

“Leadership and Team Workshops with Experiential Learning”

These workshops look at team building and leadership
by project teams or individual managers.

Existing and new teams alike experience directly with hand and heart
the different aspects of respectful teamwork.

Through learning projects and training tools, delegates experience the following:
building trust, authentic leadership, team development, project management, inter-
communication, communication strategies in various contexts, delegating, quality of
work, the interplay between individual tasks in the team and the overall goal.

The learning content is experienced at close quarters through enjoyable activation.
The concepts behind these activities are also taught in our
“train the trainer “ workshops.

Examples of Experiential learning workshops in action:



“What we do shapes our understanding. “



You can only understand the world by experiencing it.
(Antoine de Saint-Exupéry)

Our way of working:

So that you can get a better picture, we would like to present in brief the background and basis of our **customised** way of working.

We consider the specific context of each team and work with the 3 team layers: ***targets, structure and climate***. In each situation there is a unique profile of these layers.

The different workshop topics are carried out in an experiential sequence in which the emotional experience forms the basis for the subsequent reflection, for understanding and for profound emotional recognition and sustainability.

We work with interaction metaphors. That means, the contexts and content (perception and behavioural competence) are reflected in the best manner possible (i.e. to the client's and delegates' situation and contexts) in a learning and experiential project.

On the surface, this looks like a game. And exactly in this way the delegates behave authentically, and do not 'play act'.

The experiences are made directly in a playful and emotional manner.

There are things that work very well (existing **decision making skills**) and things that still need practice (**active learning zones**) and there are areas in which mistakes occur (**behavioural deficits**).

All three areas of experience are important and are reflected together.

The results of the reflection are then assimilated on a flip chart.

Each delegate is then additionally required to plan the concrete implementation (via an awareness/implementation form) of his core experiences and insights. Through debriefing after each activity, the successful behaviour is noted on a specially prepared pin wall chart.

These charts are then once more reviewed and collated. In this way, deeper anchoring and sustainability is achieved.

Although this background information gives a theoretical impression, the workshops (“playsshops”) are **a lot of fun**. Everyone realises that they have a lot in common because they know they are not alone in their learning experience.

The delegates feel that a lot is happening and that they are getting to grips with learning in a direct and playful way.





Sustainability:

1. In each activity, the delegates experience and internalise their knowledge in a very intensive and authentic manner.
2. Collective reflection augments what they perceive with deeper understanding.
3. The different perceptions of the individual delegates form a holistic understanding of different situations.
4. The individual implementation planning transfers the knowledge acquired in the workshop out to daily life.
5. The particularly enjoyable situations remain positive in the memory for a very long time and form the “common spirit“

“Tell me something and I will forget it.“
“Show me something and I may remember it.“
“ **Let me do it and I will truly understand it.** “

Testimonials:

The sustainable effect of our way of working for all of the workshops we have done according to this principle has been positively confirmed by our clients. We would be happy to supply you with testimonials from our clients. A selected list of some of our clients is attached (“Our clients”).

Customisation:

The type and execution of the individual activities and elements are customised in consultation with the client according to his targets.

Workshop location:

It is particularly important that enough space is made available for the team activities in a seminar room (without tables) and outside (grassed area, accessible on foot).

Essentials:

*Workshop languages **English and German***

Clothing:

Comfortable, light, sturdy footwear, suitable for outdoors.

Experience:**Reflect:**



Natural team interaction:

Our workshops build on **interaction metaphors**, which are carefully prepared and selected according to the needs of the client and the delegates.

In this way, the delegates behave in a playful and authentic manner.

Team roles are experienced in a natural way.

As a result, real life situations are presented within the frame of a “neutral” learning project and can be later reflected upon.



Trainer skills:

Our trainers have many years experience in systematic EL methods (experiential learning).

We have particularly refined, further developed and newly designed these methods and many training tools.

We now teach these developed skills in “train the trainer” workshops and various trainer courses.

We have also given numerous lectures and published articles in the specialist press on this topic. We are also currently preparing a book on this topic.

Of course, most important for us: our clients are very happy with our work.

We are member of the

“ ISAGA - International Simulation & Gaming Association”

(an international organisation for experiential learning methods).