

# INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE



Fifty Years of Individual and  
Organisation Development

## Organization Development Certification Program (ODCP) Batch 17





## INDEX

|                                |        |
|--------------------------------|--------|
| 1. ISABS and ODCP.....         | Page 1 |
| 2. About ODCP.....             | Page 2 |
| 3. Who can apply.....          | Page 3 |
| 4. Program Focus.....          | Page 3 |
| 5. Program Objectives.....     | Page 3 |
| 6. The ODCP Journey.....       | Page 4 |
| 7. Note to Learners.....       | Page 5 |
| 8. The ODCP Team.....          | Page 5 |
| 9. Admission Procedure.....    | Page 6 |
| 10. Fee & Payment Options..... | Page 7 |
| 11. Payment Methods.....       | Page 7 |
| 12. Scholarships.....          | Page 7 |
| 13. Cancellation Rules.....    | Page 7 |
| 14. Testimonials.....          | Page 8 |
| 15. Contact Information.....   | Page 9 |





## 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, counsellors and community change agents.

ISABS's 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 Chattopadhyay, 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 pathbreaking contributions to the field of OD. ISABS is continuing to take this legacy forward.

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



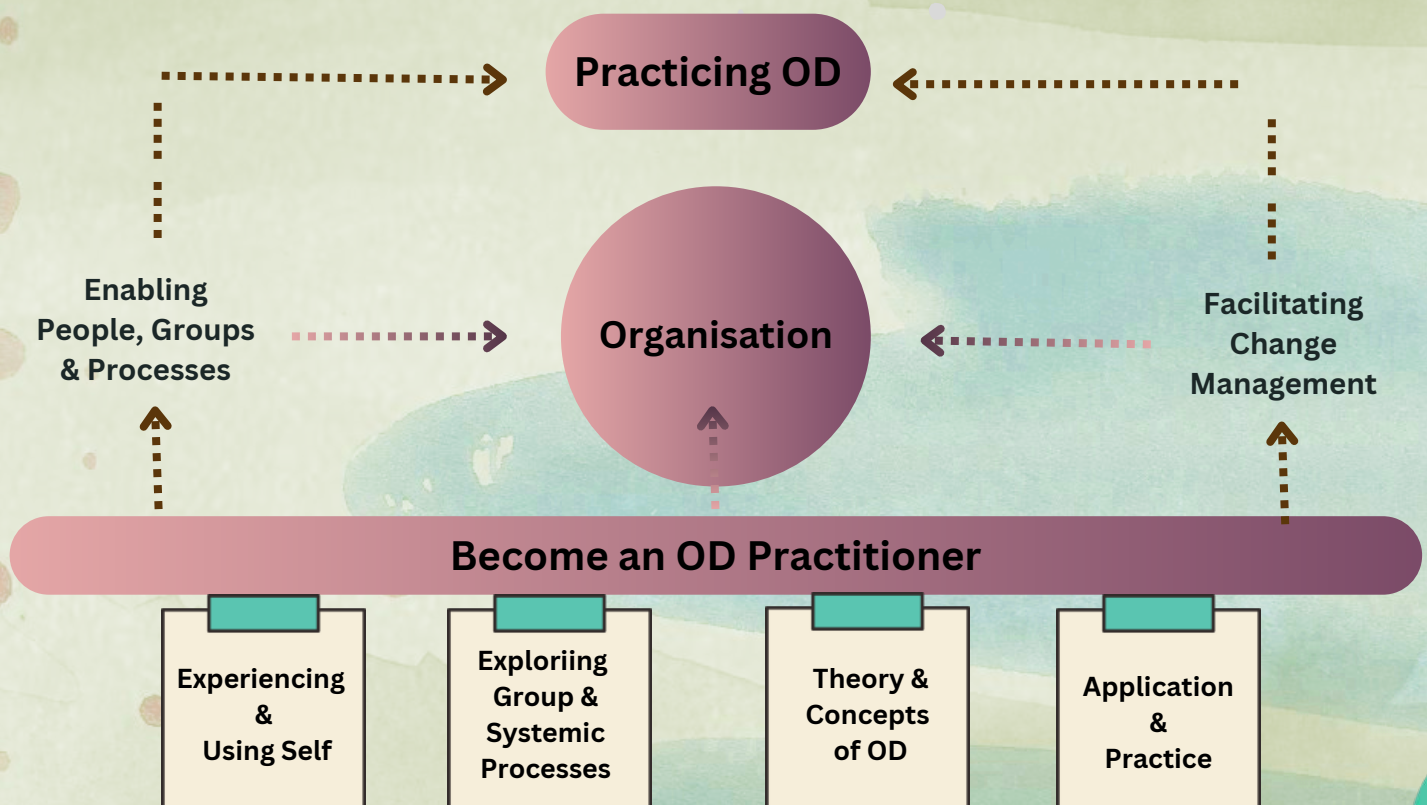
# ABOUT ODCP

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, multiple tools & practices needed for performing various OD roles in organizations as an internal or external consultant.

Organisations today are expected to be both, externally sensitive and internally agile. Their holistic growth and development require 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.

The OD Certification Program is founded upon the four key aspects indicated below which depict the critical areas of learning. These are fundamental to becoming an OD practitioner and the learning process entails strengthening each of these pillars. OD is essentially a 'practice of understanding and interpretation of organization for' co-creation of processes that enables individuals and groups, within organizations, to facilitate desired change and enhance organizational effectiveness.

