



# OFA TRAINING

**Welcome to today's webinar.  
We will begin shortly.**

**For audio, please make sure  
to also join the call.**

**DIAL-IN HERE**

# LOGISTICS



We will meet for 75 minutes



This is an **interactive training**.



A recording of this video and call will be available on the **Bookshelf**



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**#OFA**Fellows



# DESIGNING EXPERIENTIAL ACTIVITIES

W/ CHELSEY WININGER

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CLASS REVIEW

# ADULT LEARNING THEORY





What are the three types of learning objectives your training must follow?



Press 1 on the phone

OR



Type in chat box



# 3

## LEARNING OBJECTIVES

KNOWLEDGE

SKILLS

ATTITUDE



# 3

## LEARNING OBJECTIVES

KNOWLEDGE

SKILLS

ATTITUDE



# 3

## LEARNING OBJECTIVES

KNOWLEDGE

SKILLS

ATTITUDE



# PROCESS TO DESIGN A TRAINING MODULE

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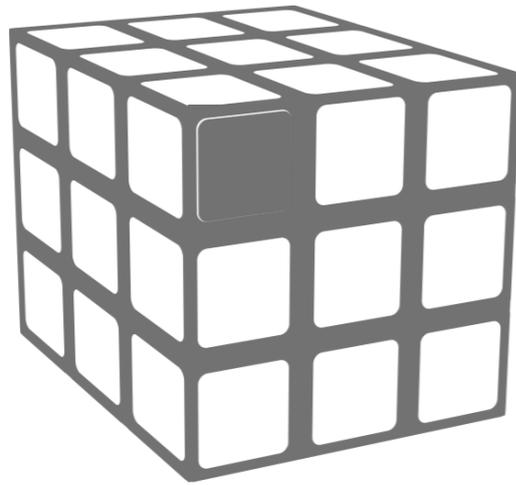
1

**ESTABLISH  
LEARNING  
OBJECTIVES**

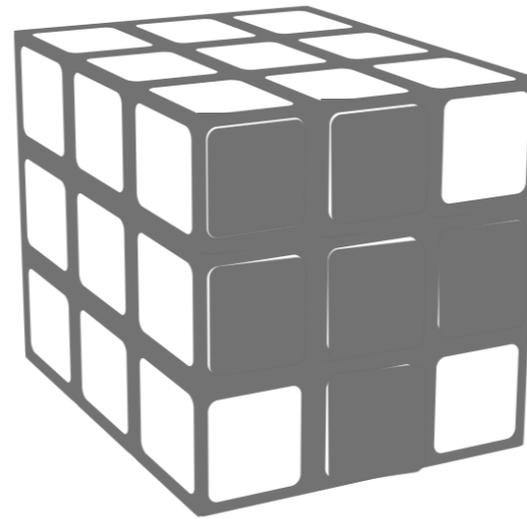


# LEARNING OBJECTIVES: Modules, Learning Journey, Program

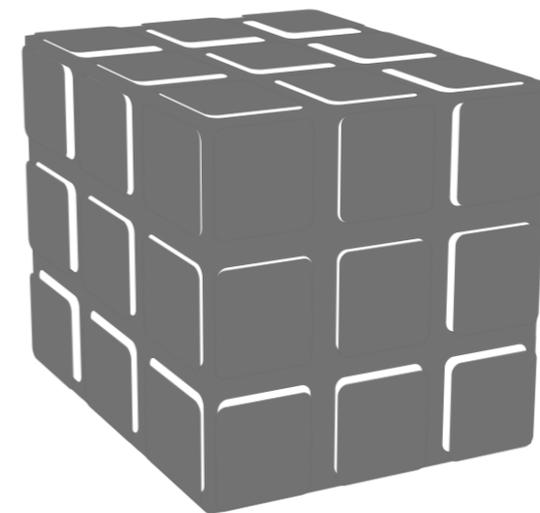
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Training Module



