



EXPERIENTIAL  
LEARNING

DESIGN

# expresspack

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## Facilitator Notes

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## Images that assist in expressing thoughts and feelings

### ACTIVITY OVERVIEW



expresspack is a set of 53 image cards in a small form factor (9cm x 6.5 cm), carefully constructed and created by talented photographers and trainers Simon Whalley and Tony Wright. Used to help generate high quality and useful conversations between pairs and small groups, the images are diverse and varied and can open up and widen discussions, as well as narrow and focus in on taking action'

We'd like to encourage people to be creative and think about using the pack in a way that helps you and your learners, colleagues and clients express themselves and engage in stimulating conversations which help all concerned build understanding and progression.

We know that these pictures will allow individuals to express their needs and viewpoints more openly and quickly. This start point then allows understanding to build both for individuals and people around them. Please remember if you are working with individuals it is their choice as to the speed of their progression. We would also encourage action, take the tentative first steps that are suggested by the dialogue that develops!

### PERSONAL DEVELOPMENT



You may be using this pack of cards in a generic sense to assist individuals in their personal development. This may be in a coaching scenario, in a mentoring role, as a Manager in business, as a Youth or Community Worker or simply with someone you would like to help. So we have included here a few initial ideas to get you started:-

1. Ask the individual to identify one card which represents where they are now, and one where they would like to be in the future. The time in the future can be defined, 1 year, 6 months etc. Once they have chosen their cards ask them to express their thoughts feelings about the cards. Once this has been done you could ask the individual to identify a card which represents the first step on this journey.
2. For identifying strengths, you could ask the individual to pick a number of cards which highlight/represent their strengths or them at their best. Clearly this can be developed to look at their areas for development.
3. Ask an individual to pick cards which represent barriers to them achieving their goals.
4. Ask an individual to pick cards which represent possible means of support for them on their journey.
5. Ask an individual to identify their favourite card. This should enable you to make a quick connection with them and give you some insight into their personality.



The ideas above can be used in a group/team to spark feedback, build relationships by self revelation and to make comparisons of different peoples' perceptions.

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### INTRODUCTIONS/GETTING GROUPS STARTED



If you are a facilitator/trainer and are similar to ourselves, just occasionally you will have been in a room with a group and conversations are not flowing!! Often this happens at the start of a day, when the individuals are just checking out the group and how they will contribute. We have found 'expresspack' a great way of speeding the start of a day and helping a natural flow into other ideas you may want to introduce.



1. Avoid creeping death introductions and layout a pack of cards and get individuals to pick a card which they think relates to them in some way and use it to introduce themselves.
2. This can be built upon to lead into much more specific introductions which can provide a very easy introduction into your subject for the day.

Such questions as:-

- "Pick a picture which illustrates you as a leader or one leadership act you have committed?"*
- "Pick a picture which illustrates your current ability to delegate?"*

### CHANGE MANAGEMENT



Change is happening all the time, individuals are developing, organisations are changing, global issues are affecting us all. Change therefore is part of life and a subject which can be explored using 'expresspack'. It is also worth considering whilst there is a lot of change often a lot of things may stay the same.

A few initial ideas to get you started are:-

1. Ask an individual(s)/team/department prior to a change initiative to identify a card which represents the state of the organisation now and another to show how they would like it to be in the future.
2. Ask a team in the middle of a change to identify cards which represent the emotions being generated by the change process.
3. In reviewing change, ask individuals to identify benefits of the change.
4. Ask an individual to pick out some cards which represent things they would like to retain, i.e. not change. This is good for allowing an identification of the good things within an organisation which it is worth retaining.
5. If you could change one thing about this organisation what would it be?
6. What environmental concerns do you have?

As the pictures provoke self expression, it may be possible to lead individuals on to draw pictures of aspects of change, or to visualise the future.

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### COACHING



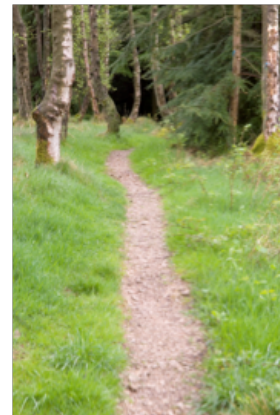
We believe the possibilities for using 'expresspack' in coaching are limitless. The only proviso here is to think carefully about over using any resource, think first about how the resource will help your client. We have met a small number of individuals who do not relate to pictures, the pictures do not help them to express themselves, please be aware of this and allow individuals to express themselves as they wish. Do not think 'expresspack' will help everyone express themselves.

We have had individuals say that they cannot pick any card. This invariably leads somewhere if you follow up with a question like, ok, how would you express your thoughts?



A few brief starters are:-

1. Ask an individual to pick one or more cards which indicate their current state.
2. Ask an individual to pick one or more cards which represent what they would like the future to be.
3. Ask an individual to pick a card which represents what they want to achieve.
4. Ask an individual to pick cards which represent specific aspects of the reality of the situation. This could be cards which represent specific individuals.
5. Ask an individual to identify cards which represent the key barriers to be overcome in achieving their goals.
6. Ask an individual to identify cards which represent steps along the way, key milestones.
7. Ask an individual to identify cards which represent enablers/supporters to them.
8. Ask an individual to identify key blockers within their organisation to them achieving their goal.



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### LEADERSHIP AND MANAGEMENT DEVELOPMENT



Leadership and Management Development is probably the biggest area to use expresspack images. Ideally every manager and leader will have a pack or access to a pack! Leaders and Managers need to help bring clarity to situations. Often they are not doing this, so some useful starting questions with which to use 'expresspack' in this area are:-

1. Pick 5 cards which represent your vision/what is important to you in your role?
2. For leadership teams 'expresspack' can be used to help bring a collective understanding and clarity. An initial question along the lines of 'Pick 5 cards which represent your vision/what is important to you in your role?' followed by a sharing process and then a discussion to try and get a collective agreement will move Leadership teams quickly. Of course if you have enough packs you might ask individual members to answer the question individually overnight on a residential and then come prepared to share in the morning. This will help the reflective types and also probably get a more in depth answer.
3. Pick a number of pictures, which is how you think your followers see you?
4. How would your boss/ senior team describe you?
5. What are the main obstacles to your Leadership at the moment? In the next six months?

In order to facilitate a feedback session, a leadership team could each pick a card to represent a positive aspect of each individual and a key aspect that each individual could work on.

### Teams

In a similar way to our Leadership Development work any work with teams usually needs to focus initially on a clarity of joint understanding. Some useful questions dependent upon the stage of team development are:-

1. Pick a number of cards which illustrate your expectations of this team?
2. Pick a number of cards which illustrate what you believe this team is meant to be doing/achieving?
3. How is this team working at the moment?
4. What would this team look like if it were functioning as a high performing team?
5. How would the workforce view this team?



The possibilities are endless, have fun and let us know how you get on.

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