

van den Bergh Thiagi Associates GmbH

In cooperation with:



# PERFORMANCE BEYOND BORDERS

Thiagi in Switzerland  
in his 17th Year

## Thiagi and Sam 2017

Winterthur, Switzerland

June 15 and 16, 2017 (two days)

Facilitators:

Sivasailam ("Thiagi") Thiagarajan  
and Samuel ("Sam") van den Bergh

### Interactive Tools for Intercultural Training

van den Bergh Thiagi Associates GmbH are happy to offer their popular course on diversity and inclusion in Winterthur, Switzerland.

Thiagi (Dr. Sivasailam Thiagarajan) and Sam (Prof. Samuel van den Bergh) have collaboratively conducted courses on activity-based training techniques (with a special emphasis on intercultural communication, multi-cultural teams and diversity and inclusion) in Winterthur, Switzerland for 17 years. In 2017 they offer a new and improved version of the course on interactive tools for intercultural training.



### You Experience Uniqueness!

Here are five features:

1. **Accelerated.** We keep you totally absorbed with a unique blend of expert presentations, reflective discussions, and creative activities.
2. **Functional.** We use the techniques that we teach. Just by watching us in action, you pick up several effective strategies.
3. **Authoritative.** We know what we are talking about. Our workshops are based on sound theory, validated principles, and solid experience.
4. **Practical.** We have spent decades in organizational firing lines. We empower you with realistic tools and techniques for immediate use in today's workplace.
5. **Fun.** Our contagious enthusiasm, inclusive humour, and irreverent flexibility make you enjoy every moment of the workshops.

### You Are in Charge!

We go 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.

We practice what he preach. Rather than repeat a canned program that is structured by a prepared set of PowerPoint slides, we empower you (and your fellow participants) to dictate the scope and sequence of what is going to happen during the workshops. There are more than a hundred types of interactive strategies that we 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.



## You Experience Eleven Ways to Learn!

The eleven different ways of how people learn in 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 our 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 in our workshops, you receive a monthly online newsletter with new games and tools.
11. **Learn continuously.** We continue interacting with our participants through regular online activities.



**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:

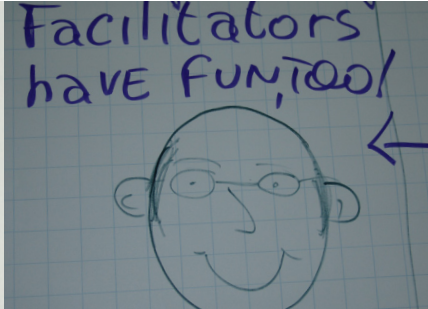
- **Glenn Parker**, author of **Team Players and Teamwork**: “Quite simply, Thiagi is the most prolific and creative designer of games and simulations in the world.”
- **Mel Silberman**, author of **Active Training and 101 Ways to Make Training More Active**: “Thiagi’s training games are always ingenious, 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 Thiagi and there is the rest.”
- **Bill Matthews**, Trainer and facilitator: “Thiagi’s games make me look good.”





Foto Simone Gloor

**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**. For the past seven years he has also held a visiting professorship at Asia-Europe Institute at University of Malaya in Kuala Lumpur. Educated in Zurich and Berkeley, Sam has trained hundreds of business leaders and MBA students on cross-cultural and diversity management. He was for example a senior cross-cultural trainer for the Swiss Ministry of Foreign Affairs for more than ten years.



June 15 and 16, 2017 (two days)  
Facilitators:  
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# Interactive Tools for Intercultural Training

**Course Schedule**  
**Day 1:** Thursday, June 15, 2017  
9.30 a.m. – 5.30 p.m.  
**Day 2:** Friday, June 16, 2017  
9.00 a.m. – 5.00 p.m.



## Interactive Tools for Intercultural Training

Sivasailam (Thiagi) Thiagarajan and Samuel van den Bergh

June 15 and 16, 2017 (two days)

### Target Group

The workshop is designed for trainers and consultants working in the areas of diversity, inclusion, and intercultural communication.

### Focus

The focus of the course is not on the content because we assume that the participants have sufficient knowledge of basic intercultural theories, principles, and procedures suited to their context and to their participants.

Instead, the focus is on activities that enable the participants to interact with the content and help them process, recall, adapt, and apply them to improve their professional and organizational productivity.

We invite the participants to bring their own ideas of what to teach and we help them acquire knowledge and skills on how to teach.

To restate: The two facilitators practice what they preach. Rather than deliver a canned program that is structured by a prepared set of PowerPoint slides, they empower you (and your fellow participants) to determine the scope and sequence of the workshop.

The workshop will strongly incorporate individual needs of the participants. The specific topics explored and the activities conducted will be based on the participants' choices before and during the workshop. A pre-workshop questionnaire will help to establish the initial preferences.

