



OFA TRAINING

**Welcome to today's webinar.
We will begin shortly.**

**For audio, please make sure
to also join the call.**

DIAL-IN HERE

LOGISTICS



We will meet for 75 minutes



This is an **interactive training**.



A recording of this video and call will be available on the **Bookshelf**



It's cool if you Tweet --
#OFAFellows



DESIGNING EXPERIENTIAL ACTIVITIES

W/ CHELSEY WININGER

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CLASS REVIEW

ADULT LEARNING THEORY

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What are the three types of learning objectives your training must follow?



Press 1 on the phone

OR



Type in chat box



3

LEARNING OBJECTIVES

KNOWLEDGE

SKILLS

ATTITUDE



3

LEARNING OBJECTIVES

KNOWLEDGE

SKILLS

ATTITUDE



3

LEARNING OBJECTIVES

KNOWLEDGE

SKILLS

ATTITUDE



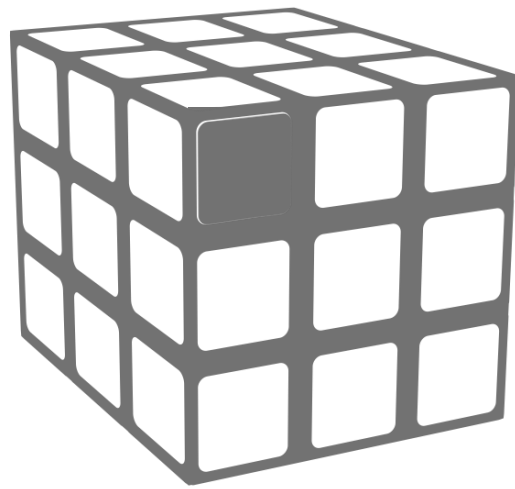
PROCESS TO DESIGN A TRAINING MODULE

1

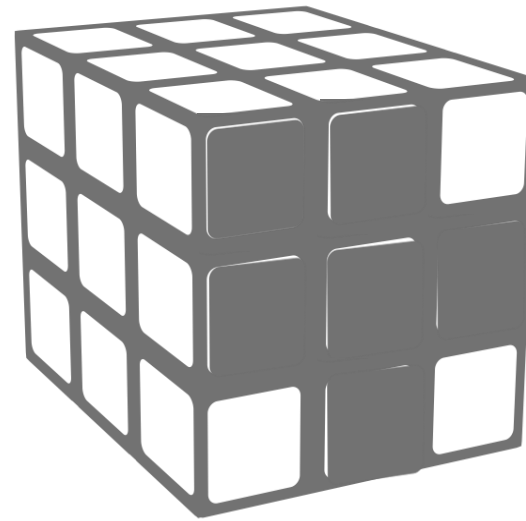
**ESTABLISH
LEARNING
OBJECTIVES**



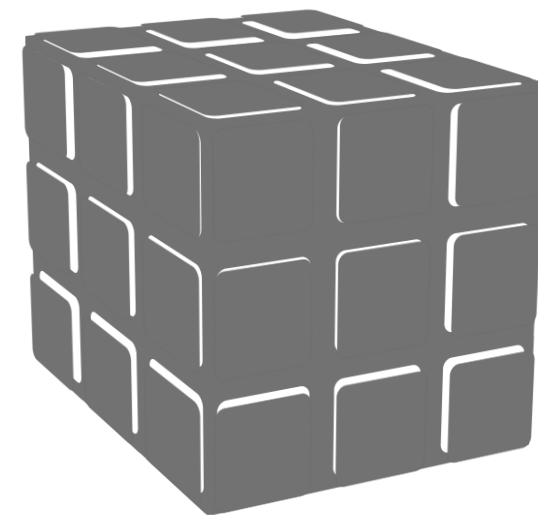
LEARNING OBJECTIVES: Modules, Learning Journey, Program



Training Module



Learning Journey



Training Program



PROCESS TO DESIGN A TRAINING MODULE

1

**ESTABLISH
LEARNING
OBJECTIVES**

2

**DESIGN
LEARNING
EXPERIENCE**



PROCESS TO DESIGN A TRAINING MODULE

1

**ESTABLISH
LEARNING
OBJECTIVES**

2

**DESIGN
LEARNING
EXPERIENCE**

3

**WRITE UP-FRONT
MATERIAL**

4

PLAN A DEBRIEF



PROCESS TO DESIGN A TRAINING MODULE

1

**ESTABLISH
LEARNING
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DESIGNING EXPERIENTIAL ACTIVITIES

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GOALS FOR TODAY



Learn how experiential activities help achieve learning objectives



Be able to design an experiential activity to teach new skills to learners



Feel confident designing an experiential activity first and leaving the up-front for later



AGENDA FOR TODAY



- 1. Advantages of Experiential Learning**
2. Designing an Experiential Activity
3. Practice
4. Types of Experiential Activities
5. Debrief and Close





Did you take a driving test to get your license?



