

New Stuff I Know



Michelle Cummings M.S. Bio

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Michelle Cummings M.S. is the Big Wheel and founder of Training Wheels, a known leader in the Team Development industry. She is an accomplished author and sought-after speaker and consultant on leadership, teambuilding, and experiential learning. Michelle has created a wide variety of facilitation, debriefing and teambuilding activities that have collectively changed the way trainers and educators work. Michelle is also the co-founder, CEO and Chief Creative Officer for Personify Leadership, a leadership development company.

Michelle has delivered innovative leadership programs for hundreds of camps and non-profit organizations. Michelle works with professional associations, corporations, universities, and non-profit organizations throughout the world. Her online teambuilding gear site has over 350 different books, activities and kits dedicated to the teambuilding field.

Michelle speaks at more than 20 local, national, and international conferences each year and authors a monthly teambuilding newsletter called [*The Spokesperson*](#) that has over 23,000 subscribers in over 100 countries. Michelle Cummings has authored six books, 1. [*A Teachable Moment*](#) 2. [*Bouldering Games for Kids*](#) 3. [*Playing With a Full Deck*](#) 4. [*Setting the Conflict Compass*](#) 5. [*Facilitated Growth*](#) and 6. [*Team Building From the Toy Aisle*](#). She has two new books coming out this year, 1. [*Table Top Team Building*](#) and 2. [*Storytelling as Experiential Education: Building Resilience, Leadership and Community*](#). She also designed a unique course for teaching new facilitators called [*Experiential Facilitation 101*](#).

Michelle also write a novel called [*The Reel Sisters*](#), a story about a group of women fly fishers that was released November 4, 2017.

Michelle received her Bachelor's degree in Psychology from Kansas State University and her Masters degree in Experiential Education from Minnesota State University at Mankato. Michelle currently lives in Littleton, CO with her husband, Paul, and two sons.

Picture This – a DiSC Activity

There are several ways to play.

There are 12 Picture Cards per Disc Style.

D: Dominance, i: Influencer, S: Steadiness, C: Conscientiousness

Here are some ideas for Pre-Disc work (meaning, before participants know their Disc Style or have knowledge of the four styles).

- Use as an Icebreaker Activity and invite participants to select the photo that speaks the most to them or they are immediately drawn to. Have them select a second photo of something that repels them.
- Have them pair up with a partner and share why they selected their unique card.
- Select a Picture card to reveal the unique traits and qualities of a person who inspires you. Share your selections with a partner.



INSTRUCTIONS FOR POST-DISC WORK

Here are some ideas for Post-Disc work, (meaning, after participants have Disc knowledge)

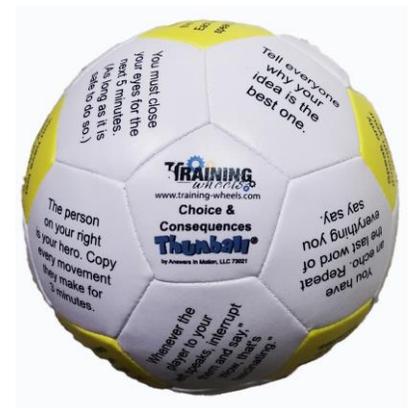
- Display the tabletop Disc tarp in the center of the table.
- Invite participants to sort the Picture cards into the four Disc styles (D: Dominance, i: Influencer, S: Steadiness, C: Conscientiousness).
- They could also sort by the Preferred Behavior words on the backside of the Picture Cards.

DEBRIEF THE EXPERIENCE

At the end of the session, invite participants to select a Picture card representing something they learned from the experience.

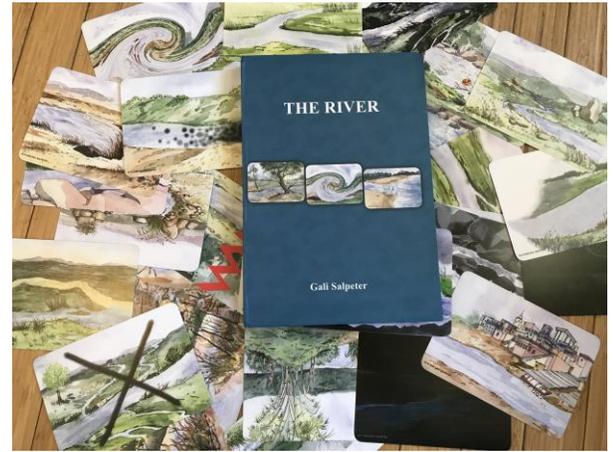
Choice & Consequences Thumball

Sometimes the facilitator gets looked at as the 'bad guy' for making the group start completely over, when in fact, it was the group's actions or decisions that got them into the situation. The Choice & Consequences Thumball can step in (or get tossed in!) as the bearer of the bad news, the heavy hand, or the rule enforcer. With one toss fate will decide what happens next, and you are no longer the bad guy! By implementing choice into the equation, the group has more ownership in the process and it can really shift the group's attitude. The consequences can sometimes add comic relief at a pivotal point. Sometimes it adds to the challenge but seems to break up the monotony where starting over happens a lot.



