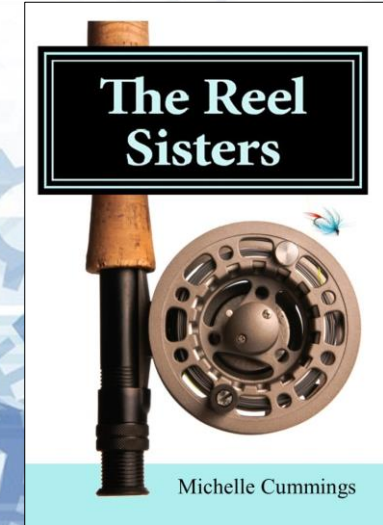
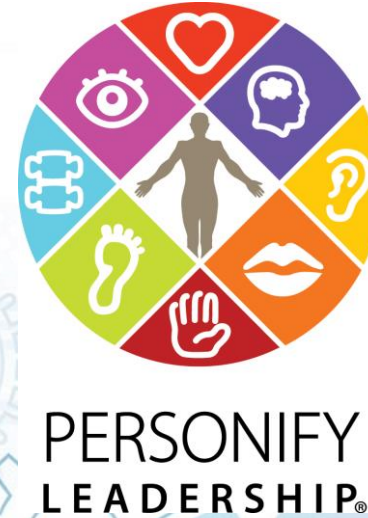


Unlocking Learning Adventures



Experiential
Facilitation and Pro
Tips for Empowered
Trainers





MICHELLE CUMMINGS

MICHELLE@TRAINING-WHEELS.COM

www.Training-Wheels.com

www.PersonifyLeadership.com

www.TheReelSisters.com

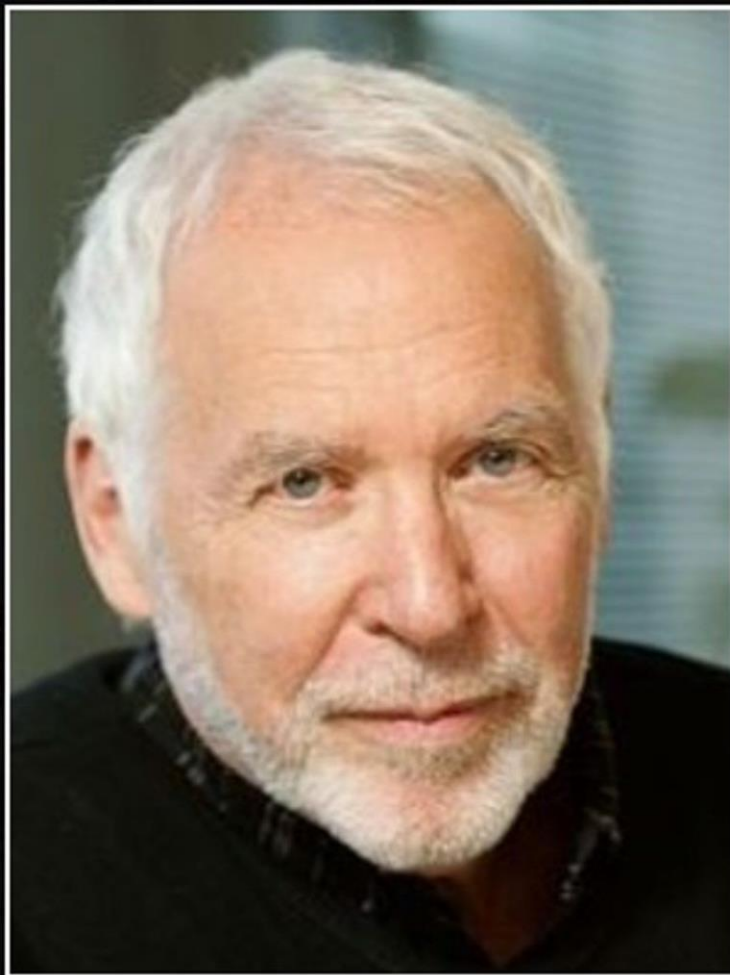
Tip #1



Connection Before Content



CONNECTION BEFORE CONTENT



We must establish a personal
connection with each other.
Connection before content. Without
relatedness, no work can occur.

