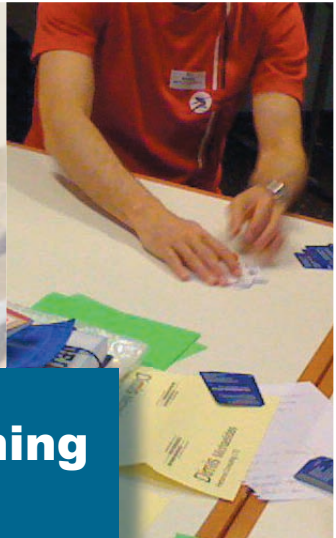


Organized by:

Karin Heden
Resultatbolaget
Stockholm, Sweden



The Thiagi Group, Inc.



Interactive Techniques for Instructor-Led Training

Sivasailam ("Thiagi") Thiagarajan



3-Day Workshop: *Interactive Techniques for Instructor-Led Training*
November 7, 8, and 9, 2011

1-Day Workshop: *Introduction to Interactive Training Techniques*
November 10, 2011



Workshop 1: Interactive Techniques for Instructor-Led Training

3-Day Workshop

November 7, 8, and 9, 2011

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 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.

Objectives and Benefits

Day 1

- Define training games and activities, and distinguish among different types.
- Experience, explore, design, develop, evaluate, and revise training games and activities using these formats:
 1. Openers
 2. Structured Sharing
 3. Interactive Lectures
 4. Textra Games
 5. Closers
- 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.





Day 2

- Use an opening activity to relate today's activities to yesterday's session.
- Experience, explore, design, develop, evaluate, and revise training activities using these formats:

1. Board Games

3. Improv Games

5. Matrix Games

2. Card Games

4. Instructional Puzzles

- Use a closing activity to review today's session.

Day 3

- 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 characteristics of participants.
- Experience, explore, design, develop, evaluate, and revise simulation games using these formats:

1. The Case Method

4. PC Simulations

7. Reflective Teamwork Activities

2. Cash Games

5. Production Simulations

3. Interactive Storytelling

6. Role Playing



Workshop 2: Introduction to Interactive Training Techniques

1-Day Workshop

November 10, 2011

Part 1. Designing Interactive Strategies

The best way to improve your training is to encourage participants to interact with each other, with the content, and with you. In this workshop, Thiagi reveals secrets of effective interactive training that is faster, cheaper, and better. You will begin by rapidly exploring 60 different training strategies. Later, you will master additional details of several strategies:

- **Structured sharing** that helps practitioners exchange their expertise with each other
- **Interactive lectures** that enable you to retain control of the session while participants interact with each other
- **Textra games** that transform your dull, dry handouts come alive
- **Jolts** that last for a few minutes and provide powerful insights and concepts

With Thiagi's framegame approach, you will learn how to adapt existing templates to create your own training games in a matter of minutes. You will also learn how to avoid irrelevant fun and immerse your participants in engaging activities.

Part 2. Conducting Training Games and Activities

Are you excited about training games and activities but anxious about losing control, wasting time, and being attacked by participants? Based on 20 years of field experience and research, Thiagi shares with you three important secrets of effective training facilitation:

1. Identify seven critical dimensions of activities-based training. Learn how to select, maintain, and balance appropriate intensities of these dimensions.
2. Recognize participants from hell and their disruptive behavior patterns. Learn strategies for discouraging such behaviors.
3. Identify the importance of the debriefing process for linking the training game or activity to the workplace reality. Learn a powerful six-phase model for maximizing learning from experience.





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. 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 Worksops

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.





Location

3-Day Workshop
Ersta Conference & Hotel
Erstagatan 1 K
116 000 Stockholm

46 (0)8 – 714 63 41
www.erstadiakoni.se

1-Day Workshop
Nalen
Regeringsgatan 74
111 39 Stockholm

46 (0)8-505 292 00
www.nalen.com/eng/

Workshops Fee
3-Day Workshop: 12,900 SEK
1-Day Workshop: 5,900 SEK

Fees Include

Course fee, lunch and refreshments, reading packet, and Certificate of Attendance

Registration Procedure

Participants may send their entire fee or a deposit of SEK 1,000 per person. Registration 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 arrival. We encourage early registration to assure a place in the workshop. We will accept registration until a workshop is full or the session begins.

Discounts

Special Rate for <i>Thiagi GameLetter Readers</i>	3-Day Workshop	1-Day Workshop
Registration received <i>before September 15, 2011</i>	SEK 9,900	SEK 4,900
Registration received <i>after September 15, 2011</i>	SEK 10,900	SEK 5,900

Group Discount

If you sign up a friend or colleague, you will receive 10% discount for every person you sign up.

Accommodation

Make your room reservation directly with the hotel. We recommend early reservation, as the number of rooms are limited.

Cancellation

Refund of fees (minus a SEK 500– 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.

For More Information

Please contact Karin Heden at Resultatbolaget
Telephone: +46 70 553 9914
Email: karin.heden@resultatbolaget.se