

## **AIN 2016 Oxford Conference**

### **Open Space Offers**

These are the details that we have received for Open Space sessions. Their proposers will decide the exact times and locations of each session during the 'Introduction to Open Space' session. There will be opportunities to propose Open Space sessions at the conference.

### **Self Understanding to Leadership - How Did We Get There?**

Jonathan Argue

This session will take you on the journey of the students from the 'Vic High Improv Club' - becoming more comfortable in their own skin, learning how to be supportive, being more comfortable taking risks, learning from both their peers and other professionals, and coaching others. It is geared to anyone working with young adults aged 15-18.

Bio: Jonathan Argue - I grew up a Computer Engineer but discovered my love of improv during my last year at University. This led me to joining and eventually running an improv company for twenty odd years while at the same time building my professional portfolio as an information technology consultant. For the past five years I have been volunteering my time at a local high school in Victoria helping to run an improv club for students in grades 9 through 12 (ages 15 through 18) – the 'Vic High Sharks Improv Club'!

[consulting@jsargue.ca](mailto:consulting@jsargue.ca)

## **The Improv-circle: A Practical Model of How Improv Works**

Andre Besseling

Some people say to me, 'improvisation is amazing but how does it work?' The Improv-circle provides an answer to that.

The Improv-circle makes the process of improvisation visible. It can be used by teachers and trainers to make people aware when an exercise goes off track and what skills you need to get back into flow again. Bridging the gap between improv and communication skills, the Improv-circle is a practical model that is great to have in your toolbox!

Bio: Andre Besseling - I am well known as a Dutch improviser and teacher. I am one of the founders of improvisational theatre and applied improv in Holland. I have developed many formats and exercises currently being used in training and I am the author of the bestselling book on improv theatre: 'Theatre out of Nothing'. Besides my work as an applied improv practitioner, I am the artistic director of the Improacademy in Amsterdam, offering training and workshops for performing improvisers as well as trainers. Currently I am developing formats for solo-improvisation and am the initiator of the REMI-festival. This annual festival focuses on the different ways of solo-improvisation. I am mostly interested in improvisation as a way to personal and spiritual growth.

[www.improcentrum.nl](http://www.improcentrum.nl)

[www.maranza.nl](http://www.maranza.nl)

[www.ditisblinck.nl](http://www.ditisblinck.nl)

## **Teams and Status**

Tracy Connor

Do you work with teams? I do. One way that I help catapult a team's effectiveness and change the way team members treat each other is to foster awareness of status, using improv games to do it. This workshop covers the module I use inside the corporate world. It's simple but the effect can be profound.

Bio: Tracy Connor - I am an improviser/actor/writer/coach who works with corporations and innovation efforts that need business teams to innovate or problem solve in a different way than the standard business paradigm allows. I'm brought in to share improvisational principles and games that can unleash a team's potential.

tconnor425@gmail.com

## **In Pursuit of Trust**

Jenny Drescher

When we talk about improvisation the word trust comes up frequently, but do we spend enough time developing a specific and deep understanding of it? What trust is and how improvisation can generate or damage it? How do we address trust with our clients, beyond vague statements like "improv builds trust"? Let's invoke a deeper conversation on the specific ways that improvisation can create trust across all parts of life and business. The objective of the

session is to help you strengthen your understanding of trust and your ability to express and capitalize on that understanding with greater confidence and clarity. This session is suitable for facilitators and coaches, and anyone who second-guesses themselves frequently.

Bio: Jenny Drescher – I'm Founder of Bridge To Choice Coaching and Co-Founder of ConnectAnd Improv, LLC. I've been a certified coach for ten years and an improviser/applied improviser for five of those years. I write and deliver AI workshops, and am a performer on two Improv teams. My specialty in coaching is getting people to break free from patterns and "shoulds" that don't serve them. At ConnectAnd Improv, we specialize in the application of improvisation to dynamic speaking and effective relationship-building. The mission of both companies is to get humans to be real with other humans in both business and life. I'm a little bit obsessed with the topic of trust.

Jenny@BridgeToChoice.com

[www.bridgetochoice.com](http://www.bridgetochoice.com)

## **Safe Spaces for Learning & Play**

Jenny Drescher and Ellen Ornato

As Applied Improvisation professionals, we love the joy and play of our work, but do we always remember what it felt like to do an exercise for the first time in a room full of strangers? What it was like to let yourself be that vulnerable for the first time, afraid of looking foolish or being judged? Establishing a safe space for your learners to step into is an essential ingredient for a successful experience. This session will address ways to create a feeling of safety for your learners so you draw out their willingness to be open and courageous quickly in workshops, which accelerates learning,

growth, and fun for all participants. This session is suitable for facilitators and coaches who wish to enhance their ability to make participants feel at ease.

Bio: Jenny Drescher & Ellen Ornato - We are the co-founders of ConnectAnd Improv, LLC, and we're on a mission to bring more levity, ease and genuineness to the business landscape. We work with professionals to help them be more real in speaking and business relationships. We also work with medical practitioners applying improvisation to the context of clinical teams and settings. Our respective backgrounds include a combined 30 years of facilitation and coaching. Ellen holds certifications in Unconscious Bias and MBTI, is fluent in Spanish, and can't get enough Broadway show tunes. Jenny is a Certified Coach and performance improviser on two teams, teaches improv at a charter school, and is a verbivore.