YES



NO





How did you prepare for your driving test?



Read a driving manual only



Read a manual and practiced driving



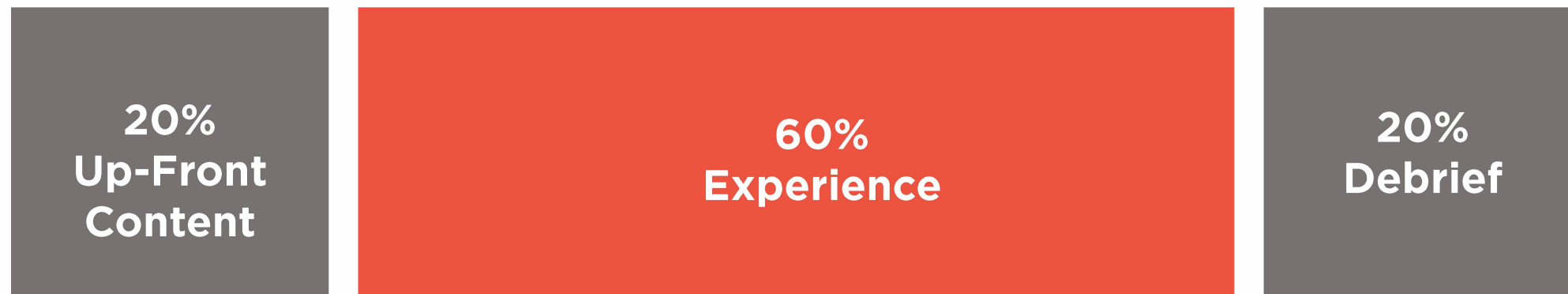
Other





ADULT LEARNING THEORY: ADULTS LEARN BY DOING

THE 20-60-20 RULE



LEARNING HAPPENS HERE





Your Turn!



Experiential Activity #1 10 Minutes

- 1 Review the **Adult Learning Theory** training module in which you participated last Thursday
- 2 In **column A** outline the goals of the training
- 3 In **column B** describe one of the experiential activities in which you participated
- 4 In **column C** describe how the activity helped you meet the goal/s of the training

ACCESS WORKBOOK





Your Turn!



Experiential Activity #1

DEBRIEF



Press 1 on the phone

OR



Type in chat box



What do you think **PSYCHOLOGICAL ENGAGEMENT** means?



Press 1 on the phone

OR



Type in chat box



PSYCHOLOGICAL ENGAGEMENT



What do you think **BEHAVIORAL ENGAGEMENT** means?



