

More Interactive Training Strategies Sivasailam ("Thiagi") Thiagarajan



In co-operation with:

yzer

Yzer Solutions Pte. Ltd

More Interactive Training Strategies

Five Features That Make This Course Unique:

Accelerated. Thiagi keeps you totally absorbed with a unique blend of expert presentations, reflective discussions, and creative activities.

Functional. Thiagi uses the techniques that he teaches. By watching him in action, you pick up several effective strategies.

Authoritative. Thiagi knows what he's talking about. His workshop is based on sound theory, validated principles, and solid experience.

Practical. Thiagi has spent decades in organisational firing lines. He empowers you with realistic tools & techniques for immediate use in today's workplace.

Fun. Thiagi's contagious enthusiasm, inclusive humour and irreverent flexibility makes you enjoy every moment of the workshop.

Workshop Description

This workshop practises what it preaches. It helps you design and conduct 13 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.

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.

Facilitator



This workshop is facilitated by Dr Sivasailam "Thiagi" Thiagarajan.

Dr Sivasailam "Thiagi" Thiagarajan is the CEO of The Thiagi Group, Inc. and a partner in van den Bergh Thiagi Associates GmbH. Both these organisations focus on helping professionals improve their performance effectively and enjoyably.

Internationally recognised as an expert in active learning, Thiagi has lived in three different countries and has conducted training workshops in 24 countries. He has worked with more than 50 different organisations 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."

How To Design and Use Different Types of Training Games and 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 different interactive strategies. You learn to rapidly create 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.

Can you count the benefits of using games and activities in your training sessions?

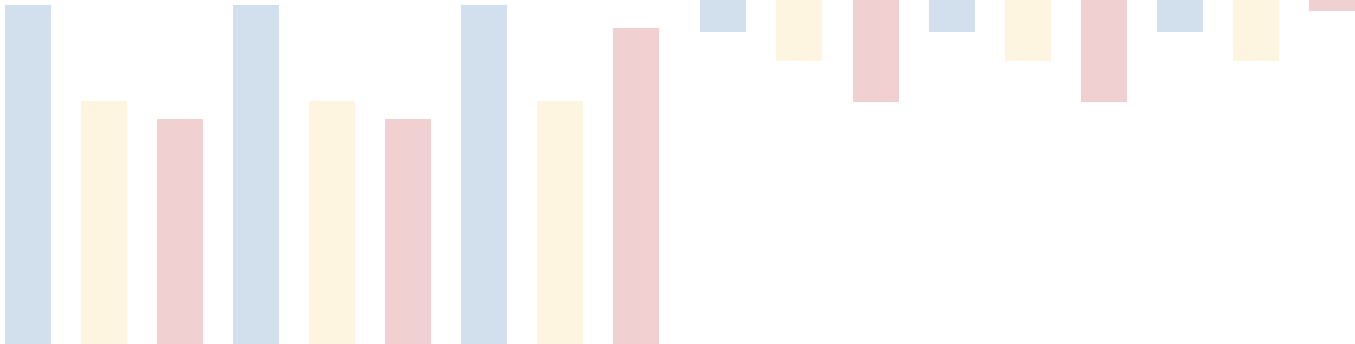
Here's a sample list: Games and activities attract and maintain the interest of the new generation that is entering the workplace in greater numbers. They cater to different types of intelligence and learning styles. They blend education and entertainment to keep participants engaged. They utilise the proven advantages of active participation. Because 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 worried that it requires a lot of skill and time to design training games and learning activities, wait until you experience Thiagi's framegame approach and design an effective training game in a matter of minutes.

Benefits and Learning Outcomes



- **Experience**, select, create, and modify these types of training games:
- **Interactive Lectures** that combine structure and control with playfulness and spontaneity
- **Structured Sharing Activities** that let your participants learn with - and learn from - each other
- **Jolts** that last for less than 3 minutes and provide a lifetime of insights
- **Closers** that review the new skills and action plans for their immediate application
- **Transform** participants from hell to your supportive allies
- **Maximize** reflection and insights through systematic debriefing
- **Modify** your facilitation to better suit your participants
- **Explain** the key characteristics, advantages, and limitations of simulation games in corporate training
- **Experience**, explore, design, develop, evaluate, revise, and conduct types of training games
- **Magical Events** that engage participants in new ways of learning.
- **Simulation Games** that convert the context of the workplace to the security of the training session
- **Role-Playing** that helps participants practise appropriate behaviours in response to challenging situations
- **Debriefing Games** that relate the simulated situation to workplace realities