[www.connectandimprov.com](http://www.connectandimprov.com)

[connectandimprov@gmail.com](mailto:connectandimprov@gmail.com)

### **Process what's up for you at AIN (using Playback Theatre)**

Anne and Christopher Ellinger

Drop in for mutual support & connection--using Playback Theatre

Ah, a conference! Ever feel overwhelmed? Lonely? Excited? Struck by FOMO (fear of missing out)? Wonder how you'll apply learnings back home? Questioning how you're growing professionally?

In this drop-in session, use Playback Theatre tools for creatively embodying (improv) empathy to process our conference experience and to get more personally connected to other people at the conference. Fine to come just briefly to check it out.

Bio: Anne and Christopher - We direct the Boston-based improvisational Playback Theatre ensemble, True Story Theater. True Story honors true stories in hundreds of shows and workshops, including with businesses, youth leadership programs, government agencies, and more. Our co-authored books include Getting Along: skills for life-long love, which shares lessons from 30+ years living and working together, and A Playback Theatre Toolkit.

[Christopher@TrueStoryTheater.org](mailto:Christopher@TrueStoryTheater.org)

[Anne@TrueStoryTheater.org](mailto:Anne@TrueStoryTheater.org)

### **Games for Humanity: Creating Meaningful Play When the Stakes are High**

Isolde Fischer and Jeanne Lambin

Games for Humanity is an idea that was hatched at the 2015 AIN conference in Montreal. It is an attempt to answer the question - how can improv games be applied to address specific social causes and bring about meaningful change? Join to learn more and help to create the future of Games for Humanity.

All levels of experience are welcome. Whether you are just curious, want to play an active role in bringing Games for Humanity to life, or are somewhere in-between, in this interactive co-creation session, things to be discussed include:

Defining scenarios where games would be helpful, and identifying/creating games that respond to that scenario

Laying out the framework for building the catalog of games on the Improv for Humanity website

Planning for the creation of training videos and other supporting documentation for the games

Identifying funding sources

What role you can play.

Let's create a treasure trove of resources!

Bio: Isolde Fischer – I have regularly performed with my impro team in public and corporate shows for the last 20 years. I have won 4 international awards for main roles in wholly improvised films and have attended A-list film festivals such as San Sebastian and Cannes. I have hosted several international impro festivals and events, including the international SIT UP festival for young people. The largest event I have initiated has been the 16 team-strong Theatersport Championship, supported by the German Government, as a cultural component of the World Cup in Berlin in 2006. I have worked for the last 15 years as a corporate trainer working joyfully with companies such as BASF, Roche Diagnostics, SAP and Mercedes Benz.

Applying improvisation in my life allows me to earn my money with all of this. I am thankful und incredible happy to have the chance to live out my lifelong passions. When I first found AIN at the conference in Berlin in 2012, I finally found a name for what I do. My heart always beats for underdogs. I am a passionate cinema goer and a hopeful daydreamer.

Bio: Jeanne Lambin - I have spent most of my career helping people to rescue things they care about, whether random archaeological sites, abandoned buildings, discarded documents, forgotten histories, overlooked periods of architecture, a sense of humor or just simply people's own personal stories. Through this I learned the power of the past and how it can shape the future and how improv and storytelling can help play a key role in helping to do that. In 2014, I started a small business with a simple idea, "be kind, be generous, be happy and with improv and storytelling, help others to do the same." I don't know if improv can save the world, it certainly can help make it a much, much, better place. I'm proud to be a founding member of Improv for Humanity and co-creator of The Quest: Improv for Transformation.

thejeanne@gmail.com

## **Improvisation and Innovation**

Elin Fredrikson

The KU model was developed in Denmark as an innovation model inspired by Otto Sharmer, U theory and the Disney model.

This session is aimed at anyone interested in innovation and how improvisation and art can benefit innovators. It also demonstrate a way to combine real-world and online facilitation.

We will work hands-on with a challenge and learn about new ideas and tools to use in your future work. You will also experience improv exercises used to develop ideas and see how the basic rules of improv hugely benefits a process of innovation.



You will also learn about the international network of consultants working with the model and how it's also facilitated online as e-learning.

Bio: Elin Fredrikson - I am an actor who has worked for over 10 years as an improviser. I use all the best from both the European and American traditions of improv. I am the owner of Elin Fredrikson Consulting where I facilitate workshops on Applied Improvisation and processes of innovation.

[elin.fredrikson@gmail.com](mailto:elin.fredrikson@gmail.com)

[www.elinfredrikson.com](http://www.elinfredrikson.com)

## **The Art of the Debrief**

Jackie Gnepp and Joshua Klayman

Some improvisation is more “applied” than others. While improvisation tools and skills are generally good for the soul, sometimes your goal is to promote particular insights, lessons, or growth for the participants.

How do you guide people to particular discoveries while having them think for themselves? It’s all in the art of the debrief.

Bring your favourite games and desired outcomes and together we'll design debriefs that meet the various goals that your clients have in mind.

