



# The Thiagi Group, Inc.

## Interactive Techniques for Instructor-Led Training

Sivasailam ("Thiagi") Thiagarajan

Indianapolis, IN  
March 21-23, 2012



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### Workshop Description

This 3-day Thiagi workshop practices what it preaches. Participants learn new principles and procedures and apply them to creating and conducting different types of learning activities that meet their training objectives, audiences, and needs.

### Target Group

Trainers, managers, consultants, and facilitators who work with individuals and teams.

### Why This Workshop Is 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. Just by watching him in action, you pick up several effective strategies.

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

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

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





## Day 1

### 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 set the right tone for your session)
  - Structured Sharing activities (that tap into upon the wisdom of groups)
  - Interactive Lectures (that add interaction to reinforce expert presentations)
  - Textra Games (that are built around reading materials)
  - Jolts (that last for less than 3 minutes and provide powerful insights)
  - Closers (that bring your session to meaningful conclusion)
- Transform participants from hell to your supportive allies.
- Maximize reflection and insights through systematic debriefing.



## 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

- Explain the key characteristics, advantages, and limitations of games and activities in corporate training.
- Experience, explore, design, develop, evaluate, revise, and conduct these types of training games:
  - Board Games
  - Card Games
  - Improv Games
  - Instructional Puzzles
  - Instructional Magic



## 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:
  - The Case Method
  - Cash Games
  - Production Simulations
  - Reflective Teamwork Activities
  - Roleplaying
  - Simulations with Playing Cards





## You Are In Charge!

Thiagi goes beyond paying lip service to these types of statements about adult learning theory:

- *Adult learners bring a wealth of experience to the training session.*
- *Adult learners have specific needs and goals.*
- *Adult learners are capable of determining what and how they should be taught.*

Thiagi walks the talk. Rather than repeat a canned program that is structured by a prepared set of PowerPoint slides, he empowers you (and your fellow participants) to dictate the scope and sequence of what is going to happen during the workshop. There are more than a hundred types of interactive strategies that Thiagi can demonstrate. However, your needs and preferences determine exactly which ones will be explored in detail. The learning outcomes listed above provide a feel for the workshop goals. However, the specific objectives for each workshop will be based on your goals, resources, and constraints.



## Facilitator



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

He is the Mad Scientist of **The Thiagi Group**, an organization that focuses on helping professionals improve their performance effectively and enjoyably.

Internationally recognized as an expert in interactive learning, Thiagi has lived in three different countries and has conducted training workshops in 24. 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.

## Praise from Experts

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

- **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**, Trainer and facilitator: “Thiagi’s games make me look good.”





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## 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

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](http://www.performa.net))

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

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

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## Eleven Ways People Learn in Thiagi's Workshops

This training workshop leverages multiple intelligences and caters to different learning styles:

1. **Learn from experience.** This workshop features effective and enjoyable training games and learning activities.
  2. **Learn through observation.** The facilitator practices what he preaches. You learn a lot just by watching him in action.
  3. **Listen to interactive lectures.** Workshop presentations are interspersed with interactive interludes.
  4. **Read the materials.** Dynamic activities in the workshop convert static documents into powerful training materials.
  5. **Apply the techniques.** Job aids, tables, checklists, and game plans make it easy for you to implement the activities.
  6. **Learn by doing.** Our approach to activities-based learning ensures that you are able to use the techniques immediately.
  7. **Learn by reflecting.** Effective debriefing techniques 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 more than 250 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 interactive tools.
  11. **Learn continuously.** We continue interacting with our participants through regular online activities and social networking.
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## Workshop Details

### Location

Courtyard Indianapolis at the Capitol  
320 N. Senate Avenue  
Indianapolis, IN 46204  
Telephone: (317) 684-7733  
Website: <http://www.marriott.com/hotels/travel/indcd-courtyard-indianapolis-at-the-capitol>

A limited number of discounted rooms are reserved for workshop participants. When making hotel reservations, please use this group code: thithib . Make your hotel reservations early because the rooms will made available on a first-come, first-served basis. The online reservation form can be found here: <http://www.marriott.com/hotels/travel/indcd?groupCode=thithib&app=resvlink&fromDate=3/20/12&toDate=3/23/12>

### Registration Fees

3-Day Workshop: \$1495

### Early Bird Discount

If you register before...	3-Day Workshop
January 15, 2011	\$1125
February 25, 2011	\$1245

### Group Discount

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

### Two Easy Ways to Register

**Online.** Visit our online store at [thiagi.com](http://thiagi.com) and click on "Workshops: 2012".

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

### Cancellation

After registering, if you find yourself unable to attend the workshop, consider sending a colleague instead.

If you cancel your registration on or before March 1, 2012, we will charge you a processing fee of \$50 and refund the balance of your registration fee. If you cancel after March 1, 2012, you are liable for the full registration fee.

### What You Get for Your Registration Fee

#### 3-Day ITILT Workshop

- Manual, *Interactive Strategies for Improving Performance*
- Manual, *Simulation Games for Instructor-Led Training*
- Additional handouts
- Continental breakfast
- Two refreshment breaks
- Certificate of Accomplishment
- Access to Thiagi's web site
- One-year subscription to the online GameLetter