

What type of experiential activities?

Management games and simulations can be thought of as mirrors - exciting tools which reflect business process in a way which cuts through the fog of familiarity.

These mirrors can offer insights into every level of business process, from the all day - everyday routine interaction of people at work to the complexity of whole systems in operation.

Good designs derive from real working environments - what makes them work and what makes them work efficiently. Participants rarely question the simulation content because what happens in these activities happens at work.

Good experiential activities are created to be demanding and engaging - development happens when people operate close to what they think they are the limitations of their abilities. People are at their most receptive when they are enjoying what they are doing.

All good experiential learning processes are flexible and enjoyable - the enjoyment coming from the degree of challenge and relevance which participants experience. It does not mean that participants are always comfortable - true learning needs to take participants out of the 'comfort zone' at times!

The key questions in considering the use of any experiential game, activity, tool or process relate to your objectives for the participants.

- What do you want the group to explore during the training or development session?
- What are the areas in which you believe they can learn?
- What are the questions you want them to ask themselves as a result of the experience?
- What are the skills you want them to focus on during the activity?

The more specific you can be in establishing your objectives for the session, the easier it will be for you to select or design an activity which will stimulate the type of discussion you seek and enable participants to relate the learning offered by the activity to their own workplace reality.

