

THE ART OF LEADERSHIP

How to create resilient cultures in a VUCA* world



Conference Schedule & Program 2013



Sponsors:



On behalf of



Federal Ministry
for Economic Cooperation
and Development



Future-Makers.
Building the future.
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AIN Conference 2013 in Berlin – Schedule & Program

Dear AIN Conference Participants,

Only a few days left! We cordially welcome you to the eighth AIN World-Conference from Wednesday 02.10. until Saturday 05.10.2013 in Berlin. We are so excited about the wonderful program and look forward to welcoming you in Berlin! Following the main information about arrival, check-in and agenda (as far as we received the announcements until yet).

- **Learning-Journeys - Check in Wednesday. 02.10.2013, 09:00 - 10:00 am, Start: 10:00 am**
exploratorium berlin
10961 Berlin-Kreuzberg, Mehringdamm 55
(Sarotti-Höfe – Sarotti courtyards), 1. Hof (courtyard), 3rd floor
U-Station. Mehringdamm (U6, U7) Mehringdamm
 - **For the Playful-City:** Please bring weatherproof clothing with you.
 - **For Move into improv:** Please wear comfortable clothing and bring warm socks with you!
 - **For Jammin' into improv:** Please bring your own instrument, if at hand and easy to handle. ;-)
- **Conference-Check in Thursday 03.10.2013, 09:00 - 10:00 am, Start: 10:00 am**
Kalkscheune Berlin
Johannisstrasse 2, 10117 Berlin
Underground station : Underground-line U6 „Oranienburger Tor“
- **Hints for Instructors and Speakers**
For the speakers: Please carry your presentations on an USB-Stick or SD-Card to make it easy for us to copy it to our computer.
- **For the Workshop-Instructors:**
We provide Flip-Charts and “Statty Post-Its” in the seminar rooms. If you would like to distribute hand-outs: the seminar rooms are configured for 20 to 25 participants with enough space for moving and interactive exercises!!
- **Bookstall**
You can bring Flyers and publications with you. We will NOT sell books or brochures this year. Therefore please provide only specimen copies or freebies. Of course you can sell books by yourself on site.
Thank You!
- **Closure on Saturday evening: „Die schöne Party“ (The nice Party)**
On Saturday evening from 9 pm everybody who does not need to check-out earlier, can participate on our “Schönen Party” in the Kalkscheune. A nice opportunity to make contact with Berlin residents and other colleagues and celebrate a nice conference closure. Please register for the party on your conference check-in on Thursday and we will reserve a ticket for you.
- **Tickets for Public Transport in Berlin**
 - Available on Main station, Airport and at every newspaper kiosk in the underground stations
 - Link to online purchase in advance:
<https://shop.bvg.de/index.php/tickets/24/subtickets/0.ticket>



The Art Of Leadership

We are happy to present an impressive, interesting and hopefully embraced schedule for the 2013 AIN World Conference in Berlin. We are looking forward to meet all of you at the [Kalkscheune](#) on Thursday, October 3rd.

Following the Learning Journeys on Wednesday we will have two days packed with talks and workshops on Thursday and Friday. See the Schedule below (just click on the title of the session to reach further information!)

On Saturday we will hopefully have a nice finish of the conference. There will also be the possibility to apply for Open Space Workshop-Slots for those who can't get enough. In the evening you are free to join the party at the Kalkscheune.



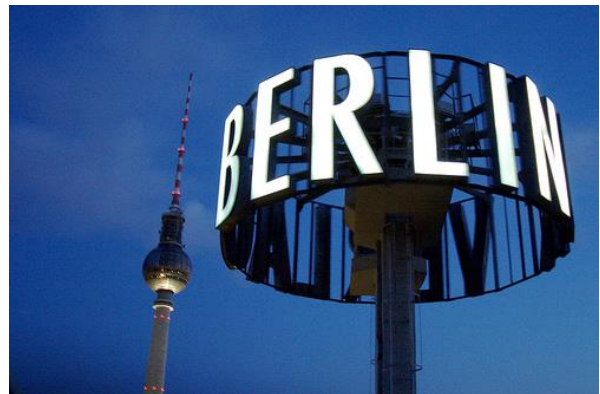
Wednesday 02.10.2013 The Learning Journeys

Welcome to

For those who applied we planned 3 Learning Journeys to have a great start to your Berlin Improvisation Experience. Starting point is the [exploratorium berlin](#).

The registration takes place between 9 and 10 am.
The journeys start right at 11 am.

1. **Learning Journey 1 - Jamming into Impro**
2. **Learning Journey 2 - Moving into Impro**
 - Contact Improvisation
 - Action Theater
 - Leadership meets Tango
3. **Learning Journey 3 - Playful City**



AIN Conference 2013 in Berlin – Schedule & Program



Thursday 03.10.2013

- | | |
|---------------------|---|
| 9:00 – 10:00 | Chek-In Kalkscheune, Breakfast & Socialising |
| 10:00 – 11:00 | Greeting & Music |
| 11:00 – 11:30 | Greeting with Sue Walden |
| 11:30 – 12:00 | Presentation Learning Journeys |
| 12:00 – 1:00 | Key Note: Improv-Research Germany,
Prof. Wolfgang Stark Uni Duisburg/Essen |
| 1:00 – 2:30 | Lunch Chill & Relax in the Studio Open-Improv in the Theater |
| 2:30 – 07:15 | Talks & Workshops |
| 7:15 – 8:00 | Get Together |
| 8:00 – 9:00 | Dinner Chill & Relax in the Studio Open-Improv in the Theater |
| 9:00 – open | Concert & Welcome Party |

Talks Thursday 03.10. | Morning-Sessions

Thursday 2:30 – 4:45 | 30 à Min | Lecture Hall

1	2:30 – 3:00	Talk 1: Martin Ciesielski The Inner Leader - How to develop self-leadership with solo-improvisation	Leadership
2	3:00 – 3:30	Talk 2: Brent Danell Neuro Improv	Science
3	3:45 – 4:15	Talk 3: Daniel Müller, Frank Keuper Corporate Improvisation Management - Potentials of Systems Theory and Cybernetics for Corporate Improvisation	Leadership
4	4:15 – 4:45	Talk 4: Frank Alkenbrecher, Gabriele Amann Both ... and" - Commitment to resilience and improvisation between risk and safety	Leadership

Workshops Thursday 03.10. | Morning-Sessions

Thursday 2:30 – 4:45

	Room 1	Room 2	Room 3	Studio	Theater
2:30 – 3:30	WS 1: (60 Min) Liselotte Nooyen, Richard Cox Design your Life – Designthinking as a personal coaching tool (Leadership)	WS 2: (60 Min) Sabine Amend Global Leadership, Improvising into Connection with Difference (Science)	WS 3: (60 Min) Kat Koppett Find Crafting Stories, Coaching Storytellers: Using Improv to Help Leaders (aka Anyone) Find Their Voice and Share Their Message (Leadership)	WS 4: (60 Min) Martin Vasquez IMPROV: The Best Provocation of Creative Brain (Science)	WS 5: (60 Min) Gary Schwartz Creating the Corporate Playground(Culture)
3:45– 4:45	WS 6: (60 Min) Gijs van Bilsen Yes and your business (Leadership)	WS 7: (60 Min) Sue Walden Leaders Walk Their Talk (Leadership)	WS 8: (60 Min) Mark Young and Jay Rhoderick Rational Games – the Icebergs of Negotiation and Improv, Playing with Icebergs(Leadership)	WS 9: (60 Min) Martin Ciesielski, RolandTrescher, David Hudnutt The Inner Leader II, The Workshop	WS 10: (60 Min) Yeal Schy Using Improv to Foster Courage and Innovation, Improv and Dance (Leadership)

Talks Thursday 03.10. | Afternoon-Sessions

Thursday 5:30 – 6:45 | Talks à 10 Min | Lecture Hall

5	5:30 – 5:45	Talk 5: David Matthew Prior Leadership Coaching - An Improvisational Conversation	Leadership
6	5:45 – 6:00	Talk 6: Dani Meinel Bodybliss - improvisation and personal happiness	Science
7	6:15 – 6:30	Talk 7: Jeanne Lambin Impro(ve) the Past: Change the Future	Culture
8	6:30 – 6:45	Talk 8: Ruth Jenkins Using Improvisational Theatre Techniques in Speech/ Language and Cognitive Treatment of Persons with Brain Injuries	Science

Workshops Thursday – Afternoon-Sessions

Thursday 5:30 – 7:15

	Room 1	Room 2	Room 3	Studio	Theater
5:30 – 6:00	WS 11: (30 Min) Sam Chittenden The Poetry of Leadership (Leadership)	WS 12: (30 Min) Jon Trevor Micro-Negotiation – What can Improv teach the world? (Culture)	WS 13: (30 Min) Brent Darnell Improvisation for Innovation, how to spark creativity in individuals and innovation in companies (Science)	WS 17: (75 Min) Al Razavi Authentic Leadership in the 21 Century, Taking the Inner Journey (Science)	WS 18: (75 Min) Raymond van Driel PLAY! Applying Improv in times of crisis (Leadership)
6:15 – 6:45	WS 14: (30 Min) Dr. Ben Brüggemann Improv for scientists: Staying in contact with the audience during a presentation (Leadership)	WS 15: (30 Min) Dani Meinel Bodybliss – improvisation and personal happiness	WS 16: (30 Min) Brent Darnell From lecture to True Learning, the Transformation from Power Point an lecture to a true learning enviroment using applied improvisation (Science)		

AIN Conference 2013 in Berlin – Schedule & Program



Friday

- 9:00 – 10:00** **Breakfast & Socialising**
- 10:00 – 11:30 [Prof. Ariane Berthoin Antal](#) "Artistic interventions in organizations:
Why leadership matters" talk and
Podium Interview with [Prof. Ariane Berthoin Antal](#)
and Paul Z Jackson (President AIN Foundation)
- 11:45 - 01:00 Talks & Workshops
- 01:00 – 02:30** **Lunch | Chill & Relax in the Studio | Open-Improv in the Theater**
- 02:30 – 06:30 Talks & Workshops
- 06:30 – 07:00 Get Together - Summing Up
- 07:00 – 08:30** **Dinner | Chill & Relax in the Studio | Open-Improv in the Theater**
- 09:00 – open** **Party & Improv-All Stars**

Talks Friday Morning-Sessions

Friday 11:45 – 1:00 Talks à 10 Min Lecture Hall				
9	11:45 – 12:00	Talk 9: Henk van der Steel, Alieke van der Wijk The Rhineland Way		Culture
10	12:00 – 12:15	Talk 10: Susanne Schinko-Fischli The whole is greater than the sum of its parts		Science
11	12:30 – 12:45	Talk 11: Annemarie Steen Serious about Playfulness		Culture
12	12:45 – 01:00	Talk 12: Benjamin Lorch Globetrotting Improvisation – Connecting Across Cultures		Culture

