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# Introduction

## to the Experiential Learning Activities Section

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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 lectorettes, 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: Consulting* includes thirteen activities, in the following categories:

### **Individual Development: Sensory Awareness**

Encouragement: Improving One's Outlook, by Phyliss Cooke and Daniel Eckstein

### **Communication: Awareness**

\*\*Hide and Go Seek: Finding the Value-Added in Your Organization, by Nancy S. Kristiansen

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\*\* Talent Management Topics

**Communication: Feedback**

\*\*Losses or Gains: Addressing Talent Management Opportunities, by Robert C. Preziosi

**Communication: Styles**

The Key to Me: Understanding Work Style and Communication Preferences, by Sara Keenan Rohling and Sheryl D. Peck

**Problem Solving: Information Sharing**

Speed Networking: Solving Problems Through Networking, by Richard L. Bunning

**Groups: Competition/Collaboration**

Bridges: Building Teamwork, by Susan K. Gerke and Karon West

**Groups: Conflict**

Conflict Resolve: Exploring Task and Relationship Conflict, by Tim Buividas and Vera Litcheva

**Teams: How Groups Work**

\*\*Find Your Team: Improving Teamwork with Diversity, by Sivasailam "Thiagi" Thiagarajan

**Teams: Roles**

My Favorite Role: Exploring Team Roles, by Halelly Azulay

**Teams: Feedback**

What's Important? Creating a Team Assessment, by Steve Sphar

**Teams: Conflict and Intergroup Issues**

Communication Controversies: Clarifying Definitions for Improved Team Communication, by Lou Russell

**Consulting, Training, and Facilitating: Facilitating: Skills**

Facilitime: Exploring Facilitation Techniques, by David Piltz

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\*\* Talent Management Topics

**Organizations: Vision, Mission, Values, Strategy**

**\*\*Values Consensus: Clarifying Organizational Values**, by Jeanette Goodstein and Leonard D. Goodstein

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.

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**\*\* Talent Management Topics**

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Sensory Awareness	Encouragement: Improving One's Outlook	13	75 minutes	Several groups of 2 or 3	Moderate
Communication: Awareness	Hide and Go Seek: Finding the Value-Added in Your Organization	23	5 hours	Up to 10 or several groups of 4 to 6	Moderate
Communication: Feedback	Losses or Gains: Addressing Talent Management Opportunities	31	Approximately 2 hours	12 to 16 supervisors or managers	Moderate
Communication: Styles	The Key to Me: Understanding Work Style and Communication Preferences	37	2 to 3 hours	Teams of 4 to 16 who have been working together at least 6 months	Moderate
Problem Solving: Information Sharing	Speed Networking: Solving Problems Through Networking	43	60 minutes or more	15 to 30	Moderate
Groups: Competition/ Collaboration	Bridges: Building Teamwork	47	45 to 60 minutes	Several groups of 5 to 7	Moderate
Groups: Conflict	Conflict Resolve: Exploring Task and Relationship Conflict	55	Approximately 2 hours	6 or more participants from an intact work group	Low
Teams: How Groups Work	Find Your Team: Improving Teamwork with Diversity	59	30 minutes	10 to 100, best with 15 to 25	Low to Moderate
Teams: Roles	My Favorite Role: Exploring Team Roles	65	Approximately 70 minutes	7 to 12 from the same work group	Moderate
Teams: Feedback	What's Important? Creating a Team Assessment	71	1 to 2 hours	Up to 20	Moderate
Teams: Conflict and Intergroup Issues	Communication Controversies: Clarifying Definitions for Improved Team Communication	77	60 to 70 minutes	Any, in groups of 3 to 5	Low
Consulting, Training and Facilitating: Facilitating: Skills	Facilitime: Exploring Facilitation Techniques	81	Approximately 90 minutes	Up to 4 teams of 3 to 5	Moderate
Organizations: Vision, Mission, Values, Strategy	Values Consensus: Clarifying Organizational Values	87	Approximately 90 minutes	10 to 15 members of same organization's strategic planning group	Moderate to High