

In cooperation with:

Zürich University
of Applied Sciences



School of Applied Linguistics

ISBB
Institute of Applied Linguistics
for Business and Education

van den Bergh Thiagi Associates GmbH

PERFORMANCE BEYOND BORDERS

10th Anniversary



Course 1
Interactive Training Strategies

June 21 to June 23, 2011 (three days)
Sivasailam ("Thiagi") Thiagarajan

Course 2
Design Clinic and
Advanced Interactive Strategies

June 24 to June 25, 2011 (two days)
Sivasailam ("Thiagi") Thiagarajan and
Samuel (Sam) van den Bergh

Course 1: Interactive Training Strategies

Sivasailam (Thiagi) Thiagarajan

June 21 to June 23, 2011 (three days)

Target Group

This workshop is designed for trainers, instructional designers, facilitators, managers, 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 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.

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 make you enjoy every moment of the workshop.

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.

Objectives and Benefits

- Experience, select, create, and modify these types of training games
 1. Openers (that set the right tone for your session)
 2. Structured Sharing activities (that tap upon the wisdom of groups)
 3. Interactive Lectures (that add interaction to reinforce expert presentations)
 4. Textra Games (that are built around reading materials)
 5. Jolts (that last for less than 3 minutes and provide powerful insights)
 6. Closers (that bring your session to a meaningful conclusion)
- Use flexible facilitation techniques that creatively blend such opposites as playfulness and seriousness, competition and collaboration, and action and reflection.
- 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. As 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 daunted by the delusion that it requires a lot of skill and time to design training games and learning activities, wait until you experience Thiagi's framegame approach: How to design an effective training game in a matter of minutes.

Objectives and Benefits

- Explain the key characteristics, advantages, and limitations of games and activities in corporate training.
- Identify the most appropriate type of training game to match the needs of specific performance objectives and participant characteristics.
- Experience, explore, design, develop, evaluate, revise, and conduct these types of training games:

1. Board Games	3. Improv Games	5. Matrix Games
2. Card Games	4. Instructional Puzzles	
- Master and apply additional principles and procedures for designing these types of training games:

1. Closers	3. Openers	5. Textra Games
2. Interactive Lectures	4. Structured Sharing	

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. As 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 that focus on selected aspects of reality. This workshop provides you with skills associated with the design and delivery of a variety of simulation games.

Objectives and Benefits

- Explain the key characteristics, advantages, and limitations of simulation games in corporate training.
- Identify the most appropriate type of simulation game to match the needs of specific performance objectives and participant characteristics.
- Experience, explore, design, develop, evaluate, revise, and conduct these types of simulation games:
 1. Action Learning
 2. The Case Method
 3. Cash Games
 4. Interactive Stories
 5. Production Simulations
 6. Reflective Teamwork Activities
 7. Roleplaying
 8. Simulations with Playing Cards
 9. Synthetic Cultures
 10. Training Devices

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 practices what he preaches. 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.

Dr. Sivasailam „Thiagi“ Thiagarajan is the CEO 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 active learning, Thiagi has lived in three different countries and has conducted training workshops in 24 more. 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) four times and of the International Society for Performance Improvement (ISPI) twice.

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

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 Thiago and there is the rest.”
- **Bill Matthews**, Trainer and facilitator: “Thiago’s games make me look good.”

Course Schedule

Day 1: Tuesday,	June 21, 2011	9.30 a.m. – 5.30 p.m.
Day 2: Wednesday,	June 22, 2011	9.00 a.m. – 5.00 p.m.
Day 3: Thursday,	June 23, 2011	9.00 a.m. – 4.30 p.m.



Course 2: Design Clinic and Advanced Interactive Strategies

Sivasailam (Thiagi) Thiagarajan and Samuel van den Bergh

June 24 to June 25, 2011 (two days)

Target Group

This workshop is designed for participants who have completed one of Thiagi's 3-day Interactive Training Strategies workshops.

Workshop Description

The workshop design is strongly incorporating the individual needs of the participants. At present Thiagi suggests the following three major components:

1. A design clinic in which Thiagi and Sam will provide consultative advice and feedback on interactive training activities that you are currently designing (or planning to design).
2. Peer review and support that uses structured strategies to encourage you to present your ideas, plans, and problems to your fellow participants and receive valuable feedback and guidance.
3. Advanced sessions on interactive strategies and facilitation techniques.
(See the daily topics and objectives listed below)

Topics, Objectives, and Benefits

Day 1

- Facilitate multinational and multicultural groups (including virtual groups).
- Participate in hands-on facilitation practice and receive feedback. Learn to modify games.
- Incorporate online games and simulations in e-learning courses.
- Increase interactivity in webinars.





