

# Class Acts: Interactive Theatre





# **Class Acts Interactive Theatre Brings D&I Issues and the Organization Assessment to Life**



- **ClassActs is presented by DeValk Associates, Inc. and combines state-of-the-art human dynamics content with the drama of live theatre.**
- **ClassActs' training programs include training vignettes custom-designed to reflect the organizational culture of the client.**
- **The vignettes are portrayed by actor-trainers who have worked in a variety of industries and represent a breadth of professions.**
- **Vignettes are followed by highly interactive discussions led by experienced facilitators who help participants explore the issues and how they impact individuals, teamwork and productivity.**
- **During the discussions, actor-trainers remain in character so participants can problem solve and practice skills in the safety of the classroom.**
- **ClassActs transforms the classroom into a living laboratory where participants can safely examine complex and difficult workplace issues, by seeing and doing, rather than just discussing.**



# Benefits of Interactive Theatre



- **Employees hear their own language and feel the reality of their own workplace**
- **Incidents that mirror the culture are used to teach important points**
- **Participants more easily see how others react to incidents in a theater setting than they do in the workplace**
- **Actors in the productions are also trainers familiar with diversity issues found in the workplace and are skilled at gently pushing people out of their comfort zone**
- **Seasoned employees don't always like to be "taught" and theater is one of our most "non-invasive" methods of getting the message across**
- **Participants get the chance to question the actors in a safe forum after the presentation, such as, "Why did you do that?" and "What was your motive for saying this?"**



# Behind the Scenes: The Interactive Theatre Program Development Process



**Identify and  
clarify the  
focus**

**Conduct a  
needs  
assessment**

**Analyze and  
summarize  
data**

**Meet with  
client to  
review data**

**Establish  
training  
objectives**

**Develop  
script**

**Review  
script/edits  
with client**

**Cast actor-  
trainers**

**Rehearse all  
scenarios**

**Walk through  
program**

**Deliver  
program**