— *Peter Block* —

CONNECTION BEFORE CONTENT - COMFORT ZONE WHEELIES



- Color coded question cards based on Levels of Risk.
- Green – low risk.
- Yellow – medium risk.
- Red – higher risk.
- Find a Partner. Identify what color of question they would like to answer. Ask & Answer. Repeat!



PAIRING AND SHARING ~ ICEBREAKER QUESTIONS

- ✳ Everyone has the opportunity to share
- ✳ Easy way to meet new people
- ✳ Allows conversations to come to a natural end
- ✳ Easy for late-comers to slip into the program unnoticed
- ✳ Can customize questions



Tip #2

Make
Learning
Intentional,
Interactive,
and Fun



Experiential Training Methods

- ✱ The intent of using experiential activities in training is to surface behaviors, teach content or develop/reinforce skills
- ✱ Play with Purpose – Intentional Learning



PLAY WITH PURPOSE - INTENTIONAL LEARNING



- Simple Object Lessons or Activities that Intentionally Surface Specific Behaviors
- “I can learn more about a person in an hour of play than a lifetime of conversation.” ~Plato

QUICK EXPERIENTIAL ACTIVITY

- * How many of you followed what I did rather than what I said?
- * Mirror Neurons in action
- * Example of an Object Lesson



SURFACING BEHAVIORS – 52 CARD PICK UP ACTIVITY

- ✱ Place cards face down
- ✱ There are 52 Jobs
- ✱ Can't show your cards or tell anyone what you're doing
- ✱ Game is over when all 52 Jobs have been completed
- ✱ One deck for every 10 people



SURFACING BEHAVIORS ~ 52 CARD PICK UP

- ✳ Debrief:
 - ✳ What, So What, Now What
- ✳ 52 Cards = 52 Behaviors
- ✳ Brainstorm with a partner
metaphorical links to real
world behaviors



Experiential Activities

- * Main intent of experiential activities is to surface behaviors, teach content or develop/reinforce skills
- * Have a large repertoire of activities (Online Games Database)
- * Conferences, Social Media Groups