Bio: Jackie Gnepp and Joshua Klayman - Partners in life and in our consulting company, Humanly Possible®, we love incorporating improvisational activities into our teaching, coaching, and consulting. We bring more decades of experience than we care to mention to the art of debriefing. We have applied improvisation to our work with business, non-profit, and government clients, working with groups ranging in size from 7 to 200. Almost universally, what most delights our clients is how the group discovers what's most essential for them to learn, having played a game that a few moments earlier just seemed like meaningless fun.

[More@HumanlyPossible.com](mailto:More@HumanlyPossible.com)

## **Improvising in Agile Software Development**

Paul Goddard

A short experience report on how I've applied improvisation techniques to agile software development teams.

Bio: Paul Goddard - I'm a software trainer and coach who teaches an agile process called Scrum. I work throughout the UK and Europe helping software organisations to 'adapt to change' as the software survive on uncertainty and emergence.

@paulkgoddard(twitter)

paul@agilify.co.uk

## **"Yes And ...a Bully"**

Sean Halle

I have a 14 year old daughter who faces bullying, and want to apply the power of improvisation to help her and her friends.

Come share your ideas and take part in live sessions where we try things out.

You can be the bully or the would-be victim :-) I'm thinking that we'll try a few rounds, where I set up a situation that she has faced, and some of the comments that have been made, and we troubleshoot some responses, and then try it out, live, see how the scene progresses. I will collect the ideas and bring them back to her and her friends at our after school improv club, and will report back to anyone interested on how it goes.

Bio: Sean Halle - I have been doing applied improv for 7 years, and running an after school improv club for teens.

seanhalle@yahoo.com

## **Improv for Creative Design**

Dr Gillian Hatcher

'Design improv' is a new approach to idea generation using techniques. The method has been developed by researchers at the University of Strathclyde with the aim of enhancing creativity in the design engineering process, and breaking down some of the common barriers to creativity found in a typical group brainstorming session. Although it has been developed specially for a design audience, design improv can be used by anyone with a problem to solve who is seeking to generate ideas in a new and creative way. In this session participants will be invited to try out design improv for themselves and generate possible solutions to a simple design challenge.

Bio: Dr Gillian Hatcher - I am a Research Associate in the department of Design, Manufacture and Engineering Management (DMEM) at the University of Strathclyde in Glasgow, Scotland. I am a part of a team working on an EPSRC-funded project exploring the use of humour in the design process. My PhD was in sustainable product design and I have worked as an interpretation designer in the third sector. I am also a published comic book writer and artist.

[gillian.hatcher@strath.ac.uk](mailto:gillian.hatcher@strath.ac.uk)

ImprovMatrix, a Tool to get Improv Really Applied

Marcoen Hopstaken

The ImprovMatrix is a very simple tool to help your workshop and groups applying improv tools in their daily routine. Thirty minutes at the end of the workshop often is enough to translate improv tools to things people can actually change or do in their daily routine. The ImprovMatrix helps to achieve this.

Bio: Marcoen Hopstaken - I've been an improviser since 1999, professionally since 2004. I was closely involved with the start of De Lama's, a very successful Dutch YTV show about improv. At first I worked mainly as an improv trainer. The past years I focused my workshops and training on the agility and flexibility people can learn from improv.

I'm 52 years old and live in Amersfoort, in the centre of the Netherlands.

[www.proversie.nl](http://www.proversie.nl)

[actie@proversie.nl](mailto:actie@proversie.nl)

## **Coach Like A Theater Director**

Sevanne Kassarian

The best theater directors work with their ensembles and their "stars" in a creative, collaborative, and exploratory fashion. Learn concepts and exercises for how Performance of a Lifetime practitioners have melded Applied Improvisation and theater directing to coach leaders, teams and high profile individuals.

Bio: Sevanne Kassarjian - I am an actor, director, improviser and coach, using Applied Improvisation, somatics, and cultural anthropology tools to work with executive teams on story, coaching, presence, culture change, leadership, and influencing. I began teaching theater-based executive education programs in 1991, and have been a principal with Performance of a Lifetime since 2005, where I work with leaders and teams from Chanel, American Express, PricewaterhouseCoopers, The Metropolitan Museum of Art, Twitter, and Rolls Royce.

skassarjian@performanceofalifetime.com

### **Improv for Bigwigs**

Joshua Klayman and Jackie Gnepp

Do you use Applied Improvisation in your work with corporate and/or nonprofit executives? Or do you want to?

Come exchange ideas, games, and best practices with fellow AIN folk who currently work with higher-ups or wish to expand their practice into that area. Come prepared with your questions, your wisdom, and the games and activities that have brought you success with executive groups. You show us yours and we'll show you ours.

Bio: Joshua Klayman and Jackie Gnepp - We are management psychologists who enjoy sharing our knowledge of psychology, organisational change, decision-making, and leadership with executives worldwide. We have taught internationally for the University of Chicago's Booth School of Business, for Duke University's Fuqua School of Business,

for the Melbourne Business School in Australia, at Fortune 100 companies, and for large governmental and nonprofit organizations. We are Humanly Possible®. Through our affiliation with AIN (and a bit of trial and error), we are learning what works and what doesn't when incorporating Applied Improvisation into our work with executives.

## **Improv for Scientists**

Samuel Lagier and Adria LeBoeuf

Scientific research and improvisation have a lot in common. Scientists and improvisers equally need to explore unknown environments, be creative and collaborate to succeed. However, the creative side of science can often be neglected and the intuition necessary for discoveries is silenced in favour of solely critical thinking.