Learning Journey



Training Program



# PROCESS TO DESIGN A TRAINING MODULE

---

1

**ESTABLISH  
LEARNING  
OBJECTIVES**

2

**DESIGN  
LEARNING  
EXPERIENCE**



# PROCESS TO DESIGN A TRAINING MODULE

---

1

**ESTABLISH  
LEARNING  
OBJECTIVES**

2

**DESIGN  
LEARNING  
EXPERIENCE**

3

**WRITE UP-FRONT  
MATERIAL**

4

**PLAN A DEBRIEF**



# PROCESS TO DESIGN A TRAINING MODULE

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1

**ESTABLISH  
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# DESIGNING EXPERIENTIAL ACTIVITIES

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# GOALS FOR TODAY

---



**Learn** how experiential activities help achieve learning objectives



**Be able to** design an experiential activity to teach new skills to learners



**Feel confident** designing an experiential activity first and leaving the up-front for later



# AGENDA FOR TODAY



- 1. Advantages of Experiential Learning**
2. Designing an Experiential Activity
3. Practice
4. Types of Experiential Activities
5. Debrief and Close





# Did you take a driving test to get your license?

---



YES



NO





## How did you prepare for your driving test?

---



Read a driving manual only



Read a manual and practiced driving



Other





# ADULT LEARNING THEORY: ADULTS LEARN BY DOING

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## THE 20-60-20 RULE



**LEARNING HAPPENS HERE**





# Your Turn!



Experiential Activity #1  
10 Minutes

- 1 Review the **Adult Learning Theory** training module in which you participated last Thursday
- 2 In **column A** outline the goals of the training
- 3 In **column B** describe one of the experiential activities in which you participated
- 4 In **column C** describe how the activity helped you meet the goal/s of the training

ACCESS WORKBOOK





# Your Turn!



Experiential Activity #1

## DEBRIEF



Press 1 on the phone

OR



Type in chat box



What do you think **PSYCHOLOGICAL ENGAGEMENT** means?



Press 1 on the phone

OR



Type in chat box



# PSYCHOLOGICAL ENGAGEMENT



What do you think

**BEHAVIORAL ENGAGEMENT**

means?



