

# Interactive Training and Teaching Strategies



with **Dr. Sivasailam “Thiagi” Thiagarajan**  
the most prolific and creative designer of games  
and simulations in the world!

**An exciting 3 days workshop** for trainers, teachers, professors,  
instructional designers, facilitators, managers,  
coordinators and performance consultants ... you will never forget!

**Facilitation strategies in training and teaching**, interactive lectures, structured  
sharing activities, playing cards, game design, jolts, practical advice cards ...  
... simply the best training and teaching tools!

**June 6 to June 8 2018 in Weimar** (Grand Hotel Russischer Hof)  
€ 1350,- (incl. 19% VAT, early bird reduction: 100,-)

[Workshop 2017 on Video](https://vimeo.com/231396510) (<https://vimeo.com/231396510>)

## Four Laws of Instructional Design in Education

- ❖ **Let the inmates run the asylum** – Empower participants to process the content and discuss them with each other.
- ❖ **Build the airplane while flying it** – Design training and teaching while delivering it.
- ❖ **Don't reinvent the wheel** – Don't design content, design the activity. Use templates that have been field-tested.
- ❖ **Be spontaneously flexible** – Combine, omit, and re-sequence the steps in the instructional design process.



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## Facilitator Thiagi



Dr. Sivasailam “Thiagi” Thiagarajan is the CEO of Thiagi, Inc. He is helping professionals improve their performance effectively and enjoyably. Internationally recognized as an expert in active learning, Thiagi has conducted training workshops in 24 countries. He has worked with more than 50 different organizations in high-tech, financial services, and management consulting areas. Thiagi has published 40 books, 90 games and simulations, and more than 200 articles.

This is what two 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.”

## Co-Facilitator Alexander Schiller

Dr. ès sc. habil. Schiller is a full-time trainer for transferable skills with Schiller & Mertens. He is a “Certified Facilitator” with the Thiagi Group and member in the “Berufsverband für Training, Beratung und Coaching” (BDVT). Dr. Schiller gathered a 15-years teaching experience at LMU Munich (D), EPF Lausanne (CH), UC Santa Cruz (USA), and FSU Jena (D). The DFG Heisenberg fellow Dr. Schiller was a junior professor from 2009 to 2017. His experience as chemist, researcher and group leader enables him to focus on the real needs of



scientists. Moreover, he uses examples from everyday life in the laboratory. From his courses given so far since 2011, graduate students, postdocs, junior group leaders, lecturers, professors, and

directors feedback that they can directly apply in everyday life what they learned. He offers with Schiller & Mertens the full range of transferable skills courses, e.g. Good Scientific Practice, Communication, Presentation, Creativity, Leadership & Teams, Negotiation, Conflict & Collaboration, Academic Teaching, Career Development, Train-the-trainer ...etc.

Dr. Schiller collaborated with Thiagi in designing this workshop “Interactive Training and Teaching Strategies” in Germany. He will also work with Thiagi as a co-facilitator during the workshops to ensure appropriate fit with the German cultural and organizational context and to provide additional coaching and editing help to the participants.

## Learning Experience with Thiagi

The eight different ways of how people learn in our training sessions leverage multiple intelligences and cater to different learning styles:

- 1. Learn from experience.** The workshops feature effective and enjoyable training games and learning activities.
- 2. Listen to interactive lectures.** Our presentations are interspersed with interactive interludes.
- 3. Learn by doing.** Our approach to activity-based learning ensures that you are able to use the techniques immediately.
- 4. Learn by reflecting.** We use effective debriefing techniques to help you reflect on your experiences, gain valuable insights, and share them with each other.
- 5. Learn from each other.** Our activities incorporate the power of mutual learning among collaborative teams.
- 6. Learn from the website.** The website [www.thiagi.com](http://www.thiagi.com) contains 200 ready-to-use training games and 2000 pages of practical advice.
- 7. Learn something new every month.** As a participant our workshops, you receive a monthly online newsletter with new games and tools.
- 8. Learn continuously.** We continue interacting with our participants through regular online activities.



## Workshop “Interactive Training and Teaching Strategies”

This course is designed for trainers, teachers, professors, and coordinators who want to improve the effectiveness and engagement of the courses they teach. Primarily intended for educators 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.

### Day 1 – An Introduction to the Design and Delivery of Learning Activities

*Benefits.* 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.



## Day 2 – How To Design and Use Different Types of Training Games and Learning Activities

*Benefits.* 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; 2. Card Games; 3. Improv Games; 4. Instructional Puzzles

Master and apply additional principles and procedures for designing these types of training games:

1. Closers 2. Interactive Lectures 3. Openers 4. Structured Sharing 5. Textra Games

### Day 3 – How To Design and Use Different Types of Simulation Games



*Benefits.* 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.* 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



## Feedback on Thiagi's workshops

### What Participants Say About Thiagi's "Interactive Training and Teaching Strategies" Workshops in Winterthur (CH) and Chorin (D) from the last 17 years

Powerful. Inspiring. Hands-on. One-of-a-kind opportunity. बहुत धन्यवाद.