Tip #3

Have a
relatable
hook



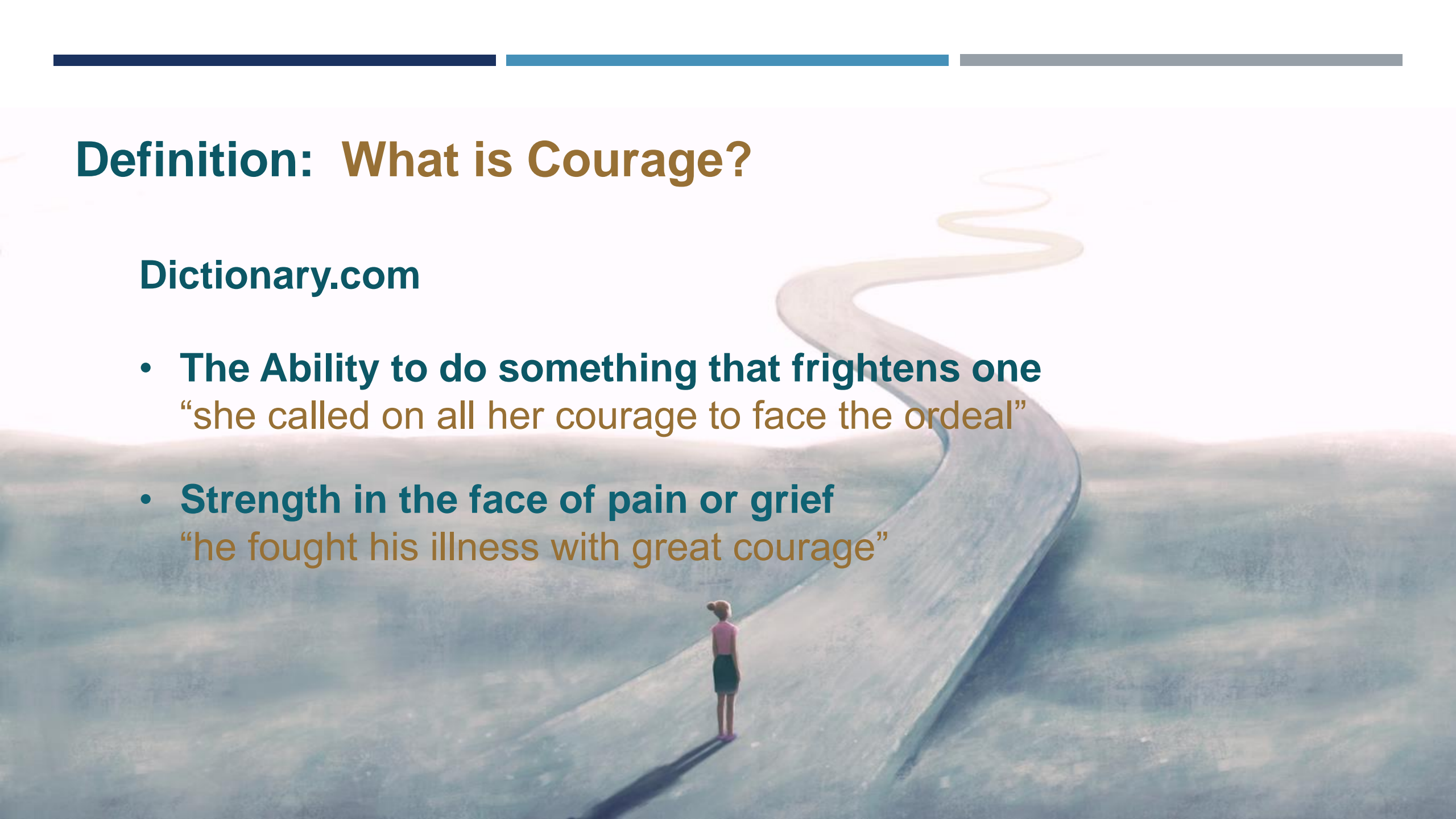
How many of
you used training
wheels when
learning how to
ride a bike?



Definition: What is Courage?

Dictionary.com

- **The Ability to do something that frightens one**
“she called on all her courage to face the ordeal”
- **Strength in the face of pain or grief**
“he fought his illness with great courage”



Michelle learns how to ride a bike





Learning a new
skill takes
courage and the
willingness to
step outside your
comfort zone



Frustration
is a part of
the process





Exploring Comfort Zones

- ✱ Optimal Learning Environment
- ✱ Physically Safe
- ✱ Emotionally Safe
 - Driven by Curiosity
 - Leads to Exploration
 - Willingness to Take Risks