Press 1 on the phone

OR

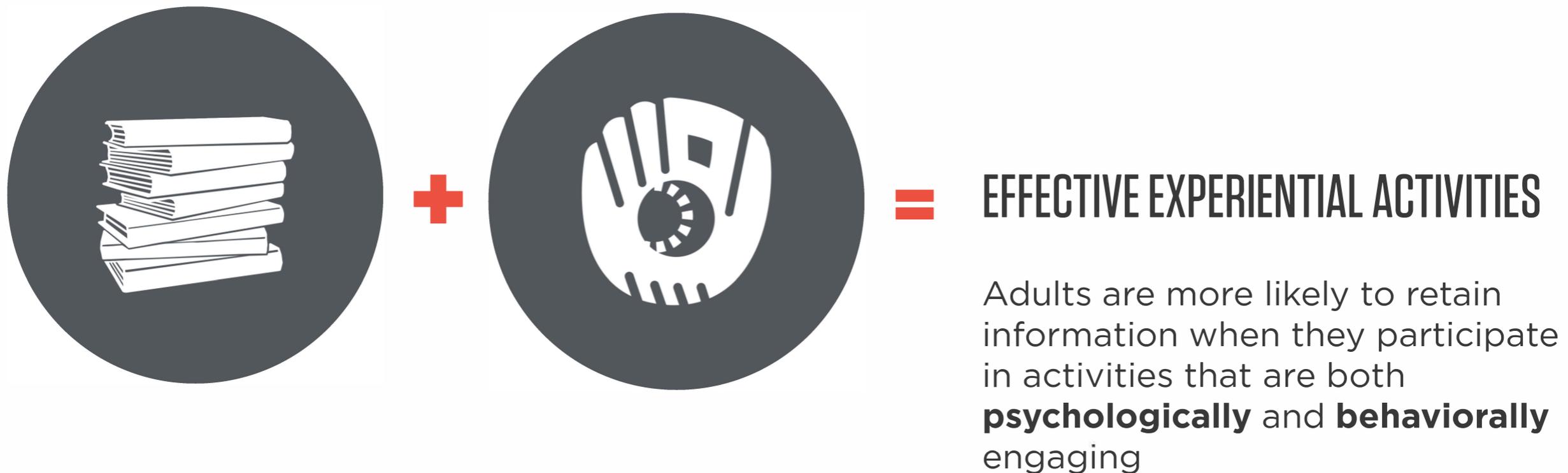


Type in chat box



# BEHAVIORAL ENGAGEMENT







# ADULTS LEARN BY **DOING**

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# AGENDA FOR TODAY



1. Advantages of Experiential Learning
- 2. Designing an Experiential Activity**
3. Practice
4. Types of Experiential Activities
5. Debrief and Close



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Align Activity to Goals



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Align Activity to Goals



**Be able to** host a one-on-one meeting by following a one-on-one agenda



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Align Activity to Goals



**Be able to** host a one-on-one meeting by following a one-on-one agenda

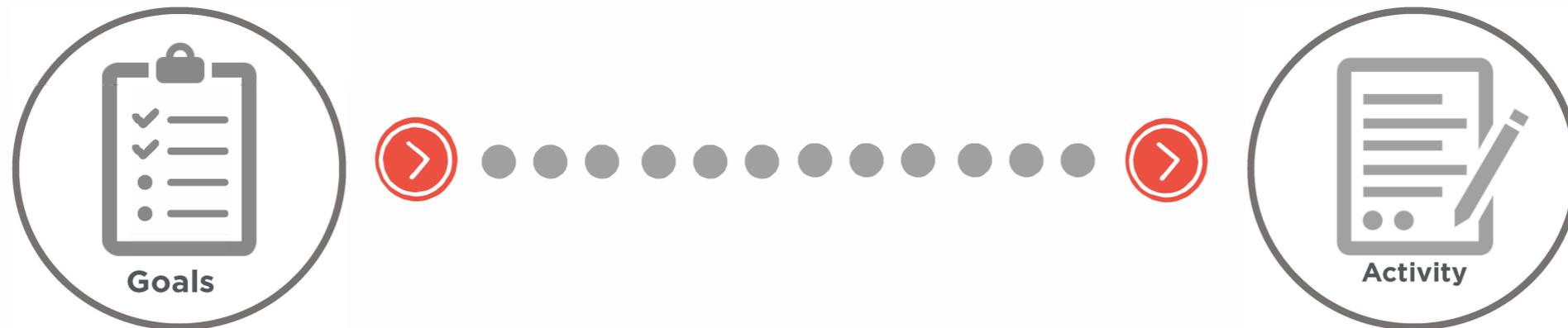


Work with a partner to simulate a one-on-one meeting. Use the one-on-one agenda



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Align Activity to Goals



**Be able to** design an experiential activity to teach new skills to learners



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Align Activity to Goals



**Be able to** design an experiential activity to teach new skills to learners

?



# AGENDA FOR TODAY



1. Advantages of Experiential Learning
2. Designing an Experiential Activity
- 3. Practice**
4. Types of Experiential Activities
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# Your Turn!



## Experiential Activity #2 20 Minutes

You and your partner are working on a survivor training for tourists visiting a mysterious island in the Caribbean.

Write a SKILL objective, and design an experiential activity that helps island visitors survive their visit.

