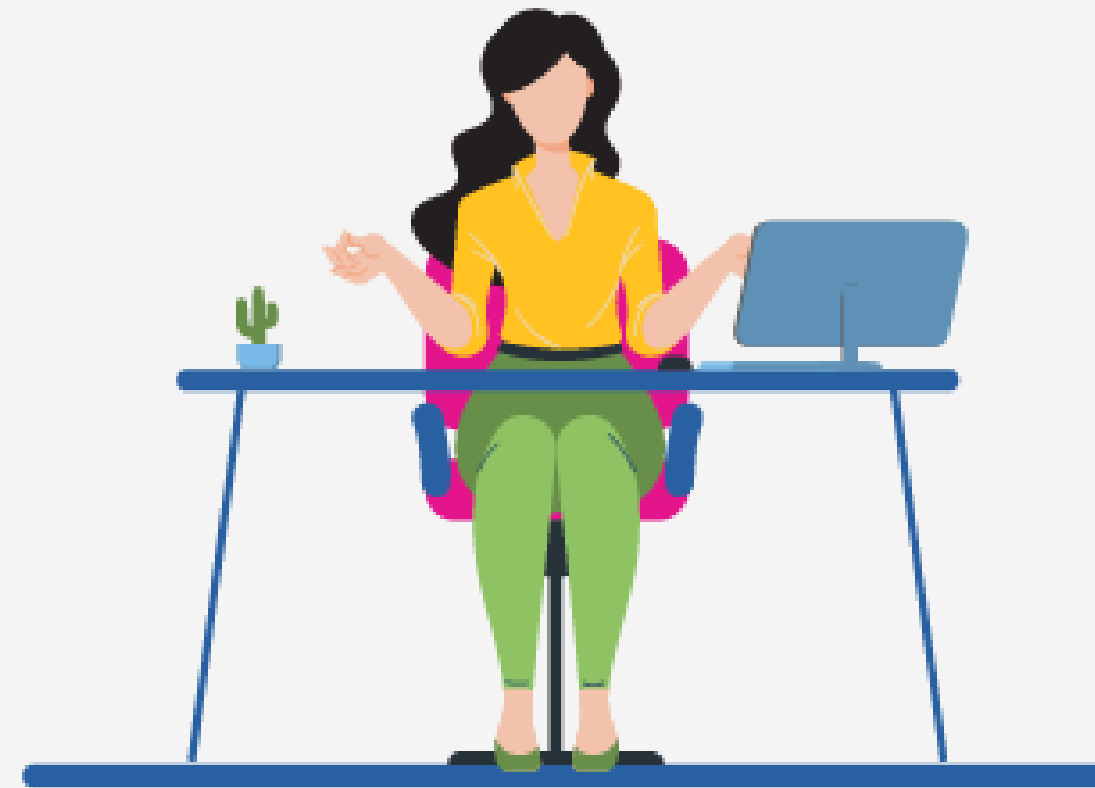


# EXPERIENTIAL LEARNING



## ACTIVITY

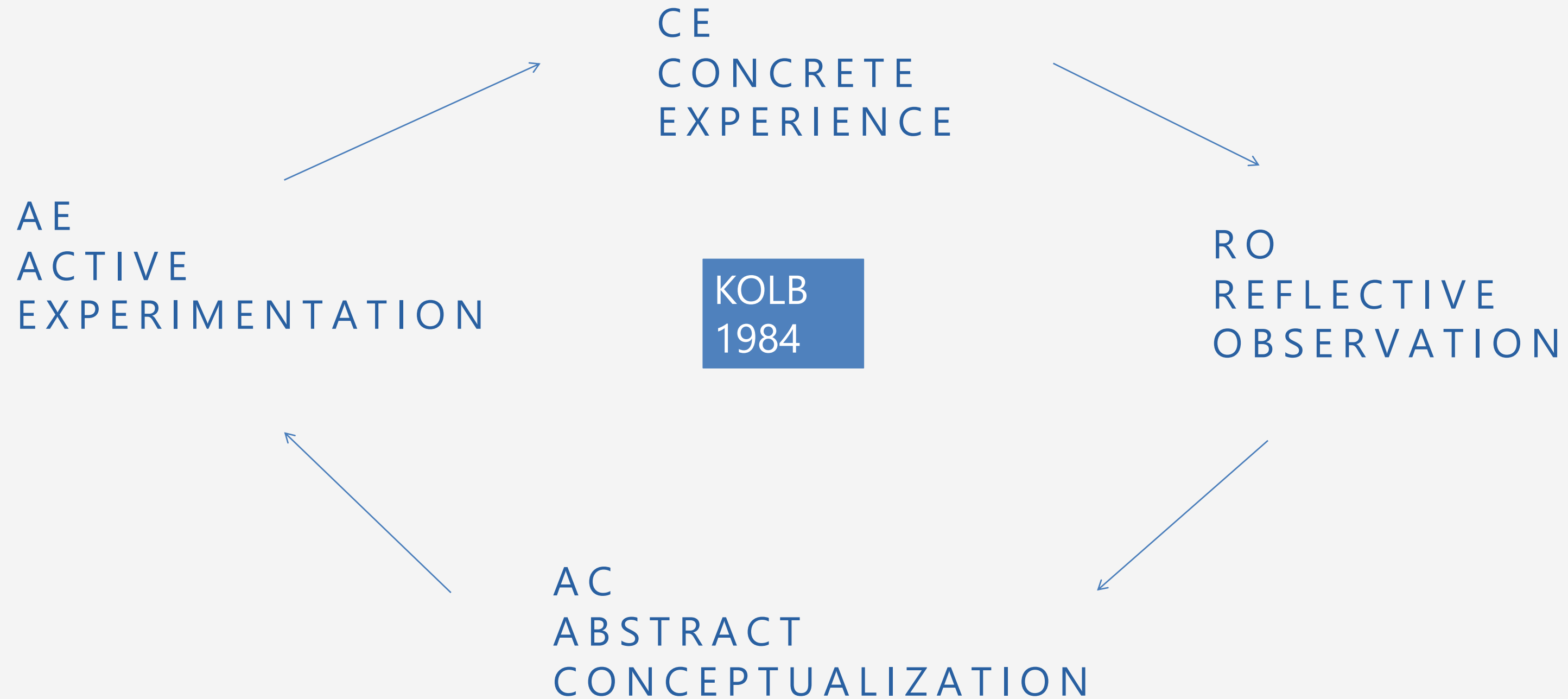
You are retiring after a long service and a party is being held in your honour.

Your co-workers have to give a speech in your retirement party.

What would they say about you?