Tip #4

Provide Opportunities for
Self-Awareness & Perspective



CREATING A SAFE ENVIRONMENT ~ COMFORT ZONE BULLSEYE

The Three Zones

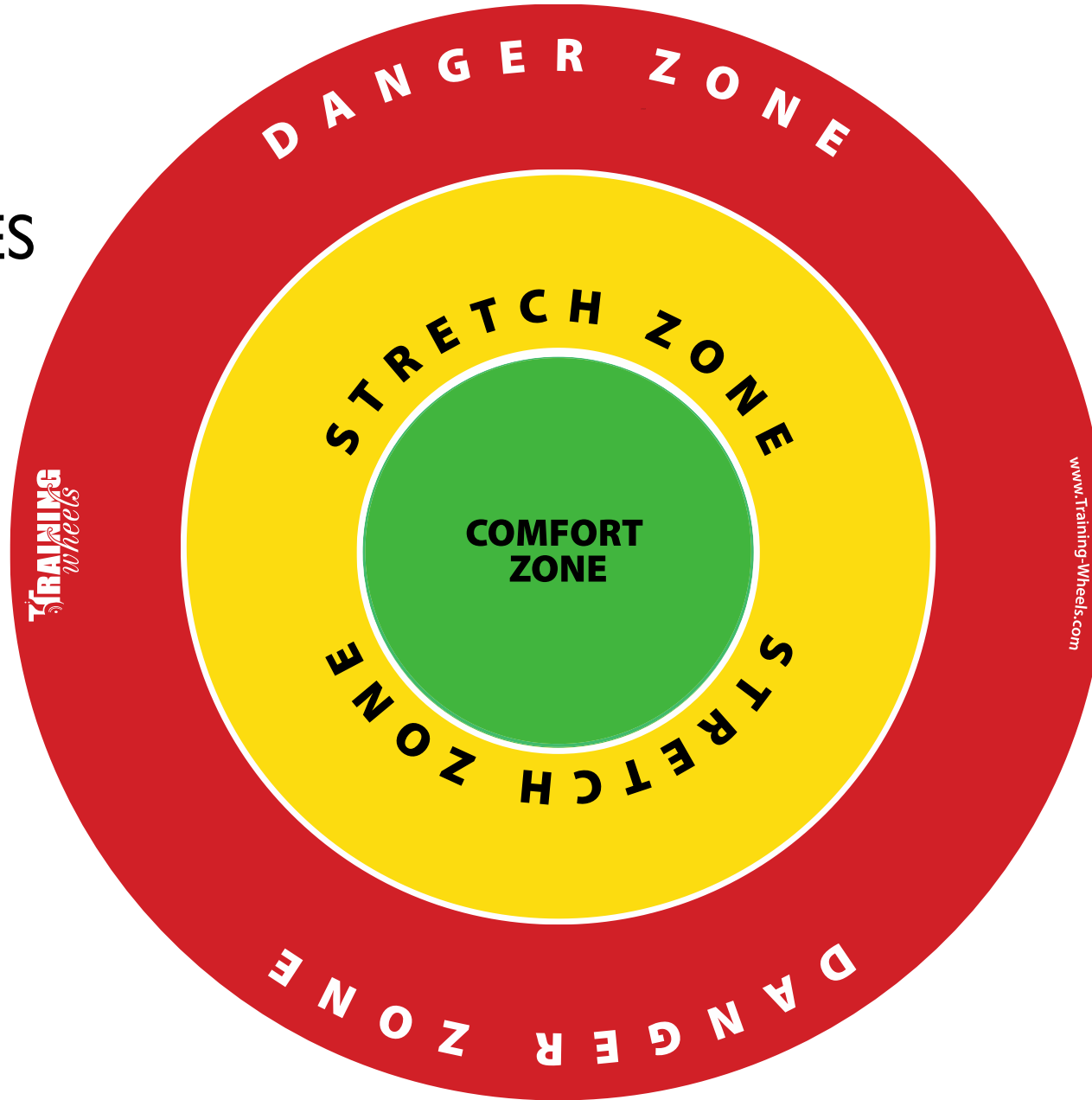
Comfort Zone: Where you are comfortable and feel 'safe'. Routines are easy, I possess skills that enable me to perform tasks well.

Stretch Zone: Where you are doing something new, allowing yourself to learn, you feel energized and engaged. You are willing to take risks.

Danger Zone: (or Panic Zone) Where you are paralyzed by fear, cannot think straight and are completely and utterly challenged to use your resources.