**PRO-TIP:** It takes many skills to survive. Only focus on one skill.

[ACCESS WORKBOOK](#)





# Your Turn!



Experiential Activity #2

## DEBRIEF



Press 1 on the phone

OR



Type in chat box



# AGENDA FOR TODAY



1. Advantages of Experiential Learning
2. Designing an Experiential Activity
3. Practice
- 4. Types of Experiential Activities**
5. Debrief and Close



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Types of Activities

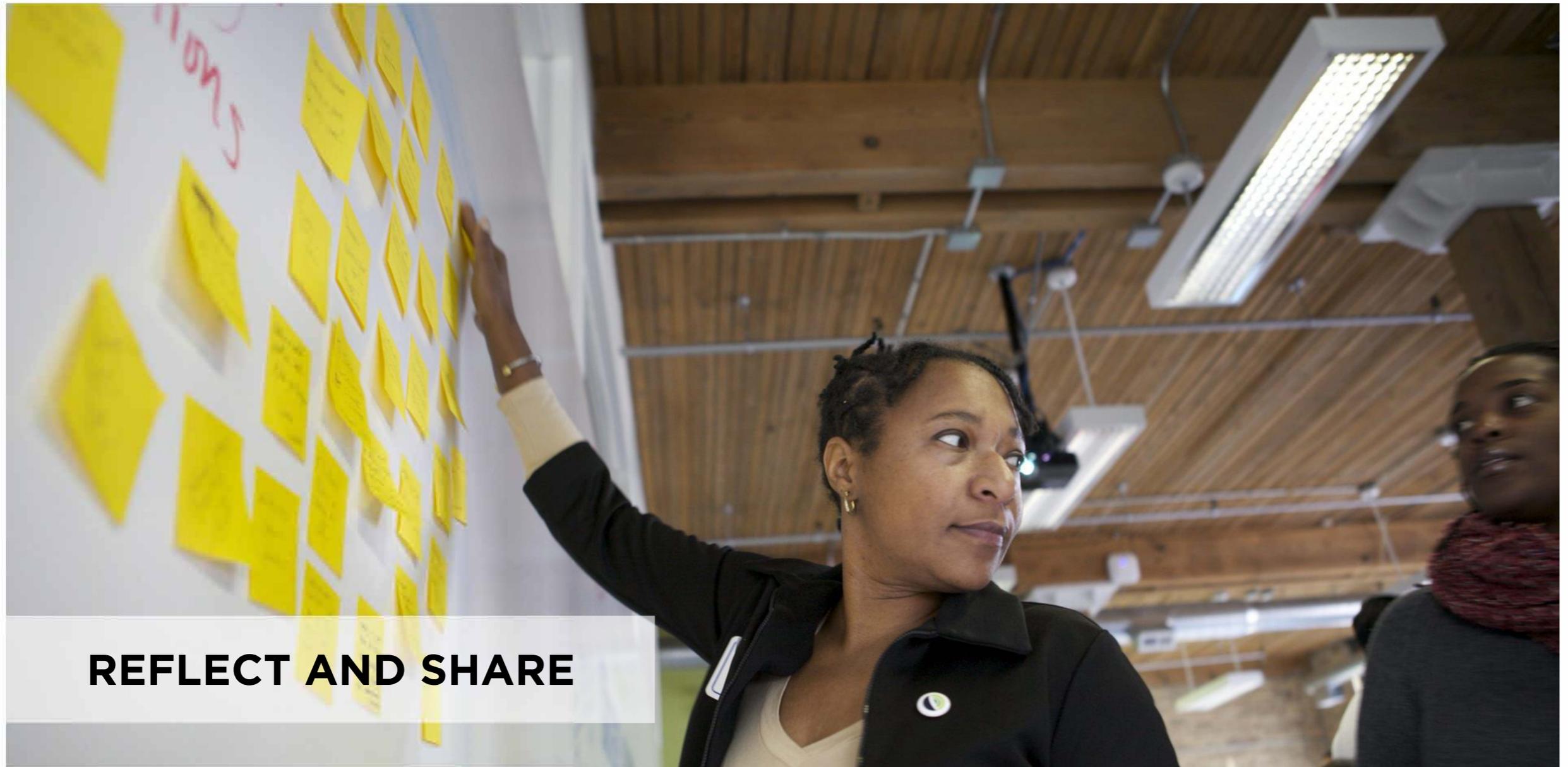


### ROLE-PLAY



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Types of Activities