Workshops Friday Morning-Sessions

Friday 11:45 – 1:00 Workshops à 30 Min / à 75 Min					
	Room 1	Room 2	Room 3	Studio	Theater
11:45 – 12:15	WS 19: (30 Min) Ruth Sirman Whose Intervention Is It Anyway? The Gift of Improv in Conflict and Mediation	WS 20: (30 Min) Sigrid Peuker Effectuation – What Improv Can Teach Entrepreneurs (Leadership)	WS 21 u. 26: (75 Min) GIZ Lernwerkstatt	WS 22: (75 Min) Gabriele Schambach, Luca Corella Leadership goes Tango: Impro(ve) your leadership-skills with Tango Argentino (Leadership)	WS 23: (75 Min) Inspinazie Company Theatre, Applied impro through scene work (Culture)
12:30 – 01:00	WS 24: (30 Min) Zeynep Ozyurt Tarhan, Koray Tarhan #occupygezi: A HUGE IMPROV EXPERIENCE (Culture/Leadership)	WS 25: (30 Min) Ella G. Amann Move into Improv. The Bamboo-Principle® and the dynamic status scale in Leadership-Training (Culture)			

Talks Friday Afternoon-Sessions

Friday 2:30 – 4:45 | Talks à 25 Min | Lecture Hall

13	2:30 – 3:00	Talk 13: Coming soon...	Science
14	3:00 – 3:30	Talk 14: Andreas Zeuch The Wisdom of the crowd. Lessons learned by a case study	Culture
15	3:45 – 4:15	Talk 15: Belina Raffy, Pablo Suarez, Janot de Suarez Climate change VUCA	Culture
16	4:15 – 4:45	Talk 16: Anya Jepsen Applied Impro in Leadership, Coaching and Organizational Development	Culture
17	5:30 – 6:00	Talk 17: John Hudson Impro in Language Education	Culture
18	6:00 – 6:30	Talk 18: Gabriele Amann und Martin Ciesieski How to create resilient cultures of Leadership	Culture

Workshops Friday - Afternoon-Sessions

Friday 2:30 – 6:30

	Room 1	Room 2	Room 3	Studio	Theater
2:30 – 3:30	WS 27: (60 Min) Annemarie Steen Licence to play (Culture)	WS 28: (60 Min) Alieke van der Wijk, Henk van der Steen From second best to first choice	WS 29: (60 Min) Sally Fox How to bring about lasting organizational change through the facilitation of creative work (Leadership)	WS 30: (60 Min) Zohar Adner Master Class in Applied Improv Facilitation (Leadership)	WS 31: (60 Min) Andre Besseling Content-Improv (Culture)
3:45 – 4:45	WS 32: (60 Min) Andreas Zeuch The Wisdom & Intuition of the crowd (Culture)	WS 33: (60 Min) Uta Walter Getting involved in the Story – But which one and how? (Science)	WS 34: (60 Min) Terry Sommer Integrating Improvisation into Medical Education	WS 35: (60 Min) MRoland Trescher, Ella G. Amann Applied Improv Masterclass: Resilience and Leadership-Training (Leadership)	WS 36: (60 Min) Janine Waldman Positively speaking: for leaders and coaches
5:30 – 6:30	WS 37: (60 Min) Gunter Lösel 1+1 = 3 Social Emergence and Improvisation (Culture)	WS 38: (60 Min) Belina Raffy, Michelle Holliday Thrivable Leadership (Culture)	WS 39: (60 Min) Patricia Colley Design Thinking and Doing: Collaborative Problem-Solving Techniques for Teams (Culture)	WS 40: (60 Min) Simo Routarinne, Barbara Tint Exploring the Intersect of Status, Power, Rank and Esteem in Leadership	WS 41: (60 Min) Johanna Seiler Touching the art and experiencing the joy of vocal improvisation

Saturday - The final day

9:00 – 10:00 **Breakfast & Socialising**

10:00 – 11:00 Plenary

11:00 – 11:15 Short Break

11:15 – 12:00 **Jazz It! with Lutz Hempel**

In our session on Saturday morning me and my band are going to take you to a strategic improvisation lab. We invite you to join us in exploring some of the principles of strategically improvising organizations and in experiencing groove, all in an experimental fashion through demonstrations and collaborative improvisation exercises. There will be many ways to participate, you absolutely don't have to be a musician to enjoy the experience. Those who are interested in technology are invited to download one or several of the following free apps on their smart phones and to try them out (only using the sounds, not the recording functions):

PercussionSet, EasyBeates LE, MusicStudio Lite (notice: MusicStudio Lite has a keyboard and a sound pad setting). If you do that, please, make sure you also bring in-ear headphones to the session as the number of devices that can be connected to the mixing console will be limited.



Lutz Hempel is a management consultant at Integrated Consulting Group, a leading European consulting firm specializing in change management, and also an avid musician. He has been part of various classical and jazz ensembles as a pianist, cellist and singer. In addition to performing and composing, he co-produced a jazz CD, worked as a bar pianist and has experience as a rehearsal pianist in opera. He is a member of the Arts, Aesthetics, Creativity & Organization Research Network. Lutz draws on a pool of outstanding musicians of the younger European jazz and music scene who have worked together in bands or projects and are familiar with the Jazz it! concept.

12:00 – 3:00 **Open Space - Reloaded (incl. Lunch)**

3:00 – 3:45 Closing Open Space - Harvesting

4:00 – 5:00 **Conference Closing with Johanna Seiler**



Learning Journeys

Learning Journey 1: Jamming into Impro

Matthias Schwabe and Reinhard Gagel offer in the learning journey each a half-day workshop concerning the musical Improvisation in ensemble without preconditions. Matthias Schwabe will work with game rules, Reinhard Gagel concentrates on the spontaneity of the free improvisation in the moment. The practical musical experience will lead to a common reflection on methods, content and perspectives of this work. Own instruments can be brought along, but in the exploratorium there are also many (percussion) instruments available.

Matthias Schwabe is musician, composer and music teacher and the founder and director of the exploratorium berlin. He has published several books, of which "Musik spielend erfinden" (Inventing music during playing) describes the basics of his improvisational work.



Dr. Reinhard Gagel is improviser/researcher. In recent years he has focused especially on artistic research and improvisation. His dissertation has the programmatic title "Improvisation as social art."

Learning Journey 2: Moving into Impro

1 Contact Improvisation

Contact Improvisation (CI) is a contemporary dance and improvisation form which arose in the early 1970s in the United States. It embodied many of the more revolutionary ideas that were emerging at this time: gender and racial equality, rejection of traditional gender roles, non-hierarchical communication and interaction, the breaking down of traditional physical boundaries, sharing, and being present to what each moment offers. The dance typically involves physical contact between two or more bodies, and gives particular emphasis to “trust” and “listening”. There is no leader or follower, although dancers may play fluidly with these roles. Dancers often fall in towards one another while moving, so that the point of contact is always shifting (rolling point of contact). Together they share a common center-of-gravity.

Because CI is a physical form involving touch, it is important to pay attention and to honor one’s own feelings, limits and boundaries. It is often said that CI has no rules. If there would be but one rule, it would be “take care of yourself and your well-being.”

Like other forms of improvisation, CI can teach us many valuable lessons around communication, leadership and resilience.

Liz Erber has been an avid practitioner of contact improvisation as well as other forms of improvisation and dance since the late 1990s. She began teaching CI in South America in 2001 and hasn’t stopped since. She teaches regularly in Berlin, India and various international festivals.

Liz earned her first Bachelor’s degree in chemistry and pre-medicine in 1997. In 2005 she earned a double Bachelor’s degree in dance and theater from the University of Washington, Seattle. Starting in 2000 she began working in publishing and translation, and still does odd jobs in these fields from time to time. At the present time she is working on becoming certified as a movement analyst.



You can find out more about upcoming classes, workshops and performances here: www.Lerber.com

2 Action Theater

Action Theater™ is a training system in physical theater improvisation that builds vocal, verbal, and physical performance skills, hones awareness and increases expressive range. We open the door into embodied presence and explore the agility of the imagination through exercises that are simple, playful, and challenging. The focus is on the inescapable musicality of the moment-to-moment experience, solo/ensemble/duet work, and the sound and language that originates from the body.

Sten Rudstrøm started his educational career with a B.S. in Chemistry/Mathematics at the University of Minnesota, Duluth, 1982. In his graduate work, he found himself boxed for hours on end in a windowless room spinning unknown samples in multi-thousand dollar NMR machine. At this point in his life, he realized that he wanted to work with people. He travelled around Europe for 3.5 years trying to find himself, during which he witnessed a Canadian performance poetry duet in a small Berlin café. It seemed to him that the only difference between the performers and himself was that the performers were on stage.



This epiphany triggered an arts education. He received a M.F.A. Fine Art/Performance from the California Institute of the Arts, Los Angeles, CA., 1989, then went on to complete a M.F.A. Creative Writing/Poetry from The Naropa University, Boulder, CO., 1991. In 1986, he met Ruth Zaporah, developer of Action Theater™ and has continued to work with Action Theater™ and other forms of improvisation since that time. He teaches regularly internationally and is known to be inspiring, compassionate and challenging. Regularly students have told him that Action Theater™ work could apply directly to their own work environment. This is his first time teaching in AIN and he is delighted to offer this work to a new audience. The Action Theater™ exercises you will experience in this year's AIN Conference have been selected for building skills in decision-making, leadership, empathy and better listening. He has a 2 year old son and is currently re-learning how to improvise and let go of outcomes.

Web: www.stenrudstrom.com

3 Leadership meets Tango

Leadership is the ability to shape the future and to move people. Who leads well, anyone is pleased to follow. That's why the parallels between modern leadership qualities and tango are quite obvious: clear messages, resolute action, flexible reaction to unexpected moves, honor differences, paying attention to the situation and your counterpart, interactive communication, show respect to each other, empathy and autonomy of partners. The prerequisite for both Leadership and Tango is improvisation. They both do not follow static patterns and steps. Instead acting together on impulse is weaving some kind of artwork for a special moment. With elements from Tango the participants experience directly their way of leading and its impact. They get practical ideas to integrate in their workaday life als leaders, consultants, coa-ches, trainer, artists etc.: We start with some input on the connection of the three elements and integrate the interests of the participants into the development of the workshop. We mix exer-cises from Tango with feedback on Leadership and Impro competence. Getting more complex we introduce new challenges: How to lead someone clearly and considerately at the same time? How to deal with resistance? What if the other person doesn't want to follow? Are there special aspects in team-leading? The workshop is appropriate to everybody who likes to be inspired. Don't be shy: No dancing experience, dance talent or partners are needed to join in.

Dr. Gabriele Schambach works for more than ten years as a coach and consultant for gender and diversity. She is the owner of GenderworkS. Her also ten years lasting passion for Tango led her to the perception that life is like a Tango and Tango is like life itself.



Luca Curella is exploring the interplay and fun of dancing both leading and following roles in Tango, working as a tangoteacher at studio Tangotanz macht schön. Together they successfully established this training concept. In an easy-going manner they combine humour with professional competence and enable their students to achieve a great learning outcome with high transfer effect to their working field.

Web: www.genderworks.de
Mail: info@genderworks.de

Learning Journey 3 - Playful City

The Playful City Learning Journey will introduce you to your own style of leadership while you explore the city. You will meet buildings, libraries, parcs, people, start-ups, Denkereien, public transport, the history, the present and the future of Berlin. A facilitator and a guide will bring you on the road for a leadership experience like no other - playful, challenging, thoughtful. You will be confronted with questions like

- "What makes a building a great leader?"
- "What is it good for being hungry?"
- "What leads to co-working spaces?"
- "How do I look like as a leader?"
- "How does leadership smells?"
- "How can I use a city for my personal development?"
- "When does a city improvises?"
- "Why is serendipity important for a leader?" and
- "Where does it all end?"

