
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 *2012 Pfeiffer Annual: Consulting* includes seventeen activities, in the following categories:

Individual Development: Self-Disclosure

Movie Memories: Using Cinema as a Doorway to Emotional Exploration, by
Moisés Sznifer, Rea Dennis, and Luciana Medeiros

Communication: Conflict

The Rant: Turning Complaints into Solutions, by Nancy Jackson

Communication: Technology

Tweet at Me: Learning About Twitter, by Allison Michels and Kris Taylor

Problem Solving: Generating Alternatives

**Get Unstuck: Using Storytelling for Group Problem Solving, by Karen Dietz and Lori L. Silverman

Problem Solving: Information Sharing

The Human Flowchart: Understanding Work as a Process, by

M.K. Key

Groups: How Groups Work

Who's Got the Power? Experiencing Unequal Resources, by Terry Murray

Groups: Negotiating/Bargaining

EarthWars: Simulating a Negotiation, by Noam Ebner and Yael Efron

Teams: How Groups Work

Everything But the Kitchen Sink: Multi-Tasking as a Team, by Ron Roberts

Teams: Roles

**Our Uniqueness: Finding What We Share, by Linda M. Bedinger and Charlotte S. Waisman

Teams: Problem Solving/Decision Making

Company Merger: Solving Group Problems, by Rajinder Kaur Sokhi, Devesh Nath Tripathi, and Mitu Mandal

Teams: Feedback

Teamwork Toolkit: Leading More Effective Teams, by Peter R. Garber

**Learning in the Moment Topic

Consulting, Training, and Facilitating: Facilitating: Skills

Coach Me: Practicing Practical Coaching Skills, by Lily Cheng and Peter Cheng

Leadership: Interviewing/Appraisal

Questionable Questioner: Using the Power of Expectations, by Cindy Lee Hall

Leadership: Motivation

Self-Care as a Strategy: Increasing Leadership Performance, by Patricia Johnson and Michael Kroth

Leadership: Styles and Skills

**My Ideal Leader: Exploring Leadership Development, by Diane Hamilton

Organizations: Communication

Pleasures and Pains: Understanding Employees' Perceptions of the Organization, by Parth Sarathi

Organizations: Change Management

**One-Minute Speeches: Practicing Change Messages, by Antoine Gerschel and Lawrence Polsky

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.Bookshop.com>

Category	ELA Title	Page	Time Required	Group Size	Risk Factor
Individual Development: Self-Disclosure	Movie Memories: Using Cinema as a Doorway to Emotional Exploration	15	Approximately 2 hours	Up to 25	Moderate
Communication: Conflict	The Rant: Turning Complaints into Solutions	25	Approximately 90 minutes	10 to 20	Moderate
Communication: Technology	Tweet at Me: Learning About Twitter	29	40 minutes	6 to 40	Low
Problem Solving: Generating Alternatives	Get Unstuck: Using Storytelling for Group Problem Solving	35	60 to 120 minutes	Any number	Moderate
Problem Solving: Information Sharing	The Human Flowchart: Understanding Work as a Process	39	25 to 30 minutes	Any	Moderate
Groups: How Groups Work	Who's Got the Power? Experiencing Unequal Resources	45	Approximately 90 minutes	Best with 20 to 30	Moderate
Groups: Negotiating/Bargaining	EarthWars: Simulating a Negotiation	55	2 to 3 hours	Groups of 4	Moderate to High
Teams: How Groups Work	Everything But the Kitchen Sink: Multi-Tasking as a Team	71	75 to 105 minutes	15 to 100	Moderate to High
Teams: Roles	Our Uniqueness: Finding What We Share	79	2 1/2 to 3 1/2 hours	6 to 20 mem- bers of an intact group	High
Teams: Problem Solving/ Decision Making	Company Merger: Solving Group Problems	81	Approximately 2 hours	10 to 20	Moderate
Teams: Feedback	Teamwork Toolkit: Leading More Effective Teams	95	60 to 75 minutes	20 or more team leaders	Low
Consulting, Training, and Facilitating: Facilitating: Skills	Coach Me: Practicing Practical Coaching Skills	105	45 to 60 minutes	9 to 30 in groups of 3	Moderate
Leadership: Interviewing/Appraisal	Questionable Questioner: Using the Power of Expectations	109	Approximately 45 minutes	16 to 25	Moderate
Leadership: Motivation	Self-Care as a Strategy: Increasing Leadership Performance	115	Approximately 90 minutes	Up to 30 leaders	Moderate to High
Leadership: Styles and Skills	My Ideal Leader: Exploring Leadership Development	123	90 minutes	Any number of leaders	Moderate to High
Organizations: Communication	Pleasures and Pains: Understanding Employees' Perceptions of the Organization	129	Approximately 90 minutes	20 to 25 new employees	Moderate
Organizations: Change Management	One-Minute Speeches: Practicing Change Messages	133	30 minutes	10 or more organiza- tional leaders	Low