

van den Bergh Thiagi Associates GmbH

In cooperation with:

Zürich University
of Applied Sciences

zhaw

School of Applied Linguistics

ISBB
Institute of Applied Linguistics
for Business and Education



12.2008



Performance Beyond Borders

Course 1:

Interactive Training Strategies

June 30 to July 2, 2008 (three days)

Sivasailam ("Thiagi") Thiagarajan

Course 2:

Thiagi's Training Clinic

July 3, 2008 (one day)

Sivasailam ("Thiagi") Thiagarajan, assisted by Samuel van den Bergh and Matt Richter

Course 3:

Motivating Your Employees

July 4, 2008 (one day)

Matthew Richter, assisted by Sivasailam ("Thiagi") Thiagarajan

Course 1: Interactive Training Strategies

Sivasailam (Thiagi) Thiagarajan

June 30 to July 2, 2008 (three days)

Target Group

This workshop is designed for trainers, instructional designers, facilitators, and performance consultants.

The workshop helps a wide range of practitioners from newcomers and experienced specialists to master skills and concepts related to different types of training games, simulations, and learning exercises.

Workshop Description

This workshop practices what it preaches. It helps you design and conduct 24 different types of effective training games, simulations, and activities. Based on 30 years of field research, these design formats enable you to create training faster, cheaper, and better. You will receive a hefty collection of training games during the workshop and have access to 2000+ web pages with additional games, activities, and facilitation tips.

Objectives and Benefits

Day 1

How to design training games and activities

- Define training games and activities, distinguish among different types, and specify their advantages and limitations in corporate training.
- Identify the most appropriate training game and activity format to suit specific performance objectives and participant characteristics.
- Experience, explore, design, develop, evaluate, and revise these types of training games and activities:

- | | | |
|--------------------------|--------------------|---------------------------|
| 1. Structured Sharing | 5. Item Processing | 9. Matrix Games |
| 2. Creativity Techniques | 6. Double Exposure | 10. Instructional Puzzles |
| 3. Interactive Lectures | 7. Card Games | 11. Email Games |
| 4. Textra Games | 8. Board Games | 12. Improve Games |



Day 2

How to design different types of training simulations

- Define simulation games, distinguish among different types of simulation games, and specify their advantages and limitations in corporate training.
- Identify the most appropriate simulation game format (from among a dozen alternatives) to suit specific performance objectives and participant characteristics.
- Experience, explore, design, develop, evaluate, and revise simulation games using these formats:

1. Action Learning
2. Structured Fieldtrips
3. Reflective Teamwork Activities
4. The Case Method
5. Culture Assimilators
6. Cross-Cultural Dialogues
7. Production Simulations
8. Interactive Storytelling
9. Role Playing
10. Cash Games
11. PC Simulations
12. Jolts

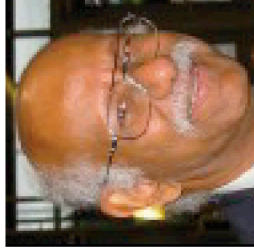
Day 3

How to conduct training games, simulations, and activities:

- Empower participants to determine the scope and sequence of activities in corporate training and teambuilding situations—without neglecting the training goals and objectives.
- Make real-time modifications to the 16 dimensions of facilitation to better suit a specific group of corporate participants.
- Employ 12 strategies for preventing negative and disruptive behaviours in conducting team activities with corporate participants.
- Use a seven-stage debriefing model for reflecting on intense experiences and sharing insights derived from them.



Facilitator



This workshop is designed and delivered by Dr. Sivasailam „Thiagi“ Thiagarajan.

Dr. Sivasailam „Thiagi“ Thiagarajan is the president of **Workshops by Thiagi, Inc.** and a partner in **van den Bergh Thiagi Associates GmbH**. Both these organizations focus on helping professionals improve their performance effectively and enjoyably.

Internationally recognized as an expert in multinational collaboration and active learning in organizations, Thiagi has lived in three different countries and has consulted in 21 others. He has worked with more than 50 different organizations in high-tech, financial services, and management consulting areas. For these clients, Thiagi has consulted and conducted training in such areas as change management, leadership, diversity, creativity, teamwork, and organizational learning.

Thiagi has published 40 books, 90 games and simulations, and more than 200 articles. He currently writes an online newsletter, [Thiagi GameLetter](#).

Thiagi has been the president of the North American Simulation and Gaming Association (NASAGA) for four times and of the International Society for Performance Improvement (ISPI) twice.

This is what several experts have to say about Thiagi’s special talents in designing and delivering creative training:

- **Glenn Parker**, author of [Team Players and Teamwork](#), says, “Quite simply, Thiagi is the most prolific and creative designer of games and simulations in the world.”
- **Mel Silberman**, author of [Active Training and 101 Ways to Make Training More Active](#), says, “Thiagi’s training games are always ingenious, easy to conduct, and open to several learning points.”