Martin A. Ciesielski is a banker, an impro and artista local. With the age of 8 he stood on stages, worked as a consultant and trainer (when he was a bit older). He saw banks, start ups, universities, consultancies and IT companies from the inside but loves to work from the outside in. He runs his own company called medienMOSAIK and his son called Jona makes his creativity keep on running.

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Talks

Talk 1: Martin Ciesielski (G)

The Inner Leader - how to develop self-leadership with solo-improvisation

Who are you? And if yes, how many? is the title of a bestselling philosophical book in Germany. Even if this is a well known and funny question (already before the book) - the question is still unanswered.

Like Sir Ken Robinson, I do not give so much on character tests or type analysis. Sadly more and more people think their inner values are their blood parameters. I think, the Inner Leader is about listening to the people and their stories inside of us. And there are hundreds of stories and characters. Being a leader is mainly about uncovering the book of the unwritten tales inside of us. First step: let the people out! Let them talk with each other and surprise yourself! Follow the stories! Let them be your inner leader.

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Talk 2: Brent Danell (US)

Neuro Improv

We will discuss the latest neuroscience of how people learn and look at case studies of what it takes to create a true learning environment. We will look at emotional ties to learning, storytelling, social aspects of learning, and relaxation and learning. We will look at the Brain Rules (Medina) and how they relate to applied improvisation.

Brent Danell is a graduate of Georgia Tech with a degree in Mechanical Engineering, but has also been a professional actor, standup comedian, improvisational actor, playwright, and musician, as well as an adjunct professor at Auburn and Penn State, teaching emotional intelligence to their technical students. In 2002, he started his own leadership development company specializing in teaching people skills to technical people using emotional intelligence. Over the past 12 years, he has worked with hundreds of companies in 20 different countries, improving the social competence of thousands of people around the world.



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Linked In:

http://www.linkedin.com/profile/view?id=1069132&trk=nav_responsive_tab_profile

Talk 3: Daniel Müller, Dr. Frank Keuper

Corporate Improvisation Management - Potentials of Systems Theory and Cybernetics for Corporate Improvisation

As corporate decision-makers constantly face ill-structured decision situations, many companies struggle to react adequately to its volatile, uncertain, complex and ambiguous environment. Endorsed by recent research, managers are permanently forced to deal with uncertainty, complexity and other dynamic challenges. In order to cope with these challenges, managers must enforce a permanent observation of change inside and outside their organizations – at all times and not only when directly threatened by an imminent crisis. Since both researchers and practitioners have come to the awareness that non-recurring (and rigid) planning activities can no longer reflect all existing variables and data which are necessary for successful decision-making, some researchers recommend the integration of improvisation activities into the corporate decision-making process. Generally, both planning and improvisation offer ways of carrying a consideration into execution, and therefore these activities constitute the two counterpoints within the decision-making continuum. However, the sole use of either counterpoint of the continuum – a non-recurring, fully rational and rigid planning activity on the one hand and an entirely intuitive improvisation activity on the other – will in no way contribute to an ideal (and therefore a fully successful) outcome of the decision-making process.

Daniel Müller Ph.D. candidate at Steinbeis University Berlin; Business Administration graduate (M.Sc. equivalent) with advanced knowledge in strategic management, corporate planning, business development, process management, marketing and market analysis; strong academic record with extensive experience within academic research and teaching as postgraduate research assistant; more than three years' experience in the port, marine and shipping industry; excellent interpersonal skills.



Mail: d.mueller@steinbeis-scsn.de | Mail: dr.keuper@t-online.de

Talk 4: Frank Alkenbrecher (G), Gabriele Amann (G)

Both ... and" - Commitment to resilience and improvisation between risk and safety

We are born as highly qualified security professionals, change and crisis manager. This is shown by the latest findings in neurophysiology and the system of social commitment by Stephen Porges. We need more self-understanding and composure in dealing with crises - we alder these lengths with the "both ... and" philosophy. Because improvisation in times of the VUCA World requires both: playing with the risk, as well as a culture of safety.

Ella Gabriele Amann How can Applied Improvisation support health, well-being and resilience against crises. Gabriele Amann follows this question for about twenty years now. Her focus is to design innovative formats of training with the ambition to develop learning and changing with a processes with a sustainable character. She lives in Berlin as a consultant, coach and author and is leading impro live! academy for applied improvisation " and the "ResilienzForum Berlin".



Frank Alkenbrecher With over 20 years experience of sales and marketing in the pharmaceutical industry Frank Alkenbrecher is dealing with "resilience" in a practical way with the key aspect "Strong Leadership". After studies in Germany, Austria und the United States he was holding different leadership positions at pharmaceutical manufacturers and biotechnology companies. Today he is working as self-employed consultant in the pharmaceutical industry as well as a speaker and coach for mamagers.



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Web: www.impro-live-akademie.de
Web: www.resilienzforum.de
Web: www.echt-starke-fuehrung.de

Talk 5: David Matthew Prior

Leadership Coaching - An Improvisational Conversation

Coaching, at its heart, is essentially an improvisational conversation that engages play between Coach and Client. Come watch a live, leadership coaching demonstration, using improvisational techniques, where fewer words fuel higher engagement.

David Matthew Prior, MCC, BCC is an executive coach who works and trains leaders globally in coaching skills. He also serves on the Core Faculty Team at Columbia University's Coaching Certification Program (for External and Internal Coaches) in New York.

Talk 6: Dani Meinel,

Bodybliss - improvisation and personal happiness

Move. Explore. Discover. How does improvisation in movement contribute to a more resilient body and personal happiness? Moving from contraction and limitations to possibility and creativity. Exploring the effects of embodiment and the ability to listen to the deepest impulses within ourselves. Discovering a profound potential for unlimited personal growth. bodybliss is a movement program developed by Divo G. Müller based on the concept of Continuum Movement by Emilie Conrad, coupled with the latest research on fascial tissue.

Dani Meinel Trained as a movement teacher, coach and meditation facilitator Daniela has been exploring movement and personal growth for the past 10 years. She has a studio for creative movement and encounter in Augsburg, is part of the educational team both in bodybliss(R) and fascial fitness (R) and teaches workshops across Europe.



Mail: dani.meinel@gmx.de

Home: www.space-2b.de

Talk 7: Jeanne Lambin (HK)

Impro(ve) the Past: Change the Future

Can we use improvisation to harvest our memories in order to create a more resilient future? Using a framework partly inspired by the Harold, a classic form of long-form improvisation, this workshop will explore that premise. Recent developments in neuroscience suggest that remembering the past and envisioning the future draw upon many of the same neural networks. If this is the case, then are people who have more robust and nuanced memories of the past, more adept at envisioning a "better" future?

With the increasing urbanization, globalization and homogenization of the planet, can we, through improvisation, storytelling and other tools, actively elicit, cultivate and harvest those diverse memories then use them to create more resilient and robust visions of global futures? Workshop participants will tackle these thorny questions and engage in a game created to build community engagement, identify cultural values and elicit memories in order to build adaptation and resiliency strategies.

Jeanne Lambin Originally hailing from the improv capital of Chicago, Jeanne Lambin is now a Hong Kong based writer, facilitator, storyteller, performer, heritage conservation professional and award winning, educator. Whether covertly or overtly, she uses the principles of applied improvisation in all of her work.



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LinkedIn: <http://hk.linkedin.com/pub/jeanne-m-lambin/3/9ab/a36>

Talk 8: Ruth Jenkins (US)

Using Improvisational Theatre Techniques in Speech/ Language and Cognitive Treatment of Persons with Brain Injuries

Improvisation can be utilized in Speech/Language therapies, specifically in Auditory Comprehension, Verbal Expression, Articulation, Attention and Memory Improvement and Pragmatic Skills. It's engaging, challenging and fun for providers and patients.

Ruth Jenkins, MS-CCC, SLP has worked with Providence and Providence Home Health since 1996. With a BFA from the University of Colorado and a Masters in Speech/Language Pathology from Portland State University, many professional stage appearances and 25 years with ComedySportz, applying improvisation to help persons with brain injuries seemed like, well, a "no-brainer". She has led workshops for caregivers, providers and patients, presented at the Brain Injury Association conference and has an on-line course for Speech Pathologists.



Web: www.portlandcomedy.com

Mail: ruth@comedysportz.com

Linked In: Ruth Jenkins

Talk 9: Henk van der Steel, Alieke van der Wijk (NL)

The Rhineland Way

The Rhineland Way is a way of organizing organizations that can traditionally be found in the countries along the Rhine river. But the organization model can actually be found all over the world, in many organizations, both profit as non-profit. It's a philosophy, a way of thinking and doing, that has Craftsmanship, Trust, Connection and Inspiration as its core values. The Rhineland model is different from the traditional Anglo Saxon model with Command, Control, (Top down) Communication and Intelligence at its core.

We discovered that the Rhineland Model is also a model, where Improvisation fits in really well! The Rhineland Way gives the professionals space to improvise. Because leaders in 'Rhinish organizations' believe that 'space for the professional/craftsman' is one of the keys to long term success. And research shows that the Rhineland way is a very successful way of organizing work.

Alieke and Henk are the founders of Troje, a Dutch company that is all about applied improvisational. Since 1998 we have been delivering facilitation, training, improvisation theatre, organization development and presentations to a wide range of organizations. We wrote the first Dutch book on Applied Improv in 2009, are frequent visitors of the AIN-conferences and organized the 2010 Amsterdam-conference.

www.troje.nl



Talk 10: Susanne Schinko-Fischli (SUI)

The whole is greater than the sum of its parts – What real teams can learn from Group dynamics and Improvisation

Group dynamics and Improvisation evolved in the USA during and after the second world war, both developed out of needs of that time. A T-Group consists of 7 to 14 people sitting in a circle of chairs. There are no guidelines, aims or inputs given from the facilitators apart from the task to learn something about groups looking at this group itself and how it evolves. The core element of a T-group training is the focus on the here and now.

There are many connections between T-groups and Improvisation, such as:

- “Learning by experience”
- “Focus on the here and now”
- “Go with the flow”
- “Finding a common narrative”
- “The whole is greater than the sum of its parts”

In the first part of my lecture, I will talk about the connections between group dynamics, teamwork and Improv. In the last part of my lecture, I will talk about a team development workshop that I did for IBM.

Susanne Schinko-Fischli studied Psychology and Acting at the University of Vienna and at the University of California. Since 2000, she works as an independent facilitator, always using Applied Improv in her training sessions. She leads workshops with the following themes: Group-dynamics, Team development, Improv for Trainers, Presentation techniques and Communication



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Talk 11: Annemarie Steen (NL)

Serious about Playfulness

I'm invited to speak at a Leadership Conference in Parnu, Estonia in October for 400 entrepreneurs. The timing couldn't be more perfect to do my 20 min. speech "Serious about Playfulness' at AIN Berlin and get some feedback from my fellow improvisers.

My interactive speech is about the WHY of bringing Playfulness into organizations, building a bridge between the need of entrepreneurs in today's complex world and the possible solution of Playfulness. Then I will share my idea on the HOW to implement Playfulness in a structured way, because adults are afraid to play, especially in the workplace. I developed a concept, called "Licence to Play", to bring Playfulness to the workplace. And a speech with this topic can't do without some playful interaction.