Day 2

- Conduct positive psychology activities to reduce stress and to increase productivity.
- Motivate training participants and employees by using intrinsic motivation techniques.
- Lead activities to enhance trust.
- Use games and activities with reluctant participants.
- Adapt games to suit different groups of participants (e.g. very large or very small groups).

Bonus:

The workshop will provide you with a software package for designing online games and train you how to use it. (Bring your laptop with you.)

This workshop is designed and delivered by Dr. Sivasailam „Thiagi“ Thiagarajan assisted by Samuel van den Bergh.

Course Schedule

Day 1: Friday,	June 24, 2011	9.30 a.m. – 5.30 p.m.
Day 2: Saturday,	June 25, 2011	9.00 a.m. – 4.30 p.m.



Facilitators



Dr. Sivasailam „Thiagi“ Thiagarajan



Foto Simone Gloor

Samuel „Sam“ van den Bergh

Thiagi:
See bio page 7.

Sam:
Samuel van den Bergh is professor for Intercultural and Diversity Management at Zurich University of Applied Sciences, Switzerland, and 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.

What Participants Say About Thiagi's "Interactive Training Strategies" Workshop in Winterthur:

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

Editor-in-chief 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)

Coming up with learning activities is one of my greatest challenges. Thiagi's workshop gave me exactly what I needed. The workshop is so hands-on and practical that Thiagi and the other participants helped me design an entire course right in class. My company now uses that course around the world to train its leaders and managers.

Steve Hayden

Worldwide Employee Development, Apple Inc., Cupertino, California, USA

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

What Participants Say About Thiagi's "Evidence-Based Positive Psychology Activities" Workshop in Winterthur 2009/2010:

These two days are a multi-layered gift – not a day since I took the course three months ago has gone by without my thinking about and using what I learned to make myself and others happier. Thiagi provides literally years of research on the crucial topic of happiness concentrated into two days. Not only do you get to experience heartfelt interactions with your fellow participants, you are also invited into quiet reflection with yourself in a way new to me in Thiagi's workshops. Through these reflective exercises, it seemed to me that after 20 years of studying with Thiagi, I had the opportunity to not only learn how to "do" like Thiagi does, but to "be" like Thiagi is. Thank you, Thiagi.

Heather Robinson

Founder and principal consultant of Success Across Borders, an organization development consultancy, Kent, USA

Several months ago I had the chance to be part of a happy group with Thiagi. What a pleasure in itself. I still feel it in my daily life! It is like a drug – be careful, you cannot get enough, it feels so good. For yourself and to "contaminate" your network. What better proof of a workshop's success can you get? Thank you, Thiagi.

Petra Bourkia

Head International Student Exchange, Berner Bildungszentrum Pflege, Bern, Switzerland

This workshop was very interesting, insightful and useful for both business application and private counselling. I loved the depth of up-to-date theory combined with Thiagi's fantastic activities. We hear so many leaders asking about "How to motivate my people?" I got quite some additional and interesting answers which I have shared with some people in the meantime.

Ulrike Tack

Co-founder of Snowball Training, Ratingen, Germany

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.

Setting

Winterthur, Switzerland.

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

Tuition

Course 1 (Thiagi)	CHF 1750.– (three days)
Course 2 (Thiagi)	CHF 1250.– (two days)
Courses 1 and 2	CHF 2850.– (five days)

Tuition includes

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

Additional in Course 2: 24-hour wireless access, a software package for designing online games.

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 December 2010 will get an additional reduction of CHF 40.– (two-day course), CHF 70.– (three-day course), CHF 100.– (five-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 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 a written confirmation of your enrolment, or contact our office at:
info@diversityandinclusion.net

Accommodation

We recommend the following hotel where the workshops take place and where we have been able to reserve a limited number of rooms at a reduced rate. Reservations should be made directly by participants (quote: Thiagi 2011).

Hotel Banana City (****) www.bananacity.ch

Parkside room	CHF 170.– from 21 to 23 June 2011
	CHF 129.– from 24 to 25 June 2011
Railside room	CHF 150.– from 21 to 23 June 2011
	CHF 99.– from 24 to 25 June 2011

Four other small hotels are close by:

Hotel Wartmann (***)	www.wartmann.ch
Park Hotel (****)	www.phwin.ch
Hotel Krone (***)	www.kronewinterthur.ch
Hotel Loge (***)	www.hotelloge.ch

A list of hotels can be obtained from Winterthur Tourism which also operates an online 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
Erlistrasse 27
CH-8454 Buchberg
Switzerland
Phone: ++41 44 867 10 74
Fax: ++41 44 867 10 75
Email: 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
Email: vsam@zhaw.ch