

van den Bergh Thiagi Associates GmbH

In cooperation with:



# PERFORMANCE BEYOND BORDERS

Thiagi in Switzerland  
in his 16th Year

## Two Courses with Thiagi Held in Winterthur, Switzerland

June 7 to June 9, 2016 (three days)  
Facilitator:  
Sivasailam ("Thiagi") Thiagarajan

Interactive  
Training Strategies

June 10, 2016 (one day)  
Facilitators:  
Sivasailam ("Thiagi") Thiagarajan  
and Samuel ("Sam") van den Bergh

Thiagi's Tools for  
Intercultural Training

van den Bergh Thiagi Associates GmbH are happy to offer you two of their popular courses in Winterthur, Switzerland.

### Take One, Take Both

You can take either of the two courses. They are independent of each other and there is no overlap between them.

### Interactive Training Strategies

You can take the 3-day course on Interactive Training Strategies alone. This course is designed for trainers and educators who want to improve the effectiveness and engagement of the courses they teach. Primarily intended for corporate trainers and higher-education faculty, the course deals with the design of different types of training activities that are integrated with different types of content presentation including lectures, reading materials, and interaction with others. The activities include board games, card games, improv games, instructional puzzle, simulation games, interactive stories, teamwork activities, and roleplaying.

### Thiagi's Tools for Intercultural Training

You can take the 1-day course Thiagi's Tools for Intercultural Training alone. This course is designed for trainers and educators working in the area of intercultural communication. The course helps you select, modify, facilitate, and debrief a variety of interactive training tools to facilitate inclusion across borders.

### The Complete Package

We strongly recommend taking both courses together. This will provide you with a strong set of competencies related to designing your own training activities as well as increased ability to conduct several powerful intercultural training activities.



### 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.”





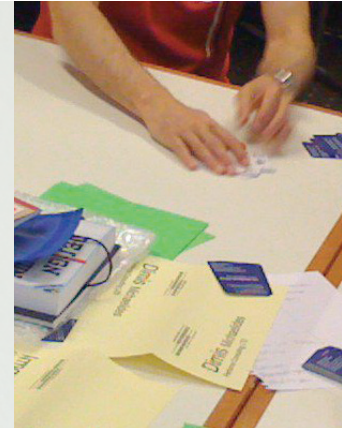
Foto Simone Gloor

**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 7 to June 9, 2016 (three days)  
Facilitator:  
Sivasailam (“Thiagi”) Thiagarajan



# Interactive Training Strategies

## Course Schedule

<b>Day 1:</b> Tuesday, June 7, 2016	9.30 a.m. – 5.30 p.m.
<b>Day 2:</b> Wednesday, June 8, 2016	9.00 a.m. – 5.00 p.m.
<b>Day 3:</b> Thursday, June 9, 2016	9.00 a.m. – 4.30 p.m.



## Interactive Training Strategies

Sivasailam (Thiagi) Thiagarajan

June 7 to June 9, 2016 (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.





## Benefits

### 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

- 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.

**Benefits**

**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 skills 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**

- 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
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	



## Benefits

### 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?

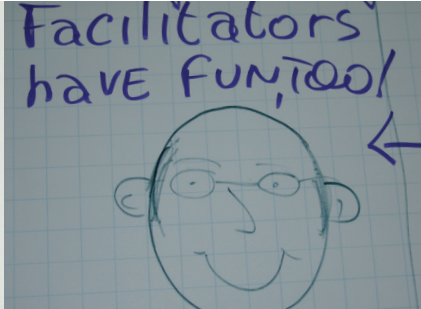
Yes, you can – by using simulations. As simulation activities are very similar to on-the-job training, they ensure effective transfer and application of what you learn in the workshop to the work place. Simulation games provide immediate and realistic feedback. They reduce the risk to the players. Any 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

- 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. Cash Games
  2. Interactive Stories
  3. Production Simulations
  4. Reflective Teamwork Activities
  5. Roleplaying
  6. Simulations with Playing Cards





# Thiagi's Tools for Intercultural Training

June 10, 2016 (one day)  
Facilitators:  
Sivasailam ("Thiagi") Thiagarajan  
and Samuel (Sam) van den Bergh

## Course Schedule

Day 1: Friday, June 10, 2016

9.00 a.m. – 5.00 p.m.