Annemarie Steen (1971) grew up in The Netherlands and started working as an actress for TV at the age of thirteen. Acting gave her the option of playing out emotions that were not commonly expressed in her rational (left brain) family. After graduating (MA) in Media studies, tour leading in India & Nepal and several years working as a corporate trainer, she rediscovered the power of play. In Applied Improvisation she found the tools to create effective learning experiences that stick.



Annemarie is Serious about Playfulness (Blog: www.annemariesteen.wordpress.com) and she has a strong vision on the importance of Play in dealing with today's fast changing world and economic challenges.

Web: www.steentrain.nl (dutch)

Web: www.annemariesteen.wordpress.com (english blog)

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Talk 12: Benjamin Lorch

Globetrotting Improvisation – Connecting Across Cultures

This “on-your-feet” workshop uses improvisation techniques to connect across intercultural boundaries. Playful and powerful theater and improvisation-based exercises engage the heart and head, the body and the mind to result in insight and performances that bridge cultural barriers to communication.

We share a new performance-based intercultural teaching and learning approaches focused on listening and observation, empathy and mindfulness, presence, play and proxemics – key communication skills that lead to everyday action techniques that connect us to others unlike ourselves.

Come prepared for fun and participatory learning.

With this workshop I hope to generate interest and foster an ongoing conversation amongst my applied improvisation practitioner peers on the value of performance and theater-based approaches to cross-cultural student learning and development. I believe in the value and effectiveness of this approach and hope to closely measure intercultural development outcomes by using the scientific methods such as the Intercultural Development Inventory (IDI) and other measures employing a test- improvisation-based group and a controltraditional- experiential-based group of students. I hope to contribute after much further study, experiment, testing and peer review, improvisational approaches that might be considered as standards of good practice in international education.



Mail: ben@lorch.org

Talk 13: Coming Soon

Coming soon... Please take a look on the Conference Website.

Talk 14: Andreas Zeuch

The Wisdom of the crowd. Lessons learned by a case study

Today it's still exotic and nearly revolutionary to make use of crowd wisdom for important corporate or organizational developments. Visions or strategies are still management board's territory. This is owned to different prejudices and especially the management board's fear of losing control and constitutional power. Both latter obstructions are linked to the challenges of building trust in the workforce and be willing to reflect and change the own position as a director or CEO.

Andreas Zeuch With his colleagues, Andreas' current project is founding a company facilitating the accessibility of crowd wisdom and crowd intuition for organizations. Crucial part is the development of software supporting their consulting service in the field of service-, management- and process innovation.



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Talk 15: Belina Raffy, Pablo Suarez, Janot de Suarez

Climate change VUCA - How Applied Improv & the Red Cross/Red Crescent might work synergistically

10-minute engaging plenary talk given by Pablo Suarez and Janot Mendler in which they speak about what they do and why they think applied improv can help make their participatory 'games for a new climate' more dynamic. The games they use are 'frame games' designed to create resilient global cultures in the context of their climate work. In the talk, they will cover global & local differences in running games and how the games help people connect things that shift darkness into light - how within the magic circle of the game, mutual trial & error, deep emotional roller-coaster & empathy for fellow players lead to 'ah ha!' moments, collective vision, and can-do attitudinal shift. How these games act as moments of joy in a landscape that can be characterized as despair- and how applied improv might be able to help on a global scale in cultivating resilient global communities to face looming climate related VUCA.

Belina Raffy, MBA, is Maffick's Empress and lead consultant. Belina has co-chaired 2 AIN world conferences, is a former organiser of the AIN London events, is current organiser of the AIN Montreal events, and she is on the AIN Board. She works with a wide variety of organisations around the world to create the conditions for people, businesses and the Earth to thrive. Specifically, she equips clients with applied improvisation tools, techniques and ways of thinking that enable more creative, joyful and effective collaboration. www.maffick.com



Pablo Suarez is a researcher on climate and disasters turned humanitarian worker turned game designer, in need for improv skills. He is associate director for research and innovation at the Red Cross/Red Crescent Climate Centre, helping the world's largest humanitarian organization understand and address the volatile, uncertain, complex and ambiguous world in which decisions need to be made, from hurricane preparedness to food security trainings given climate change. He has worked in more than 45 countries, and has facilitated games for learning and dialogue with people ranging from illiterate Ethiopian subsistence farmers to meteorologists to the White House. Mail: Pablo Suarez, suarez@climatecentre.org



AIN Conference 2013 in Berlin – Schedule & Program

Janot Mendler de Suarez designs experiential learning games and dialogue processes on resilience – recently with the World Food Programme, World Bank, Rockefeller Foundation, Oxfam, Red Cross / Red Crescent Climate Centre, American Red Cross Vietnam Delegation, various national governments and her local community. She is a Visiting Research Fellow with the Boston University Pardee Center for the Study of the Longer-Range Future, co-founded the Games for a New Climate Task Force. She has a Mount Holyoke degree in Biological Sciences & Political Science and a Master's from the Fletcher School of Law and Diplomacy. Janot is a former technical climbing and mountain guide, private pilot, scuba diver, horse-trainer and cashmere goat farmer, photographer/videographer and studio artist. Mail: Janot Mendler de Suarez, janot@bu.edu



Talk 16: Anya Jepsen (US)

Applied Impro in Leadership, Coaching and Organizational Development

Yikes! My first improv class had me frozen with fear. It still does. BUT what I am learning through IMPROV has changed the way I work. FEAR & FAILURE are often at the root of what blocks individuals & teams from success. Where a lot of training provides only theory, APPLIED IMPROVISATION offers both ideas and application. Clients embody the knowledge through experiential learning and can apply the learning in a way that resonates with them. I've added AI to my toolkit of coaching skills, neuroscience research, systems thinking, and positive psychology. I'll be sharing a bit about my story and how am I using applied improvisation in coaching and training.

Anya Jepsen I am an improv novice and huge fan! In my work as a coach & trainer, improv has provided a wonderful construct to support me and my clients in learning skills that help us better navigate our increasingly complex, dynamic and sometimes crazy world of work and life. I am a professional certified coach and live, work and play in Seattle, Washington.

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Talk 17: John Hudson (NZ/G)

Impro in Language Education

John has written a textbook for using Improvisation in the English language classroom.

Vita: John Hudson. John has had 40 years experience as an Improvisor, in the classroom, on the corporate stage, on stages in Holland Germany, NZ, Australia, Canada, USA, France, Austria, Switzerland, England. He has been employed as an advisor/coach for many TV formats in Germany, from Frei Schnauze to the latest on ZDF, Durch Gedreht.



Web www.johnhudson.de

Talk 18: Gabriele Amann und Martin Ciesielski,

How to create resilient cultures of Leadership

After a four days conference about the art of leadership, resilience and applied improvisation – there should be a little summary.

Some ideas we got. Some impressions we got. Unser finaler Talk! :)

Martin Ciesielski und Ella Gabriele Amann



Workshops

WS 1: Liselotte Nooyen (NL), Richard Cox (US)

Design your Life – Designthinking as a personal coaching tool

In this workshop you will bring an area of your life (work, home, love) that you feel blocked or would like to redesign to be better. During the workshop you will become a designer for someone else while they design for you. This human-centered design approach brings the power of innovation and creativity to identify the needs and come up with radical new solutions to help improve your life.

This workshop will be interactive and uses the power of empathy and collaboration to help you see your life with beginners eyes again. You will also help others reframe their own challenges and come up with new solutions for them. It's if Steve Jobs and Oprah Winfrey came together to redesign your life:-)

At the end of this workshop you will know the design thinking mindset and tools that you can use for your work and life. You will understand how to reframe problems to get better solutions more easily. You will see how applied improv tools can be applied to the design process. And, You will come out a better person than when you came in!

Liselotte Nooyen is core faculty at THNK, international school for creative leadership where she does leadership development and designs and facilitates experiential learnings. She trains the mind and skill set of innovation for creative leaders. She is author of the book 'Eye openers a practical guide' in which she debriefs improv games towards creative leadership, design thinking and complexity.

Rich Cox brings years of experience in business, finance and technology to his extensive work in leadership communication, innovation, facilitation and improvisational theater. Rich uses these 21st century business skills to increase performance in organizations worldwide including the Istanbul 2020 Olympic Bid team the Clinton Global Initiative, Stanford University (Graduate School of Business, d.school, School of Medicine, School of Education), London Business School, Google, Microsoft, eBay, Cisco, Vestas, Blackrock, SRI, StubHub and the Oracle Foundation. He is a faculty member of Stand & Deliver Group - Global Consulting in High Performance Communication and Lime Design Associates - Catalyzing Human-Centered Innovation.

Web: Lieselotte, www.playfulleadership.com, #Improv_lizl

Web: Rich, www.richardcox.com, #richardlcox

WS 2: Sabine Amend (G)

Global Leadership, Improvising into Connection with Difference, Applying Laban Movement Analysis to Widen Relational Repertoires (Culture)

Effort Factors is a term which is used to describe qualitative aspects of movement within the comprehensive Laban Movement Analysis system. In this workshop, we will explore these Effort Factors through movement improvisations, and build awareness how preferences for certain Effort Factors can influence our like/dislike of others, and inform values, judgment and identity. Thus, a somatic understanding of one's own individual and culture-typical patterns (vs those of other individuals and other cultures) becomes particularly relevant in Global Leadership. Once aware of patterns, leaders can improvise more effectively in the moment, shifting into modes of communication which bridge different cultural and individual patterns, so that both content and affective aspects of relationship-building become more open to new co-creative possibility.

We will begin with a series of playful individual movement explorations and observations. As some of the movement patterns and "vocabulary" become familiar, we will integrate them in brief interactive scenes, which will highlight relational dynamics and action choices.

Depending on group-composition, we may take the material into a culture-specific discovery process. Throughout the session and at the end of it, we will have space for individual reflection, pair and group sharing on the experiences. We will take particular care to reflect on the implications of the experience for Global Leadership development, relational practice and communication.

Hand-outs with key concepts and reading suggestions will be provided.

Sabine Amend is a global citizen of German origin. She resides in the US, has long-term living experience in the UK and the PR China, and interaction experience with people from 60+ cultures. Having fallen in love with improvised movement (5 Rhythms) in her student days, it took her a while to figure out how to integrate this love with a business career as an intercultural management consultant, global executive coach, and MBA professor. She trained in Laban Movement Analysis at LIMS New York, and certified as instructor for Gyrotonic and Gyrokinesis. Playback Theater and other expressive arts forms are part of her learning journey.



Web: www.samika.co

Web: www.kultur-und-management.com

WS 3: Kat Koppett,

Find Crafting Stories, Coaching Storytellers: Using Improv to Help Leaders (aka Anyone) Find Their Voice and Share Their Message (Leadership)

By this time many of us are familiar with the power of story, and even how to apply improvisational tools to crafting them. Increasingly organizations are also recognizing that a cornerstone of a leader's ability to communicate in compelling and motivational ways is the ability to tell a good story. So, many of us are working as presentation coaches, who are not only teaching general skills, but are working towards a concrete result, i.e. a finished, polished presentation.

How do we take the “applied” part of our craft to the next level and become excellent coaches, directors, and script doctors who are highly skilled at helping our clients pick, write, and hone the right story for the right audience at the right moment? In this highly experiential and practical session, we will explore different story coaching tools.