Improv is the perfect tool to help scientists rediscover the creative, collaborative and intuitive abilities required for the success of their work.

From our 10 years of experience teaching scientists to improvise in New York and Switzerland, we will share insights, difficulties and success stories from running improv groups in research institutions. This session is aimed at anyone who is interested in the science/improv interface. Attendees will get insights from two serial scientist-improvisers on how to bring scientists to improv and improv to scientists.

Bio: Samuel Lagier - I have a PhD in Neuroscience and worked in research institutions in Paris, New York and Geneva. I started practicing improv during my PhD in 2005 and never stopped since. I have witnessed the benefits of improv first-hand and I am convinced to be a better scientist today thanks to improv. I am a founding member of several

improv groups and I perform monthly in Geneva. I regularly teach improv and public speaking to scientists (as well as non-scientists).

Bio: Adria LeBoeuf - I began my theatre training in the Bay Area of California, studying at Shakespeare Santa Cruz, and American Conservatory Theatre in San Francisco, and improvisation training with Clifford Henderson. I began teaching improv in 2006, founding the Rockefeller University Improvisational Theatre Group in New York City where I taught scientists until 2011, when science brought me to Switzerland.

In 2012, I founded The Catalyst in Lausanne, a collective of scientists who create new media about science, typically through improvised devising techniques. With a PhD in biophysics, I am now using ant colonies to study emergent decision-making in social networks at the University of Lausanne. I am passionate about spreading the beauty of science and improving critical thinking worldwide in any way possible.

samuel.lagier@gmail.com

## **Introduction to Pinpoint Facilitation & Collaboration**

Sarah McSorley and Keith Warren-Price

There are two parts to this session. Sarah McSorley will lead part one and focus on improvisation exercises for collaboration and how to get people in the mindset for being creative and open to exploring new ideas. Keith Warren-



Price will lead part two and will be introducing Pinpoint Facilitation.

Bio: Sarah McSorley – I wear many hats and work on several creative projects. Currently I am working with UK improv group, The Maydays to illustrate a series of short stories, creating an online course on how to use graphics for awesome meetings and is developing ImprovZine.com, an online arts magazine dedicated to improvisation.

[Sarah@improvzine.com](mailto:Sarah@improvzine.com)

[www.improvzine.com](http://www.improvzine.com)

Bio: Keith Warren-Price – I have been training facilitators and facilitating events for over twenty years and has developed the Pinpoint method, an interactive and inclusive process that gets participants up and engaged with creating content.

[www.pinpoint-facilitation.com](http://www.pinpoint-facilitation.com)

## **Designing Curriculum**

Kimberly MacLean

Using the best practices of education, let's explore how to scaffold and plan curriculum for diverse groups, styles of learning, and a variety of levels.

Bio: Kimberly MacLean - I love combining my love of improvisation with my love of education. Having led a double life as a classroom teacher by day and main stage player on stage with the likes of BATS Improv and Speechless over the last 20 years, it isn't a surprise that early in my career she saw the value of combining the strengths of both.

[kimberly@speechlesslive.com](mailto:kimberly@speechlesslive.com)

## **Neuroscience with Applied Improvisation: Training for Leaders and their Teams**

Mario Mueller

At the core of every successful enterprise is people. Growing both individually and as a team is crucial for the development and ongoing success in every business. Established techniques from Applied Improvisation combined with the world's first pareidolia-based training allows teams and individuals for continuous, playful enhancement of communication skills, creativity, imagination, team play, inventiveness and persuasiveness.

Developed over a period of four years by numerous experts from various fields we are happy to present to you: The WOLKEN-Training.

Bio: Mario Mueller - As a professional improviser since 2004, playing and teaching in Europe, I am bringing the power of improvisation to entrepreneurs, university professors, corporations, students, actors, relatives of people with dementia, to psychiatrists, and artists.

I work with people with special needs on stage. My neuroscience-based creativity seminars at several universities remain fully booked.

Helping humans on their way to their confident, persuasive, creative, resilient and happy self is my Ikigai.

Luckily, the marriage of my skills from studying both computers and the brain and my improvising experience gave birth to the ultimate mix, the most versatile tool for training humans: the WOLKEN-Training.

[mueller@itrakon.de](mailto:mueller@itrakon.de)

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

## **Inspiring Management by the Clown**

Frauke Nees and Ralf Wetzel

'The clown appears when the leaders get out of hand', the famous clown trainer Richard Pochinko once quoted American Natives. And it seems that this time, once again, has come. The appearance of the clandestine 'Panama Papers' is only the last in a long and increasingly dense row of managerial moral disasters. It confirms not only the end of the managerial myth but a rising disconnection between the C-level suits and everyday reality. We propose to call someone into this scene, who reappeared lately, at reasonably unexpected locations like refugee camps: the clown. This artful figure might provide what management somehow has lost; presence, naivety, immediacy, connectivity and emotionality. We would like to use the workshop for a reflection of the clown in relation to improvisation and, building upon that, explore what the clown can bring to the boardroom and other crucial societal decision making settings. It will consist of reflections as much as exercises about the clown, a clown-esque world view and the productive confusion this figure can bring to contemporary world.

