

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

Course 1

## Interactive Training Strategies

June 7 to June 9, 2010 (three days)  
Sivasailam ("Thiagi") Thiagarajan

Course 2

## Evidence-Based Positive Psychology Activities

June 10 to June 11, 2010 (two days)  
Sivasailam ("Thiagi") Thiagarajan

## Course 1: Interactive Training Strategies

Sivasailam (Thiagi) Thiagarajan

June 7 to June 9, 2010 (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**

<b>Day 1: Monday,</b>	<b>June 7, 2010</b>	<b>9.30 a.m. – 5.30 p.m.</b>
<b>Day 2: Tuesday,</b>	<b>June 8, 2010</b>	<b>9.00 a.m. – 5.00 p.m.</b>
<b>Day 3: Wednesday,</b>	<b>June 9, 2010</b>	<b>9.00 a.m. – 4.30 p.m.</b>



## Course 2: Evidence-Based Positive Psychology Activities

Sivasailam (Thiagi) Thiagarajan

June 10 to June 11, 2010 (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 the quality of their personal and professional life.

### Workshop Description

In this workshop, Thiagi offers two dozens of proven and powerful activities from positive psychology and supports them with a conceptual background. You learn how to measure, increase, and sustain your happiness. You also learn how to help other people to be more positive and improve their health and 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

- 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 seven objective techniques for measuring happiness and use these techniques to measure your current level of happiness.
- Explain the beneficial impact of increased positivity in such areas as employment, work performance, marriage, friendship, family life, mental health, and physical health.
- 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 and present experiences.
- Use four different techniques to identify your signature strengths.
- Re-structure your job and your career to leverage your unique talents and strengths.
- Use flow techniques to increase your level of engagement in daily tasks at the workplace and at home.



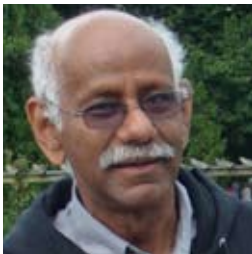
## Day 2

- Select and implement the most appropriate happiness activity to suit your current personal needs and preferences.
- Locate information about and instructions for 12 different evidence-based activities that result in a sustained increase in your level of happiness.
- State and achieve goals that are motivating, authentic, intrinsic, challenging, and approach-oriented.
- Implement the research-based effects of gratitude through the use of gratitude journals, gratitude letters, and gratitude visits.
- Increase your level of optimism through the use of the best possible self-exercise.
- Avoid brooding, negative rumination, and unhealthy social comparison through thought disputation techniques.
- Improve your personal, professional, and social relationships by using seven proven principles.
- 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.

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

Bio see page 7.

<b>Day 1:</b> Thursday,	June 10, 2010	9.30 a.m. – 5.30 p.m.
<b>Day 2:</b> Friday,	June 11, 2010	9.00 a.m. – 4.30 p.m.



Facilitator

## Course Schedule

## What Participants Say About Thiago'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: Thiago'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 ... Thiago'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 Thiago'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. Thiago's workshop gave me exactly what I needed. The workshop is so hands-on and practical that Thiago 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

Thiago'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 Thiago 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 Thiago 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:

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 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 2009 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](mailto:info@diversityandinclusion.net)

### Accommodation

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 2010)

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.kronewinterthur.ch/">www.kronewinterthur.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 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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