Kat Koppett is the eponymous founder of Koppett + Company, (www.koppett.com) a training and consulting company specializing in the use of theatre and storytelling techniques for individual and organizational performance. Her book on how to use improvisational theatre techniques for organizational development, *Training to Imagine: Practical Improvisational Theatre Techniques to Enhance Creativity, Teamwork, Leadership and Learning*, is considered a seminal work in the field of Applied Improv, and is used in organizations around the world.

www.koppett.com

WS 4: Martin Vasquez (CZE)

IMPROV: The Best Provocation of Creative Brain (Science)

The term “improvisation” originates from the Latin *improvisus* and includes these meanings: unexpected, unsuspected or sudden. If we seek the clear moment of origin of improvisation in drama then it is the moment when the drilled, fixed and expected actions of actors on the stage fail and they are forced to react to this deficiency of preparedness and fixation. Actor who wants to manage this chaotic, random space needs to engage and mobilize all his abilities and skills. This mobilization is authentic enough to be attractive for the viewers, because it's a matter of internal truth.

In order to study this “mobilization all abilities and skills” requires modelling our neuronal system to simple principles and regularities. Modelling is reproduction of selected features of studied subject or process for research purposes and leads to simplification. Because map as big and detailed as the city it represents is useless.

Brain and the whole neuronal system is seen as a complex dynamic system able to manage change, selfcontrol, higher cognitive functions and, most of all, adaptation. The science of neuropsychology has gradually moved from reductionistic approach (individual brain sections were selected and their relations to other sections were sought) to plectic determined - chaotic understanding of brain operations.

Martin Vasquez, Ph.D. is the Founder of JUST IMPRO theatre and the Czech improvisation league. Martin is also the Founder of IMPRO INSTITUT – school of improvisation and has also led professional improvisation workshops in Germany, France and Great Britain. Martin devoted himself to improvisation theatre for over 15 years and has a Doctorate in psychology of improvisation. Martin is also a Stand-up comedian, TV producer participating on production of music programmes and various TV series, a lecturer and consultant for many companies mostly in the areas of communication. When there is a free second, Martin also enjoys event moderation and public speaking.



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Ning: <http://appliedimprov.ning.com/profile/MartinVasquez>

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WS 5: Gary Schwartz (US)

Creating the Corporate Playground (Culture)

Make a playtime at work. Creative and innovative use the 15% percent rule – 85% of the time devoted to work and 15% of work-time should be devoted to non-work related projects and activities. This formula consistently produces leaps of insight and innovative thinking in companies like 3M, Google, and Pixar. Schools use this rule too, to maximize learning. The school playground is the use of that 15% rule. Establish a playground strategy at work using the games Improv uses. Foster an atmosphere of creativity in the workplace. Regular sessions create true community. Keep the fun going once "the expert" leaves and continue to build innovative teams and change the culture at the same time.

Gary Schwartz is an actor, director, and a master improvisational acting coach whose 30 years as a performer and improv teacher has helped transform the lives of thousands of people, both on- and off-screen. Gary's 18-year association with renowned educator and Viola Spolin – known around the world as the High Priestess of Improvisation forms the basis for his work today. He is the founder of Improv Odyssey, an exciting approach to changing the way people work and play, based on Spolin's theories of Improvisation and her techniques.



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WS 6: Gijs van Bilsen (NL)

Yes and your business (Leadership)

Coming soon... Please take a look on the Conference Website.

WS 7: Sue Walden (US)

Leaders Walk Their Talk (Leadership)

Our credibility as leaders (and practitioners of Applied Improvisation) is deeply influenced by how we “show up”. Do we “walk the talk” of our values and principles?

Looking through the filter of 3 core skills of the Applied Improvisation skill set, this session actively explores: Are we Present? Are we Open? Are we Flexible? Each question is accompanied by exercises to nudge our awareness of our congruency and credibility -- if and how we embody these skills, along with tools to increase our effectiveness.

Sue Walden, ImprovWorks! one of the pioneers in the field of Applied Improvisation, has a BA/Education, 37 years teaching/directing/performing improv theater, plus 33 years adapting and applying improvisation skills for Fortune 500 companies as well as small businesses, not-for-profits, coaches and individuals. Sue is an author (Working with Groups to Enhance Relationships), speaker, trainer of trainers/facilitators, program design consultant, mentor, VP of AIN Board, and Shepherdess for the North American Local Groups.



Web:

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Mail: Sue@improvworks.org

WS 8: Mark Young (G) and Jay Rhoderick (US)

Playing with Icebergs (Leadership)

In a highly interactive session, we will explore the parallel "icebergs" of negotiation and improvisation: how do we get under what people say that they want to recognize the signals as to what their true interests are? How do we pick up on those interests, working with the story on offer, thereby managing to reach our own objectives, but always in a flexible way and always playful and compassionate?

Dr Mark Young, resident in Berlin, is a German-American negotiation coach, consultant and trainer with many years' experience in political and commercial transactions. His company Rational Games, Inc. makes use of games and play to teach and practice successful collaborative negotiation.



Mr Jay Rhoderick, resident in New York City, is a trained actor and executive coach affiliated with The TAI Group in New York. He has been performing and teaching improv not only to corporate clients for 15 years.

Web: www.rationalgames.com

Web: www.bizprovgroup.com/about.html

WS 9: Martin Ciesielski, Roland Trescher (G), David Hudnutt (US)

The Inner Leader II, The Workshop

What is the inner leader? How do we lead ourselves? What happens if we follow our inner voice, our own virtual world, our intuition? Three professional trainers, consultants and artists, will explore their inner leader in their own way. Based on exercises from the solo improv field they try explore this field deeper with you.

Martin A. Ciesielski is a banker, an impro and artista local.

With the age of 8 he stood on stages, worked as a consultant and trainer (when he was a bit older). He saw banks, start ups, universities, consultancies and IT companies from the inside but loves to work from the outside in. He runs his own company called medienMOSAİK and his son called Jona makes his creativity keep on running.



www.medienmosaik.de

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Roland Trescher is a director, actor, improviser, trainer and coach.

He studied drama in Munich and Amsterdam. As a pioneer of the german speaking improv scene he performed countless Improv Shows all over Germany. He still loves to improvise on stage and therefore runs his own Improv Company isar148 Theater, based in Munich. Since 1995 he offers his knowledge about improv to the business world to improve their communication, teamwork, change and leadership and teach them to have more fun. Roland works for Universities, Companies and Training Companies.



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WS 10: Yeal Schy

Using Improv to Foster Courage and Innovation, Improv and Dance (Leadership)

Coming soon... Please take a look on the Conference Website.

WS 11: Sam Chittenden (US)

The Poetry of Leadership (Leadership)

In this session we will explore the art of leadership through the metaphor, language and structure of poetry in order to stimulate new thinking.

Throughout history, the role of the poet has been to speak difficult truths with passion. The language of poetry is open and non-directive. Poetry connects emotionally whilst allowing its readers/listeners the freedom to make their own personal interpretations. It provides a space for reflection. These are vital skills for engaging with others in an increasingly noisy world.

Reading poetry can develop our lateral thinking capabilities, and may help us to manage better in ambiguity and uncertainty. Leadership that draws from such poetic qualities can help to create resilience in the face of uncertainty, complexity and ambiguity (i.e. in a VUCA world). Using the fundamental building blocks of poetic writing and voice, the session will approach business and leadership challenges with a new perspective.

Sam Chittenden is a coach & facilitator and runs Different Development, using the creative arts, including theatre, storytelling & poetry, for powerful personal & team development. She leads the renowned Mastery of Self Expression, encouraging participants to 'do themselves differently'.



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WS 12: Jon Trevor (US)

Micro-Negotiation – What can Improv teach the world?

Resilient cultures require Contact, Connection, Creativity and Negotiation in order to thrive. I am particularly fascinated by the way improvisers excel at the last of these.

This will be a workshop employing a series of Improv games that require different types and frequencies of negotiation, in order to examine in careful detail the various methods and mechanisms by which improvisers so simply and successfully conduct micro-negotiations to achieve an effortless and delightful chain of Win-Win outcomes.

This will be a purely exploratory workshop - I have no preconceived hypothesis that I wish to test. But I am hoping that learnings will emerge that can both strengthen AIN to improve its resilience, and also be shared with all our members to benefit the many areas in which we operate in the outside world.

Jon Trevor. I run Let's Talk, specialising in Interpersonal Communications. I founded, run, teach and perform with Box of Frogs Improv in Birmingham, UK. I use Applied Improv in all my training. I set up the Improv Evangelist initiative to encourage more Applied Improv in the corporate world.



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http://www.linkedin.com/profile/view?id=16847878&trk=nav_responsive_tab_profile

Twitter: @JontLetsTalk

WS 13: Brent Darnell (US)

Improvisation for Innovation, how to spark creativity in individuals and innovation in companies (Science)

Using the latest neuroscience findings, participants will learn how to use improvisation, storytelling, and games to spark creativity in individuals and innovation in companies. In an IBM study, the number one leadership skill required in this business environment is innovation. Participants will learn practical ways to create an innovation environment in the workplace and break down the barriers to innovation in themselves and their clients.

Brent Darnell is a graduate of Georgia Tech with a degree in Mechanical Engineering, but has also been a professional actor, standup comedian, improvisational actor, playwright, and musician, as well as an adjunct professor at Auburn and Penn State, teaching emotional intelligence to their technical students. In 2002, he started his own leadership development company specializing in teaching people skills to technical people using emotional intelligence. Over the past 12 years, he has worked with hundreds of companies in 20 different countries, improving the social competence of thousands of people around the world.



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http://www.linkedin.com/profile/view?id=1069132&trk=nav_responsive_tab_profile

WS 14: Dr. Ben Brüggemann (G)

Improv for scientists: Staying in contact with the audience during a presentation (Leadership)

The target audience of this workshop are scientists, presentation trainers working with scientists and all other people interested in improving their presentations. Usually scientists are the experts for what they are talking about, so they focus on their research. This strong focusing is one reason why during presentations often the contact with the audience is lost, even if it had been established at the beginning. During this workshop we will discuss the reasons for the loss of the connection to the audience, and play improv games to re-establish the contact. These games focus on watching and listening, and reacting with emotions or actions. In the end, everyone will get some ideas what to change during the next talk or training.

Dr. Ben Brüggemann works since the beginning of 2011 as presentation and leadership trainer for researchers at universities, institutes and companies. He graduated in Physics and found that there is already quite some improvisation going on in the lab. However, it took some years, until finally the concept of improvisational theater was introduced to him by the Berlin based group “Die Gorillas”. Later on Martin and Belina convinced him to focus more on improv in his trainings.



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WS 15: Dani Meinl,

Bodybliss - improvisation and personal happiness

Move. Explore. Discover. How does improvisation in movement contribute to a more resilient body and personal happiness? Moving from contraction and limitations to possibility and creativity. Exploring the effects of embodiment and the ability to listen to the deepest impulses within ourselves. Discovering a profound potential for unlimited personal growth. bodybliss is a movement programm developed by Divo G. Müller based on the concept of Continuum Movement by Emilie Conrad, coupled with the latest research on fascial tissue.

Dani Meinl Trained as a movement teacher, coach and meditation facilitator Daniela has been exploring movement and personal growth for the past 10 years. She has a studio for creative movement and encounter in Augsburg, is part of the educational team both in bodybliss(R) and fascial fitness (R) and teaches workshops across Europe.