Bio: Frauke Nees - I have a master's degree in Psychology, Person Centered Psychotherapy (GwG, HPG) and specialised in the treatment of patients with post-traumatic stress disorders. I am also an experienced improviser and a professional Tango dancer with in-depth experience of the Argentine culture from recurrent long-termed stays in Buenos Aires. I uniquely combine the analytical and empathic skills of a therapist with the transformational power of improvisation, the passion of Tango Argentino and my deep intercultural experience. I love to release my clownish nature in working with both children and adults at all ages to fruitfully gain a more intensive access to themselves for a more resilient and serene approach to life.

Bio: Ralf Wetzel – I began my career as an electrician and joined Vlerick Business School as a Professor of Organization and Management after extensive work experience in management and organization research and after being a head of a joint research and consulting group. I apply improvisation mind-sets, theatre play and clowning in my work, especially for inquiring into topics like organization theory & behaviour, change management, consulting, leadership, organization & society. Recently, I entered the improvisation and playback theatre stage myself and there I discovered my lively inner clown.

f.nees@web.de

ralf.wetzel@vlerick.com

## **AIN Session – Colin Pinks**

### **Improv for Introverts**

Colin Pinks

I'm an introvert, which means I live in my own head, think 14 times before I speak and the first word I said when I was born was 'No' !!. In this session, I'll talk about how Introverts tick, how Improv practice has given me strategies to challenge the consequences of Introversion and how the same insights can be applied to leadership, innovation and organisational change.

Bio: Chief Annoyance Officer - I love to challenge the typical straight line thinking of organisations and discombobulate people into new ways of working together. I combine principles of human behaviour, creativity, performance and project delivery to help people, manage, lead and change more effectively. I'm passionate about how we collaborate, innovate and how we work together in the knowledge based, interconnected world, where ideas and communication are our key assets. I work with organisations in all sectors, ranging from business leaders, project managers in government through to the teams in Yorkshire that empty your bins.

colinpinks@uk2.net [www.linkedin.com/in/colinpinks](http://www.linkedin.com/in/colinpinks)

### **The Upside of the Improviser's Dark Side**

David Matthew Prior

This session is for applied improvisers who are aching to explore the power of their dark side (feeling bad, other 'negative emotions' and saying no) as a fountain of creativity and aliveness to enrich Applied Improvisation pursuits (living, training, teaching, performing, and affirming any audience). I will create exercises, reflections and discussions drawing from literature in the field.

Bio: David Matthew Prior - I apply improvisation through my work in Executive and Leadership development, corporate training and University (Executive Education) teaching. I am a long time member of the Applied Improvisation Network since its birth many years ago. Previous to my work at getacoach.com, I taught improvisation for 8 years at the Michael Howard Studios in New York.

### **How we Applied Improvisation into Advanced Presentation Skills in P+G – From the Inside and the Outside**

Richard Pascoe and Paul Z Jackson

In 2002, Richard invited Paul to develop the Inspirational Presenter course in P+G. Here we offer a 14-year case study on how the course developed, the foregrounding of improvisation, the corporate politics and the world-wide success, plus what's coming next. You'll learn about consulting with large corporations, managing key relationships, developing a program and will experience at least one activity from the course. Also Q&A.

Bio: Paul Z Jackson - P+G has been my biggest client as a consultant and trainer, and was especially significant in the early years of my practice. I'm delighted to finally persuade Richard to attend this conference, as he's been a key figure in how I work.

paul@impro.org.uk

www.impro.org.uk

## **Gendersplaining: Unconscious Bias, Status and Gender Interactions**

Simo Routarinne and Barbara Tint

This session is intended for anyone interested in exploring dynamics of gender and unconscious bias in social and organisational contexts. Particularly, we will examine status interactions and their congruence and dissonance related to perceptions of gender. We will play with status interactions across gender lines, and explore how they are gendered through our social conditioning. These phenomena impact communication, relationships and organisational performance. Interactive activities will explore issues such as gender identity, constructive and destructive impact of behaviour across gender lines and the ways in which our unconscious bias informs our interpretations, behaviours and responses. The goal of the workshop is to bring the unconscious more to the conscious level around these issues and to increase intention and flexibility in status interactions and their relationship to gender.

Bio: Simo Routarinne - Hi! I have been improvising actively since 1991 and been a full time applier of improv principles in organisational settings since 2000. I am now Creative Director at IMPROVment Ltd. in Finland and call myself an Interaction Designer, for now. Status transactions or status expression seems to be seen as my specialty at AIN, although I do lots of other stuff too :-). Let's have a nice chat when we meet.

simo@improvement.fi

Bio: Barbara Tint - Hello! I am a Professor of Conflict Resolution in the USA and also work as a consultant, facilitator, mediator and trainer in a variety of contexts. I train groups worldwide in intergroup dialogue, intercultural conflict resolution, gender relations, leadership and dynamics of status and power. I have worked with all kinds of groups and have published on various topics related to group dynamics and social interaction. I have participated in improv since 2009 where my life was changed at my first AIN conference.

