“Interactive Techniques for Instructor-Led Training”

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Pre-Conference Workshop
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DORNBERN, AUSTRIA
at FHV University

“The shift from teaching to learning: individual, collective and organizational learning through gaming & simulation”
WORKSHOP
“Interactive Techniques for Instructor-Led Training”

Sivasailam (“Thiagi”) Thiagarajan

Since 1988, Thiagi has trained thousands of corporate trainers and college faculty around the world by conducting earlier versions of this workshop. During the past 25 years, he has continuously updated and streamlined the workshop. Thiagi is happy to offer the workshop as a pre-conference workshop at the 2014 ISAGA conference as one of the roadmaps for shifting from teaching to individual, collective, and organizational learning through gaming and simulation. www.thiagi.com

Workshop Description
This workshop practices what it preaches. It helps you design and conduct different types of effective training games and activities. Based on 30 years of field research, these design formats enable you to create training faster, cheaper, and better. During the workshop, you will receive a hefty manual, Interactive Techniques for Instructor-Led Training, with collection of training games. You will also have access to 2000+ web pages with additional games, activities, and facilitation tips.

Target Group
_ This workshop is designed for corporate 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 Content

Part 1. Designing Interactive Techniques
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.

Benefits and Learning Outcomes
Experience, select, create, and modify these types of training games:
_ Openers that jump start your training session and establish a climate of caring and sharing
_ 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
_ Textra Games that convert dull handouts into dynamic tools
_ 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

Part 2. Facilitating Training Games and Activities
Are you excited about training games and activities but anxious about losing control, wasting time, and being attacked by participants? Based on 20 years of field experience and research, Thiagi shares with you three important secrets of effective training facilitation:
Debriefing discussions. Identify the importance of the debriefing process for linking the training game or activity to the workplace reality. Learn a powerful six-phase model for maximizing learning from experience.
Flexible facilitation. Identify seven critical dimensions of activities-based training (including pace, intensity, competition, and playfulness). Learn how to select, maintain, and balance appropriate intensities of these dimensions.
Transforming participants. Recognize participants from hell and their disruptive behavior patterns. Learn strategies for discouraging such patterns and specific tactics for handling each pattern.

About the facilitator
This workshop is facilitated by Dr. Sivasailam “Thiagi” Thiagarajan.
Dr. Sivasailam “Thiagi” Thiagarajan is the Resident Mad Scientist of The Thiagi Group, 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 countries. 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) for four times and of the International Society for Performance Improvement (ISPI) twice.
Thiagi’s training sessions leverage multiple intelligences and cater to different learning styles:

- **Learn from experience.**
  Thiagi’s workshops feature his effective and enjoyable training games and learning activities.

- **Learn through observation.**
  Thiagi practices what he preaches. You learn a lot just by watching him in action.

- **Listen to interactive lectures.**
  Thiagi’s presentations are interspersed with interactive interludes.

- **Read the materials.**
  Thiagi’s dynamic activities convert static documents into powerful training devices.

- **Apply the techniques.**
  Thiagi’s job aids, tables, checklists, and game plans make it easy for you to implement his activities.

- **Learn by doing.**
  Thiagi’s approach to activity-based learning ensures that you are able to use the techniques immediately.

- **Learn by reflecting.**
  Thiagi uses effective debriefing techniques to help you reflect on your experiences, gain valuable insights, and share them with each other.

- **Learn from each other.**
  Thiagi’s activities incorporate the power of mutual learning among collaborative teams.

- **Learn from the website.**
  Thiagi’s website contains 200 ready-to-use training games and 2000+ pages of practical advice.

- **Learn something new every month.**
  As a participant of Thiagi’s workshop you receive a monthly online newsletter with new games and tools.

- **Learn continuously.**
  Thiagi continues interacting with his participants through regular online activities.

This is what several experts have to say about Thiagi’s special talents in designing and delivering creative training:

“Quite simply, Thiagi is the most prolific and creative designer of games and simulations in the world.”  **Glenn Parker**
Author of *Team Players and Teamwork*

“Thiagi’s training games are always ingenious, easy to conduct, and open to several learning points.” **Mel Silberman**
Author of *Active Training and 101 Ways to Make Training More Active*

“When I want to create a learning environment or produce a thoughtful discussion, I turn to Thiagi’s games.” **Steve Sugar**
Author of *Games That Teach:

“There are two types of training-game designers: there is Thiagi and there is the rest.” **Andy Kimball**
President of QB International:

“Thiagi’s games make me look good.” **Bill Matthews**

Registration and Information

Registration at:  [www.ISAGA2014.com](http://www.ISAGA2014.com)
Information:  [preconf@isaga2014.com](mailto:preconf@isaga2014.com)
Maximum Number of Participants:  40
Costs (including lunch and refreshments):  € 60,–

The workshop takes about 8 hours (including an hour lunch break and two 30-minute refreshment breaks).