



## Experience

Participate in a structured activity based on a mathematical model

### Make decisions

Participants can study information, make decisions and act upon those decisions. Learners are engaged from the beginning of the session, and information is introduced in the most interactive way possible. This activity can be customized to meet customer's learning objectives in a more effective way.

- What is the challenge?
- What are the rules?
- What resources do we have available?
- How is success measured?



## Analysis

Study what are the results from the actions taken

### Examine consequences

After the experience, learners are ready to examine what was the final result of their decisions and why. They receive individual and group feedback on their performance.

- What happened during the activity?
- What were the results of our decisions?
- What was the best possible scenario?



## Content

Use analogies to link simulation with real world examples

### Introduce new information

Participants are led to focus their awareness on situations in their personal or work experience which are similar to those in the activity that they experienced. Newly acquired knowledge is incorporated and linked with prior knowledge through the use of analogies.

- How is the activity linked to real world situations?
- What information do we need in order to be more successful in similar real world situations?



## Discovery

Plan how to use new knowledge in future situations

### See the big picture

Learners are guided to link and apply what they have learned to actual and future situations they are involved in. With the acquired knowledge during the experience, they will be able to predict how their actions can shape their reality in the real world and create their own examples.

- In what future situations can we use what we have learned today?
- How applying what we've learned will help us be more successful as a team and as a company?



## Application

Use new knowledge and improve performance

### Transfer in the real world

Apply and transfer learning from a classroom to the real world is the main purpose of the Experiential Learning System®. Participants are provided with practical tools to improve retention and applicability in future situations, as well as reinforce their commitment to follow-up on learning plans.

- What specific actions can we take to improve performance?
- Who is going to follow-up and by when?
- Who else can we involve?