## 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 educational institute
- Entrepreneur/ Independent Business Owner, Leader, Consultant in any field

It is essential that the individual have an interest in understanding and facilitating individuals, groups and systemic dynamics. The desire to build knowledge, skills and the application orientation of building effective organizations.

## ODCP PROGRAMME OBJECTIVES

- Develop and refine professional competencies anchored in behavioural science to facilitate Organisation Development.
- Practice and Application to become an Organization Development Practitioner in any field.
- Learn about human and systemic processes that impact and facilitate change.
- Prepare for leadership positions in change processes to move organisations towards greater effectiveness.

## PROGRAMME FOCUS

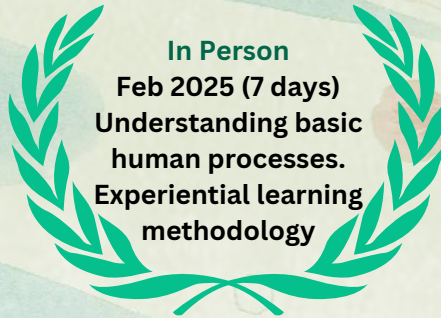
- Concepts and theoretical foundation of OD, elements of OD.
- Human processes that play out at individual, group and system levels in organisations.
- Assimilation of conceptual knowledge through application and practice.
- A hybrid learning experience anchored by the dual support system of 'learning facilitator' and 'coach', and reinforced with assignments and ongoing feedback. The methodology includes experiential learning, self-exploration through instruments, case study analysis as well as conceptual inputs and discussions. 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 development coaching are offered by the ODCP Academic Committee, faculty and coaches in each region.
- Academic rigour is inbuilt through 'action research' methodology; by seeing the processes that happen within themselves and in the learning group as a microcosm of an organization, the participants develop a robust understanding of how to put theory to practice. Through this they also learn how to facilitate change at different levels.



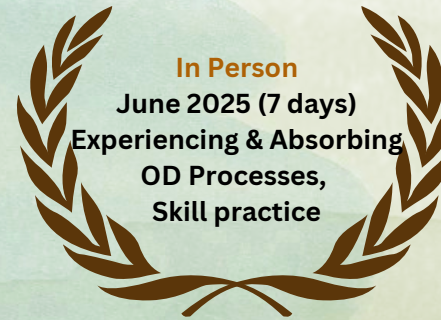
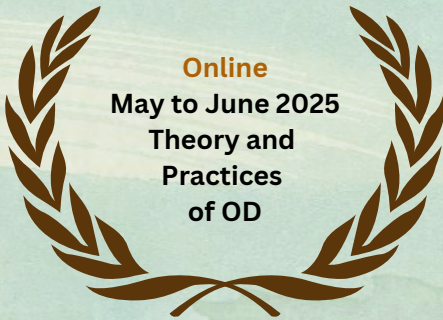
# THE ODCP JOURNEY

Admissions start in September 2024 and close in December 2024.