Agenda

Topic	Activity	Objective
Opener	Designer Tag	Experience a structured sharing activity and incorporate it to kick-start your training sessions
Cross Questions	Pages	Experience a textra game and use its frame as a template for games that incorporate your own handouts
Reflective Teamwork Activity	Choose Your Partner	Let your participants learn with – and learn from – one another
Role Play	Company Picnic	Participate in a simulation game and in a debriefing discussion about diversity and inclusion
Interactive Lecture	The Missing Item	Combine structure and control with playfulness and spontaneity
Interactive Storytelling	Appreciative Encounters	Identify key factors that contribute to an effective training experience by participating in an interactive storytelling activity
Improvisation Games	Quick Draw Longest Sentence	Participate in two different improvisation games and adapt them for use in your training sessions
Magic	Psychic Card Trick	Perform a magic trick and incorporate it in your training activities
Closer	Kinaesthetic Evaluation	Participate in an evaluation activity an plagiarise it for personal use

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.

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 Kupper

**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 Sudwind-Magazin,
Vienna, Austria**

An exceptional, intellectual and amazingly 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**

Date and Time	Fee	Venue
Tuesday 2 September 2014 9:00 am - 5:30 pm	HKMA Members: HK\$6,680 Non-Members: HK\$6,980 Early Bird Discount: HK\$500 (for those who pay at least one month in advance) Complimentary lunch is provided.	The Hong Kong Management Association Room 201 Pico Tower 66 Gloucester Road Wanchai HONG KONG

Registration

Please complete the registration form and return it together with appropriate fee(s) 7 days before the commencement of the class. Reservations by fax (2365 1000) are welcome but are subject to confirmation by payment in full prior to programme commencement. For information, please contact **Ms Jane Ma** on **2774 8552** or **Ms Cathy Shen** on **2774 8536**. For registration details, please contact Ms Mei Tang at 2774 8553. Successful applicants will be notified by telephone. No separate letter of acceptance will be issued. As space is limited, bookings will be on a first-come, first-served basis.

Registration Form

**To: Executive Director
The Hong Kong Management Association
16/F Tower B Southmark
11 Yip Hing Street
Wong Chuk Hang
HONG KONG**

Please fill in the following information if a cheque/receipt is not attached.

Our company undertakes to pay the course fee for the above applicant.

Name of Contact Person _____

Telephone No. _____

Signature: _____

Company Chop and Date: _____

Please reserve one seat for the Workshop on "More Interactive Training Strategies" on 2 September 2014. (AC-A6774-2014-2-P)

Enclosed is a crossed cheque (No. _____) for HK\$ _____ (made payable to The Hong Kong Management Association) for the programme. Fee paid by ☐ company ☐ self

Name: Mr/Ms _____ Position: _____

Company: _____

HKID Card No.: _____ HKMA Membership No.: _____

Correspondence Address: _____

Co. Telephone: _____ Fax (office): _____ E-mail: _____

Where did you **FIRST** learn about this programme?

☐ Email Promotion from HKMA ☐ Direct Mail by Post ☐ HKMA Website ☐ Other: _____

☐ MTR Station Display (Please specify): _____ ☐ Exhibition (Please specify): _____

Note:

- I shall comply with The Hong Kong Management Association (HKMA) Privacy Policy Statement, the Hong Kong Personal Data (Privacy) Ordinance (Cap.486) and other related regulations which will be changed from time to time. I declare that the data given in support of this application are, to the best of my knowledge, true, accurate and complete. I understand that the data will be used in the admission assessment process and that any misrepresentation, omission or misleading information given may disqualify my application for admission and enrolment in the programme.
- I understand that, upon my registration in the programme, the data will become part of my student record and may be used and processed for all lawful purposes relating to my academic and/or non-academic activities in accordance with the established policy of the HKMA and the Hong Kong Personal Data (Privacy) Ordinance (Cap.486).
- I expressly consent that the personal data will be used for the HKMA administrative, academic, research, statistical, alumni activities and prescribed purposes as allowed by HKMA and the laws of Hong Kong from time to time.

Declaration

I authorize the HKMA to use my data to keep me informed of any direct marketing information including training and education programmes, awards and competitions, membership, alumni, promotional activities and other services and activities that it may arrange.

☐ Please tick the box to indicate your consent.

☐ Please tick the box to indicate your objection.

Signature: _____ Date: _____