
Introduction

to the Experiential Learning

Activities Section

Experiential learning activities ensure that lasting learning occurs. They should be selected with a specific learning objective in mind. These objectives are based on the participants' needs and the facilitator's skills. Although the experiential learning activities presented here all vary in goals, group size, time required, and process, they all incorporate one important element: questions that ensure learning has occurred. This discussion, led by the facilitator, assists participants to process the activity, to internalize the learning, and to relate it to their day-to-day situations. It is this element that creates the unique learning experience and learning opportunity that only an experiential learning activity can bring to the group process.

Readers have used the *Annuals'* experiential learning activities for years to enhance their training and consulting events. Each learning experience is complete and includes all lecturettes, handout content, and other written material necessary to facilitate the activity. In addition, many include variations of the design that the facilitator might find useful. If the activity does not fit perfectly with your objective, within your time frame, or to your group size, we encourage you to adapt the activity by adding your own variations. You will find additional experiential learning activities listed in the "Experiential Learning Activities Categories" chart that immediately follows this introduction.

The 2009 Pfeiffer Annual: Training includes thirteen activities, in the following categories:

Individual Development: Diversity

**Popular Choices: Discovering Workplace Generational Diversity, by Dennis E. Gilbert

**Humanity Training: Exploring Stereotyping, by M.K. Key

** Talent Management Topics

Individual Development: Life/Career Planning

What I Like About My Job or Career: Using an Appreciative Approach, by Marty C. Yopp and Michael Kroth

**First Impressions: Interviewing, by Peter R. Garber

Communication: Feedback

The Challenge: Sculpting Communication, by Devora Zack

Problem Solving: Generating Alternatives

Rope Trick: Solving the Unsolvable, by Richard T. Whelan

Problem Solving: Information Sharing

Posters: Looking at What You Already Know, by Dawn J. Mahoney

Groups: Competition/Collaboration

Hidden Agenda: Learning the Benefits of Cooperation, by Lorraine L. Ukens

Teams: How Groups Work

Incredible Ball Pass: Integrating the Team, by Ronald Roberts

Consulting, Training, and Facilitating: Facilitating: Opening

23, What Do You See? Experiencing Energizers, by Dave Arch

Consulting, Training, and Facilitating: Facilitating: Skills

From Mundane to Ah Ha! Using Training Objects, by Linda S. Eck Mills

Leadership: Styles and Skills

The Real Focus: Strategizing Leadership Behavior, by Mohandas Nair

Organizations: Change Management

Signs of Change: Identifying and Overcoming Roadblocks, by Travis L. Russ

To further assist you in selecting appropriate ELAs, we provide the following grid that summarizes category, time required, group size, and risk factor for each ELA.

** Talent Management Topics

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Diversity	Popular Choices: Discovering Workplace Generational Diversity	13	Approximately 2 hours	Even number from 6 to 30 or more	Moderate
Individual Development: Diversity	Humanity Training: Exploring Stereotyping	25	45 to 60 minutes	Any even number	Moderate
Individual Development: Life-Career Planning	What I Like About My Job or Career: Using an Appreciative Approach	31	1 hour, 45 minutes	Any size, in groups of 3	Low
Individual Development: Life-Career Planning	First Impressions: Interviewing	37	90 minutes	Any	Low
Communication: Feedback	The Challenge: Sculpting Communication	45	65 minutes	10 to 20, in two even teams	Moderate
Problem Solving: Generating Alternatives	Rope Trick: Solving the Unsolvable	51	20 to 30 minutes	Up to 30	Low
Problem Solving: Information Sharing	Posters: Looking at What You Already Know	55	30 to 45 minutes	10 to 20 from the same organization	Low
Groups: Competition/ Collaboration	Hidden Agenda: Learning the Benefits of Cooperation	61	90 minutes	Groups of 4 to 7	Moderate
Teams: How Groups Work	Incredible Ball Pass: Integrating the Team	73	Approximately 90 minutes	10 to 150 participants	Low to Moderate
Consulting, Training, and Facilitating: Opening	23, What Do You See? Experiencing Energizers	81	5 minutes each	Any	Low
Consulting, Training, and Facilitating: Skills	From Mundane to Ah Ha! Using Training Objects	97	Approximately 2 hours	8 to 20 trainers	Low
Leadership: Styles and Skills	The Real Focus: Strategizing Leadership Behavior	105	Approximately 2 hours	Up to 15 leaders	Moderate
Organizations: Change Management	Signs of Change: Identifying and Overcoming Roadblocks	111	90 minutes	4 to 28	Moderate

