
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 lectorettes, handout content, and other written material necessary to facilitate the activity. All these materials can be found in a downloadable format on the Pfeiffer Website using the code provided in this edition. 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: Training includes thirteen activities, including two that are critical to this year's theme of organizational dynamics: Generational Bingo and Karick: Mentoring a New Employee.

The following other categories are represented:

Individual Development: Diversity

**Generational Bingo: Celebrating Diversity, by Joanne G. Sujansky and Jan Ferri-Reed

Communication: Awareness

Two Words or Less: Leadership Communication Technique, by Nanci Appleman-Vassil

Communication: Conflict

Condemnations and Appreciations: Resolving Conflict, by Izzy Gesell

Problem Solving: Generating Alternatives

Balloon Bounce: Conducting Idea-Generating Meetings, by Robert Alan Black

Groups: Competition/Collaboration

Balloon Bounce: Exploring Interdependence in Relationships, by Mark Isabella
Maximize Your Resources: Experiencing a Non-Zero-Sum Game, by Udai Pareek

Teams: Roles

Ice Cream Company: Simulating Effective Team Roles, by Beverly J. Bitterman

Consulting, Training, and Facilitating: Facilitating: Opening

Create a Sentence: Forming Small Groups, by Amy Henderson
Give 'Em an A+: Opening a Session, by Lou Russell

Leadership: Motivating

**Kartik: Mentoring a New Employee, by Mitu Mandal, Rajinder Kaur Sokhi, and Devesh Nath Tripathi

Leadership: Styles and Skills

Leader or Manager: Determining the Difference, by Homer H. Johnson
Delegation: Increasing Lead Worker Effectiveness, by Deborah Spring Laurel

Organizations: Communication

Process Puzzles: Communicating a Process, by Scott C. Thompson

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.

**Topic is Organizational Dynamics

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Diversity	Generational Bingo: Celebrating Diversity	15	40 to 45 minutes	12 to 24 from the same organization	Low
Communication: Awareness	Two Words or Less: Leadership Communication Technique	21	25 to 30 minutes	12 to 18	Low to Moderate
Communication: Conflict	Condemnations and Appreciations: Resolving Conflict	25	80 to 90 minutes	Any size	Moderate
Problem Solving: Generating Alternatives	Balloon Bounce: Conducting Idea-Generating Meetings	31	20 to 30 minutes	Up to 25	Low
Groups: Competition/ Collaboration	Balloon Bounce: Exploring Interdependence in Relationships	35	45 minutes	10 to 30	Moderate
Groups: Competition/ Collaboration	Maximize Your Resources: Experiencing a Non-Zero-Sum Game	41	Approximately 90 minutes	16 to 24	Moderate
Teams: Roles	Ice Cream Company: Simulating Effective Team Roles	53	Approximately 2 hours	Intact teams of 7	Moderate
Consulting, Training and Facilitating: Facilitating: Opening	Create a Sentence: Forming Small Groups	65	5 to 15 minutes	Any number	Low
Consulting, Training and Facilitating: Facilitating: Opening	Give 'Em an A+: Opening a Session	69	10 minutes	Any number	Moderate
Leadership: Motivating	Kartik: Mentoring a New Employee	73	60 minutes	2 groups of 5 to 7 middle managers	Moderate
Leadership: Styles and Skills	Leader or Manager: Determining the Difference	79	Approximately 90 minutes	Any size	Low
Leadership: Styles and Skills	Delegation: Increasing Lead Worker Effectiveness	87	Approximately 2 hours	15 to 25 supervisors from the same organization	Low
Organizations: Communication	Process Puzzles: Communicating a Process	95	60 minutes or more	Subgroups of 5 to 6 from the same organization	Low

<http://www.pbookshop.com>