Press 1 on the phone

OR

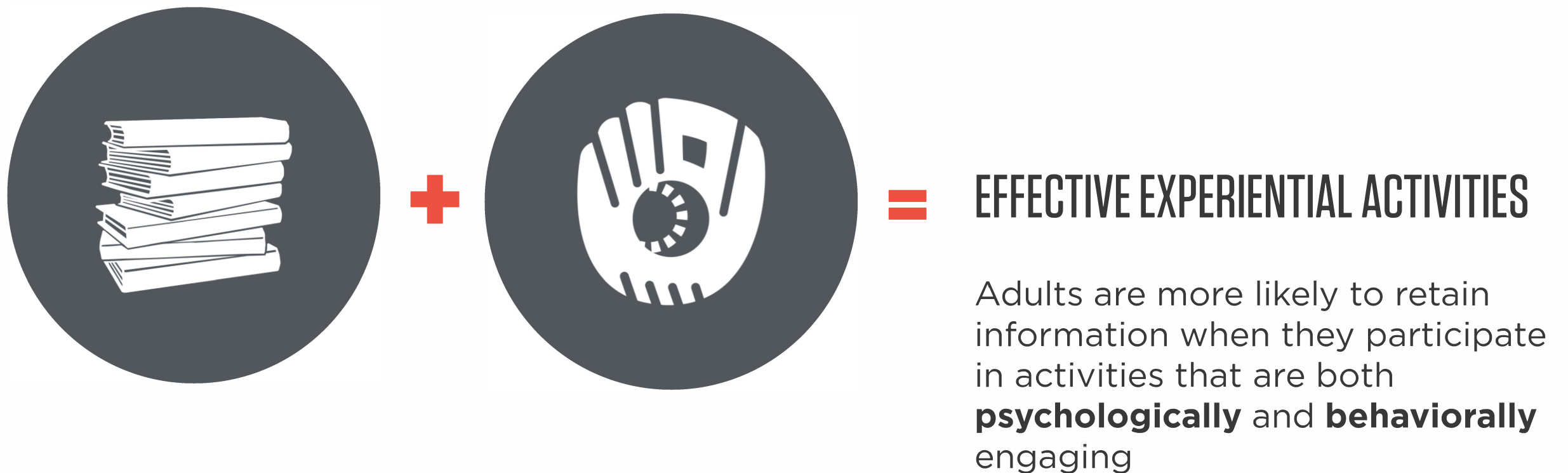


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BEHAVIORAL ENGAGEMENT







ADULTS LEARN BY **DOING**

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AGENDA FOR TODAY

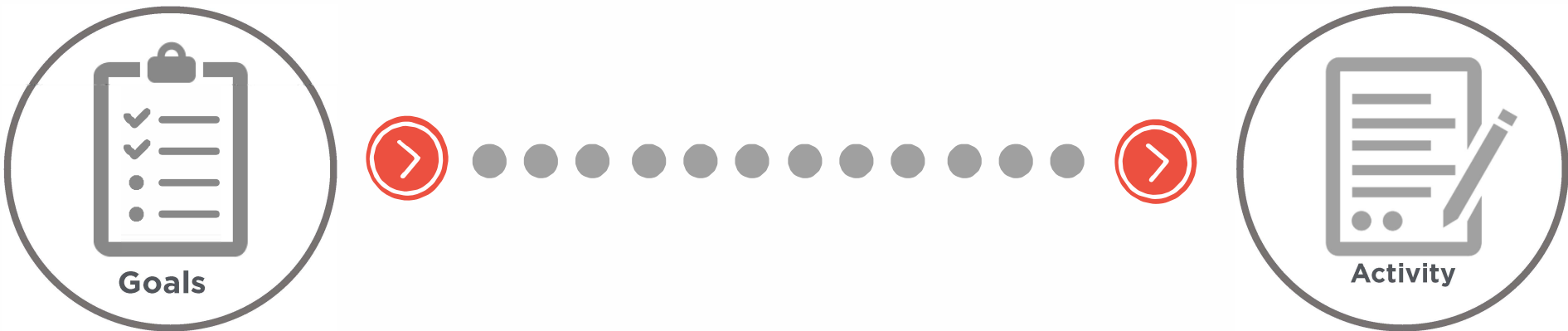


1. Advantages of Experiential Learning
- 2. Designing an Experiential Activity**
3. Practice
4. Types of Experiential Activities
5. Debrief and Close



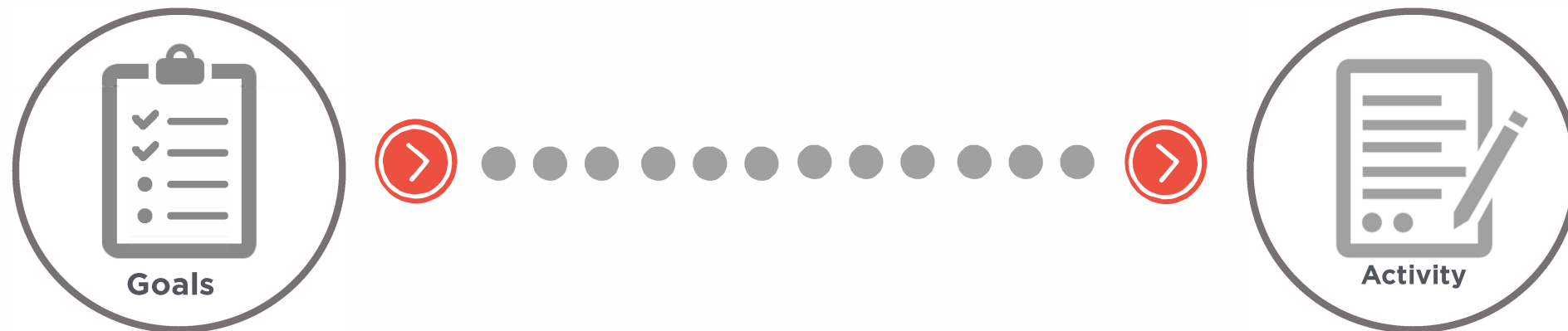
STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Align Activity to Goals



STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Align Activity to Goals

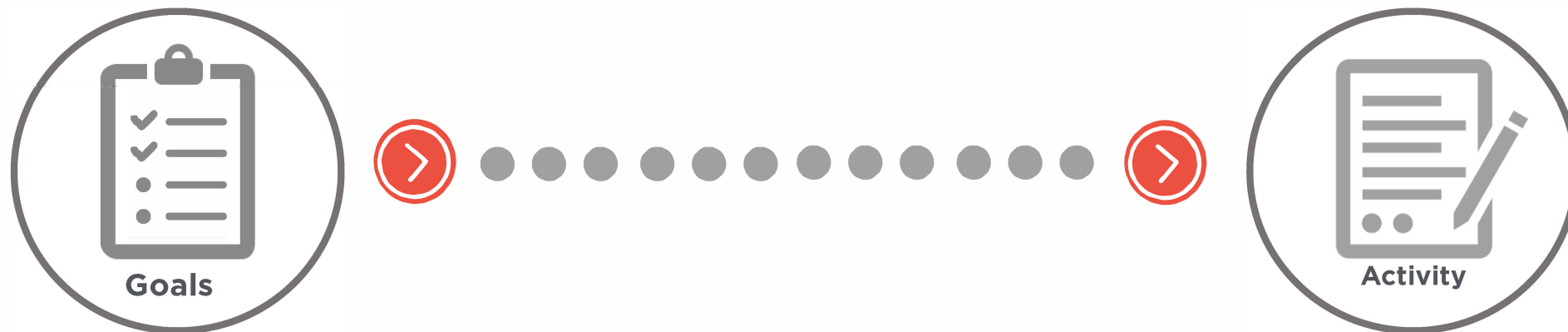


Be able to host a one-on-one meeting by following a one-on-one agenda



STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Align Activity to Goals



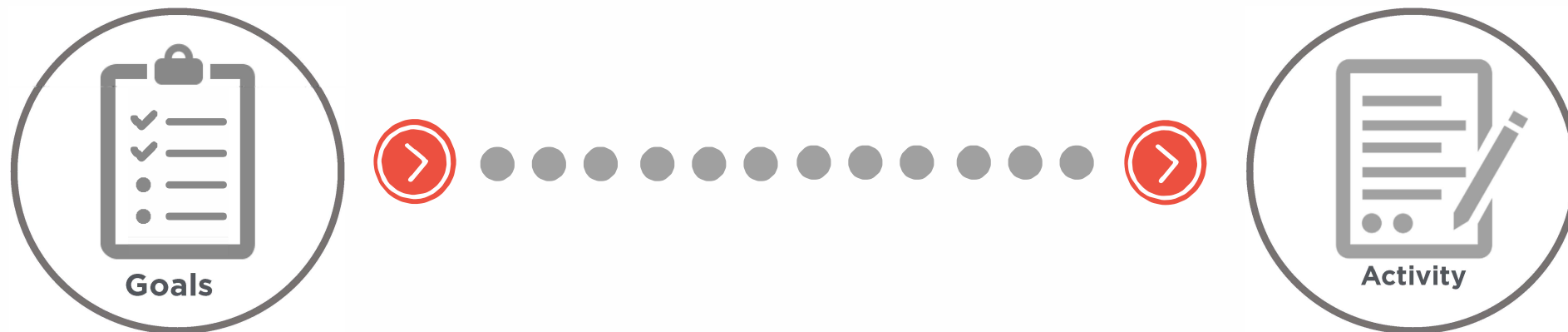
Be able to host a one-on-one meeting by following a one-on-one agenda

