme for anyone who wishes to develop oneself in the field of Organisation Development.”

Amit Sharma, Director - HR, Healthcare Innovation Centre, Philips India Ltd., ODCP Batch 5



“ODCP has helped me understand the dynamics of change and is helping me in my present role. It has helped me understand the impact of structure, process, talent and culture in organisations. This is helping me with change interventions that I need to do in my current role as OD and Learning Head. I am now able to add a lot more value to my function. I have grown not only as a professional but as a human being as well. I would recommend ODCP to anyone who wants to grow in the OD space.”

Sushama Kulkarni, Head - OD & Learning, Zensar Technologies Ltd. Pune, ODCP Batch 4



Indian Society for Applied Behavioural Science

B-1/33 A, Mezzanine Floor, Hauz Khas, New Delhi-110016
Email: academics@isabsodcp.com Website: www.isabsodcp.com Phone: (011) 26850956

Organisational Development Certification Programme Nomination Form - Batch 9 (2017-2018)

1 Name: _____

2 Age (years): _____ **3** Gender: M / F

Please paste recent photo here and send two extra copies

4 Education: Please start from the most recent degree. You may attach extra sheet if required.

Degree	Specialisation	University / Institution	Completion Date

5 Work Experience: Please start from the most recent job. You may attach extra sheet if required.

Organisation	Designation	Period (From - To)	Nature of Work

Please mention any other relevant certification that you hold or training that you have attended:

6 Have you attended any programme with ISABS earlier? If yes please give the dates, venue and facilitators.

7 Sponsor: Self/ Organisation (please see note at the end)

8 Current Organisation: _____

9 Work Address: _____

10 Work email: _____ **11** Work Tel.: _____

12 Reporting to (Name, Designation, Contact Tel. & Mail ID): _____

13 Residence Address: _____

14 Personal email: _____ **15** Personal Tel: _____

16 Preferred contact route: _____ **17** Email: Work/ Personal **18** Tel: Work/ Personal

19 What do you expect from this programme? _____

20 I certify that I have read the contents of the course including the Fee options and Cancellation policy as given in the Brochure and agree to abide by those.

21 Date and Place: _____ **22** Signature: _____

Note for Organisation sponsored candidates please get the letter signed by your employer on www.isabsodcp.com

Recommendation from Interviewer: (will be filled by ISABS)