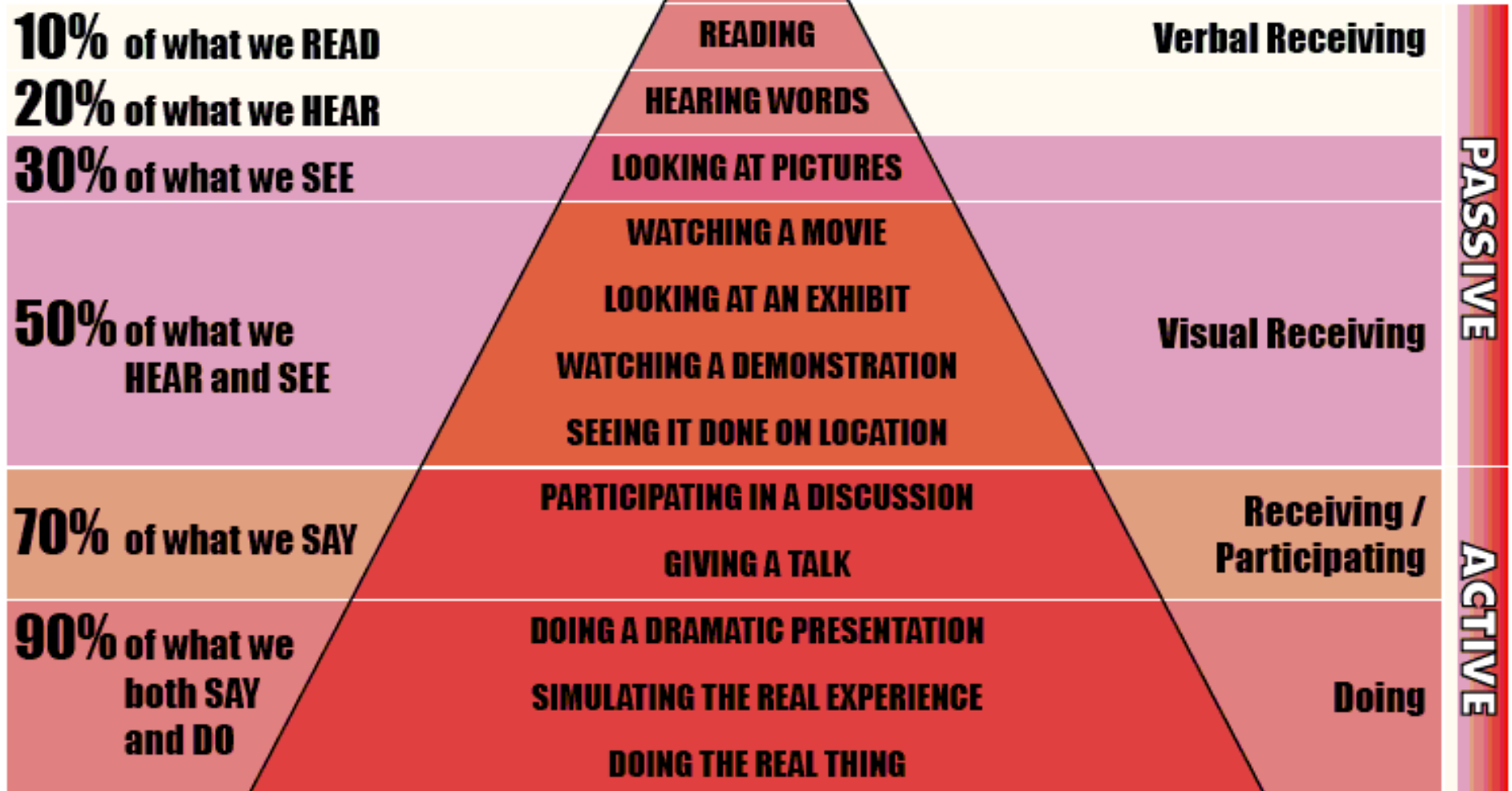


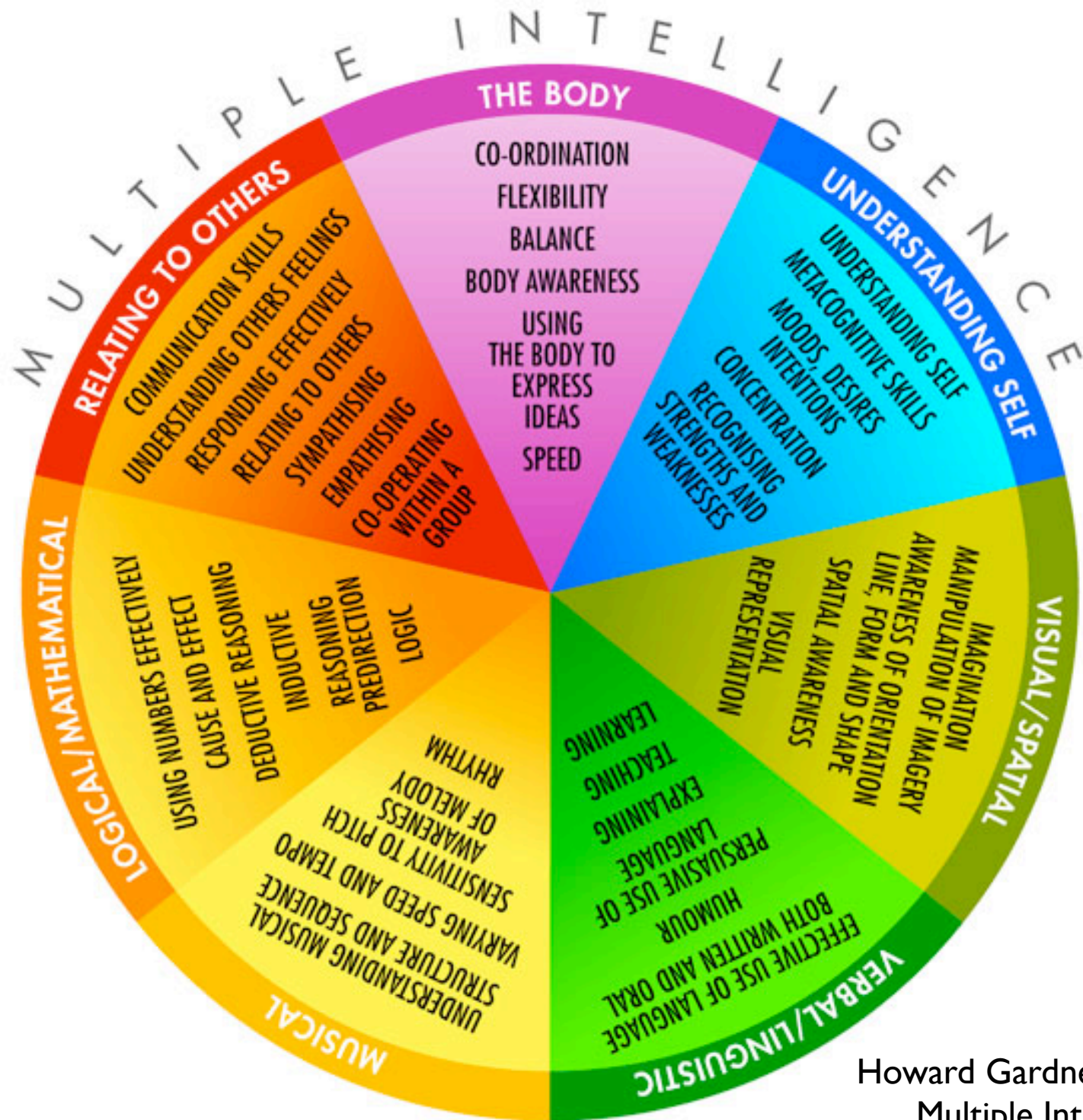
Cone of Learning (Edgar Dale)

**After 2 weeks
we tend to remember...**

**Nature of
Involvement**



Edgar Dale, *Audio-Visual Methods in Technology*, Holt, Rinehart and Winston.



Howard Gardner's Theory of Multiple Intelligences

Experiential Learning Cycles

Act

Concrete Experience
Facts (What Happened?)
Theory of Action

Reflect

Reflective Observation
Feelings (What Did I Experience?)
Assess Behavior & Consequences