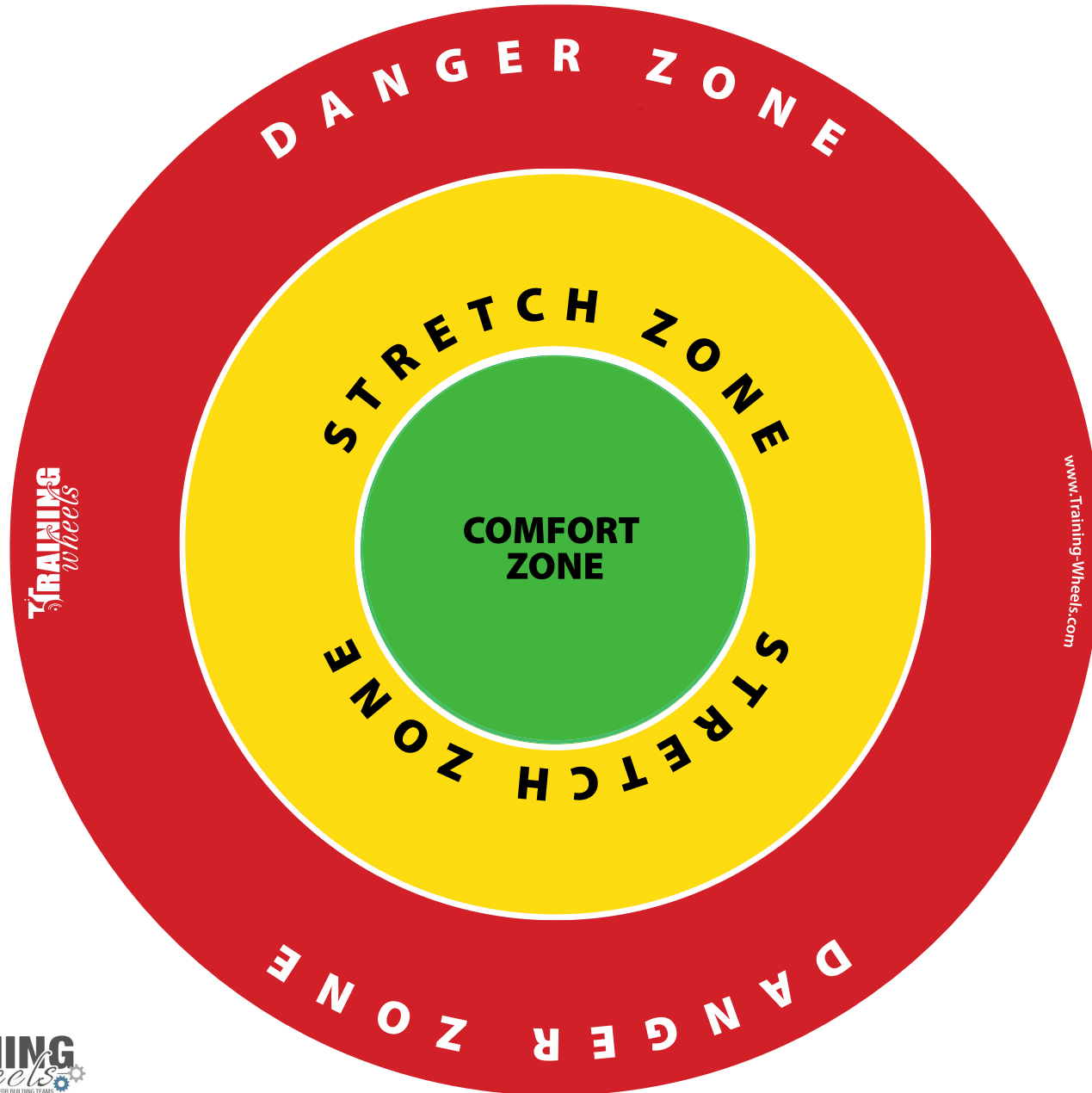


THREE ZONES



PHYSICAL RISK

- Riding in a car without your seatbelt on.
- Walking along the edge of a cliff.
- Snorkeling or Scuba Diving



