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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 lecturattes, 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 2012 Pfeiffer Annual: Training* includes sixteen activities, including two that are critical to this year's theme of Learning in the Moment: Pair/Share: Identifying Triggers to Negative Emotions and Role Montage: Discovering Leadership Influencers.

The following categories are represented:

**Individual Development: Sensory Awareness**

Are You Aware? Forming Impressions, by K.M. Tripathi, Rajinder Kaur Sokhi, and Mitu Mandal

**Individual Development: Diversity**

Twenty-Five Ways to Include Others: Taking Action, by Julie O'Mara

**Communication: Awareness**

Barnyard Basics: Avoiding Communication Foibles, by M.K. Key and Brenda Barker

Number Recall: Positioning Emphasis for Influence, by Paul H. Pietri and Teresa G. Weldy

Practice Role Play: Experiencing Emotional Intelligence, by Shri S.S. Roy

**Communication: Listening**

I See What You Mean: Sending and Receiving Messages, by Sharon Dera

**Communication: Styles**

†Who's in Control? Exploring an Emotional Intelligence Competency, by Dennis E. Gilbert

**Groups: How Groups Work**

Logos for You: Understanding Different Perspectives, by David Piltz

**Groups: Negotiating/Bargaining**

Rough Day @ Work: Resolving Conflict Through an Online Simulation, by Noam Ebner and Yael Efron

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

\*\*Pair/Share: Identifying Triggers to Negative Emotions, by Lou Russell

Cheering a Community: Opening with Energy, by Robert Alan Black

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

Subject-Matter Expert: Learning Factual Material, by Linda M. Raudenbush

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†Cutting-Edge Topics

\*\*Learning in the Moment Topics

**Consulting, Training, and Facilitating: Facilitating: Closing**

Crossword Conundrum: Reviewing Concepts, by Margie Parikh

**Leadership: Styles and Skills**

\*\*Role Montage: Discovering Leadership Influencers, by Jan M. Schmuckler

The Fugitive: Assessing the Style of a Leader, by Guido R. Britez

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

Values in Leadership: Understanding the True Drivers, by Mohandas Nair

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.

<http://www.pbookshop.com>

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Sensory Awareness	Are You Aware? Forming Impressions	15	80 minutes	15 to 20	Moderate
Individual Development: Diversity	Twenty-Five Ways to Include Others: Taking Action	19	25 to 30 minutes	24	Low
Communication: Awareness	Barnyard Basics: Avoiding Communication Foibles	27	Approximately 45 minutes	Any, in four groups	Moderate
Communication: Awareness	Number Recall: Positioning Emphasis for Influence	31	20 to 30 minutes	More than 15	Low
Communication: Awareness	Practice Role Play: Experiencing Emotional Intelligence	35	50 to 75 minutes	15 to 30, in groups of 3	Moderate
Communication: Listening	I See What You Mean: Sending and Receiving Messages	51	40 minutes	16 to 20 in pairs	Low
Communication: Styles	Who's in Control? Exploring an Emotional Intelligence Competency	55	60 to 70 minutes	5 to 25	Low to Moderate
Groups: How Groups Work	Logos for You: Understanding Different Perspectives	63	60 to 90 minutes	Unlimited in groups of 3 to 5	Moderate
Groups: Negotiating/Bargaining	Rough Day @ Work: Resolving Conflict Through an Online Simulation	67	About 3 1/2 hours	Any, in groups of 3	Moderate to High
Consulting, Training, and Facilitating: Facilitating: Opening	Pair/Share: Identifying Triggers to Negative Emotions	77	15 to 60 minutes	12 to 40 in groups of 4 or 5	Low
Consulting, Training, and Facilitating: Facilitating: Opening	Cheering a Community: Opening with Energy	81	10 to 15 minutes	15 or more	Low
Consulting, Training, and Facilitating: Facilitating: Skills	Subject-Matter Expert : Learning Factual Material	83	100 minutes	24	Moderate
Consulting, Training, and Facilitating: Facilitating: Closing	Crossword Conundrum: Reviewing Concepts	87	90 minutes	Any	Low
Leadership: Styles and Skills	Role Montage: Discovering Leadership Influencers	93	45 to 60 minutes	5 to 12	Moderate
Leadership: Styles and Skills	The Fugitive: Assessing the Style of a Leader	101	60 minutes	Any	Low
Organizations: Vision, Mission, Values, Strategy	Values in Leadership: Understanding the True Drivers	105	Approximately 90 minutes	Up to 12 in trios	Moderate