DESIGNING EXPERIENTIAL LEARNING MODULES

Non member: $990.00   **AICPT member: $830.00**

WHO SHOULD ATTEND

This 3 day workshop is designed for anyone who has the responsibility of managing, designing, and/or facilitating events that meet the learning and development needs of employees.

OVERVIEW

One of the largest hurdles in training is to help participants develop new perspectives and insights to apply in their own work settings. Experiential learning engages the learner in an activity, facilitates reflection, and structures activities to apply the learning. This workshop presents the Experiential Learning Cycle as a basis for designing and delivering experiential training modules. When this approach to helping "learners learn" is applied throughout the organization, a strategic competitive advantage is gained. This is what is known as the 'Learning Organization.'

WHAT IS EXPERIENTIAL LEARNING?

Experiential Learning is an approach to learning in which participants engage in an activity, reflect on the activity critically, and obtain useful insight and learning.
Learning which is developed experientially is 'owned' by the learner and becomes an effective and integral aspect of behavioural change. Skill development, versus simply acquiring knowledge and concepts, occurs through Experiential Learning.

WHAT IS THE EXPERIENTIAL LEARNING CYCLE?

The Experiential Learning Cycle includes five sequential steps, or stages.

The steps are as follows:

- **Experiencing:** (This is the initial stage of the cycle): Almost any activity that involves self-assessment or interpersonal interaction may be used as the "doing" part of experiential learning.
- **Publishing:** After participants have experienced an activity, they are ready to share or publish what they observed and how they felt during that experience.
- **Processing:** (This is the pivotal step in the experiential learning cycle). This step, referred to as the group dynamics stage, includes systematic examination of shared experiences by the members of the group.
- **Generalizing:** In this stage, the members of the group begin to focus on their awareness of situations in their personal or work lives that are similar to those they experienced in the group.
- **Applying:** In this final stage, the facilitator helps participants apply generalizations to actual situations in which they are involved.

LEARNING CONTENT AREAS

The main focus of this workshop is to guide and develop participant understanding of the major steps in the preparation, design and delivery of experiential training modules. Participants will learn to actively plan and conduct short training modules and receive valuable feedback.

The workshop will provide participants with an opportunity to:

- Examine the role of organizational and participant learning objectives in guiding designs;
- Identify and practice methods of integrating training goals with the learning needs of the participants;
- Implement design considerations such as timing, sequencing, involvement and pacing;
- Examine the roles and responsibilities of the trainer (expert, facilitator, manager, etc.);
- Practice designing and delivering a training module;
- Give and receive feedback on designs;
- Examine design features for large scale learning events;
- Practice "macro" design skills using "back home" designs.
- A variety of learning vehicles such as lectures, discussion, skills-practice, instrumentation, structured experiences and readings will be used.

LEARNING OUTCOMES

Benefits to Individuals

- Balance between effective, behavioural, and cognitive learning.
- Opportunities for group participation and shared learning.
- Utilization of participant's newly learned expertise.
- Real-life problem solving.

- Skill development in designing training that is relevant, useful, and applicable in the work setting.
- Application of learning to the work setting.
- Build a resource kit of actual designs for ice breakers, getting acquainted activities, energizers, and learning modules.

Benefits to Organizations
- Targeted training results in development of skills to fulfil job requirements and meet organizational objectives.
- Development of responsibility and accountability for learning and teaching.
- Transfer of learning to the organizational setting.
- Begin to build a culture of adaptation and change through continuous learning.
- Application of the experiential learning cycle to just-in-time learning opportunities with groups and teams.

To enrol for this workshop, complete the Continuing Professional Development (CPD) course enrolment form and email to info@aicpt.org.au