

In cooperation with:

Centre for Communication and
Sales Training PTE LTD



The Thiagi Group, Inc.



Interactive Training Strategies

Sivasailam ("Thiagi") Thiagarajan

3-Day Workshop: January 10, 11, and 12, 2013





Interactive Training Strategies

Sivasailam (Thiagi) Thiagarajan

January 10 – 12, 2013

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.

Target Group

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

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





Day 1

An Introduction to the Design and Delivery of Learning Activities

Do you have a love-hate relationship with games and activities?

Relax! This workshop demonstrates how to encourage your participants to interact with each other, with the training content, and with you, the facilitator. You begin the **design** part of the session by exploring 60 different interactive strategies. You learn to rapidly create five of these powerful strategies. In the **facilitation** part of the session, you learn how to conduct these interactive exercises without losing control, wasting time, and being attacked by participants.

Benefits and Learning Outcomes

- Experience, select, create, and modify these types of training games:
 - **Openers** that jump start your training session and establish a climate of caring and sharing
 - **Interactive Lectures** that combine structure and control with playfulness and spontaneity
 - **Structured Sharing Activities** that let your participants learn with — and learn from — each other
 - **Textra Games** that convert dull handouts into dynamic tools
 - **Jolts** that last for less than 3 minutes and provide a lifetime of insights
 - **Closers** that review the new skills and action plans for their immediate application
- Transform participants from hell to your supportive allies.
- Maximize reflection and insights through systematic debriefing.
- Modify your facilitation to better suit your participants.

Day 2

How To Design and Use Different Types of Training Games and Learning Activities

Can you count the benefits of using games and activities in your training sessions?

Here's a sample list: Games and activities attract and maintain the interest of the new generation that is entering the workplace in greater numbers. They cater to different types of intelligence and learning styles. They blend education and entertainment to keep participants engaged. They utilize the proven advantages of active participation. Because they provide frequent opportunities for practice and feedback, they produce performance-based learning outcomes. They capture the advantages of teamwork and collaborative learning. They transform trainers into facilitators.

If you agree with all these statements but you are worried that it requires a lot of skill and time to design training games and learning activities, wait until you experience Thiagi's framegame approach and design an effective training game in a matter of minutes.

Benefits and Learning Outcomes

- Experience, explore, design, develop, evaluate, revise, and conduct these types of training games:
 - **Board Games** that revive bored participants
 - **Card Games** that increase the players' fluency with principles and procedures
 - **Improv Games** that apply a spontaneous process to explore key concepts
 - **Instructional Puzzles** that encourage participants to employ new ways of thinking
 - **Magical Events** that engage participants in new ways of learning
- 



Day 3

How To Design and Use Different Types of Simulation Games

Can you provide real-world learning opportunities — without incurring the risks and costs associated with them?

Yes, you can — by using simulations. Because simulation activities are very similar to on-the-job training, they ensure effective transfer and application of what you learn in the workshop to the work place. Simulation games provide immediate and realistic feedback. They reduce the risk to the players. Any inappropriate decision or action during the play results in negative consequences — but only in a make-believe environment. Simulation games also provide opportunities for repeated practice. You can discover important principles and practices through trial-and-error experimentation.

Different types of effective simulation activities focus on selected aspects of reality. This workshop provides you with skills associated with the design and delivery of a variety of simulation games.

Benefits and Learning Outcomes

- Explain the key characteristics, advantages, and limitations of simulation games in corporate training.
- Experience, explore, design, develop, evaluate, revise, and conduct these types of simulation games:
 - **Simulation Games** that convert the context of the workplace to the security of the training session
 - **Interactive Story Activities** move participants from passive listening to active sharing
 - **Reflective Teamwork Activities** that use action-learning techniques for immediate insights
 - **The Case Method** that encourages participants to analyze a realistic challenge and make effective decisions
 - **Role-Playing** that helps participants practice appropriate behaviors in response to challenging situations
 - **Debriefing Games** that relate the simulated situation to workplace realities



This workshop is facilitated by Dr. Sivasailam “Thiagi” Thiagarajan.

Dr. Sivasailam “Thiagi” Thiagarajan is the CEO of **The Thiagi Group, 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 active learning, Thiagi has lived in three different countries and has conducted training workshops in 24 countries. He has worked with more than 50 different organizations in high-tech, financial services, and management consulting areas.

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*: “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*: “Thiagi’s training games are always ingenious, easy to conduct, and open to several learning points.”
- **Steve Sugar**, author of *Games That Teach*: “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: “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.”



