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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 lecturates, 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 2011 Pfeiffer Annual: Consulting* includes sixteen activities, in the following categories:

### **Individual Development: Self-Disclosure**

Signatures and Shoes: Breaking the Ice, by Mahaveer Jain

### **Individual Development: Diversity**

\*\*Multicultural Environments: Sharing Emotions, by Shruti Jain and Kriti Swarup

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\*\*Organizational Dynamics Topic

**Individual Development: Life/Career Planning**

Heroes: Exploring Who We Are, by Ashley L. Foreman

**Problem Solving: Generating Alternatives**

What's the Big Idea? Generating Alternatives, by Frank A. Prince

Elementary, My Dear Watson: Finding the Answer, by Richard T. Whelan

**Problem Solving: Information Sharing**

\*\*Add, Revise, Delete: Building Agreement, by David Piltz

**Problem Solving: Action Planning**

\*\*The Strategic Handoff: Closing the Execution Gap, by James Eicher

**Groups: How Groups Work**

\*\*Team Guidelines: Establishing Group Norms, by Beverly J. Bitterman

**Groups: Competition/Collaboration**

Balloon Tower: Building Innovation and Collaboration, by Rob Fletcher

**Teams: How Groups Work**

The Star Team! Determining Team Values, by Cher Holton

**Teams: Problem Solving/Decision Making**

Scavenger Hunt: Developing the Team, by Kay Hubbard and Ingrid E. Winters

**Teams: Conflict and Intergroup Issues**

\*\*Organizational Dynamics: Enhancing Global Team Effectiveness, by Charlotte S. Waisman and Linda M. Bedinger

**Consulting, Training, and Facilitating: Facilitating: Opening**

Meet and Greet: Creating a Community, by Robert Alan Black

**Organizations: Communication**

\*\*Networks at Play: Practicing Organizational Communication, by Maya Townsend

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\*\* Organizational Dynamics Topic

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

\*\*Competing Values Framework: Learning About Organizational Culture, by Richa Awasthy

**Organizations: Change Management**

What Did You Expect? Managing Change, by Dennis E. Gilbert

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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\*\*Organizational Dynamics Topic

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Self-Disclosure	Signatures and Shoes: Breaking the Ice	15	45 to 60 minutes	15 to 30	Moderate
Individual Development: Diversity	Multicultural Environments: Sharing Emotions	19	40 to 45 minutes	18 to 24 members of a multicultural group	Moderate to High
Individual Development: Life/ Career Planning	Heroes: Exploring Who We Are	23	30 to 35 minutes	Any number of mentees	Low
Problem Solving: Generating Alternatives	What's the Big Idea? Generating Alternatives	27	90 to 120 minutes	5 to 28 from the same organization	Low to Moderate
Problem Solving: Generating Alternatives	Elementary, My Dear Watson: Finding the Answer	31	Approximately 20 minutes	10 to 15 from the same organization	Low
Problem Solving: Information Sharing	Add, Revise, Delete: Building Agreement	35	2 or 3 hours	Any number of managers from the same organization	Moderate
Problem Solving: Action Planning	The Strategic Handoff: Closing the Execution Gap	39	3 hours	Groups of 4 to 6 managers from the same organization	Moderate
Groups: How Groups Work	Team Guidelines: Establishing Group Norms	45	3 or more hours over 1 to 2 weeks	Any size intact team	Moderate
Groups: Competition/ Collaboration	Balloon Tower: Building Innovation and Collaboration	57	60 minutes	Any number	Moderate
Teams: How Groups Work	The Star Team! Determining Team Values	61	Approximately 25 minutes	8 or more members of any intact work team	Moderate
Teams: Problem Solving/Decision Making	Scavenger Hunt: Developing the Team	65	90 minutes	Groups of 4 to 7 from the same department	Low to Moderate
Teams: Conflict and Intergroup Issues	Organizational Dynamics: Enhancing Global Team Effectiveness	73	2½ to 3½ hours	6 to 15	Moderate
Consulting, Training, and Facilitating: Facilitating: Opening	Meet and Greet: Creating a Community	81	10 to 15 minutes	15 and up	Low

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Organizations: Communication	Networks at Play: Practicing Organizational Communication	83	60 minutes	10 and up	Low
Organizations: Vision, Mission, Values, Strategy	Competing Values Framework: Learning About Organizational Culture	91	90 to 110 minutes	Four groups of 5 to 8 participants	Moderate
Organizations: Change Management	What Did You Expect? Managing Change	101	60 to 70 minutes	5 to 25	Low

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