Work with a partner to simulate a one-on-one meeting. Use the one-on-one agenda



STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Align Activity to Goals

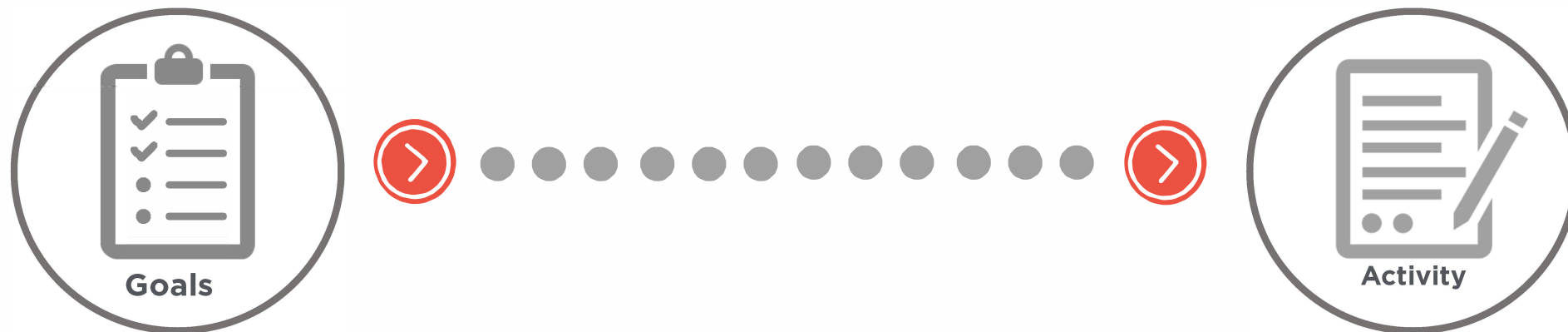


Be able to design an experiential activity to teach new skills to learners



STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Align Activity to Goals



Be able to design an experiential activity to teach new skills to learners

?



AGENDA FOR TODAY



1. Advantages of Experiential Learning
2. Designing an Experiential Activity
- 3. Practice**
4. Types of Experiential Activities
5. Debrief and Close





Your Turn!



Experiential Activity #2 20 Minutes

You and your partner are working on a survivor training for tourists visiting a mysterious island in the Caribbean.

Write a SKILL objective, and design an experiential activity that helps island visitors survive their visit.

PRO-TIP: It takes many skills to survive. Only focus on one skill.

ACCESS WORKBOOK





Your Turn!



Experiential Activity #2

DEBRIEF



Press 1 on the phone

OR



Type in chat box



AGENDA FOR TODAY



1. Advantages of Experiential Learning
2. Designing an Experiential Activity
3. Practice
- 4. Types of Experiential Activities**
5. Debrief and Close



STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Types of Activities



ROLE-PLAY



STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Types of Activities



REFLECT AND SHARE



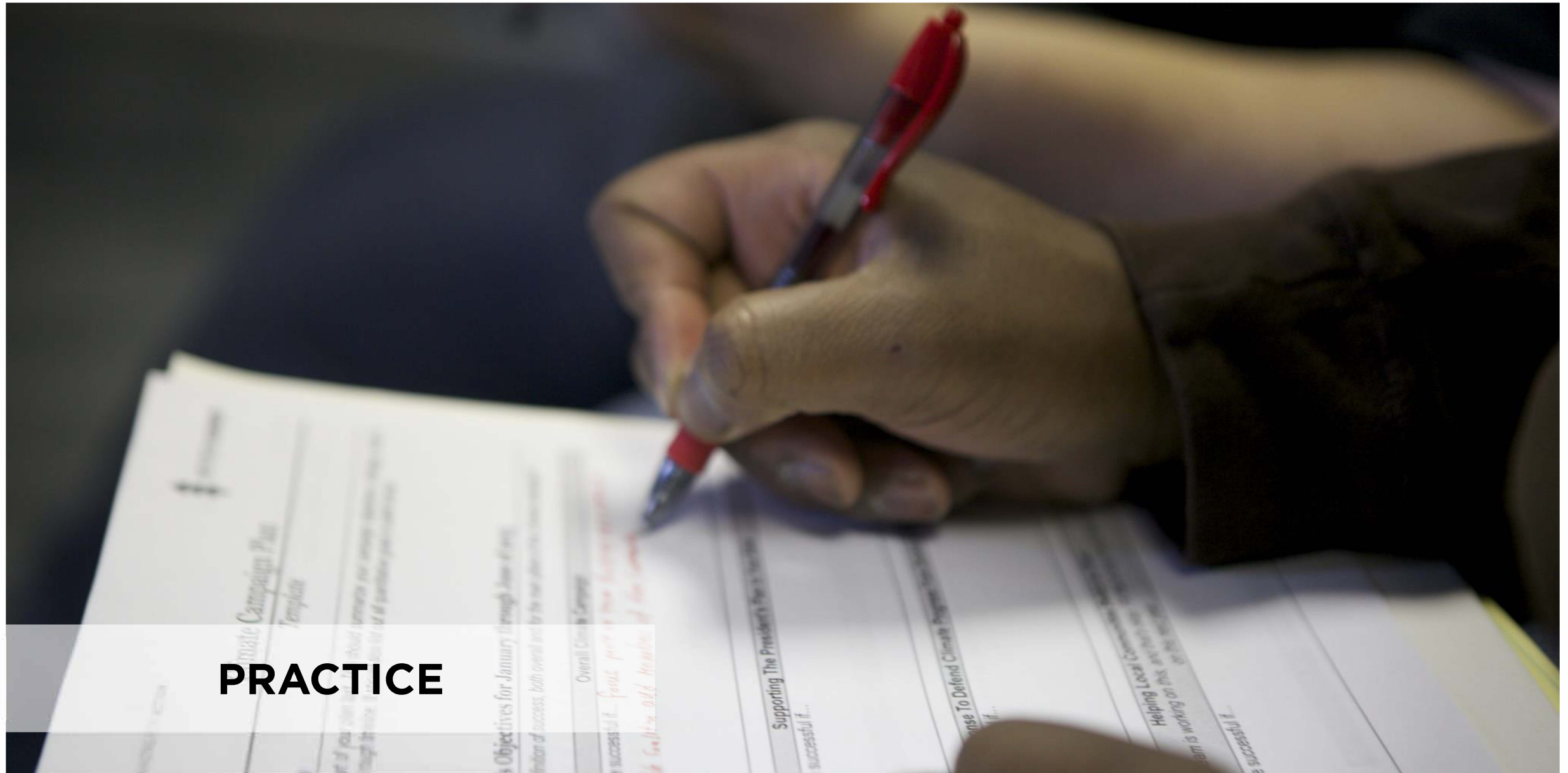
STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Types of Activities



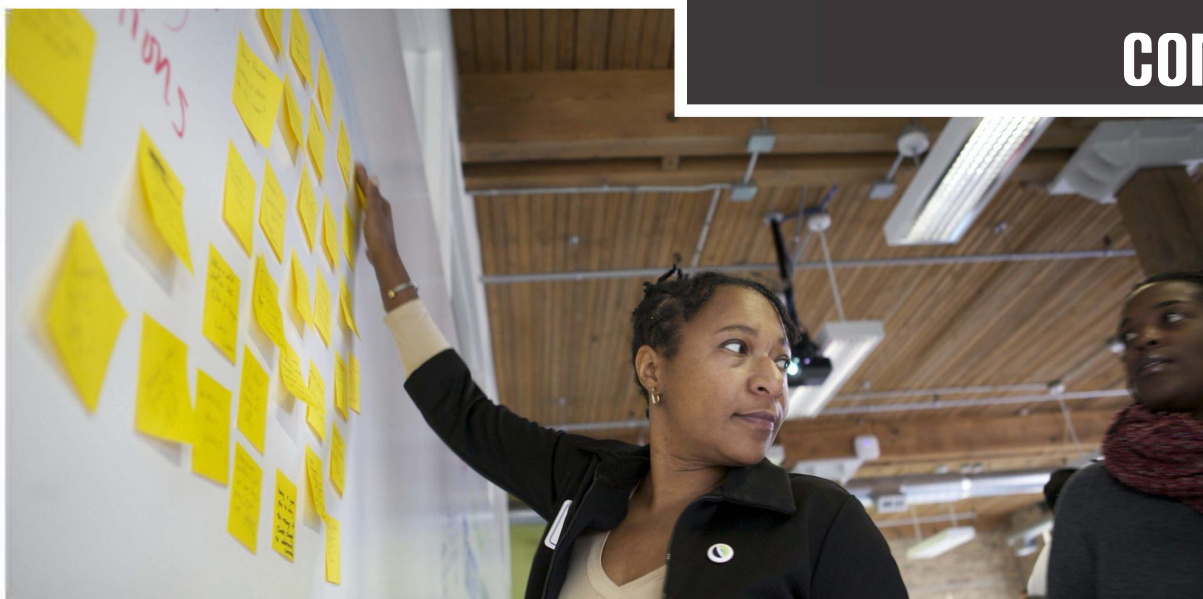
STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