EMOTIONAL RISK

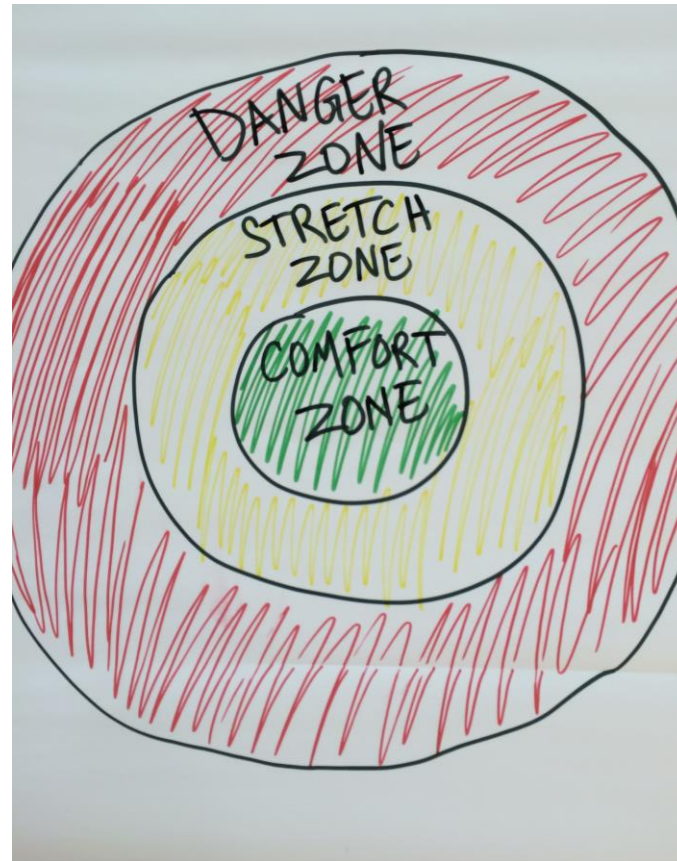
- Giving a presentation in front of 1,000 of your peers
- Sharing stories about your family.
- Initiating a courageous conversation with a colleague

PERCEPTION: VENTURE AN OPPORTUNITY OR THREAT?

- If we perceive a learning/training as an opportunity to stretch ourselves rather than a threat, we can meet the opportunity with skill/change/action.
- If we perceive it as Danger, we meet it with reaction and go into fight, flight, or freeze mode.