Rivers & Roads Cards

These beautifully illustrated cards are a metaphoric tool for therapeutic settings. Both sets of cards are a helpful resource for mental health professionals or facilitators working with both youth populations or adult populations.



Our favorite way to use these is as a timeline activity. Invite participants to think about 5-6 milestone events in their life, then select a River or Road card that metaphorically matches those events and place them in a line. Invite each participant to share either with a partner or the group their story behind their selections.



New Keypunch

This is a variation of Keypunch I learned from Chris Cavert with Fundoing. A longer writeup can be found on his blog and search for the Pangram Project.

- Part 1:** Touch them in order from 1-30. Everyone in the group must touch at least one of the numbers.
- Part 2:** Touch them in order but Flip them Over after you've touched them.
- Part 3:** Flip them back over in reverse order from 30-1
- Part 4:** Players 'train' the person to their left what numbers they have - so, everyone will then have new numbers to remember. Touch your new numbers in order from 1-30.

Variation: If you can use Letters, in round three you can have them flip over the letters in order of a Pangram sentence. A Pangram is a sentence that uses all 26 letters of the alphabet.

Example: The quick brown fox jumps over a lazy dog.

This sentence uses a few letters twice, which adds to the difficulty level. There are a few sentences that are 'perfect pangrams' which only use each letter of the alphabet once, but they are a little more garbled and abbreviated.



Recommended Publications

[A Teachable Moment](#), a Facilitator's Guide to Activities for Processing, Debriefing, Reviewing, and Reflecting. Jim Cain, Michelle Cummings, Jennifer Stanchfield, 2004. Kendall Hunt Publishing, Dubuque Iowa 2004.

[Essential Staff Training Activities](#), Jim Cain, Claire Marie Hannon and Dave Knobbe, Kendall Hunt Publishing, Dubuque Iowa 2009.

[Facilitated Growth: Experiential Activities for Recovery and Wellness](#), by Michelle Cummings, Marc Pimsler and Diane Sherman. Kendall Hunt Publishing, Dubuque Iowa, 2017

[Islands of Healing](#), A Guide to Adventure Based Counseling by Jim Schoel, Dick Prouty and Paul Radcliffe, 1989, 301 pp. Project Adventure, www.pa.org

[Lasting Lessons](#), Clifford Knapp, 1992, ISBN 1-880785-06-4, ERIC Publishing, PO Box 1348, Charleston, WV 25325

[Reflective Learning: Theory and Practice](#). Sugarman, D. Doherty, K., Garvey, D., Gass, M. Kendall Hunt Publisher, 2000.

[Open to Outcome](#), Micah Jacobsen and Mari Ruddy, 2005, Wood N Barnes Publishing.

[Processing Pinnacle](#), An Educator's Guide to Better Processing by Steve Simpson, PhD, Dan Miller & Buzz Bocher, 2006, Wood N Barnes Publishing.

[Processing The Experience](#), Second Edition; John L.Luckner, Reldan S.Nadler, Kendall Hunt Publishing, Dubuque Iowa 1997.

[Setting The Conflict Compass](#), Activities for Conflict Resolution and Prevention, Michelle Cummings with Mike Anderson, Kendall Hunt Publishing, Dubuque Iowa 2010.

Host a Training Wheels Workshop or Training Event

Enjoy your organization's best-ever professional development event!

Experiential Facilitation 101

Join Michelle in a 3-day class that teaches 45 essential skills in experiential facilitation. This workshop is an introductory class for the team building facilitator. This training provides an important first step in building the foundational skills necessary to lead experiential programs.

Processing & Debriefing Workshops

Need more to processing than sitting in a circle, asking questions, and talking about what happened? This workshop is designed to introduce you to a multitude of different processing tools that are simple and easy to use. You will learn how to make/do the activities yourself or find out where to get them. You can increase the quality and value of your programs through powerful reflective learning.

Staff Development & Train the Trainer Programs

We custom design this program to meet your unique needs. You choose the content that will best suit your group and we arrive onsite to deliver your best-ever professional development workshop.

Games Workshops

Need new tools for your trainer toolbox? Why not learn from one of the masters? Bring Michelle out to the location of your choice and spend a day filling your brain and your bag of tricks with new and innovative activities.

Experiential Toolbox Workshop

This workshop will be full of fun and learning, focusing on Icebreakers, Problem Solving activities, Facilitation Tips and Effective Debriefing.

Corporate Challenge

We custom design all of our corporate development programs. All programs delivered with an experiential philosophy. Please call with questions and pricing information.

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Bring Michelle to your conference! We offer a lively, interactive approach to kick off or energize your meetings that will engage and invigorate your members! Not only will they enjoy themselves, but they will also learn a number of new tools and activities that they can immediately use in the workplace. All of our material is highly interactive and engaging. Attendees will be involved physically, intellectually, and mentally, with lots of opportunity for laughter and learning.