# KOLB'S LEARNING CYCLE

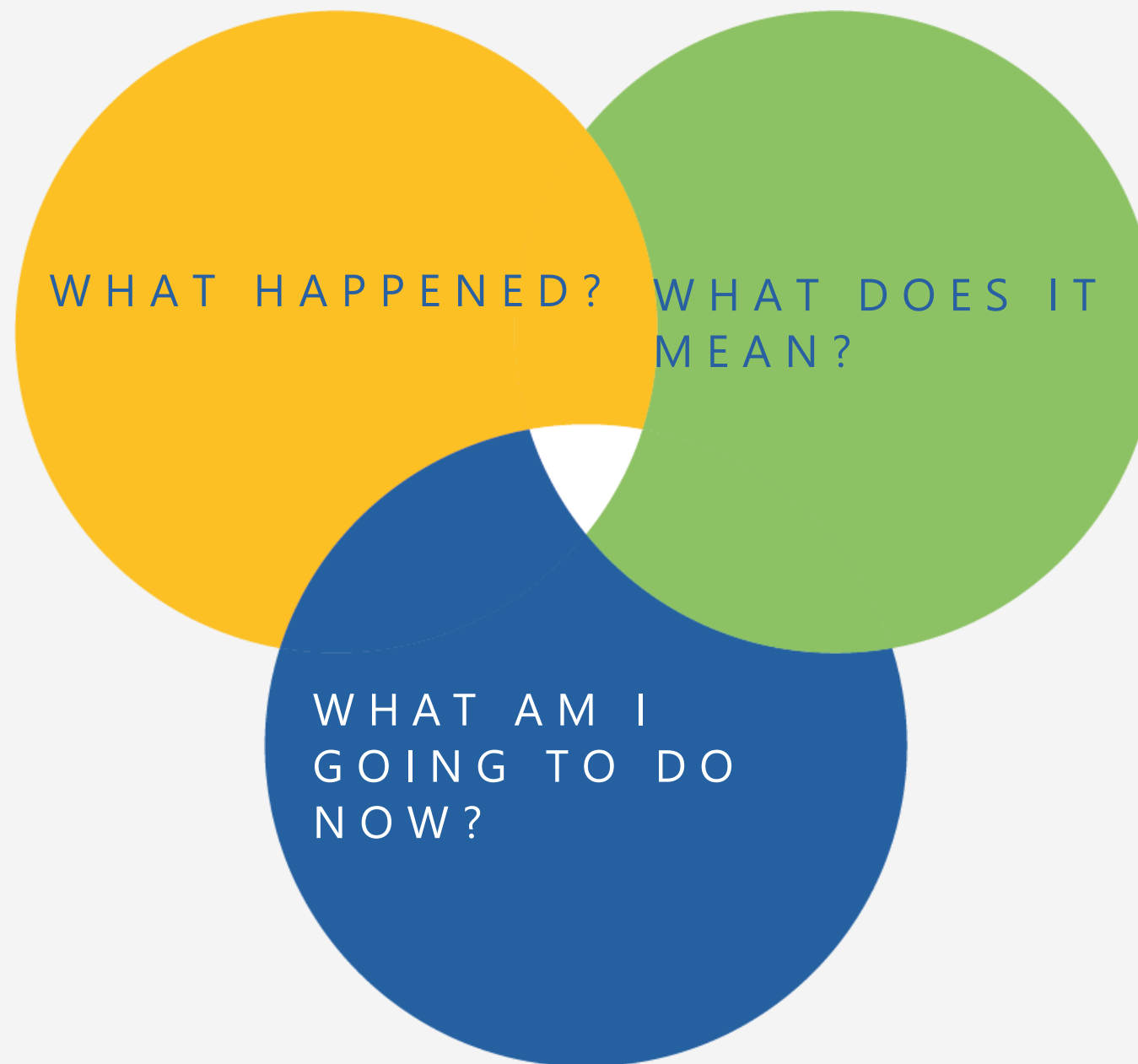




- Kolb's Model can start from any age.
- Incomplete if we have an experience but don't process it.
- Ineffective if we have the realization but we don't make it real.

# DEBRIEFING

Three types of questions:



# STOP. START. CONTINUE.

- What should we stop doing to be more successful?
- What should we start doing to be more successful?
- What should we continue doing to be more successful?
- What will we do differently?



# TOOLS FOR EVERY STAGE

STAGE	TOOLS
CONCRETE EXPERIENCE	Video, case study, group activity, role play, games, story telling
REFLECTIVE OBSERVATION	Questionnaires, group reflections, pair share
ABSTRACT CONCEPTUALIZATION	Flip chart, PPT, Model, theory, posters, handouts, books
ACTIVE EXPERIMENTATION	Action Plan, Checklist, Start-Stop-Continue, Learning buddies, role plays, templates, post it

# ACTIVITY

Select a topic you would like to train on and develop a Kolb's model for it.

- Collaboration
- Trust on your team mates





**THANK YOU!**

# SUMMARY

- Kolb's Learning Cycle
- What is experiential learning?
- Questions to be asked in debriefing
- Stop. Start. Continue.
- Tools for every stage