GET CREATIVE ~ COMFORT ZONE BULLSEYE



Bullseye drawn on a Flip Chart



Rope Circles on the Floor

Provide Opportunities for Self-Awareness & Perspective



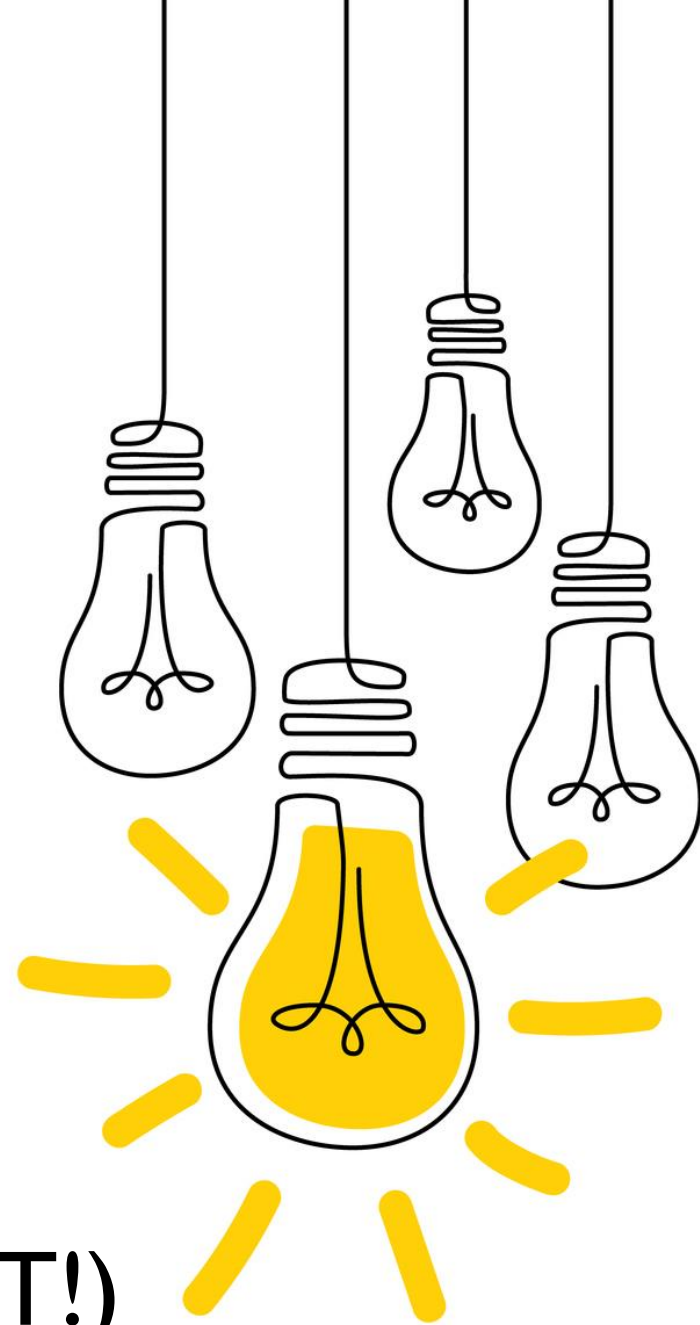
Tip #5

Reflect

Reflect

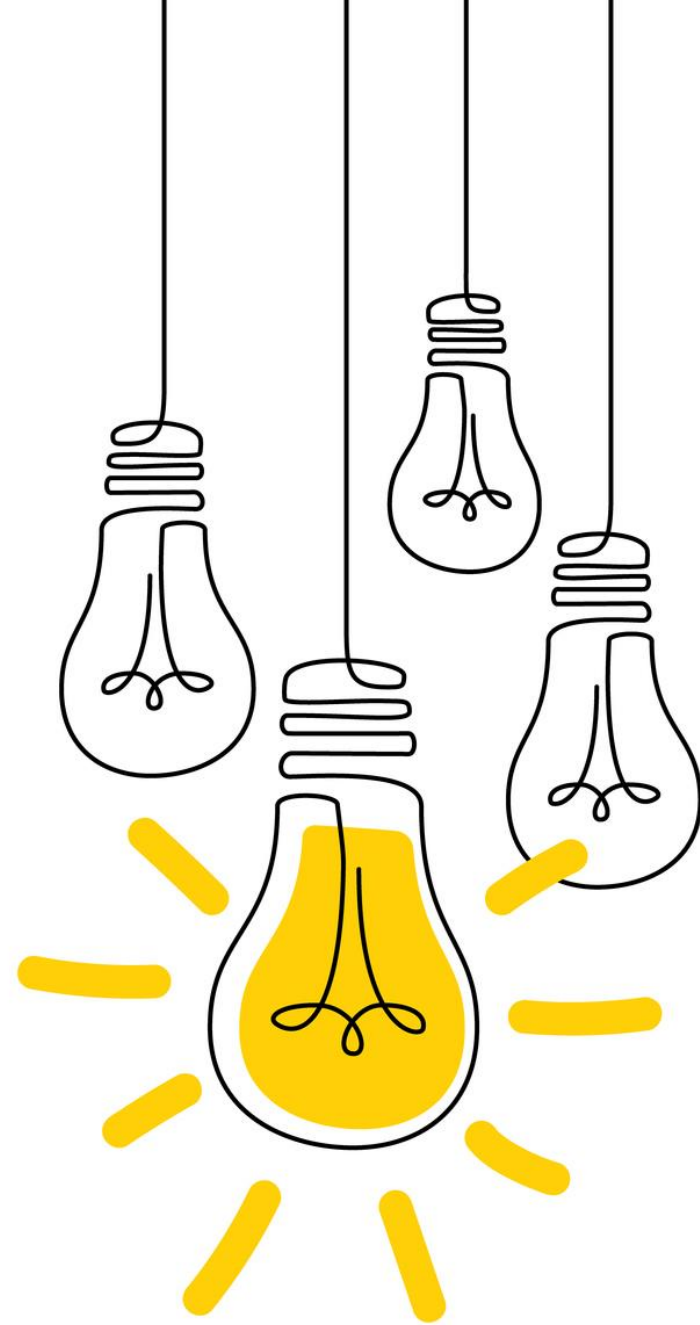
Reflect

(Did I mention Reflect? REFLECT!)