**REFLECT AND SHARE**



# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Types of Activities

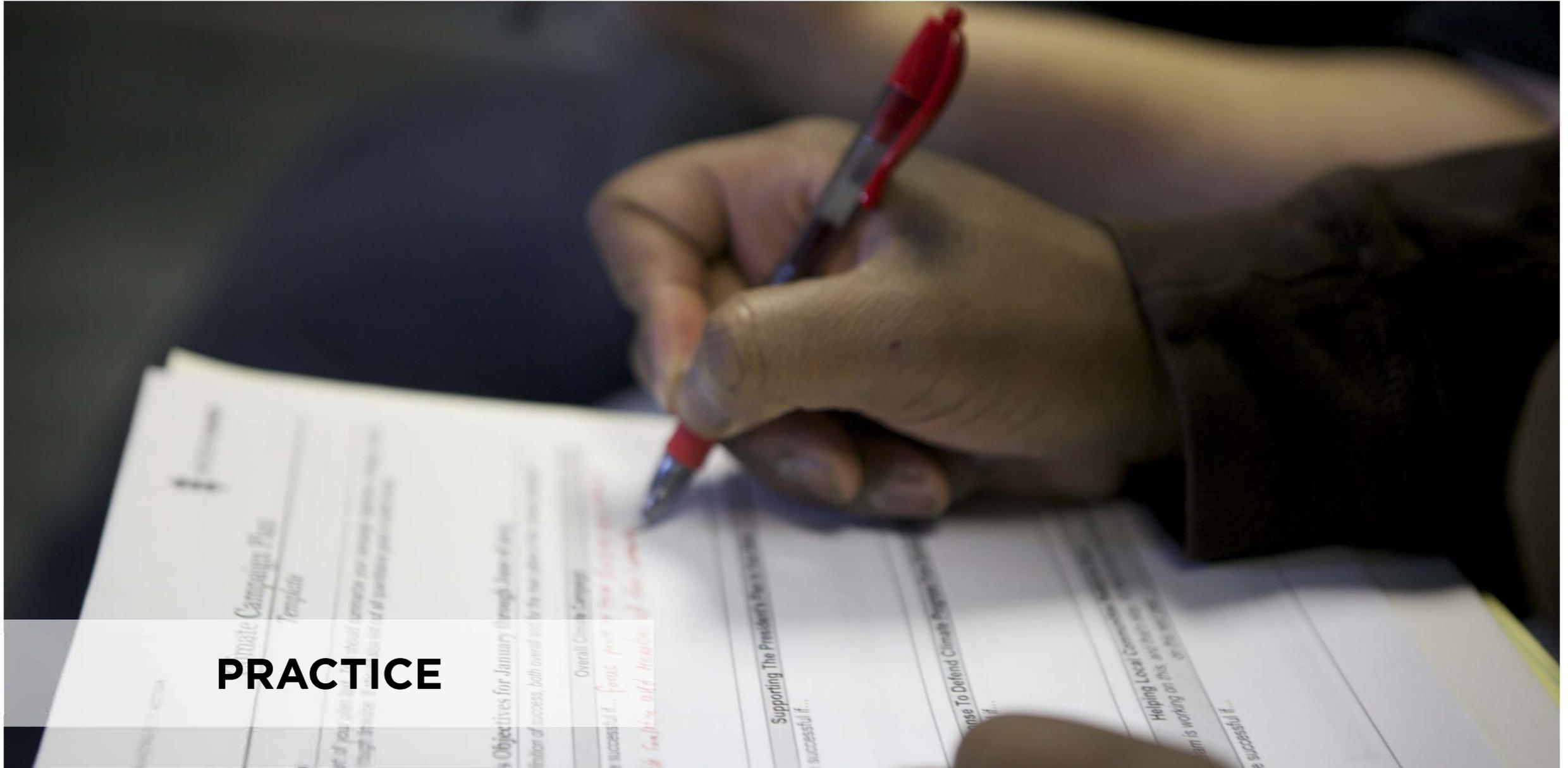


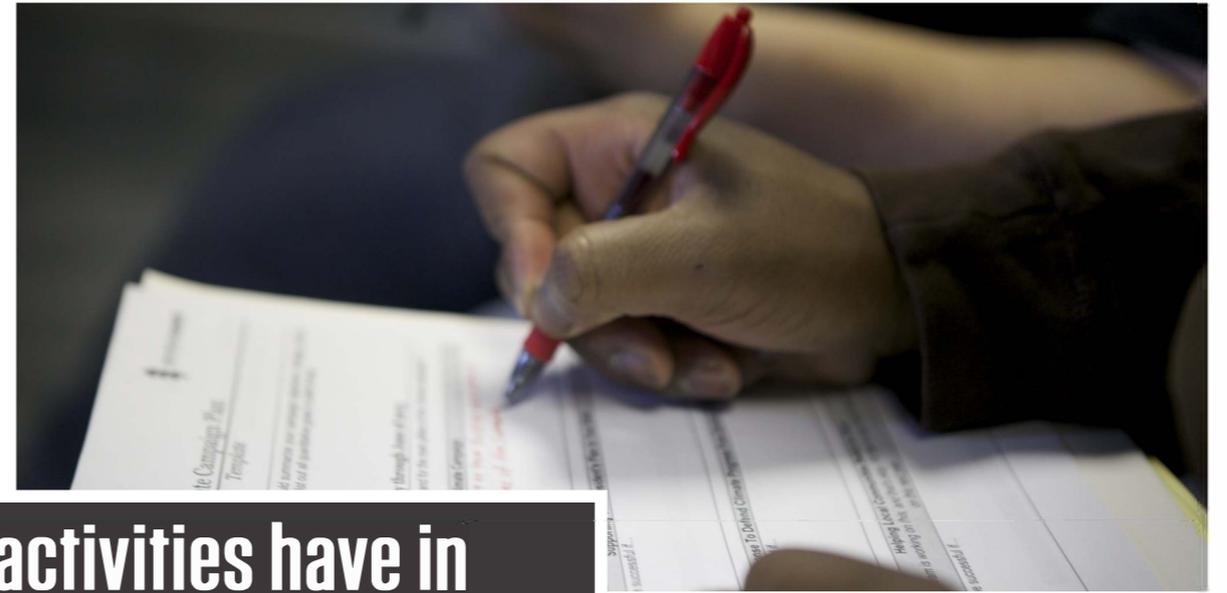
**DISCUSS AND SHARE**



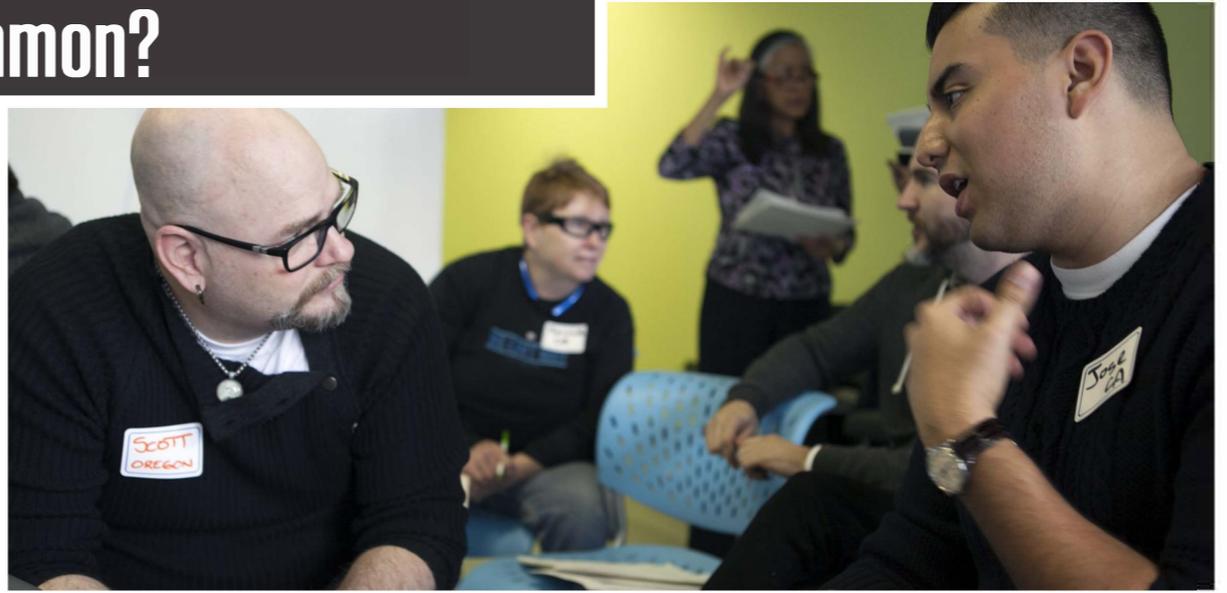
# STEPS TO DESIGN AN EXPERIENTIAL ACTIVITY

