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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 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 2009 Pfeiffer Annual: Consulting* includes thirteen activities, in the following categories:

### **Individual Development: Sensory Awareness**

Encouragement: Improving One's Outlook, by Phyliss Cooke and Daniel Eckstein

### **Communication: Awareness**

\*\*Hide and Go Seek: Finding the Value-Added in Your Organization, by Nancy S. Kristiansen

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\*\* Talent Management Topics

**Communication: Feedback**

\*\*Losses or Gains: Addressing Talent Management Opportunities, by Robert C. Preziosi

**Communication: Styles**

The Key to Me: Understanding Work Style and Communication Preferences, by Sara Keenan Rohling and Sheryl D. Peck

**Problem Solving: Information Sharing**

Speed Networking: Solving Problems Through Networking, by Richard L. Bunning

**Groups: Competition/Collaboration**

Bridges: Building Teamwork, by Susan K. Gerke and Karon West

**Groups: Conflict**

Conflict Resolve: Exploring Task and Relationship Conflict, by Tim Buividas and Vera Litcheva

**Teams: How Groups Work**

\*\*Find Your Team: Improving Teamwork with Diversity, by Sivasailam "Thiagi" Thiagarajan

**Teams: Roles**

My Favorite Role: Exploring Team Roles, by Halelly Azulay

**Teams: Feedback**

What's Important? Creating a Team Assessment, by Steve Sphar

**Teams: Conflict and Intergroup Issues**

Communication Controversies: Clarifying Definitions for Improved Team Communication, by Lou Russell

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

Facilitime: Exploring Facilitation Techniques, by David Piltz

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\*\* Talent Management Topics

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

**\*\*Values Consensus: Clarifying Organizational Values**, by Jeanette Goodstein and Leonard D. Goodstein

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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\*\* Talent Management Topics

| Category  | ELA Title   | Page | Time Required            | Group Size  | Risk Factor      |
|---|---|------|--------------------------|---|------------------|
| Individual Development: Sensory Awareness                   | Encouragement: Improving One's Outlook  | 13   | 75 minutes               | Several groups of 2 or 3  | Moderate         |
| Communication: Awareness                                    | Hide and Go Seek: Finding the Value-Added in Your Organization                      | 23   | 5 hours                  | Up to 10 or several groups of 4 to 6                              | Moderate         |
| Communication: Feedback                                     | Losses or Gains: Addressing Talent Management Opportunities                         | 31   | Approximately 2 hours    | 12 to 16 supervisors or managers                                  | Moderate         |
| Communication: Styles                                       | The Key to Me: Understanding Work Style and Communication Preferences               | 37   | 2 to 3 hours             | Teams of 4 to 16 who have been working together at least 6 months | Moderate         |
| Problem Solving: Information Sharing                        | Speed Networking: Solving Problems Through Networking                               | 43   | 60 minutes or more       | 15 to 30  | Moderate         |
| Groups: Competition/ Collaboration                          | Bridges: Building Teamwork  | 47   | 45 to 60 minutes         | Several groups of 5 to 7  | Moderate         |
| Groups: Conflict  | Conflict Resolve: Exploring Task and Relationship Conflict                          | 55   | Approximately 2 hours    | 6 or more participants from an intact work group                  | Low              |
| Teams: How Groups Work                                      | Find Your Team: Improving Teamwork with Diversity                                   | 59   | 30 minutes               | 10 to 100, best with 15 to 25                                     | Low to Moderate  |
| Teams: Roles  | My Favorite Role: Exploring Team Roles  | 65   | Approximately 70 minutes | 7 to 12 from the same work group                                  | Moderate         |
| Teams: Feedback   | What's Important? Creating a Team Assessment  | 71   | 1 to 2 hours             | Up to 20  | Moderate         |
| Teams: Conflict and Intergroup Issues                       | Communication Controversies: Clarifying Definitions for Improved Team Communication | 77   | 60 to 70 minutes         | Any, in groups of 3 to 5  | Low              |
| Consulting, Training and Facilitating: Facilitating: Skills | Facilitime: Exploring Facilitation Techniques                                       | 81   | Approximately 90 minutes | Up to 4 teams of 3 to 5   | Moderate         |
| Organizations: Vision, Mission, Values, Strategy            | Values Consensus: Clarifying Organizational Values                                  | 87   | Approximately 90 minutes | 10 to 15 members of same organization's strategic planning group  | Moderate to High |