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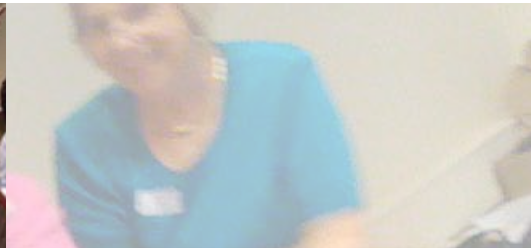


School of Applied Linguistics

ISBB  
Institute of Applied Linguistics  
for Business and Education

van den Bergh Thiagi Associates GmbH

# PERFORMANCE BEYOND BORDERS

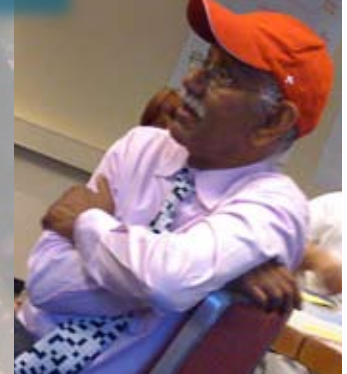


## Course 1 Interactive Training Strategies

June 8 to June 10, 2009 (three days)  
Sivasailam ("Thiagi") Thiagarajan

## Course 2 Evidence-Based Positive Psychology Activities

June 11 to June 12, 2009 (two days)  
Sivasailam ("Thiagi") Thiagarajan



## Course 1: Interactive Training Strategies

Sivasailam (Thiagi) Thiagarajan

June 8 to June 10, 2009 (three days)

### 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

#### How to design training games and activities

- Define training games and activities, distinguish among different types, and specify their advantages and limitations in corporate training.
- Identify the most appropriate training game and activity format to suit specific performance objectives and characteristics of participants.
- Experience, explore, design, develop, evaluate, and revise these types of training games and activities:

1. Structured Sharing

2. Creativity Techniques

3. Interactive Lectures

4. Textra Games

5. Item Processing

6. Double Exposure

7. Card Games

8. Board Games

9. Matrix Games

10. Instructional Puzzles

11. Email Games

12. Improv Games



## Day 2

### How to design different types of training simulations

- 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. Action Learning
  2. Structured Fieldtrips
  3. Reflective Teamwork Activities
  4. The Case Method
  5. Culture Assimilators
  6. Cross-Cultural Dialogues
  7. Production Simulations
  8. Interactive Storytelling
  9. Role Playing
  10. Cash Games
  11. PC Simulations
  12. Jolts

## Day 3

### How to conduct training games, simulations, and activities:

- Empower participants to determine the scope and sequence of activities in corporate training and teambuilding situations without neglecting the training goals and objectives.
- 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.

## Facilitator



This workshop is designed and delivered by Dr. Sivasailam „Thiagi“ Thiagarajan.

**Dr. Sivasailam „Thiagi“ Thiagarajan** is the president 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 multinational collaboration and active learning in organizations, Thiagi has lived in three different countries and has consulted in 24. He has worked with more than 50 different organizations in high-tech, financial services, and management consulting areas. For these clients, Thiagi has consulted and conducted training in such areas as change management, leadership, diversity, creativity, teamwork, and organizational learning.

Thiagi has published 40 books, 90 games and simulations, and more than 200 articles. He currently writes an online newsletter, [Thiagi GameLetter](#).

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.”

#### **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 makes you enjoy every moment of the workshop.

#### **Course Schedule**

Day 1: Monday,	June 8, 2009	9.30 a.m. – 5.30 p.m.
Day 2: Tuesday,	June 9, 2009	9.00 a.m. – 5.00 p.m.
Day 3: Wednesday,	June 10, 2009	9.00 a.m. – 4.30 p.m.



## Course 2: Evidence-Based Positive Psychology Activities

Sivasailam (Thiagi) Thiagarajan

June 11 to June 12, 2009 (two days)

### Target Group

This workshop is designed for trainers who want to incorporate innovative concepts and approaches from positive psychology and for persons who want to improve their quality of personal and professional life.

### Workshop Description

In this two-day workshop, Thiagi offers an intriguing alternative to stress-reduction. You learn principles and procedures from positive psychology on how to measure and increase (and sustain) your happiness. You also learn how to help other people to be happier and improve their health and personal and professional productivity. This is not an inspirational touchy-feely seminar but a workshop that incorporates scientific evidence-based facts, concepts, and techniques.

### Objectives and Benefits

#### Day 1

- Explain the beneficial impact of increased happiness in corporate workplace on such areas as employment, work performance, marriage, friendship, family life, mental health, and physical health. Support your explanations with research evidence.
- Explore different definitions of happiness and create your own personal definition.
- Identify types of happiness (pleasure, fulfillment, and meaning) and relate them to your life.
- Identify objective methods of measuring happiness (“subjective well-being”) through experience sampling techniques and validated instruments, and explain how you can use these techniques to measure your (and other people’s) current level of happiness.
- Separate myths from scientific reality about factors that contribute to happiness (such as wealth, health, and status). Explain the circular linkage between happiness and success.
- Increase your ability to savor past, present, and the different experiences.
- Identify your signature strengths and structure your professional career to provide greater sense of fulfillment.
- Use techniques to increase your level of engagement in daily tasks at the workplace and at home.



### Day 2

- Locate information about and instructions for 12 different evidence-based activities that result in a sustained increase in your level of happiness.
- Select and implement the most appropriate happiness activity to suit your current personal needs and preferences.
- Apply happiness activities to increase your learning and workplace productivity as well as to enhance committed relationships.
- Train other people to use appropriate activities to boost their levels of happiness.

### Facilitator



This workshop is designed and delivered by Dr. Sivasailam „Thiagi“ Thiagarajan.

Bio see page 4.

### Course Schedule

Day 1: Thursday,	June 11, 2009	9.30 a.m. – 5.30 p.m.
Day 2: Friday,	June 12, 2009	9.00 a.m. – 4.30 p.m.

## What Participants Say About Thiagi's 2008 Winterthur Workshop:

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](http://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

### Setting

Winterthur, Switzerland.

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

### Tuition

Course 1 (Thiagi)	CHF 1750.– (three days)
Course 2 (Thiagi)	CHF 1200.– (two days)
Courses 1 and 2	CHF 2800.– (five days)

### Tuition includes

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

### 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 2008, 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 and evening meals: not included

We recommend the following hotel where we have been able to reserve a limited number of rooms:

Hotel Wartmann (***)	special van den Bergh Thiagi rates
	CHF 150.– (Standard 1)
	CHF 110.– (Standard 2)
	bed and breakfast per night
	Reservations: <a href="http://www.wartmann.ch">www.wartmann.ch</a>
	(quote: Thiagi 2009)

Three other small hotels close by are:

Park Hotel (****)	<a href="http://www.phwin.ch">www.phwin.ch</a>
Hotel Krone (***)	<a href="http://www.wartmann.ch">www.wartmann.ch</a>
Hotel Loge (***)	<a href="http://www.hotelloge.ch">www.hotelloge.ch</a>

A list of hotels can be obtained from Winterthur Tourism which also operates an on-line 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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