## Types of Activities



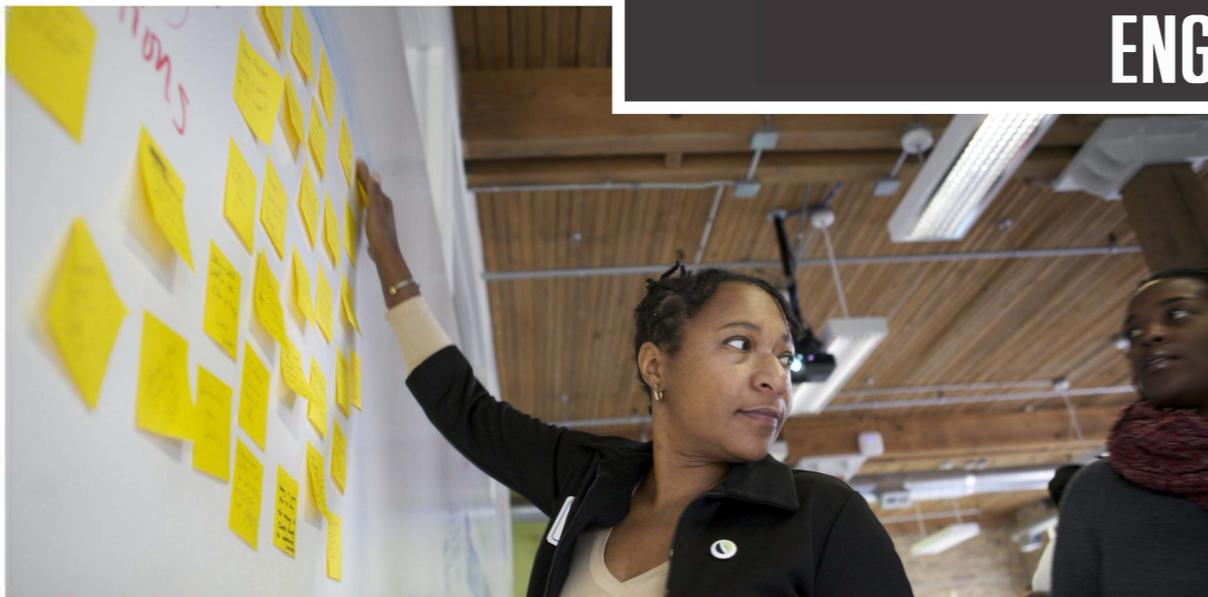


**What do these activities have in common?**



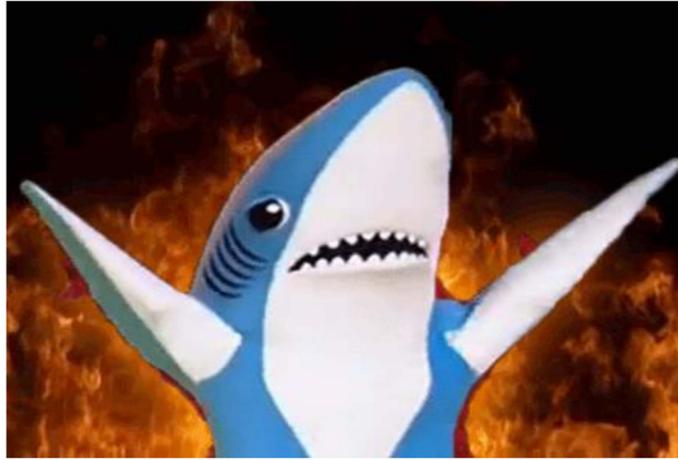


**PSYCHOLOGICALLY & BEHAVIORALLY  
ENGAGED**



Creating a product on which they can **receive feedback.**





# Which one of the following is an effective experiential activity?



Learners watch a role-play of how to survive a shark attack



Learners engage in a Q+A w/ an expert on how to survive



Learners practice escaping from a fake shark in a pool



None of the above



# 3 TIPS FOR TOP EXPERIENTIAL ACTIVITIES

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## Align Activity to Goals



# 3 TIPS FOR TOP EXPERIENTIAL ACTIVITIES

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- Align Activity to Goals**
- Feedback-driven Products**



# 3 TIPS FOR TOP EXPERIENTIAL ACTIVITIES

---

- Align Activity to Goals**
- Feedback-driven Products**
- Clear Instructions**





# Your Turn!



## DEBRIEF



Press 1 on the phone

OR



Type in chat box



# AGENDA FOR TODAY



1. Advantages of Experiential Learning
2. Designing an Experiential Activity
3. Practice
4. Types of Experiential Activities
- 5. Debrief and Close**



## GOALS FOR THIS SESSION

**Learn** how experiential activities help achieve learning objectives

## KEY TAKEAWAY

Adults are more likely to retain information when they participate in activities that are both psychologically and behaviorally engaging