I now sit on the AIN Board plotting more shenanigans to change the world. As a team, we have conducted workshops all over the world. We have developed frameworks around power and status and its applicability across contexts. We are writing a book together on engaging constructively around dynamics of power and status. Come play with us!

barbtint@comcast.net

### **Executive Presence: ImprovStyle!**

Lisa Safran

We will use the tenets of improv and games to explore the world of executive coaching and how to build executive presence from the inside out. This is based on work I do with my private clients one to one.

Bio: Lisa Safran - I am an educator and consultant, who conducts professional and staff development workshops around the world to demonstrate how to use improvisation to build strong communication skills and teamwork.



[lisa@improvconsultants.com](mailto:lisa@improvconsultants.com)

## **Applied Improvisation Where You Least Expect It**

Cathy Rose Salit

An interactive session with stories, short video clips, and exercises sharing cutting edge Applied Improvisation work with police officers and inner city teenagers, doctors, nurses and hospital patients, and other unlikely pairings. How performing, improvising and play are shaking up the status quo and helping people who don't communicate well together, to listen, touch and see each other in new, surprising and humane ways.

Bio: Cathy Rose Salit - I am an long time AIN member, CEO of Performance of a Lifetime (POAL) [performanceofalifetime.com](http://performanceofalifetime.com), speaker and author of the new book, *Performance Breakthrough: A Radical Approach to Success at Work* (Hachette 2016). I helped design and deliver an ongoing training program called Operation Conversation: Cops and Kids, an innovative program of the All Stars Project, [allstars.org](http://allstars.org), and The Performance of Resiliency, a culture change program for oncology nurses at Johns Hopkins Hospital. Both of these programs are now being used as models in different cities across the US.

[csalit@performanceofalifetime.com](mailto:csalit@performanceofalifetime.com)

Twitter [#cathysalit](https://twitter.com/cathysalit)

## **Applied Improv, Performance, Authenticity and Becoming Who You Are Not...Yet**

Cathy Rose Salit, Sevanne Kassarian

We'll be sharing some of the groundbreaking work of Performance of a Lifetime and other performance activists in using theater, improv, and performative psychology to help people (and organizations) get to the growth space of being who you are and who you are becoming. It's for all AIN folks who are interested in exploring expanded Applied Improvisation approaches both practically and philosophically.

Bio: Cathy Rose Salit - I am a long time AIN member, CEO of Performance of a Lifetime (POAL) [performanceofalifetime.com](http://performanceofalifetime.com), speaker and author of the new book, *Performance Breakthrough: A Radical Approach to Success at Work* (Hachette 2016). Best selling author Dan Pink says, "I know from my own experience having Cathy Salit as a teacher that her lessons can be life-changing."

[csalit@performanceofalifetime.com](mailto:csalit@performanceofalifetime.com)

Twitter [#cathysalit](https://twitter.com/cathysalit)

Bio: Sevanne Kassarian – I am a sought after actor, director and coach, who using Applied Improvisation with executive teams on story, coaching, presence, culture change, diversity and leadership. POAL works across industries with clients such as Nike, American Express, Twitter, US Olympics, Johns Hopkins Hospital and Coca Cola, and made the INC 5000 Fastest Growing Companies list in 2015 and 2016.

skassarjian@performanceofalifetime.com

## **ImprovGame Lab**

Julian Schrenzel

For those who make (or aspire to make) a living leading improv for 'non-performers' often struggle with finding fresh, creative games and exercises for their customers, this workshop is for you.

Come play, create and discover new ways of thinking about what Applied Improvisation is, and come away with some brand new improvisation games!

Bio: Julian Schrenzel - As the founder of Improv-Alive & the Seattle Improvisation Community, I am dedicated to helping individuals and teams reach and exceed their goals through friendly but challenging improvisation workshops. With over 25 years' experience as a professional actor, corporate trainer, and teacher and practitioner of improvisation, I lead workshops in which people with little or no performance experience engage each other with a new & different set of tools that dramatically increase their creative/collaborative abilities. My workshops include whole-body listening, multi-sensual expression, teambuilding, leadership, support, change management, public speaking and presentations.

julian@improv-alive.com

www.improv-alive.com

## **Thinking On Your Feet**

Julian Schrenzel

Do you ever wish you were better at thinking and acting spontaneously?

I will guide you through improvisational exercises using voice, movement, and energy that are designed to defy your default thinking habits. I use this session to help improve focus to create and innovate in a team environment and become better equipped to respond to a fast-paced or demanding workplace.

Activities will challenge your capacity for a deeper level of listening, use tools other than voice to express thoughts and desires, stretch awareness from individual to group dynamics, and suspend judgment of yourself and others.

This is an experiential workshop — no desks, no paper, no pens. Participants should be prepared to engage in physical activity and movement. This class is for people who want to break out of old habits and explore a new and different set of tools to get you thinking, acting and responding more effectively, and in the moment.

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## **Musical Improv**

Patrick Short

Let's create songs improvisationally and free ourselves from what other have told us about our singing. Also, it's FUN. Ask Matt Weinstein. For experienced and new improv singers alike. If you've taken this from me before (I taught it every year at the conference since 2009), you are most welcome to join us again.

