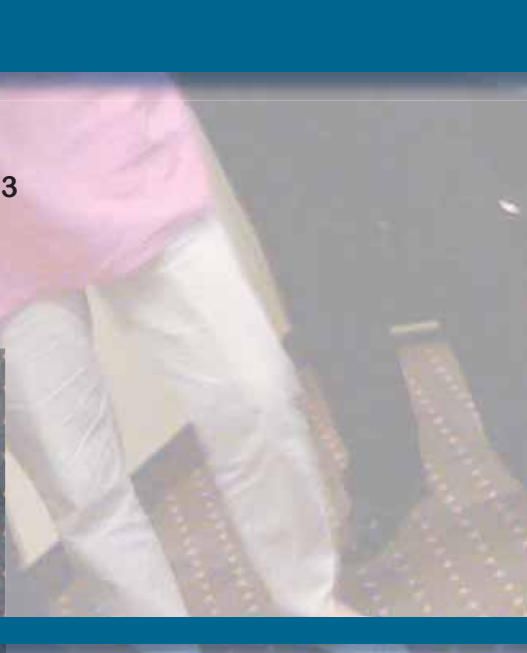




## Interactive Techniques for Instructor-Led Training

Sivasailam ("Thiagi") Thiagarajan  
Matthew Richter

June 18, 19, & 20, 2013  
Albany, NY





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### **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,





## Day 1

### How To Design and Facilitate Training 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 Facilitate Different Types of Training Games

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 The Thiagi Group'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
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## Day 3


### How To Design and Facilitate 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
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## The Facilitators

**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.



**Matthew Richter** is the President for **The Thiagi Group**. He is a facilitator, game designer, instructional designer, and management consultant. He is an expert in the areas of management, leadership, and performance technology. He specializes in employee motivation. Matthew 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 organizations as American Society of Training and Development (ASTD), Training Magazine, the International Alliance for Learning (IAL), North American Simulation and Gaming Association (NASAGA), Influent, and the National Society for Black Engineers. He was the 2006 ISPI National Conference Chair, and has been an encore presenter for the last five years for his presentation **Creating a Motivating Environment**.





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## What Experts Say About Thiagi

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.”
- **Bill Matthews** exclaims, “Thiagi's games make me look good.”

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## What Participants Say About The Thiagi Group'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 amazingly playful workshop ... The Thiagi Group'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 The Thiagi Group'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 learned how to drive my clients

with content generated by themselves or outside sources which 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 on the enrichment that 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](http://www.performa.net))

The Thiagi Group'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 it 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 participants in tailoring the design as you go – refocusing “on the spot.” It was an amazing three days, and Thiagi and his team 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



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## Eleven Different Ways People Learn in Thiagi's Workshops

Our training sessions leverage multiple intelligences and cater to different learning styles:

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







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## General Information

### Interactive Techniques for Instructor-Led Training

June 18, 19, & 20, 2013

#### Location

Courtyard Albany Airport  
168 Wolf Road  
Albany, New York 12205  
Telephone: (518) 482-8800  
Website: <http://www.marriott.com/hotels/travel/albca-courtyard-albany-airport/>

A limited number of discounted rooms are reserved for workshop participants. When making hotel reservation, please mention “Thiagi Workshop”. Make your hotel reservations early because the rooms will be made available on a first-come, first-served basis.

**Fees:** \$1600 USD

#### Two Easy Ways to Register

**Online.** Visit our online store at [thiagi.com](http://thiagi.com) and click on Workshops: 2013.

**Telephone.** Call 812-332-1478.

#### Group Discount

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

#### Cancellation

If you cancel your registration on or before June 1, 2013, we will charge you a processing fee of \$50 and refund the balance of your registration fee. If you cancel after June 1, 2013, you are liable for the full registration fee.

#### What You Get for Your Registration Fee

Manual, *Interactive Strategies for Improving Performance*, 255 pages

Manual, *Framegames*, 320 pages

Manual, *Simulation Games*, 339 pages

Additional handouts

Continental breakfast

Two refreshment breaks

Certificate

Access to The Thiagi Group’s web site

One-year subscription to the online GameLetter

#### For Further Information

Please email Matthew Richter at [matthew@thiagi.com](mailto:matthew@thiagi.com) or call him at 415-385-7248.

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