## GOALS FOR THIS SESSION

**Learn** how experiential activities help achieve learning objectives

**Be able to** design an experiential activity to teach new skills to learners

## KEY TAKEAWAY

Adults are more likely to retain information when they participate in activities that are both psychologically and behaviorally engaging

Effective experiential activities directly align with learning objectives, offer feedback, and clear instructions



## GOALS FOR THIS SESSION

## KEY TAKEAWAY

**Learn** how experiential activities help achieve learning objectives

Adults are more likely to retain information when they participate in activities that are both psychologically and behaviorally engaging

**Be able to** design an experiential activity to teach new skills to learners

Effective experiential activities directly align with learning objectives, offer feedback, and clear instructions

**Feel comfortable** designing an experiential activity first and saving the up-front for later

Adding a brief summary of the main principles or guidelines that are the foundation of the experiential activity can promote learning. Since the guidelines are based on the experiential activity, you must design the experiential activity first!



# PROCESS TO DESIGN A TRAINING MODULE

---

1

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LEARNING  
OBJECTIVES**

2

**DESIGN  
LEARNING  
EXPERIENCE**

3

**WRITE UP-FRONT  
MATERIAL**

4

**PLAN A DEBRIEF**



WEDNESDAY

7:30 PM CT

# Designing Up-Front and Debriefs

W/ CHELSEY WININGER

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