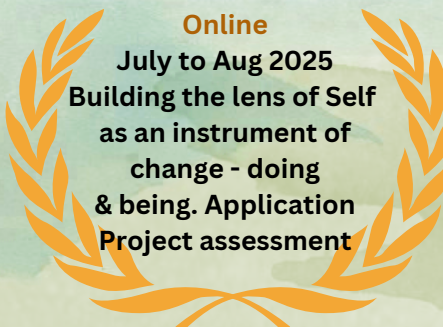
## Academic Module 1



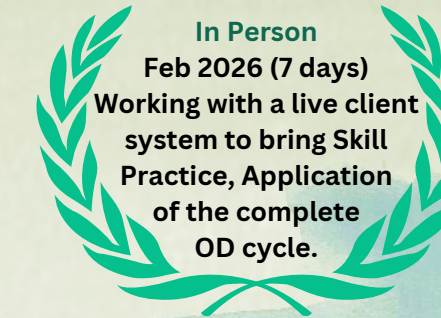
## Academic Module 2



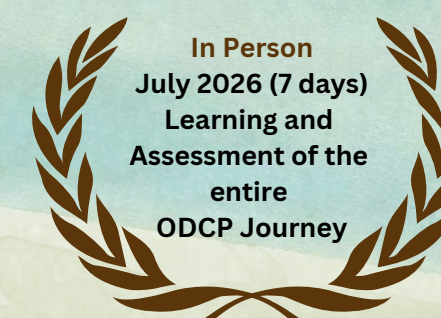
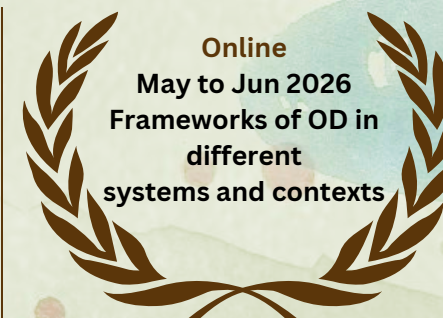
## Academic Module 3



## Academic Module 4



## Academic Module 5



*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.*



## NOTE TO LEARNERS

An academic Module includes

- Online Sessions
- In person Modules

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 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

**Ameet Mattoo**  
(Bengaluru)

**Kantharao V.N.**  
(Hyderabad)

**Anupama Sharma**  
(Chandigarh)

**Lalitha Iyer**  
(Bengaluru)

**Jasmeet Kaur**  
(Delhi)

**Satyakki Bhattacharjee**  
(Delhi)



## ADMISSION PROCEDURE

Admission process will begin from September 2024 to December 2024. 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 1,50,000 + 18% GST (Total 1, 77,000), 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<br>ONE-TIME PAYMENT |         |        | OPTION 2<br>INSTALLMENTS |         |        |
|-----------------------------------|------------------------------|---------|--------|--------------------------|---------|--------|
| Due Date                          | Fees                         | GST 18% | Total  | Fees                     | GST 18% | Total  |
| On Admission<br>(By 1st Dec 2024) | 175000                       | 31500   | 206500 | 175000                   | 31500   | 206500 |
| 1st Mar 2025                      | 400000                       | 72000   | 472000 | 200000                   | 36000   | 236000 |
| 1st Aug 2025                      |                              |         |        | 150000                   | 27000   | 177000 |
| 1st Dec 2025                      |                              |         |        | 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 1,50,000/- + 18% GST = INR 1,77,000/-, 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 progame 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 GST already paid).

| <b>Date for sending discontinuation intimation (In writing)</b> | <b>Deduction Amount</b> |
|---|-------------------------|
| 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

“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 alumni 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

Ajay Kukreja, Seasoned HR Professional DCP - ODCP Batch 13

“I won't repeat what the others have covered already. 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 sure 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.

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

“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

“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 ODCP Batch 6





For Admission Enquiries please speak to

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