- **Steve Sugar**, author of **Games That Teach**, says, “When I want to create a learning environment or produce a thoughtful discussion, I turn to Thiagi’s games.”
- **Andy Kimball**, President of QB International, says, “There are two types of training-game designers: there is Thiagi and there is the rest.”
- **Bill Matthews** exclaims, “Thiagi’s games make me look good.”

Five Features That Make Thiagi’s Workshops Unique

1. **Accelerated.** Thiagi keeps you totally absorbed with a unique blend of expert presentations, reflective discussions, and creative activities.
2. **Functional.** Thiagi uses the techniques that he teaches. Just by watching him in action, you pick up several effective strategies.
3. **Authoritative.** Thiagi knows what he’s talking about. His workshop is based on sound theory, validated principles, and solid experience.
4. **Practical.** Thiagi has spent decades in organizational firing lines. He empowers you with realistic tools and techniques for immediate use in today’s workplace.
5. **Fun.** Thiagi’s contagious enthusiasm, inclusive humour, and irreverent flexibility makes you enjoy every moment of the workshop.

Course Schedule

Day 1: Monday,	June 30, 2008	9.30 a.m. – 5.30 p.m.
Day 2: Tuesday,	July 1, 2008	9.00 a.m. – 5.00 p.m.
Day 3: Wednesday,	July 2, 2008	9.00 a.m. – 4.30 p.m.

PERFORMANCE BEYOND BORDERS

Course 2: Thiago's Training Clinic

Sivasailam (Thiago) Thiagarajan
assisted by Samuel van den Bergh
and Matt Richter

July 3, 2008 (one day)

Target Group

This workshop is designed for participants who are familiar with Thiago's training philosophy, framegames, simulation games, and training approaches and want to fine-tune their own interactive training activities with Thiago, Sam, Matt and all the other participants.

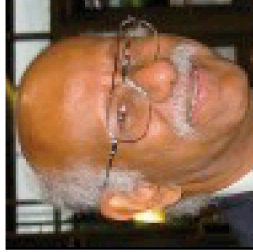
Workshop Description

This unique hands-on one-day session is designed for participants who have taken one of his other workshops and are familiar with his approach to training. Bring your training plans, course content, and instructional challenges to the session. Using a flexible and structured approach, Thiago, his associates, and the other participants will work with you to improve your training tools and repertoire.

Objectives and Benefits

- Share your experiences in using, adapting, and modifying Thiago's training games and other activities.
- Learn from what the other participants have done.
- Experience and borrow brand-new activities from Thiago.
- Let Thiago select and create activities to fulfill your training needs.
- Receive appropriate suggestions for coping your training challenges from Thiago, his associates, and other participants.
- Learn about new trends in training techniques from around the world.
- Plan and implement a collaborative network and a community of interest with other participants.

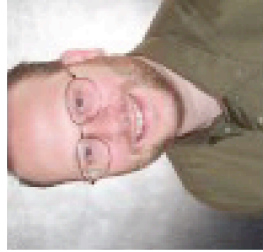


**Facilitators**

Sivasailam “Thiagi” Thiagarajan has organized, facilitated, and advised multinational teams in the USA, Liberia, Somalia, Bangladesh, India and Australia. His specialty area involves the synthesis of human performance technology, teambuilding, interactive exercises, and intercultural communication.



Samuel van den Bergh is professor for Intercultural and Diversity Management at Zurich University of Applied Sciences, Switzerland and the president of **van den Bergh Thiagi Associates GmbH**. Educated in Zurich and Berkeley, Sam has trained hundreds of business leaders and MBA students on cross-cultural and diversity management. He is currently also a senior cross-cultural trainer for the Swiss Ministry of Foreign Affairs.



Matthew Richter is the Resident Rogue Scholar for The Thiagi Group. He is a facilitator, game designer, instructional designer, and consultant. Matthew has consulted with a myriad of Fortune 500 organizations. He is a specialist in the areas of management, leadership, human performance technology, and specifically, employee motivation.

Full profiles of the facilitators at: www.diversityandinclusion.net and www.thiagi.com

Course Schedule

Thursday, July 3, 2008: 9.00 a.m. – 5.00 p.m.



PERFORMANCE BEYOND BORDERS

Course 3: Motivating Your Employees

Matthew Richter assisted by
Sivasailam (Thiagi) Thiagarajan
July 4, 2008 (one day)

Target Group

This workshop is designed for managers, consultants, and business leaders. It will include some passing references to how to use intrinsic motivation in coaching and training.

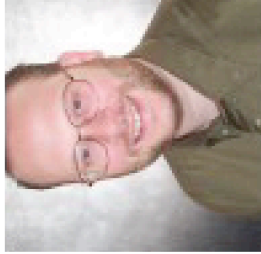
Workshop Description

Organizations spend millions of dollars each year trying to increase motivation at work. Unfortunately, their attempts don't affect long terms performance and often make matters worse. They focus on rewards, recognition, and feedback – which are all limited in the impact. This workshop takes a different approach and uses principles of intrinsic motivation to provide organizations with strategies and tactics for creating environments where employees and participants will find their own motivators, commit to long-term working relationships, and become more satisfied on a day-to-day basis.