Conceptualize

Abstract Conceptualization
Findings (Why Did This Happen?)
Revise Theory

Apply

Active Experimentation
Futures (What Will I Do?)
Implement Revised Theory

1. David Kolb
2. Roger Greenaway
3. Chris Argyris & Donald Schön

compiled by Andrea Corney
www.edbatista.com/2007/10/experiential.html

VERBAL

PARAVERBAL

NONVERBAL

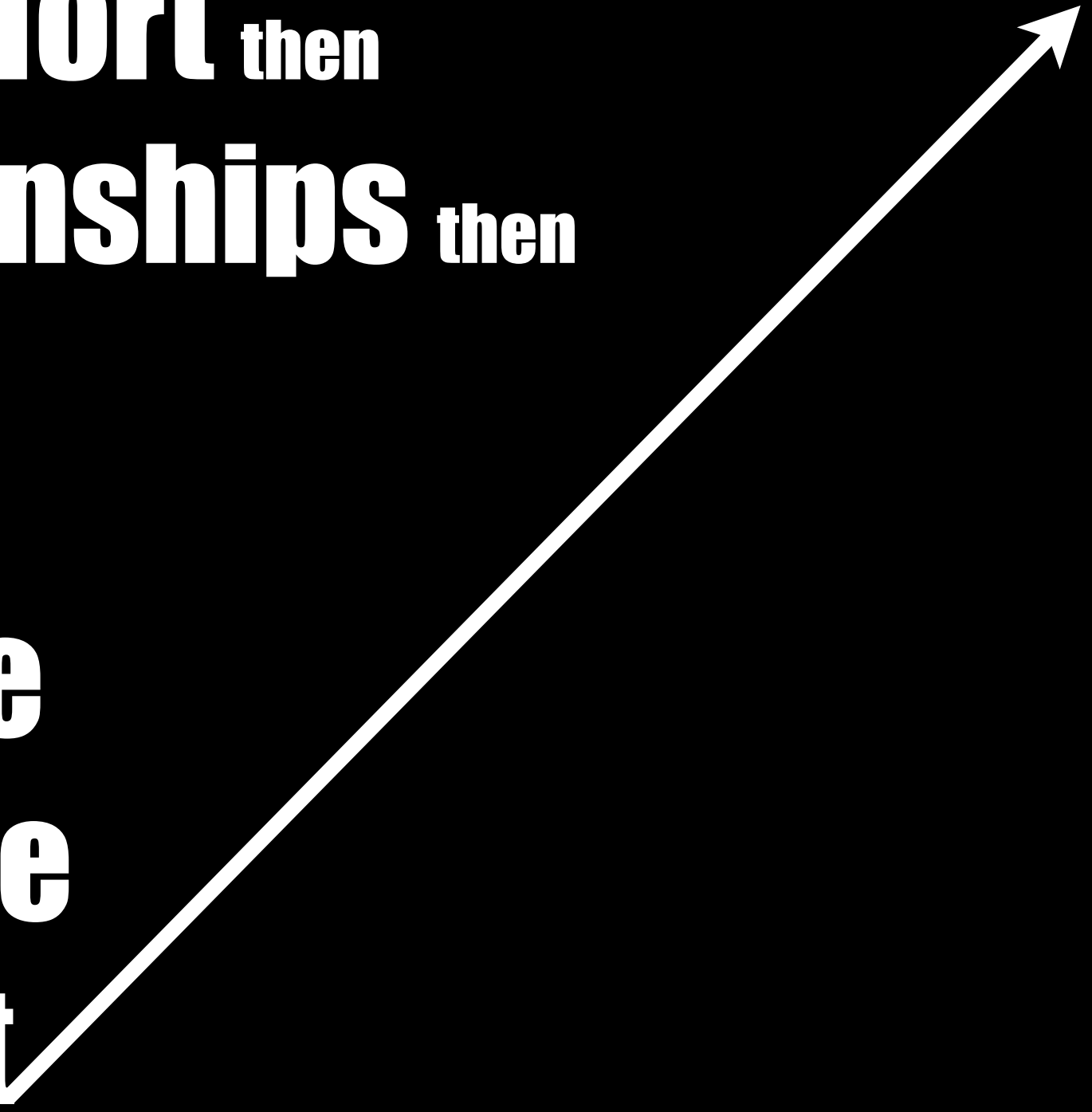


First **Comfort** then

Relationships then

Task then

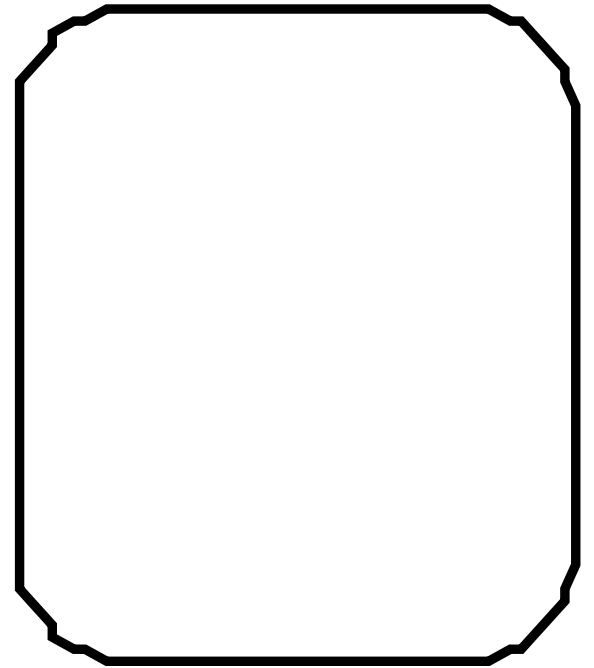
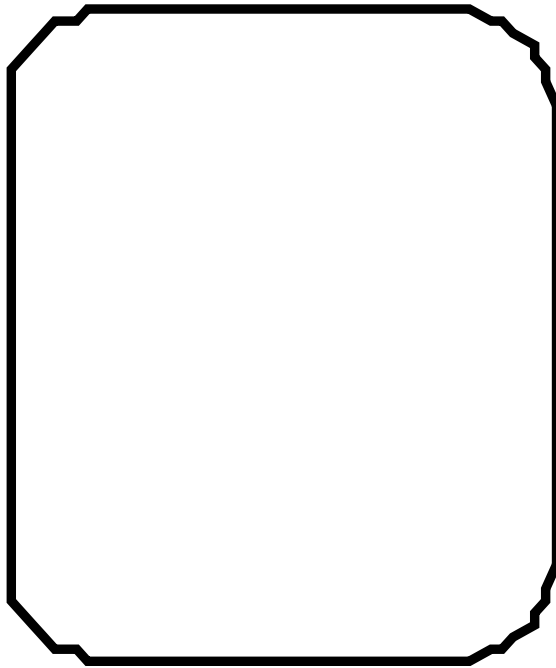
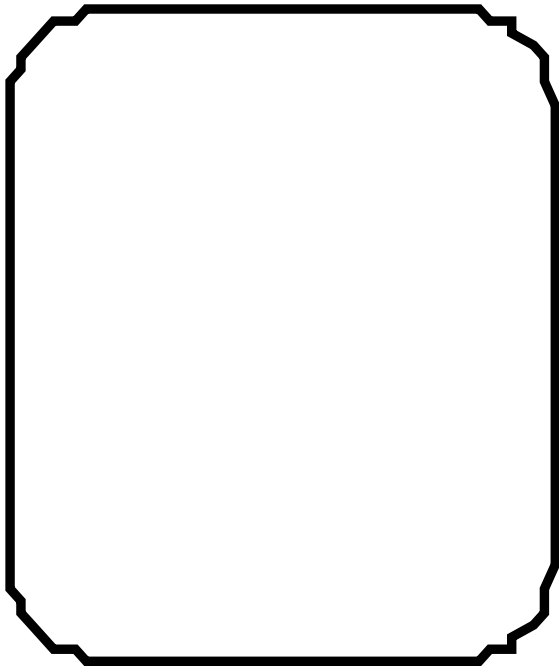
**Positive
Outcome
Impact**



What are some of the best group experiences you have had?