## Thiagi's Tools for Intercultural Training

Sivasailam (Thiagi) Thiagarajan and Samuel van den Bergh

June 10, 2016 (one day)

### Target Group

The workshop is designed for participants who work in the field of intercultural training.

### Workshop Description

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

Participants learn to facilitate, analyze, and improve Thiagi's Tools that work in the intercultural field. The activities include simulations, games, and other types of training activities created by Thiagi; some tools are adaptations by Sam. 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.

Here's our current list of suggested sessions that involve Thiagi's Tools:

### Activities / Objectives / Types

Activity	Objective	Type
Barnaga	Identify the big impact of the small assumptions we make	Simulation
Managing Globally	Effectively manage a multicultural workforce in a multinational corporation	A game with practical advice cards
Brief Encounters	Objectively describing the behaviors of people from a different culture	Synthetic Cultures Role Play
Give and Take	Creating high-performance multicultural teams	Project Management Simulation
Six Spheres of Inclusion	Identify different spheres of influence that shape your beliefs and actions	Interactive Lecture
Chatter	Recognizing and analyzing differences in nonverbal communication factors	Small Group Activity
Conveyor Belt	Troubleshooting and handling intercultural differences	Structured Sharing Activity
Email Game	Creating and coordinating global virtual teams	In-basket exercise
Best Use	Trust building in intercultural communities	Cash Game
Company Picnic	Identifying and analyzing factors that influence the perceived status of a person in a multicultural organization	PC Simulation (using <u>Playing Cards</u> )
Video Production	Reconciling dilemmas and differences	Critical Incident Technique

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

Interactive Training Strategies is one of the most inspirational courses I have ever attended. The course inspired me to change the complete outline of the trainings I held in Revenue Management. What would have been a time-consuming task actually turned out to be quite easy as I only had to put most of what I learned during the three-day course into action.

**Annemarie Gubanski**

Owner and Consultant, Sweden

Thiagi's course gave me new concrete tools to use right away, and inspiration to continuously improve my own existing training programs and conference concepts.

**Ann Hansen**

annhansen concept+competence, Denmark

I've received not only very concrete games, but also the structure and practical techniques to design appropriate interactive techniques for all kinds of situations. I feel more complete in my profession!

**Thea Draijer**

Draijer Management, Netherlands

What is most fascinating is that it is absolutely easy and feasible to apply what we learned in this clinic to our later projects due to the facilitators' attitude of focusing on solutions rather than on problems. They did this in a playful way creating a relaxed and happy atmosphere for all participants.

**Manja Grote**

Visiting Professor, Qingdao, China

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))

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

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

### Setting

Winterthur, Switzerland.

The courses are held at Hotel Banana City ([www.bananacity.ch](http://www.bananacity.ch)).

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

### Tuition

Course 1 (Thiagi)	CHF 1650.– (three days)
Course 2 (Thiagi an Sam)	CHF 600.– (one day)
Courses 1 and 2	CHF 2150.– (four 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

- For payments by money transfer to our UBS bank account (not for payments via credit card!): CHF 30.–, on condition that money transfer costs are paid by participants in full.
- “Early Birds“ who enrol before 31 December 2015 will get an additional reduction of CHF 30.– (one-day course), CHF 70.– (three-day course), CHF 100.– (four-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](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 2016).

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 accommodation:

(\*\*) 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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Winterthur (Switzerland)  
Prof. Samuel van den Bergh  
Email: [vsam@zhaw.ch](mailto:vsam@zhaw.ch)