Objectives and Benefits

- Differentiate between intrinsic and extrinsic motivation.
- Identify the advantages of intrinsic motivation techniques
- Identify and apply the steps in developing an intrinsic motivation system.
- Use intrinsic motivation in coaching and training activities.
- List positive employee motivators.
- Identify tips, techniques, strategies, and tactics for increasing intrinsic motivation at work.

Facilitators



Matthew Richter is the Resident Rogue Scholar for The Thiagi Group. He is a facilitator, game designer, instructional designer, and consultant. Matt has consulted with a myriad of Fortune 500 organizations to enhance their overall productivity. He is a specialist in the areas of management, leadership, human performance technology, and specifically, employee motivation. Matt mixes corporate, not-for-profit, academic, and independent experience, enabling him to adapt and best serve his clients.

He is a sought-after public speaker and has delivered keynotes and conference presentations for such US based organizations as: the International Alliance for Learning (IAL), North American Simulation and Gaming Association (NASAGA) and International Society for Performance Improvement (ISPI). He is a past President of NASAGA and has been invited back as an encore presenter by ISPI for his session, *Creating a Motivating Environment*.

Matt is a featured author in *The Training and Performance and/or Team and Organization Development Sourcebook*, published by McGraw Hill. He has also written several articles on leadership, motivation, instructional design, storytelling, and organizational development.

Sivasailam “Thiagi” Thiagarajan has organized, facilitated, and advised multinational teams in the USA, Liberia, Somalia, Bangladesh, India and Australia. His specialty area involves the synthesis of human performance technology, teambuilding, interactive exercises, and intercultural communication.

Full profiles of the facilitators at: www.thiagi.com and www.diversityandinclusion.net

Friday, July 4, 2008: 9.00 a.m. – 5.00 p.m.

GENERAL INFORMATION

Settings

Winterthur, Switzerland.

All courses are held at Hotel Wartmann which is in the centre of town next to the train station.

Tuition

Course 1 (Thiagi)	CHF 1760.- (three days)
Course 2 (Thiagi, Sam, Matt)	CHF 640.- (one day)
Course 3 (Matt, Thiagi)	CHF 640.- (one day)

Tuition includes

Course fee, lunch and coffee breaks, reading packet, printed course materials, confirmation of attendance.

Registration procedure

Participants may send the entire fee or a deposit of CHF 400.- per person. Registrations without a deposit will be put on a waiting list for the requested workshop. Payments must be made in Swiss Francs (CHF). Fees are refundable in accordance with the cancellation policy (see below). Final payments are due 30 days prior to arrival. We encourage early registration to assure a place in your workshop. We will accept registrations until a workshop is full or the session begins.

Reductions

- For payments by money transfer (all courses) to our UBS bank account (not for payments via credit card!): CHF 50.-, on condition that money transfer costs are paid by participants in full.
- „Early Birds“ who enrol before 31 January 2008, will get an additional reduction of CHF 30.- (one-day course), CHF 70.- (three-day course).

Cancellation

Refund of fees (minus a CHF 300.- cancellation fee) will be made after receipt of a written request in accordance with

the following policy: 100 % – 60 days prior, 50 % – 30 days prior to the first day of course. Cancellation of course due to illness or death of facilitator: reimbursement of full course fees. No other reimbursements made.

Note

Before you purchase a non-refundable airline ticket, make sure you have written confirmation of your enrolment or contact our office at: info@diversityandinclusion.net

Accommodation and evening meals: not included

We recommend the following hotels where we have been able to reserve a limited number of rooms:

Hotel Wartmann (***) special van den Bergh Thiagi price
 CHF 145.- (Standard 1)
 CHF 100.- (Standard 2)
 (bed and breakfast) per night.
 Reservations: www.wartmann.ch
 (quote: Thiagi 2008)

Park Hotel (****) special van den Bergh Thiagi price on
 (formerly Garten Hotel) request at hotel
 Reservations: www.phwin.ch
 (quote: Thiagi 2008)

Two other small hotels close by are:
 Hotel Krone (www.wartmann.ch) and
 Hotel Loge (www.hotelloge.ch).

A list of hotels can be obtained from Winterthur Tourism which also operates an on-line reservation system:
 www.winterthur-tourismus.ch
 Phone: ++41 52 267 67 00
 Fax: ++41 52 267 68 58

Important

We recommend early reservation, as the number of reserved rooms is limited on a first come first served basis.

Information

For further information, please call or write to:

van den Bergh Thiagi Associates GmbH
 c/o Mrs Nadya Misteli
 Erlstrasse 27
 CH-8454 Buchberg
 Switzerland
 Phone: ++41 44 867 10 74
 Fax: ++41 44 867 10 75
 E-mail: info@diversityandinclusion.net
 Website: www.diversityandinclusion.net

Zurich University of Applied Sciences
 Winterthur (Switzerland)
 Prof. Samuel van den Bergh
 Phone: ++41 52 267 75 77
 E-mail: vsam@zhaw.ch