



## **Experiential Learning Activities:**

At Breakthroughs, Inc. we create programs and exercises that are custom designed to communicate learning objectives in unique ways. We have discovered that people learn best when they enjoy the process of learning and when they feel that the information is relevant to them. Each exercise is designed to reinforce key learning points in a fresh, dynamic way. In every case, exercises are built around your company's needs and aligned with your objectives.



### **Philosophy**

Research informs us that we remember 20% of what we hear, 50% of what we see, and 80% of what we do, supporting the timeless observation of Confucius that:

What I hear, I forget  
What I see, I remember  
What I do, I understand

Experiential learning seeks to engage a learner's mind and body in a process of learning by 'doing'. We support this approach because we believe it best achieves participant involvement, awareness, understanding, and commitment to personal action.

### **Methodology**

Experiential learning is learning by doing, with the added components of reflection, processing and application. The 'doing' is typically in the form of structured exercises that engage people mentally, physically, and emotionally. It is participant-centered in that people make use of their own information and experience to gain meaning and decide on actions. Our Coaching Programs are structured to both invite and challenge participants to raise their awareness and understanding of issues of relevance and importance to themselves and the people they coach.

### **Structured Coaching Exercises:**

- Self Assessment
- Motivational Factors Survey
- Customized Role Plays
- Peer Evaluation and Feedback
- Completion of Coaching Session Plans



- Presentation of Coaching Session Plans
- Assessment of “Talent” Pool (Individual Contributors)
- “Acres of Diamonds” Coaching Action Planner
- Creating a Coaching Legacy