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WS 16: Brent Darnell (US)

From lecture to True Learning, the Transformation from Power Point an lecture to a true learning enviroment using applied improvisation (Science)

Using the latest neuroscience of how people learn and apply information, participants will learn how to use applied improv for true learning that creates positive, lasting change. They will learn how to make learning stick long after the learning session and how to create lasting change in participants. We will go step by step, from a Power Point, lecture based presentation, to experiential learning to improvisational learning so participants can see the differences and apply this to their practice.

Brent Darnell is a graduate of Georgia Tech with a degree in Mechanical Engineering, but has also been a professional actor, standup comedian, improvisational actor, playwright, and musician, as well as an adjunct professor at Auburn and Penn State, teaching emotional intelligence to their technical students. In 2002, he started his own leadership development company specializing in teaching people skills to technical people using emotional intelligence. Over the past 12 years, he has worked with hundreds of companies in 20 different countries, improving the social competence of thousands of people around the world.



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WS 17: Al Razavi (US)

Authentic Leadership in the 21 Century, Taking the Inner Journey (Science)

The world we live in is anything but static or simple. Regardless of our roles and functions, we need to develop a new set of tools and skills that enable us to deal with ongoing changes. From ancient times to present, humans have forevermore benefited from practicing mindfulness, resiliency, and empathy.

Organizations are open complex systems and are constantly affected by ongoing changes. The 21st century leaders are facing ever increasing changes and challenges internally and externally. They need to develop new skills and capacities to stay effective, flexible, agile, and innovative in the face of continuous change.

This workshop integrates F. M. Alexander technique, Vipassana meditation technique, and improv theater technique for developing authentic leadership. The focus is to explore and experimentally learn how these powerful techniques are instrumental in developing the aforementioned qualities. It is a process of self-change for self-improvement. It is an inner journey from the inside out.

Al Razavi's learning-by-doing approach to teaching makes his workshops effective, efficient, and fun. Al has been presenting performance training and team building workshops at national and international conferences since 1996. He is a member of the Screen Actors Guild of America (SAG-AFTRA).



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WS 18: Raymond van Driel (NL)

PLAY! Applying Improv in times of crisis (Leadership)

In this 75" session we're going to

- * ... use the metaphor of a stressed improv actor on stage, and the way he handles that skillfully
- * ... compare that to management skills in times of crises
- * ... have a lot of interaction and try-out exercises
- * ... use the P.L.A.Y.!. model; a model I use at dutch universities to explain the Improv skills
- * ... do an intense and fun simulation game where you really need your improv skills to 'survive' !

Take aways:

- * Applicable Improv exercises and a way to present them to clients who are new to improv
- * Ideas to offer an interesting AI workshop to clients
- * A business opportunity to offer to your clients
- * Fun! (let's practice what we preach!)

Raymond van Driel About me? I'm a communication skills trainer, applying Improv to organisations and higher education since 2000, 80% of my work is corporate improv training (loving it!) and I deliver Train-the-Trainers since 2008, in the Netherlands and abroad

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WS 19: Ruth Sirman (CND), Katherine Sirman

Whose Intervention Is It Anyway? The Gift of Improv in Conflict and Mediation

Real life does not come with a script or a Director. And we can't turn to the final page to see how everything turns out. Relationships are unpredictable and conflict makes it even more challenging. Conflicts evolve and escalate based on peoples' past history, current emotions, perceived impacts, needs, interests and objectives. When it is poorly understood, or poorly managed the results can damage relationships and cause significant harm.

Ruth and Katherine Sirman have discovered that Improvisation is a very useful tool for helping both professional mediators and individuals in conflict to understand the conflict, see others perspectives and recognize the factors that are causing it to escalate – and find ways to resolve it.

Join us for a fun, interactive and insightful overview of how the techniques of Improvisation can enhance our capacity to create positive relationships, build healthy organizations and effectively resolve conflict situations.

Ruth Sirman is a leader in the world of mediation and organizational conflict. Her ability to help groups resolve complex difficult conflicts, her knowledge of human behaviour and her tell-it-like-it-is reality based humour have made her a globally respected speaker, trainer and mediator since 1996.

Katherine Sirman has a B.A. in Theatre from Acadia University. As an experienced performer she applies her knowledge of theatre and Improv to her work in public relations, conflict management, hospitality and training people to resolve difficult situations and provide excellent customer service.

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WS 20: Sigrid Peuker (G)

Effectuation – What Improv Can Teach Entrepreneurs (Leadership)

In the workshop I'll introduce the concept of effectuation and its five principles, connecting them to principles of improv and using improv techniques to work out their meaning, implication and potential. This will be done by a mixture of input- and improv-exercises with subsequent reflection.

Participants will experience a new and powerful tool for starting any kind of new project, be it a business or a private venture. Effectuation is an approach to entrepreneurship. It was developed by Dr. Saras Sarasvathy who found out that in the beginning of a venture, when the future is not only unknown but unknowable and the goals are still vague, experienced entrepreneurs follow a certain logic. This „effectual logic“ contrasts with the „causal logic“ which follows a predefined path to a strict goal and which will take over as the process of starting a venture progresses. Effectuation just like improv doesn't prescribe what to do but offers a set of heuristics which can be taught.

Sigrid Peuker Freelance trainer, moderator and consultant for communication, innovation and entrepreneurship. Experience in IT, media, and education. In my entrepreneurship courses at a private university (SRH) in Berlin I use improv exercises and effectuation to bring the ideas of the students forward.

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WS 21 + 26: GIZ

Leadership for Global Responsibility

Global problems can be seen mainly as transformational challenges. Addressing them calls for profoundly new ways of problem-solving within a context of international cooperation. There is the need for responsible global leadership that is committed to the well-being of societies and the planet, and that is capable of transforming collective intention into collaborative action. At local, national, regional and international levels, we need responsible leaders with a highly self-reflective attitude, advanced leadership competencies and a strong motivation to take rapid, ambitious and innovative action in international networks of diverse stakeholders.

GIZ's leadership development approach "Leadership for Global Responsibility" has been developed in the light of this hypothesis. It will be constantly adapted on a co-creative path that GIZ is taking with stakeholders around the globe, focusing on the individual level of change and transformation. As a continuation of the Learning Journey "Playful City", where selected tools of GIZ's approach and ToolBox were applied two days before, we would like to harvest your feedforward and jointly develop perspectives, focusing on our inner condition and the linkages between collaboration, transformation and innovation in global leadership. Participants will be provided with the GIZ ToolBox hardcopy.

Brigitta Villaronga is heading the Leadership Development group of GIZ's Academy for International Cooperation, based in Bonn. She loves working in networks in order to share and co-create knowledge and meaningful experiences. She is specialized in coaching and organizational development, has worked for several years as Head of the Regional Office for the Andean Countries as well as in the area of Rural Development of former InWEnt. As a passionate leader she believes in the possibility of a sustainable future. Her mission is to encourage others to dare to go on a joint journey of transformation and inspire with creativity!



AIN Conference 2013 in Berlin – Schedule & Program

Olmo von Meijenfeldt is the co-founder of a new initiative in South Africa focused on deepening democracy by monitoring and evaluating democratic development in Africa and facilitating cross-sector dialogue on sustainable solutions to challenges to democratic consolidation. The new organization is in the process of being set up. Olmo has an established track-record as a political activist, social entrepreneur and founder of several democratization programs focused on the African continent.



Tijana Djekic is the Junior Adviser in Department for Project Management and works in the Ministry of Energy, Development and Environmental Protection in Belgrade. For two years now, she works in the Department for Project Management and has experience in programming projects in environmental field, projects that are financed from EU and donor`s funds. In May/June 2012 she had the chance to participate at the Development Diplomacy Programme (DDP) in Bonn and Berlin where she has gained lots of experience in different fields and met many people from Africa, Asia and Latin America.



Klaus Althoff is the Programme Director of “Climate Leadership Plus – Leadership for Global Responsibility” (CL+) a leadership development scheme of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). CL+ is directed at leaders worldwide from public administration, business and civil society dealing with transformational challenges such as climate change. Klaus Althoff works for GIZ’s Academy for International Cooperation and is based in Bonn, Germany. He has a long track record in International Cooperation with Human Capacity Development projects on issues of good governance and regional integration in East Africa, Southern Africa and East Europe.



www.giz.de

WS 22: Gabriele Schambach, Luca Corella (G)

Leadership goes Tango: Impro(ve) your leadership-skills with Tango Argentino (Leadership)

Leadership is the ability to shape the future and to move people. Who leads well, anyone is pleased to follow. That's why the parallels between modern leadership qualities and tango are quite obvious: clear messages, resolute action, flexible reaction to unexpected moves, honor differences, paying attention to the situation and your counterpart, interactive communication, show respect to each other, empathy and autonomy of partners. The prerequisite for both Leadership and Tango is improvisation. They both do not follow static patterns and steps. Instead acting together on impulse is weaving some kind of artwork for a special moment. With elements from Tango the participants experience directly their way of leading and its impact. They get practical ideas to integrate in their workaday life als leaders, consultants, coa-ches, trainer, artists etc.: We start with some input on the connection of the three elements and integrate the interests of the participants into the development of the workshop. We mix exer-cises from Tango with feedback on Leadership and Impro competence. The workshop is appropriate to everybody who likes to be inspired. Don't be shy: No dancing experience, dance talent or partners are needed to join in.

Dr. Gabriele Schambach works for more than ten years as a coach and consultant for gender and diversity. She is the owner of GenderworkS. Her also ten years lasting passion for Tango led her to the perception that life is like a Tango and Tango is like life itself.



Luca Corella is exploring the interplay and fun of dancing both leading and following roles in Tango, working as a tangoteacher at studio Tangotanzten macht schön.

Together they successfully established this training concept. In an easy-going manner they combine humour with professional competence and enable their students to achieve a great learning outcome with high transfer effect to their working field.

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WS 23: Inspinazie (NL),

Company Theatre, Applied impro through scene work (Culture)

The company Inspinazie offers both applied impro through training formats and play formats. Grown out of a 20 years old and still active Improv Theatre Company, Inspinazie Tout-Court, they carefully try to keep the heart and soul of improv theatre in professional environments using improv with other goals.

At one hand, a lot of improgames/ formats have an interesting structure to use to show values, dynamics or patterns existing in real life. That makes them very suitable to use impro as “company-theatre” with a lot of extra's:

- a lot of input from participants on the spot
- flexible enough to match the real need when it occurs that the theme the client boarded, seems different from how his employees experience it – no hidden agenda's!
- bringing insights with a good sense of humor
- honest and empowering

At the other hand, some potential threats or possible difficulties are there:

- clients wanting to put their (hidden) agenda in your show
- the strict and important line between impro and poorly rehearsed scènes
- the logistics and technical stuff
- selling an unscripted play

Inspinazie is happy to present their insights in these and other aspects of "tailored impro" by:

- setting up and playing scènes as examples
- share their and your experience regarding the development of a “tailored-impro”-concept: do's and don'ts
- set up idea-exchanging on good formats for different themes

Nathalie, Marc and Leen will host the workshop, assisted with other players.

Inspinazie plays about 150 “tailored impro” – performances a year, in organisations and companies of all kind. Some of these performances turned out in impro-formats that stand on themselves and are asked a lot: on dementia, on warm care, on mourning, on raising kids, on feedback, on dealing with change, on diversity,...

