
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 2010 Pfeiffer Annual: Training includes fourteen activities, in the following categories:

Individual Development: Sensory Awareness

**One Life, Many Roles: Enhancing Effectiveness, by Amitabh Jha

Individual Development: Self-Disclosure

**Our Unique Qualities: Strengthening Self-Concept, by Rekha Bharadwaj

**Communication Topics

Communication: Awareness

**Imaginary Objects: Creating Awareness of Nonverbal Communication, by Robert Alan Black

**Speak Up: Building Confidence, by TeAundra R. McCullough

Communication: Building Trust

**Respect Is a Bridge: Using Effective Communication, by Deborah Spring Laurel

Problem Solving: Consensus/Synergy

The Caterer: Understanding the Negotiation Process, by Parth Sarathi

Groups: Competition/Collaboration

**Ore Wars: Deciding on Tactics, by Noam Ebner

Teams: Roles

**Meeting of the Minds: Creating Interaction and Appreciating Diversity, by Cher Holton

Consulting, Training, and Facilitating: Facilitating: Opening

Brown Paper Bag: Shaking It Up, by Gerald A. Goik

I Wanna Be . . . : Getting Past Awkward Introductions, by Karen M. Reed

Leadership: Styles and Skills

Leadership: Discovering the Dangers of False Perceptions and Self-Deception, by Dennis E. Gilbert

Leader Style Effects: Communicating Chaos in a Box, by Leah Omilion

Organizations: Vision, Mission, Values, Strategy

Managing Talent: Using EI to Retain Talent, by Charlotte S. Waisman and Linda M. Bedinger

Organizations: Change Management

Pitching Change: Learning How to Manage It, by Carol E. Willett

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.

**Communication Topics

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Sensory Awareness	One Life, Many Roles: Enhancing Effectiveness	13	Approximately 3 hours	15 to 25	Moderate to High
Individual Development: Self-Disclosure	Our Unique Qualities: Strengthening Self-Concept	25	About 2 hours	15 to 20 from the same organization	Low to Moderate
Communication: Awareness	Imaginary Objects: Creating Awareness of Nonverbal Communication	37	20 to 45 minutes	Up to 25	Moderate
Communication: Awareness	Speak Up: Building Confidence	41	Approximately 2 hours	10 to 20	Low
Communication: Building Trust	Respect Is a Bridge: Using Effective Communication	45	Approximately 60 minutes	Any number	Low
Problem Solving: Consensus/Synergy	The Caterer: Understanding the Negotiation Process	51	Approximately 3 hours	10 to 30	Low to Moderate
Groups: Competition/ Collaboration	Ore Wars: Deciding on Tactics	69	Approximately 2 hours	2 teams of 3 to 6	Moderate to High
Teams: Roles	Meeting of the Minds: Creating Interaction and Appreciating Diversity	85	25 minutes	12 or more	Low
Consulting, Training and Facilitating: Facilitating: Opening	Brown Paper Bag: Shaking It Up	89	50 to 60 minutes	Even numbers up to 20	Low
Consulting, Training and Facilitating: Facilitating: Opening	I Wanna Be . . . : Getting Past Awkward Introductions	93	Approximately 30 minutes	Any number of groups of 10 to 12	Low
Leadership: Styles and Skills	Leadership: Discovering the Dangers of False Perceptions and Self-Deception	97	60 to 70 minutes	5 to 25 leaders	Moderate

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Leadership: Styles and Skills	Leader Style Effects: Communicating Chaos in a Box	107	60 to 70 minutes	Four groups of 5 or 6	Moderate
Organizations: Vision, Mission, Values, Strategy	Managing Talent: Using EI to Retain Talent	113	3 to 4 hours	8 to 30 managers from the same organization	Moderate
Organizations: Change Management	Pitching Change: Learning How to Manage It	127	Approximately 60 minutes	Up to 50 in management positions	Low