Thiagi and Sam will also share their ideas and experiences on their field-tested tools for intercultural training.



## Benefits and Outcomes

Participants learn to facilitate, analyze, and improve activities that work in the intercultural field.

This course features a wide variety of training activities that include games, simulations, roleplays, interactive lectures, storytelling, and other types of group activities. We use a step-by-step approach to demonstrate and explore these intercultural training activities.

- 1 You experience the activity as a participant
- 2 You learn to conduct the activity with your own participants
- 3 You learn to adapt and modify the activity to suit your objectives, constraints, and resources
- 4 You learn to use the activity as a template to design other intercultural training activities
- 5 You learn to locate other activities of a similar nature from the collection of more than 400 games in our website.

Thiagi and Sam will also provide consultative advice and feedback on interactive intercultural training activities that you are currently using or planning to use. Participants will leave the workshop with more tools and full of ideas how to adapt and transfer new activities for their own purposes.

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Here's our current list of suggested that involve Interactive Tools for Intercultural Training:

### Types / Activities / Topics

To be played

To be interspersed

optional

Type	Activity (Identifier)	Topics
PC (Playing Card) Simulation	Barnga	Assumptions, communication, self-awareness
PAC (Practical Advice Cards) Activities	Eg.: Headlines, Final cards, 35	Managing Globally
Reflection Activity (Role Play / Matrix / Debrief)	Give and Take	Project Management, Roles and responsibilities, effective teamwork
Role Play	Chatter	Awareness / DIE concept
Structured Sharing Activity	Conveyor Belt	Tips on handling communication Differences
Interactive Lecture	Press Conference	Intercultural Issues, eg. Migration
Jolts	Eg. Clock on the ceiling, Superglue, Newton, You win if, not fair, ...	Awareness, Perspectives, Discrimination, Reconciliation, ...
PC Simulation (using Playing Cards)	Company Picnic	Status, power distance, discrimination
Graphic Game	Time Circles	Concepts of Time
Story Telling	Story Exchange	Positive aspects of intercultural interactions (appreciative inquiries)
Iprov Game	Last Player standing	Intercultural concepts
Textra Game Reading and Mutual Teaching	Each Teach	Eg. 7 Dimensions by Trompenaars Hampton Turner

To be played

To be interspersed

optional

Type	Activity (Identifier)	Topics
Interactive Lecture (incl. Activity)	Categorizing	DMIS, Awareness, Intercultural Competence
Video	Double Exposure	Eg. Communication Issues between East and West
Critical Incidents	Incidents Analysis	Eg. Diversity in Health Care
Structured Sharing	Stereotype or Generalization?	Stereotypes vs Generalizations, changing perspectives
Synthetic Cultures	Brief Encounters	DIE concept, generalizations vs stereotypes
A Debriefing Game	Three Things from your Mothers	Values acquisition, exemplified through maternal influence
Assessment-Based Learning Activity	Single-Item Survey	Cultural intelligence
Brain-Pick Activity	Change Management	Implementing diversity policy in an organization
Interactive Lecture	Missing Sentence	Reconciliation
Graphic Game	Photo Jolt	Models and metaphors for diversity
Fluency Cards	Cross-cultural Teamwork	Leadership. High-performance teams
Textra game	Au Contraire	Selecting and modifying advice about accommodating cultural values

### Setting

Winterthur, Switzerland.

The course is held at Hotel Banana City (www.bananacity.ch).

The hotel is situated in the centre of town within walking distance to the train station.

### Tuition

Interactice Tools for Intercultural Training by Thiagi and Sam  
CHF 1100.– (two days)

### Tuition includes

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

At the Banana Hotel you have 24-hour wireless internet access.

### 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

“Early Birds“ who enrol before 31 December 2016 will get a reduction of CHF 60.–

### 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 a 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](mailto: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 2017).

Hotel Banana City (\*\*\*\*) [www.bananacity.ch](http://www.bananacity.ch)  
Parkside room (single) CHF 170.– \* / CHF 230.– \* (double)

Railside room (single) CHF 150.– \* / CHF 210.– \* (double)  
\* Prices to be confirmed

Four other small hotels are close by:

Hotel Wartmann (\*\*\*) [www.wartmann.ch](http://www.wartmann.ch)

Park Hotel (\*\*\*\*) [www.phwin.ch](http://www.phwin.ch)

Hotel Krone (\*\*\*) [www.kronewinterthur.ch](http://www.kronewinterthur.ch)

Hotel Loge (\*\*\*) [www.hotelloge.ch](http://www.hotelloge.ch)

Further inexpensive accomodation:

(\*\*) search for: Jugendunterkunft Löwengarten

A list of hotels can be obtained from Winterthur Tourism which also operates an online reservation system:  
[www.winterthur-tourismus.ch](http://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:

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