



DeValk Associates *Interactive Theatre*

The FutureWork Institute, Inc.®



FWI and DeValk Associates Interactive Theatre

DeValk Associates, Inc. combines state-of-the-art human dynamics content with the drama of live theatre. Training programs include vignettes custom-designed to reflect the organizational culture of the client, often created from FutureWork Institute's Organizational Assessment. 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. This 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.

The 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 and inclusion 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	Script review/edits with client
Needs Assessment	Cast actor-trainers
Data Analysis and Summary	Rehearsal
Meet with client to review data	Walk through program
Establish training objectives	Deliver program
Script development	Ongoing customization

For more information, call The FutureWork Institute at (718) 832-8625