

Experience Explorer

A versatile tool that can be applied in any developmental context



Experience Explorer was developed by the Centre for Creative Leadership (CCL), who are one of the top ranked global provider of leadership development, and RSVP Design are delighted to be their first UK re-seller of their materials. Experience Explorer enhances the lessons of experience by giving leaders a simple, energizing way to share stories that advance development. It is much more than a personal inventory of experiences and lessons. It emphasises the proven findings at the core of CCL research into the specific types of experiences common to leading in organisations.

Based on research conducted with top-level executives in multiple countries, Experience Explorer is a versatile tool that can be applied in any developmental context. Experience Explorer is a powerful activity for discovering what participants have learned through good and bad leadership experiences, and what they still have to learn. It equips a facilitator with a simple, energizing tool to help managers explore their most memorable workplace experiences and what they learned about leadership from those experiences.

The pack includes a Facilitator's Guide, 52 Experience cards, 42 Lesson cards and 5 Instruction cards. It is recommended that each participant has one full deck of cards for a more effective training session, so extra decks of cards are also available to purchase. It can be used in small-group workshops focused exclusively on experiences and lessons or as a short activity in a longer, broader, training-and-development class.

The Facilitator's Guide is very effective to help understand how to use the cards to their full potential and to grasp a deeper understanding of theory and research behind why experiences shape how we behave, specifically in terms of leadership.

Here are some examples of how the cards might be used:

- To explore and reflect on positive and negative leadership experiences
- Provoke in-depth conversations about how to become an effective leader and manager
- Deepen understanding of leadership development
- Identify leadership strengths and gaps and assist others to map their career journeys
- Identify experiences that develop the capabilities important to the organisation
- Create bonds of camaraderie in teams and between groups of people
- Strengthen connections between senior, mid-level and junior professionals and among people from different cultural backgrounds

"I saw my life and career pass before my eyes."

"The cards allowed me to reflect on my past experiences and I realized that I had many good ones."

"I realized that there are some other experiences I have yet to encounter."

Various participant reactions during an EE session

"I thought I was the only person who had taken up an expanded role without promotion. Now I see that almost everyone in the room had."

"These cards are great. It is like a mini career planner for understanding which experiences I've had – and which ones I haven't."

CGG Veritas Workshop Participant

To add EXPERIENCE EXPLORER to your resource library:

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