Types of Activities



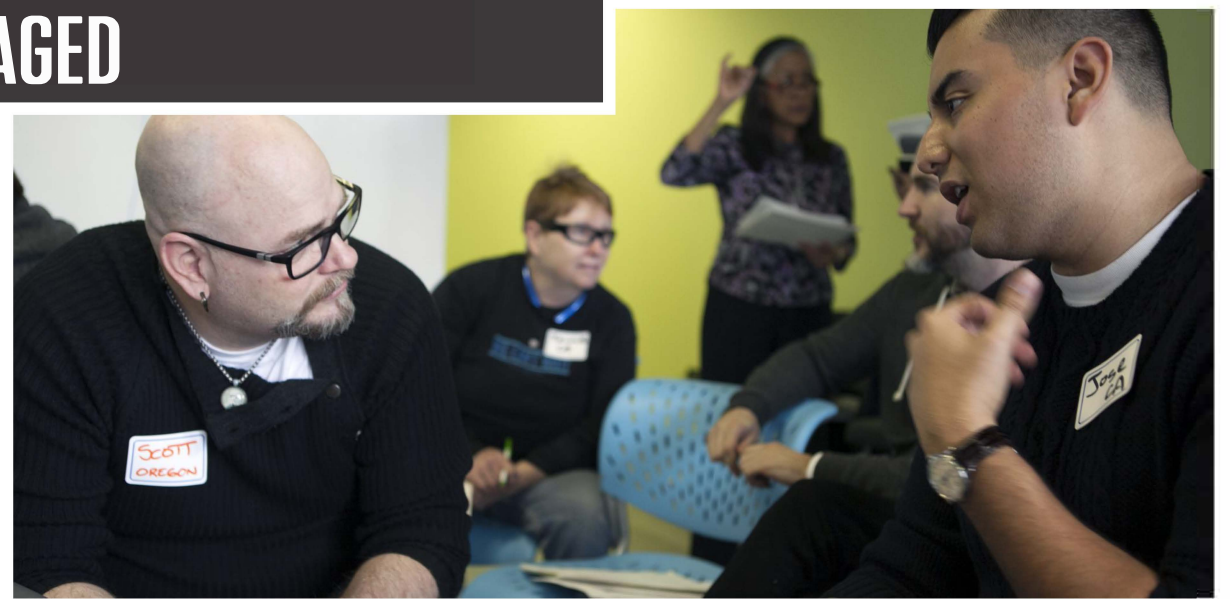
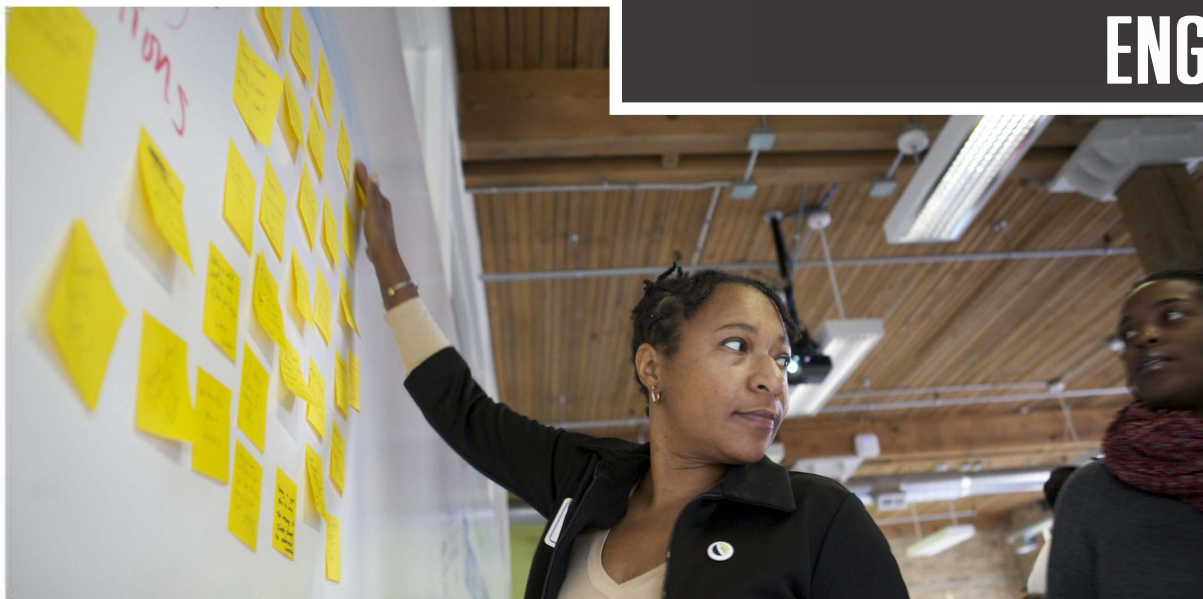