Bio: Patrick Short - I have improvised with ComedySportz since 1987 and has a new CD out this year with Donna Yarborough and Mike Short called Front Left Corner of Heaven. You'll hear Patrick playing on Friday night with the All Stars.

patrick@cszportland.com @patrickshort.5

## **Adapting Improv and People with Special Needs**

Joseph Schmitz

“Yes, and” takes different forms for people with different abilities and skills. Someone who rapidly cycles thoughts, perceives body language differently, or operates from a different emotional space brings different challenges. But different perceptions and physical challenges are also brilliant offers.

How do we let go of our own assumptions and create improv that benefits everyone? We will explore this in an active and open session where you will make stepping outside the social norms a positive, learn workarounds to engage people as they are, develop a flexible, student-responsive approach to activities, look at our own need to let go of assumptions about the world, study ways that improv in the classroom can help teach a variety of subjects and expand our own understanding of “Yes, and”.

This session is useful for anyone who is interested in being more aware of people’s abilities, but especially educators and those who work with anyone with special needs.

Bio: Joseph Schmitz - “Yes, And” led me to improv in special education. I soon witnessed improv’s value for teaching life skills: listening, staying positive, flexibility, and willingness to make mistakes. It’s been a terrific adventure ever since.

In 2004, I founded Special Focus, a non-profit organization dedicated to bringing drama and improv to special education students. Currently, I am head of Eureka Street Learning. I train educators in using improv to be more interactive in a range of subjects, including cultural literacy and language arts with non-native English speakers.

joe@eureka-street.com

eureka-street.com

**Improvisation, Career Identities and the Hero’s Journey**

Dr Johnson Tam-Lit

Most of us have or will change career directions several times during our working lives. Research has shown that the process is often prolonged and involves difficulty.

As we change the we change the transition is not only based on skills, experience and the physical environment but at a deeper level it is about identity; or more precisely possible identities. Hermina Ibarra has done a lot of work in this area and sees the need for play in the process of exploring future identities.

Using improvisation and storytelling allows freedom to see and experience ourselves in the context of others in a safe and playful way. Using the Hero's Journey (Joseph Campbell) as a framework puts a timeline into the process while allowing others into the story.

The session is aimed at individuals in transition and can be applied from an organisational perspective in recruitment.

**Bio:** Hi, I'm Johnson ,formerly known as Dr Johnson. I worked as a medic for the last 25 years where logic and evidence based practice rule the roost and rightly so.

I took a year's sabbatical in London and did a Masters in Creativity, innovation and Leadership. That was a tough call getting the brain and body moving again. I was glad to see on my goodbye card (having left for good now) comments about how people have found my conversations with them to be helpful. Especially as a lot were corridor moments.

To me these are encouraging as my love of and training in counselling and coaching leaks out.

I am a compulsive book buyer and love dipping in and out of Narnia where there is no dust and cleaning doesn't exist.

I am a devotee of space-time and Kairos moments hence a love for improvisation.

I consider Duck, Duck Go a far friendlier experience than Google.

[jtamlit@gmail.com](mailto:jtamlit@gmail.com) [www.theartoftransition.co.uk](http://www.theartoftransition.co.uk)

## **Can we Increase the Quality of Teamwork in International and Global Management Teams with Applied Improvisation?**

Lone Thellesen, Pernille Fii Leth, Rasmus Søndergaard, Peter Sloth Madsen

The session will begin with a presentation of our experiences with using Applied Improvisation in leadership development in organisations in Denmark. This will lead up to an exchange of experiences between participants. We will explore fluent speaker responsibility and how to make your partner good when working with Applied Improvisation in international and global management teams. We will discuss questions such as how culture specific leadership is, and whether Applied Improvisation can aid comprehension of power and status in different cultures?

Bio: Lone Thellesen, Pernille Fii Leth, Rasmus Søndergaard, Peter Sloth Madsen - We are all from Denmark and have experienced in working with Applied Improvisation in organisations as actors and consultants.

Lone Thellesen, lt@u-k.dk

Pernille Fiil Leth, pfl@u-k.dk

Rasmus Søndergaard, rasmussondergaard@gmail.com

Peter Sloth Madsen, mail@petersloth.dk

## **Applied Improvisation and Personality Development in Business**

Eva Thiel



As improv trainers, we often observe the following phenomenon; we are running a particular game with a group of particular participants. When it comes to the debrief, one participant 'gets' one thing, another 'gets' something else and a third 'gets' nothing at all.

What's the reason for this phenomenon? And how can this information help us? How can we use this knowledge to increase the impact of the exercise on our clients?

Bio: Eva Thiel - I have been an improviser for the last 20 years and performing professionally with my team, Clamotta from Cologne, Germany since 2003.

We also run a successful improv school. Every evening people meet and learn improv with us. Our observation is that most of them just want to learn for life – not for stage. Personally, I love to see how much they grow in a very short amount of time- just like little yeast cakes. My professional focus is on personal development and charisma - especially for leaders!

[info@clamotta.de](mailto:info@clamotta.de)

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

**Successful Negotiation through Applied Improv**

Jon Trevor

Improv is highly negotiation-intense. All improvisers are skilled in real-time, second-by-second negotiation with their fellow players. Improvisers learn to play fabulously well in the arena of give-and-take, lead-and-follow. Some improv games demand even tighter negotiation, by the millisecond or even the microsecond. There are many books and training courses that examine and teach techniques of planning and executing negotiating strategies, but none deal with the attitudes and behaviours that lead to successful negotiated outcomes. This workshop will use games and exercises to isolate and identify those attitudes and behaviours, and then provide an opportunity to practice them in a simulated negotiation situation.