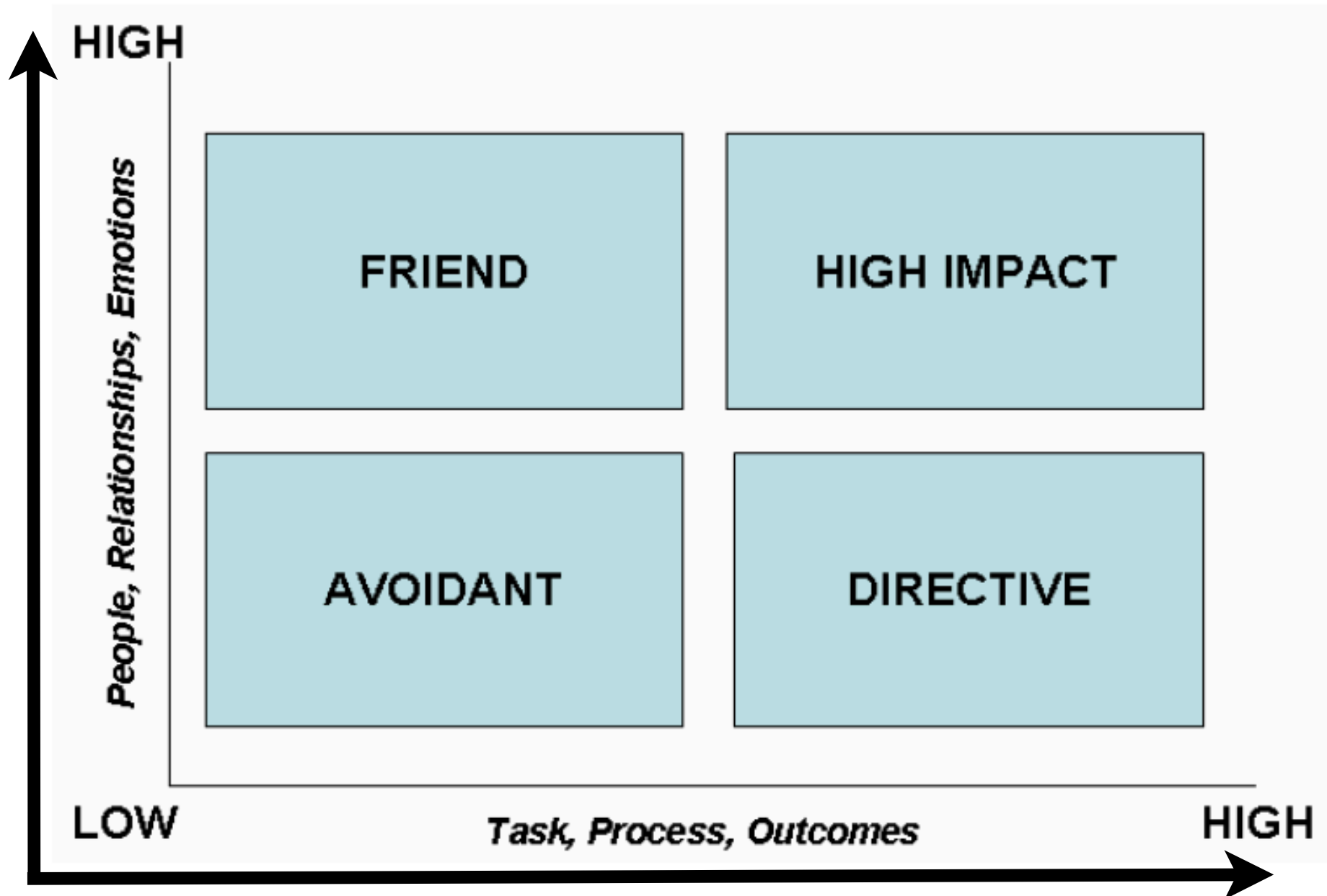


What is your VISION for your group?



CONCERN FOR TASK + RELATIONSHIPS

Hersey & Blanchard's Situational Leadership Theory



What could the highlight video be like for your group? Task + Relationships.



Prepare to Improvise

Develop & facilitate a 15 minute session for a group of 3-5 people. Take 5 minutes to outline it on a single post-it note.



Task Topic: Facilitation Challenges. Outcome: Relationships

I. Welcome. Please introduce yourself with where you are from, what you do, and why you are interested in being a group facilitator. Around the horn (5 minutes)

II. Reverse Poll. Stand up. Sit down if you know nobody else here, only one, two people, etc. This will determine & show level of group relationship. (2 min)

III. Tell them about TASK & RELATIONSHIP in group by showing them the image. Visual microlecture (2 min)


IV. BrainRain Challenges. In thinking about facilitating groups, what challenges do you want to be able to address? List as many ideas for challenges as you can silently. (1 minutes)

V. Pair up. Synthesize your list of ideas into a theme or the most important challenge. Share it with a partner for a minute. (3 minutes)

VI. Reflection Close Around the Horn. "Tweet" to our group the most important group facilitation challenge that you want to work on. (2 minutes)

VII. (If additional time) Discussion Free for All with Call ons. What were some of the most important facilitation challenges you talked about? What ideas do you have for overcoming them? Summarize with my tips.

What are your favorite facilitation tools or apps?



**POLLS
CALL-ONS
QUESTIONIZE
INTRODUCTIONS
AROUND-THE-HORN
BRAINRAIN
FREE-FOR-ALL
THINK-PAIR-SHARE
ROLE PLAY
OBJECTS
STAND & MOVE
CLOSING REFLECTION**