**Julian Kea**, Business Skills Trainer

Thank you so much for this very stimulating training! It boosted so many new ideas for my own workshops and seminars, Thiagi and Alex managed to create a very pleasant and productive atmosphere with great group dynamics! One of the best trainings I have ever experienced!

**Dr. Julia Quante**, Coordinator IMPRS-UFAST (International Max Planck Research School for Ultrafast Imaging & Structural Dynamics)



By working with Thiagi, I experienced how powerful his active training methods can be. It wakes you up, shakes you and leaves you feeling somewhat incomplete. In short, it literally "turns you around." As Thiagi says, "real learning comes when feeling uncomfortable." This workshop is a must for everyone, who is seeking for an alternative to ready-made feel-good mainstream training methods.

**Kiriko Nishiyama**, Cross-cultural trainer



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-Siegen, 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



## General Information

### Setting

#### “Interactive Training and Teaching Strategies”

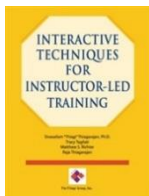
**June 6 to June 8 2018 in Weimar** (Grand Hotel Russischer Hof)

Workshop times: June 6 (9.30 a.m. to 5.30 p.m.), June 7 (9 a.m. to 5 p.m.), June 8 (8.30 a.m. to 4 p.m.)



### Tuition

“Interactive Training and Teaching Strategies” (3 days) **EUR 1350,– (incl. 19% VAT)**



#### Tuition includes

Course fee, lunch and refreshments, reading packet, printed course material “Interactive Techniques for Instructor-led Training” (335 pages), confirmation of attendance.

Accommodation and evening meals are not included!

### Registration procedure

Participants may send the entire fee or a deposit of EUR 250,– per course. Registrations without a deposit will be put on a waiting list for the requested workshop. Payments must be made in EURO (€). 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 enroll before December 15 2017 will get a reduction of EUR 100,–



### Cancellation

Refund of fees (minus a EUR 200,– 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 both facilitators: reimbursement of full course fees. In case of illness

or death of one facilitator, the workshop will be given by the second one alone. No other reimbursements will be made.

### Note

Before you purchase a non-refundable airline ticket, make sure you have a written confirmation of your enrolment, or contact at: [schiller@schillermertens.de](mailto:schiller@schillermertens.de)

### Accommodation

We recommend the following hotels where the workshops take place and where we have been able to reserve a limited number of rooms at a reduced rate until **April 15 2018**. Reservations should be made directly by participants at the hotel.

*Important:* We recommend early reservation, as the number of reserved rooms is limited on a first-come-first-served basis.

**QUOTE: THIAGI 2018**, rooms available from June 5 to June 8 2018

#### **Grand Hotel Haus Russischer Hof (\*\*\*\*)**

Goetheplatz 2

99423 Weimar

Tel. +49 (0)3643 774-0

Fax +49 (0)3643 774-840

Email: [info@russischerhof.bestwestern.de](mailto:info@russischerhof.bestwestern.de)

[www.russischerhof.bestwestern.de](http://www.russischerhof.bestwestern.de)

Rooms (single), per night: EUR 125,- including breakfast

Further hotels can be found at [www.booking.com](http://www.booking.com).

For further information, please call or write to:

Dr. ès sc. habil. Alexander Schiller

Am Steiger 9, D-07743 Jena, Germany

Phone: +49 176 701 70 882

Email: [schiller@schillermertens.de](mailto:schiller@schillermertens.de)

[www.schillermertens.de](http://www.schillermertens.de)



## Registration / Bill

Name, First Name	_____
Title	_____
Organization	_____
Mailing Address	_____
Zip Code, City	_____
Country	_____
Phone	_____
Email	_____

### **“Interactive Training and Teaching Strategies” June 6 to June 8 2018 in Weimar**

A fundamental 3 days workshop for trainers, teachers, professors, instructional designers, facilitators, coordinators and managers

**€ 1350,- incl. 19 % VAT** (Accommodation and evening meals are not included)

☐ Total fee now      ☐ EUR 250,- deposit only (final payment due 30 days prior to arrival)

Reduction(s) included: Early Bird EUR 100,- ends December 15 2017

### **Method of Payment**

Money transfer please to Postbank Köln (Only EURO, bank transfer all costs on sender)

Alexander Schiller

IBAN: DE26 3701 0050 0959 4895 07

BIC: PBNK DEFF

Note: Thiagi 2018

### **Scan and mail the registration form to**

Dr. Alexander Schiller

Am Steiger 9

D-07743 Jena, Germany

Email: [schiller@schillermertens.de](mailto:schiller@schillermertens.de)

Date

Signature