AIN Conference 2013 in Berlin – Schedule & Program

Nathalie Van Renterghem, As a mother and a primary school teacher (Freinet) before, she's very interested in how people learn and as a mediator (both in companies and in neighbour-settings since three years) in how people live "differences". She loves to see and work with the junctions between impro and other domains in human interaction and development. F.i. in the program "Living Impro" that she runs together with a gestalt therapist. She also took a lot of dance classes in the past and still uses a lot of fysical & dance impro based exercises in her work, paying a lot of attention to the connection between body and mind.



Marc Breban, he was previously Administration Manager at an international transport company where he was responsible for the most difficult insurance and judicial files after a successful sales career.

Yet he resolutely opted for improvisation. Deep in his heart, he hopes, through the improvisation techniques and spirit, to create more awareness and empathetic listening so people learn better to respond to, and interact with, other persons... Things that are often not enough present in normal (business) life ...

Leen De Koker is an independant (applied) improvisation practitioner, player and trainer. Studying and practising architecture for a few years in the past, she discovered that the 'here and now' designing of improvisation theatre became more attractive than the long-term architectural projects.

Intrigued by the body of thought of improvisational theatre, she made it her job with Inspinazie. She's also a founding member of Inspinazie Tout-Court, the artistic improv theatre company of Inspinazie, and since about three years also an enthusiastic actor with Mamuze, a local theatre company.

It's her dream that improvisation theatre becomes an independant form of art and an important form of living.

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WS 24: Zeynep Ozyurt Tarhan, Koray Tarhan (TR)

#occupygezi: A HUGE IMPROV EXPERIENCE

During social movements or street demonstrations; world becomes more 'volatile, uncertain, complex and ambiguous'. If you have an antagonist who holds the power and uses gas, gun or any other weapons then world becomes a dangerous place. We would like to share our experience during #occupygezi protests in Istanbul. How it started and developed in a process which is full of improvisation. During demonstrations, without any specific leader, people created a small utopia in Gezi Park. We would like to discuss how improv can feed the idea of an alternative world which everyone is free to share, listen, feel and live together in peace. Is it possible?

Zeynep Ozyurt Tarhan graduated from Ankara University Theater Dept. She is one of the founders of the first improv group in Turkey. Working as an actress and instructor in Istanbulimpro. Zeynep also works with children, teenagers and adults in different fields. Teaches acting and drama in universities and colleges.



Koray Tarhan graduated from Ankara University Theater Dept. He is one of the founders of the first improv group in Turkey. Working as an actor, musician and project coordinator in Istanbulimpro. Uses improvisation in business and education area. Works with children, teenagers and adults in different foundations and organisations. His book 'Dogaclama Icin Elkitabı' published in 2013, which is the first handbook on Improv in Turkish. Koray is the author of the improlog.blogspot.com. He is the coordinator of Istanbul International Improv Festival.

WS 25: Ella Gabriele Amann (G)

Move into Improv. The Bamboo-Principle® and the dynamic status scale in Leadership-Training (Leadership)

The bamboo has always been a successful strategy for dealing with turbulent times: Explore bend and sway in the wind, instead of breaking. Show flexibility and agility at the same time, be deeply rooted and stable. So you can fall back in dealing with stress and strain in a variety of modes of reactions to deal effectively with a crisis.

True to the picture "Be like a rock in the surf," many managers and employees react to chronic stress on verbal and personal attacks with a great inner tension and a stiffening of the muscles and thus a restriction of the musculoskeletal system. They tense up, become stiff, barricade themselves and arm themselves against further attacks.

The resilience body workout to the Bamboo Principle® enables a most impressive change of perspective and shows the importance of physical flexibility and mobility for the development of resistance. The workshop presents an enhanced status concept of the improvisation training and displays using simple exercises on how to use the dynamic status scale in leadership coaching and resilience training.

Ella Gabriele Amann How can Applied Improvisation support health, well-being and resilience against crises? Gabriele Amann follows this question for about twenty years now. Her focus is to design innovative formats of training with the ambition to develop learning and changing with a process with a sustainable character. She lives in Berlin as a consultant, coach and author and is leading the "impro live! academy for applied improvisation" and the "ResilienzForum Berlin".



WS 27: Annemarie Steen (NL)

Licence to play (Culture)

Vita: Annemarie Steen (1971) grew up in The Netherlands and started working as an actress for TV at the age of thirteen. Acting gave her the option of playing out emotions that were not commonly expressed in her rational (left brain) family. After graduating (MA) in Media studies, tour leading in India & Nepal and several years working as a corporate trainer, she rediscovered the power of play. In Applied Improvisation she found the tools to create effective learning experiences that stick.

Annemarie is Serious about Playfulness (Blog: www.annemariesteen.wordpress.com) and she has a strong vision on the importance of Play in dealing with today's fast changing world and economic challenges.

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WS 28: Alieke van der Wijk, Henk van der Steen (NL)

From second best to first choice

The 21st century screams for improvisation! In the 20th century, in the heritage of Frederick Taylor, Improvisation was often considered to be the second best option in real life; if the plan didn't work, you would have to improvise... Of course human kind has been improvising since the beginning of its existence. We only seem to have lost that ability a little bit in the last 100 years.

But with the current developments and especially the speed of change, we, as applied improvisers, have the perfect "skill- and attitude set" available for this century. The 'time to practice, to plan' gets shorter and shorter. People need to be resilient, organizations claim that they are agile. More and more, we are asked to 'teach us how to improvise better'. That means that our clients not only want our method to improve their communication and cooperation. No, they want the pure stuff!. It's time for a (improvised) revolution! In which we proudly market Applied Improv as your first choice in life, always!

Alieke and Henk are the founders of Troje, a Dutch company that is all about applied improvisational. Since 1998 we have been delivering facilitation, training, improvisation theatre, organization development and presentations to a wide range of organizations. We wrote the first Dutch book on Applied Improv in 2009, are frequent visitors of the AIN-conferences and organized the 2010 Amsterdam-conference.

www.troje.nl



WS 29: Sally Fox (US)

Lasting Change vs. the Quick Fix: How to bring about lasting organizational change through the facilitation of creative work (Leadership)

This workshop is a convened "Open Space" style discussion, where we'll explore our experiences using improv and creative arts to support organizational change and leadership development. Where have we contributed to lasting organizational change? Where have we been integrated into leadership development work on an on-going basis? How do we go beyond being "a cool one-day stand" to become a sustainable part of a change effort? And what about our failures??? When have we been poorly set up or used for purposes other than the ones we were hired for? Finally, what ideas can we generate about how to set--up our work for lasting impact? We'll generate LOTS of ideas!

Vita: Sally Fox will facilitate and lead this conversation. Sally is the founder/principal of Engaging Presence: Inspired Leadership Development in the Seattle, Washington area. She has run leadership programs for managers, scientists and engineers for over twenty-five years. She designed and founded a Graduate Program in Management for Antioch University - a wholistic program that used creative tools like Playback Theater and artistic work to help managers develop self-awareness, reinforce team skill and clarify goals priorities.



Through her integrative consulting practice, Sally coaches and inspires managers and professionals to make effective use of stories. A performer herself, she immerses herself in improv and clowning.

She holds an MBA from Yale University and a PhD in Human and Organizational Systems from the Fielding Graduate School.

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WS 30: Zohar Adner (US), Sven Lanser

Master Class in Applied Improv Facilitation (Leadership)

Picture yourself being led through a facilitated applied improvisation exercise by a skilled presenter. Now imagine that skilled presenter being given feedback by a panel of masters with over 100+ years of working experience among them. What you can't imagine is the insights gleaned from such an experience. Fortunately, you don't have to.

A Presenter will facilitate for 10-15 minutes something they would like feedback on. A 5-person panel of Experts will give the Presenter feedback on their style/form/approach/etc. Some (or all) of the session attendees will be the facilitatees.

All ages and skill-levels welcome (and encouraged) to attend!

This mind map was made from the 2011 presentation - <http://bit.ly/14SlwLK>

Zohar Adner has over 8 years of experience delivering workshops in various industries. He created this Master Class series to take his skills to the next level.

(He's also the AIN Treasurer, Co-Chair of the AIN-NYC regional group, and friend to all.)



Sven Lanser is a facilitator, actor and improv teacher. He has been teaching improv and giving workshops in 2007. He has worked with large companies as well as small not for profit organizations. At the moment his focus is on strengths based development and appreciative inquiry.

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WS 31: Andre Besseling (NL)

Content-Improv (Culture)

Improv is to be said superficial. Especially the performance side of it. Theatersports, improvcomedy are mostly entertaining. So how do you get the content in the improvperformances? It is a matter of formats, translating the questions of the customer, shaping the skills of the performers and last but not least: bridging the gap between the audience and the performance. In this workshop we will look at ways to do that. You will walk away with a bunch of ideas and insights about how to use improv to go straight into the heart of the matter and the audience.

Andre Besseling The workshop is being given by Andre Besseling. He is a founder of theatersports and applied improv in Holland. In 1999, he wrote a widely used book about improv: 'Theater out of nothing'. Besides his activity as a teacher, he played and developed several formats for using improv in business-settings. He is currently artistic director of the Improacademy, a trainingscentre with several possibilities for training and development.



was

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WS 32: Andreas Zeuch (G)

The Wisdom & Intuition of the crowd - how to unlock a great potential (Culture)

In 2012 I was mandated in a democratic strategy development for the IT Department of a financial service provider. Unfortunately the project was stopped in the middle of the planned duration due to micro political reasons although - or because - it started very promising. This project offers some deep insights of making use of crowd wisdom for important organizational developments.

Andreas Zeuch With his colleagues, Andreas' current project is founding a company facilitating the accessibility of crowd wisdom and crowd intuition for organizations. Crucial part is the development of software supporting their consulting service in the field of service-, management- and process innovation.



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WS 33: Uta Walter (G)

Getting involved in the Story – But which one and how? (Science)

Improvisation is not a value-free activity when we consider how all our practices, personal and professional, are part of larger societal discourses. Based on a research study that compared processes of theatre improv and clinical social work, I introduce improvisation as a way to understand social work practice. Social work is a profession that continuously improvises on existing personal and societal stories. However, not all stories are equal. Therefore, the question arises what role (professional) ethics, theories and values play, and how to combine the playfulness of improv with critical thinking in social work or in any professional field. How do we want to use improv, and which stories do we want to advance? The workshop combines exercises and discussions to play with ideas about how to combine critical thinking and the use of improv in your respective fields of application.

Uta M. Walter – I teach theories and methods of social work at the Alice Salomon University in Berlin. Ever since my dissertation on “Social Work as Improvised Performance”, I am curious about how to use improv in the teaching of social workers. I also play and teach theatre improv in Berlin and the U.S.



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WS 34: Terry Sommer

Integrating Improvisation into Medical Education

This workshop will include both a didactic presentation and some workshop games. It will compare two forms of improvisation currently used in medical schools throughout the U.S. and internationally. It will be delivered from the point of view of an experienced former improviser, who integrates her artistic past into her career as a medical educator, and her personal attempts to honor both worlds.

The first improv model explained will be Standardized Patient (SP) methodology. SPs are actors (or others), trained to portray medical patients within structured improvisations with medical learners, for the purpose of training or assessing them. This presentation will acquaint attendees with how improvised SP encounters work. The group will then try out short structured SP interactions to get a taste of how it feels to improvise as an SP.