What do these activities have in common?



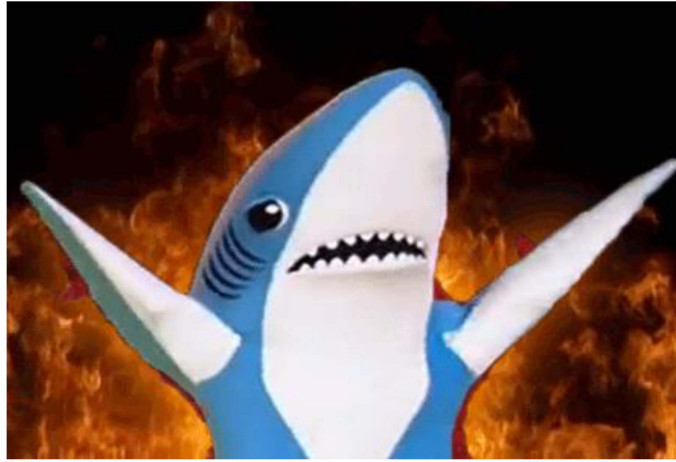


PSYCHOLOGICALLY & BEHAVIORALLY ENGAGED



Creating a product on which they can **receive feedback.**





Which one of the following is an effective experiential activity?



Learners watch a role-play of how to survive a shark attack



Learners engage in a Q+A w/ an expert on how to survive



Learners practice escaping from a fake shark in a pool



None of the above





3 TIPS FOR TOP EXPERIENTIAL ACTIVITIES



Align Activity to Goals


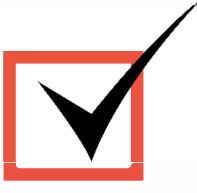



3 TIPS FOR TOP EXPERIENTIAL ACTIVITIES

-  **Align Activity to Goals**
-  **Feedback-driven Products**



3 TIPS FOR TOP EXPERIENTIAL ACTIVITIES

-  **Align Activity to Goals**
-  **Feedback-driven Products**
-  **Clear Instructions**





Your Turn!



DEBRIEF



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OR



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AGENDA FOR TODAY



1. Advantages of Experiential Learning
2. Designing an Experiential Activity
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GOALS FOR THIS SESSION	KEY TAKEAWAY
Learn how experiential activities help achieve learning objectives	Adults are more likely to retain information when they participate in activities that are both psychologically and behaviorally engaging



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<p>Be able to design an experiential activity to teach new skills to learners</p>	<p>Effective experiential activities directly align with learning objectives, offer feedback, and clear instructions</p>
<p>Feel comfortable designing an experiential activity first and saving the up-front for later</p>	<p>Adding a brief summary of the main principles or guidelines that are the foundation of the experiential activity can promote learning. Since the guidelines are based on the experiential activity, you must design the experiential activity first!</p>



PROCESS TO DESIGN A TRAINING MODULE

1

**ESTABLISH
LEARNING
OBJECTIVES**

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PLAN A DEBRIEF





WEDNESDAY

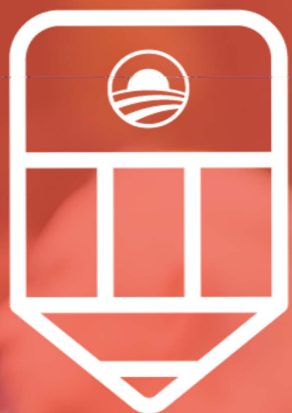
7:30 PM CT

Designing Up-Front and Debriefs

W/ CHELSEY WININGER

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