Bio: Jon Trevor - I founded, run, teach and perform with Box of Frogs Improv in Birmingham, UK. I run a regular weekly drop-in workshop, weekend extended workshops, and also perform with two other Improv companies. I have trained at iO in Chicago, and with various other teachers. I am a corporate trainer/facilitator and I frequently use Applied Improv in my training work, and have set up a brand specifically to bring AI into the UK corporate world.

I am on the AIN Board, and the Oxford AIN 2016 Conference organising committee.

[www.boxoffrogsimpro.co.uk](http://www.boxoffrogsimpro.co.uk)

[www.letstalk.uk.net](http://www.letstalk.uk.net)[www.improvinitiative.com](http://www.improvinitiative.com)

[jon@improvinitiative.com](mailto:jon@improvinitiative.com)

## **Beyond 'Yes, and...': Exploring the Principles of Acceptance & Agreement**

Pam Victor

A rip-roarin' workshop for improvisers who want to explore and experiment with improvisation exercises that practice the principles of Acceptance and Agreement. What does Agreement and Acceptance really look like and feel like in your bones? Let's move deep into the principle behind the overly-simplistic "Yes, and..." Together, we'll dig deep into the real meaning of Agreement and Acceptance in this profound and sometimes terrifically messy exploration of this central principle that lives at the very core and heart of improvisation.

Bio: Pam Victor - I am the founder and Head of Happiness of Happier Valley Comedy in Western Massachusetts where I run a full-curriculum improv school, facilitate professional development workshops, and produce and perform improv shows. I also get to travel about the U.S. teaching "The Zen of Improv" to people I usually fall in improv-love with. I write the "Zen of Improv" series, a sassy (and sometimes saucy) look at the alignment of improvisation and Zen thinking as well as the well-respected "Geeking Out with..." interview blog series. Along with TJ Jagodowski and David Pasquesi, I am the co-author of "Improvisation at the Speed of Life: The TJ & Dave Book." I live virtually at [www.pamvictor.com](http://www.pamvictor.com) and [www.happiervalley.com](http://www.happiervalley.com). Unless you are a meanie, I probably really like you.

[pam@happiervalley.com](mailto:pam@happiervalley.com)

**Brainwaves – The Neurological Benefit of Play**

Nancy Watt

Creative Play is serious business. Giving your clients scientific validity can help sell the power of imaginative play for individuals and organizations. This workshop reviews the research behind the neurological benefit of improv and will leave you both informed and inspired. Come activate your lateral pre-frontal cortex and release dopamine with us.

Bio: Nancy Watt – I am a founding partner of WORKING IMPROV™, a busy training and improv facilitation company based in Ontario, Canada. A writer, speaker and improviser, I am a graduate of Second City Toronto, and teach improv at Staircase Theatre in Hamilton, Ontario. Recent clients include Microsoft, Huffington Post, Engineers Without Borders and the University of Toronto.

I live in Dundas, Ontario with my husband Michael and two teenage sons Eric and Scott. I like to be in the trails with my dog Tuck where I gain inspiration for making connections with others.

nancygwatt@gmail.com

## **Business Improvisation and Employee Development**

Stella Woitulewicz

We who understand the applications of improvisation know how vital it is in the workplace. Creativity, adaptability, dealing with conflict, communications, and more - all are strengthened in organizations that value training in improvisation. Improvisation skills are also necessary to get through more personal moments, like interviewing or preparing for interviews, exploring personal strengths and dealing with the results, and manoeuvring within the diverse workplace. Let's explore Applied Improvisation as a vehicle for employee development.

Bio: Stella Woitulewicz - I was a corporate accountant when I started studying improvisation, totally on a whim. The more I studied, the more I used it in my job, and the more opportunities I saw in the workplace, especially in career discussions. Yes, it was fun to perform in student shows and hear the laughs. But nothing is more exciting than giving laughs and seeing an "AHA" flash across the face of someone who understands the real value of improvisation.

[www.stella-w.com](http://www.stella-w.com)

## **Storytelling in Negotiation**

Mark Young and Matthias Andereg

We have been interested for some time in the power of narrative to aid persuasion in negotiation. Rather than 'selling' a position with cognitive arguments, how can we connect from the heart to reframe the deeper perceptions of the other side in a way which will move them to action towards our interests? Are there concrete examples of this from real-world negotiations? What prescriptive advice might this generate for practitioners?

Bio: Mark Young - I am an independent trainer, coach and consultant on negotiation skills, based in Berlin, Germany. I work with senior executives and diplomats on effective negotiation and mediation, all with a playful and game-based approach. I am also an amateur improv actor with a deep passion for the theatre and storytelling.

[markyoung@gmx.net](mailto:markyoung@gmx.net)

Bio: Matthias Anderegg – I am a skilled trainer and facilitator with experience delivering leadership development, presentation skills and storytelling programs to both corporate and non-profit clients globally. I am an accomplished improvisational actor and am a founding member of the improv company “theater anundpfirsich”, based in Zurich.

[info@manderegg.ch](mailto:info@manderegg.ch)

[www.manderegg.com](http://www.manderegg.com)