

Interactive Training Strategies for Improving Performance



How to Design & Use **Training Games**, Learning **Activities** and **Simulations**

Workshop designer and presenter:

Dr Sivasailam '**Thiagi**'* Thiagarajan

Internationally recognised expert in multinational
collaboration and active learning in organisations

Gauteng: 5th-7th November 2008, Indaba Hotel, Fourways
Cape Town: 10th-12th Nov 2008, President Hotel, Bantry Bay

*Pronounced 'Tee-ah-jee'

Five Features That Make Thiagi's Workshops **Unique**

Accelerated. Thiagi keeps you totally absorbed with a unique blend of expert presentations, reflective discussions, and **creative** activities

Functional. Thiagi uses the techniques that he teaches. By **watching him in action**, you pick up several effective strategies.

Authoritative. Thiagi knows what he's talking about. His workshop is based on sound **theory**, validated **principles**, and solid **experience**.

Practical. Thiagi has spent decades in organizational firing lines. He empowers you with **realistic** tools & techniques for **immediate use** in today's workplace.

Fun. Thiagi's **contagious** enthusiasm, inclusive humour, and irreverent flexibility makes you enjoy every moment of the workshop.

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.

Workshop Description This three-day Thiagi 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 and additional games, activities, and facilitation tips.

Programme

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 formats to suit specific performance objectives and participant characteristics.
- Experience, explore, design, develop, evaluate, and revise these types of training games and activities:

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|--------------------------|--------------------|---------------------------|
| 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. Texta 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 these types of games using these formats:

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

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.”

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Facilitator



This workshop is designed and delivered by Dr "Thiagi" Thiagarajan.

Dr. Sivasailam "Thiagi" Thiagarajan is the president of **Workshops by Thiagi, Inc** which focuses on helping professionals improve their performance effectively and enjoyably.

Internationally recognised as an expert in multinational collaboration and active learning organisations. Thiagi has lived in three different countries and has consulted in 21 others. He has worked with 50 different organisations 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 organisational learning.

Thiagi has published 40 books, 90 games and simulations and more than 200 articles. He currently writes a monthly online newsletter.

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



"Thiagi's games are always ingenious, easy to conduct, and open to several learning points." – Mel Silberman, author of *Active Training and 101 Ways to Make Training More Active*

"Thiagi's games provide **powerful** activities that are **easily adapted** to any learning environment." – Dr Darryl Sink, President, *Darryl Sink & Associates*

"Quite simply, Thiagi is the most prolific and creative designer of games and simulations in the world." – *Glenn Parker*, author of *Cross-Functional Teams and Team Players and Teamwork*

"Thiagi is a **master in creating accelerated learning** with simulations and games." – Boyd Watkins, President, Interel, Inc.



Dates and Venue

Johannesburg: 5th to 7th November 2008. Indaba Hotel, Fourways.
Cape Town 10th to 12th Nov 2008. President Hotel, Bantry Bay.

Course Schedule

Day 1: 9.30am to 5.30pm

Day 2: 9.00am to 5.00pm

Day 3: 9.00am to 4.30pm

* Refreshments served from 30 minutes before starting time.

Fee

R10,000 per person including all workshop materials and refreshments (Vat exclusive).

Registration

Please contact Nadine Burns for info and registration
email nadine@gateways.co.za
Johannesburg (011) 788 8903
Cape Town (021) 4616573