Although SP methodology is now ubiquitous throughout the U.S. and used around the world as well, in the past this was far from the case. In addition to the above activities we will also look briefly at the journey of SP methodology, which was originally considered the lunatic fringe, and how it gained credibility and secured a place for itself in the rigorous world of medical education.

The second improv format we will look at will be the improv electives currently in place at a few adventurous U.S. medical schools. The presenter will briefly recount her campaign to bring her elective, Improvisation for Medical Students, to Icahn School of Medicine at Mount Sinai (NYC). The elective is now one of three such courses in the country.

Terry Sommer has integrated a prior career in the theater and improvisation with her current position as a medical educator. As Director of the The Morchand Center for Clinical Competence at Icahn School of Medicine at Mount Sinai for the last seven years (and its coordinator for the prior two), Terry is responsible for all activities at this assessment and training hub. The Morchand Center has a throughput of roughly 2,500 medical learners in some 30-plus programs (8,000 SP encounters) per year. Morchand Center SPs comprise the largest group of trained, professional actors who do this work in the tri-state area. Prior to coming on board at The Morchand Center Terry lived a completely different life as an actor and improviser.

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WS 35: Roland Trescher, Ella Gabriele Amann

Applied Improv Masterclass: Interventions for Resilience and Leadership-Training (Leadership)

To apply Improv sustainable in the business world demands more skills than basic improv rules. The basic knowledge for trainer and coaches about Applied Improv is being taught in our Basic and Practitioner Courses. For the next level of training qualification we want to include the experience and knowledge of international trainers from the AIN. 10 Modules of 2 days with different trainers in diverse locations within 2 years - this is the idea for a Master Class in an Applied Improv Training Program. How can this work? Who is interested to contribute? Which countries want to be involved? Let's talk about the Applied Improv Training Programs and their future.

Roland Trescher is a director, actor, improviser, trainer and coach. He studied drama in Munich and Amsterdam. As a pioneer of the german speaking improv scene he performed countless Improv Shows all over Germany. He still loves to improvise on stage and therefore runs his own Improv Company isar148 Theater, based in Munich. Since 1995 he offers his knowledge about improv to the business world to improve their communication, teamwork, change and leadership and teach them to have more fun. Roland works for Universities, Companies and Training Companies.



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Ella Gabriele Amann How can Applied Improvisation support health, well-being and resilience against crises. Gabriele Amann follows this question for about twenty years now. Her focus is to design innovative formats of training with the ambition to develop learning and changing with a processes with a sustainable character. She lives in Berlin as a consultant, coach and author and is leading the "impro live! academy for applied improvisation" in Berlin.



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WS 36: Janine Waldman (UK)

Positively speaking: the language of ‘Yes...and’ for leaders and coaches

“To question is to wield a powerful linguistic blade. It is necessary to ensure the blade is used to reveal strength and beauty rather than to carve away these same qualities.”

This session explores the micro-language of one of our most powerful communication tools - the question. As leaders, consultants and coaches, we can phrase our questions to build and enhance relationships, point colleagues and clients towards possibilities, and take the direct route to significant progress in projects.

During this engaging and interactive session you will

- Experience the subtlety and power of pre-suppositional language to get the results you want.
- Use such language to increase the efficiency of everyday conversations.
- Identify which questions encourage progress and infuse conversations with resources (Yes... and) and which lead to blocks and failure.
- Meet the Solutions Focus approach to conversations and change that is being applied by organisations worldwide.

Janine Waldman MSc FCIPD has almost two decades of experience in her specialisms of coaching, training, consultancy and leadership development. Director of international coaching and change consultancy The Solutions Focus she is co-author of “Positively Speaking: The Art of Constructive Conversations”



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WS 37: Gunter Lösel (G)

1+1 = 3 Social Emergence and Improvisation (Culture)

As improvisers we often have the feeling, that stage-reality is evolving through magic. Somehow we seem to create SOMETHING out of NOTHING and you can't really tell where it came from. Is this feeling an illusion or does it refer to a real process? Do we really create something new and unpredictable through improvisation? Where does it come from and is it really more than the sum of what each player contributes? How can we describe this process scientifically?

The theory of social emergence explains, under which circumstances there can be unpredictable phenomena in social systems through the interaction of its components. This of course is highly relevant for improvisation. In his talk, Gunter Lösel will explain this approach by drawing on Keith Sawyers work on social emergence and improvised theater. Also he will present some of his own research on improvisation and systems theory. He'll refer to the emergence of the Group Mind and to the emergence of the fictional reality of improvised scenes.

Gunter Lösel is a German improviser and author of 4 books about improvisation. He is the artistic director of the IMPROTHEATER BREMEN and a member of the STUPID LOVERS, Bremen. In 2013 he has published his PhD Thesis "Das Spiel mit dem Chaos" (Playing with Chaos), a study about improvisational theater and systems theory.



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WS 38: Belina Raffy, Michelle Holliday

Thrivable Leadership: How to Craft an Organisation as a Space for Life (Culture)

A 1-hour experiential workshop in which we share how we develop thrivable leaders and cultures. We'll explore:

- What is this growing world meme 'Thrivability' and how does it relate to applied improv
- The basic pattern and characteristics of all living systems, including organisations and communities
- Why stewarding organisations as spaces for life is vital to supporting life on our planet
- Why applied improvisation is the perfect technology to put in service of crafting organisations as spaces for life to thrive – both in developing leaders and in shaping the culture
- How replacing fear and isolation with connection, creativity and adaptability works in creating organisational transformation in service of life at every level
- Specific organisational examples
- Insights into what is universal and what is local in this work
- Lessons from 3 years of exploration into Thrivability and implications for AIN



Michelle Holliday (right) is the Founder of Cambium, a Montreal-based consulting firm offering branding and communications, organizational performance and strategic planning services. She founded Cambium after observing that the predominant organisational concepts and ways of working are neither optimal nor sustainable. She is driven by the desire to usher in an expanded set of beliefs and practices based on a view of organisations as living systems.

Belina Raffy (left), MBA, is Maffick's Empress and lead consultant. Belina has co-chaired 2 AIN world conferences, is a former organiser of the AIN London events, is current organiser of the AIN Montreal events, and she is on the AIN Board. She works with a wide variety of organisations around the world to create the conditions for people, businesses and the Earth to thrive. Specifically, she equips clients with applied improvisation tools, techniques and ways of thinking that enable more creative, joyful and effective collaboration.
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WS 39: Patricia Colley

Design Thinking and Doing: Collaborative Problem-Solving Techniques for Teams (Culture)

My session will be colorful, stimulating, uplifting, enlightening, and fun, while still being firmly connected to the ground, to everyday reality, with a practical foundation of science and common sense. . We will use improv and design methods to examine, deconstruct and solve that problem, in the time allowed. As time allows, I will demonstrate alternate techniques to try at home. As in my design consulting work, the approach, format and techniques I use will be dictated by the participants' sensibilities and the problem space. There will be elements of problem (re)framing, expansive / generative thinking, sense-making, reflection and refinement, and ultimately a galvanization of the best ideas to take forward. There will be some form of metaphor exploration, critical dialogue, storytelling, deep listening and consensus-building. There may be group drawings, post-its/index cards, interpretive movement and sound, role play and anthropomorphic interplay of systems or concepts.

Patricia Colley . Artist, Improviser, Systems and Interaction Designer, Business Consultant, Principal at Creative Catalysts. Patricia Colley is a creative professional and business & technology consultant with 25 years' experience helping clients adapt to change. She began her career as an artist, illustrator and graphic designer before transitioning to web, software and complex systems design during the dotcom boom. This shift allowed her to expand her career further into business strategy, creative facilitation and practice leadership. Five years ago, Patricia began applying improvisation/theater philosophies, forms, and epiphanies to her work and life. Combining improvisation, traditional creative process, critical method, eccentric reasoning, and embodied cognition, Patricia guides her clients through the subtle process and practice of creative visioning, alignment and collaboration.



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WS 40: Simo Routarinne and Barbara Tint

Exploring the Intersect of Status, Power, Rank and Esteem in Personal, Social and Organizational Settings (Leadership)

This workshop will explore the difference and connection between Status, Power, Rank and Esteem in social and organizational dynamics. These concepts are intertwined, yet distinct, and there is often confusion about what is meant and how they are used. We identify status as something you do (in the moment interactional expressions), power as something you have (social currencies such as wealth, racial majority), rank as something you are (social or organizational position) and esteem as something you feel (internal experience of these phenomena). All of these constructs are further influenced by cultural norms and values, which will also be explored as a dimension of status expression. The workshop will clarify all of these concepts and engage participants in exploring the ways in which they intersect and inform one another. We will play with a range of combinations of these forces and examine how they impact relational behavior. Participants will become more aware of and have a greater understanding of these dynamics and learn strategies for engaging effectively and compassionately with themselves and others around them.



Barbara Tint is a Professor of Conflict Resolution and a private trainer, consultant and facilitator in a variety of domestic and international arenas. She has trained multiple groups worldwide in the practice and process of intergroup dialogue, intercultural conflict resolution and dynamics of status and power within conflict. Barbara has participated in improvisational theater for a number of years and knows that improv will save the world.

Simo Routarinne, originally trained as an actor in Finland and a founding member of Stella Polaris (1991-2010), now runs his own company, Proimpro Ltd. He is known as one of the world's leaders in status training. He has studied improvisation under the guidance of Keith Johnstone and has translated his book Impro in 1996. He has also written two books of his own since then, Improvise! In 2004 and Power in Interaction 2007. In 2011 he launched the Status Games card deck, a powerful learning tool of body language.

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WS 41: Johanna Seiler

Touching the art and experiencing the joy of vocal improvisation

The form of free vocal improvisation I practice and teach has many fascinating facets. As an art form in my opinion its ultimate demand is the synthesis of fully authentic vocal expression and musical mastery. As a learning ground it offers not only a path to deepened musical and vocal skills, but also to self-awareness, to personal development through discovering and overcoming hindering beliefs and communication patterns, to inner freedom and most of all to great joy! Well, we cannot go all the way in these 60 minutes ...but we will definitely get to the joy part - in structured as well as in free ensemble improvisations. You will explore the roles of accompanying (supporting), soloing (leading) and of equal communication - which are as important in improv as in other areas of life - and you will experience or deepen your connection to your voice, your musical inspiration and intuition. You are very welcome to join - whether you are an experienced improviser / vocalist or completely new to the subject.

Johanna Seiler, holding master degrees in music and business administration started off her musical career as a classical pianist, touring all over Europe and its important concert halls between age 10 and 28. She quit this interpreters life to follow her increasing interest in voice, vocal improvisation and composition and - inspired i.a. by studying with Bobby McFerrin and Rhiannon - became the composer, vocal improvisational artist and coach for vocal improvisation and personal development, she is today. As vocal performance artist she appears on stage with fully improvised a cappella duo- and trio-concerts. The musicality, variety, structure and complexity of the emerging music hereby profit from her profound musical background. As a prolific composer she is especially fascinated by pure a cappella music and i.a. writes the entire repertoire for the Berlin Seiler-Choir, which she founded and leads. As improv-coach she gives workshops and masterclasses for amateurs as well as for professional musicians in numerous European cities – at music universities, psychological and other institutes, conventions and as management training. Her pedagogical approach is supported by 30 years of stage experience and 20 years of coaching experience. In her circle song events she leads spontaneous choral improvisations with up to 1500 participants



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