Time for Reflection is often omitted...

No time,
Don't make time,
Don't see the value...



**This is
where the
connections
are made.**



BODY PART DEBRIEF METAPHOR DISCUSSION



Brain: What is something you learned?



Heart: Name a feeling you experienced.



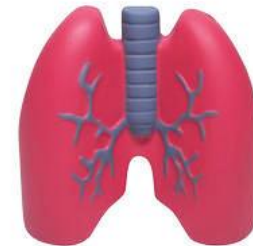
Hand: What skill or concept can lend a hand to your work?



Foot: What are next steps?



Lungs: How was this a breath of fresh air?



Stoplight Debriefing tool

Use the colors of the Stoplight as a Behavior Management Tool.

RED: What do

GREEN: Are things I'm
doing well I need GO for or
continue doing?



Body Part Debrief Charms

Use these charms as conversation prompts.

- **Brain:** What is something new you learned today?
- **Lungs:** How was this experience a breath of fresh air?
- **Foot:** Identify a step in a new direction for yourself. How did you make a good impression?
- **Hand:** Give a hand to someone for a job well done. What support might you need?
- **Heart:** Describe a feeling you experienced. What did you take to heart?



Michelle Cummings

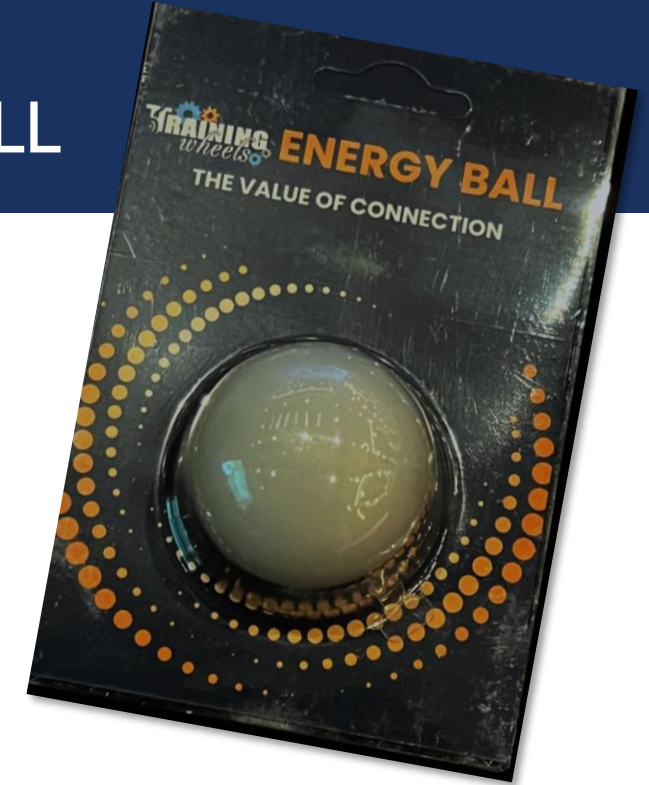
www.trainingwheels.com

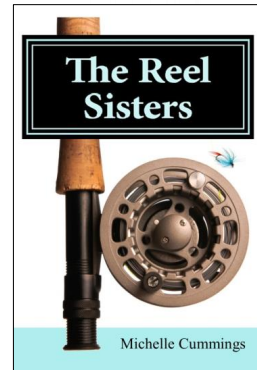
Training Wheels

CLOSING REFLECTION ACTIVITY ~ ENERGY BALL

* The Value of Connection

- If we're all Connected, Cool Things Can Happen
- If Someone Disconnects, It Has an Effect on All of Us
- Determine who was born the furthest away from Orlando at your table...





PERSONIFY
LEADERSHIP®

Scan for Handouts



MICHELLE CUMMINGS

MICHELLE@TRAINING-WHEELS.COM

www.Training-Wheels.com

www.PersonifyLeadership.com

www.TheReelSisters.com