What Participants Say About Thiagi's Workshops

We hit the ground running with an introductory game and didn't stop gaming throughout the course. Lots of fun and lots of ideas which I have already used, modified and had fun and success with in my courses ... even rescheduling my own training two days later so as to incorporate the Thirty-Five Game as a feedback session. It worked like a dream.

Eileen Küpper

Lecturer, University of Applied Sciences Bonn-Rhein-Sieg, Intercultural Communication Trainer, Germany

Inspiration, reflection, networking, and above all: Thiagi's wisdom, humor, and warmth. Three enriching days with much more than methods and techniques.

Irmgard Strach-Kirchner

Chefredakteurin Südwind-Magazin, Vienna, Austria

An exceptional, intellectual and amazing playful workshop ... Thiagi's expertise, enthusiasm and humor create an ideal learning environment to share and experience new training techniques and methods. A must for facilitators, trainers and those looking for a fun, interactive way to teach.

Patti Janega

Consultant, Torino, Italy

During my first day in Thiagi's workshop I gathered ideas and material to substantially and immediately enrich two new business proposals I was preparing – and I remember laughing a lot. The second day was when I really learnt how to drive my clients with content generated by themselves or outside sources that I did not need to master myself – and again I laughed a lot. On the third day, I understood how I might let myself be driven by participants in my workshops – and there was yet more laughter. Three months later, I find myself reflecting to further enrich what was my most engaging learning experience ever – and, yes, I am still laughing!

Dimis Michaelides

Business Consultant, Speaker and Magician, Managing Director of Performa Consulting (www.performa.net)

Thiagi's Workshop on Interactive Training Strategies in Winterthur was packed full of cutting-edge ideas to engage training participants in learning and retaining essential training goals. I was looking to find new ways to enliven the training sessions I conduct for diplomats and those participating in international negotiations. What I gained from Thiagi were a whole set of new interactive activities and methodologies for teaching these skills. What was unique about this workshop was that he taught us not only frameworks for activities that can be used in multiple ways, but also how to streamline and simplify the training design portion to include your participants in tailoring the design as you go – refocusing “on the spot.” It was an amazing three days, and Thiagi brought out the best in our great group of participants from around the globe. Playing interactive games was never so educational and fun!

Marianne Goodwin

President, Goodwin International LLC



Eleven Different Ways of How People Learn in Thiagi's Workshops

Thiagi's training sessions leverage multiple intelligences and cater to different learning styles:

1. **Learn from experience.** Thiagi's workshops feature his effective and enjoyable training games and learning activities.
2. **Learn through observation.** Thiagi practices what he preaches. You learn a lot just by watching him in action.
3. **Listen to interactive lectures.** Thiagi's presentations are interspersed with interactive interludes.
4. **Read the materials.** Thiagi's dynamic activities convert static documents into powerful training devices.
5. **Apply the techniques.** Thiagi's job aids, tables, checklists, and game plans make it easy for you to implement his activities.
6. **Learn by doing.** Thiagi's approach to activity-based learning ensures that you are able to use the techniques immediately.
7. **Learn by reflecting.** Thiagi uses effective debriefing techniques to help you reflect on your experiences, gain valuable insights, and share them with each other.
8. **Learn from each other.** Thiagi's activities incorporate the power of mutual learning among collaborative teams.
9. **Learn from the website.** Thiagi's website contains 200 ready-to-use training games and 2000+ pages of practical advice.
10. **Learn something new every month.** As a participant of Thiagi's workshop you receive a monthly online newsletter with new games and tools.
11. **Learn continuously.** Thiagi continues interacting with his participants through regular online activities.





Venue

Grand Park City Hall.
All sessions are held at Grand Park City Hall which is located at 10 Coleman Street, Singapore 179809.

Fees: S\$ 2500

Tuition includes

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

Registration procedure

Participants may send the entire fee or a deposit of S\$ 500 per person. Registrations without a deposit will be put on a waiting list for the requested workshop. Fees are refundable in accordance with the cancellation policy (see below). Final payments are due 30 days prior to the first day of the session. We encourage early registration to assure a place in your workshop. We will accept registrations until a workshop is full or the session begins.

Discounts

If you register before...	3-Day Workshop
November 1, 2012	S\$ 1950
December 1, 2012	S\$ 2050

Group Discount

Groups of three or more who enroll at the same time will get a 10 percent reduction of their registration fees.

Cancellation

Refund of fees (minus a \$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 session. Cancellation due to illness or death of facilitator: reimbursement of full course fees. No other reimbursements made.

Important

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

For Further Information

Please email: ccst28@singnet.com.sg
or ccst28@gmail.com

Please call Shann at 68325919
or Stanis at 98522440