

“Oh Corporate Types will never  
do THAT in a workshop”:

How to make the most of  
experiential exercises with teams  
*by Shawn Snelgrove*

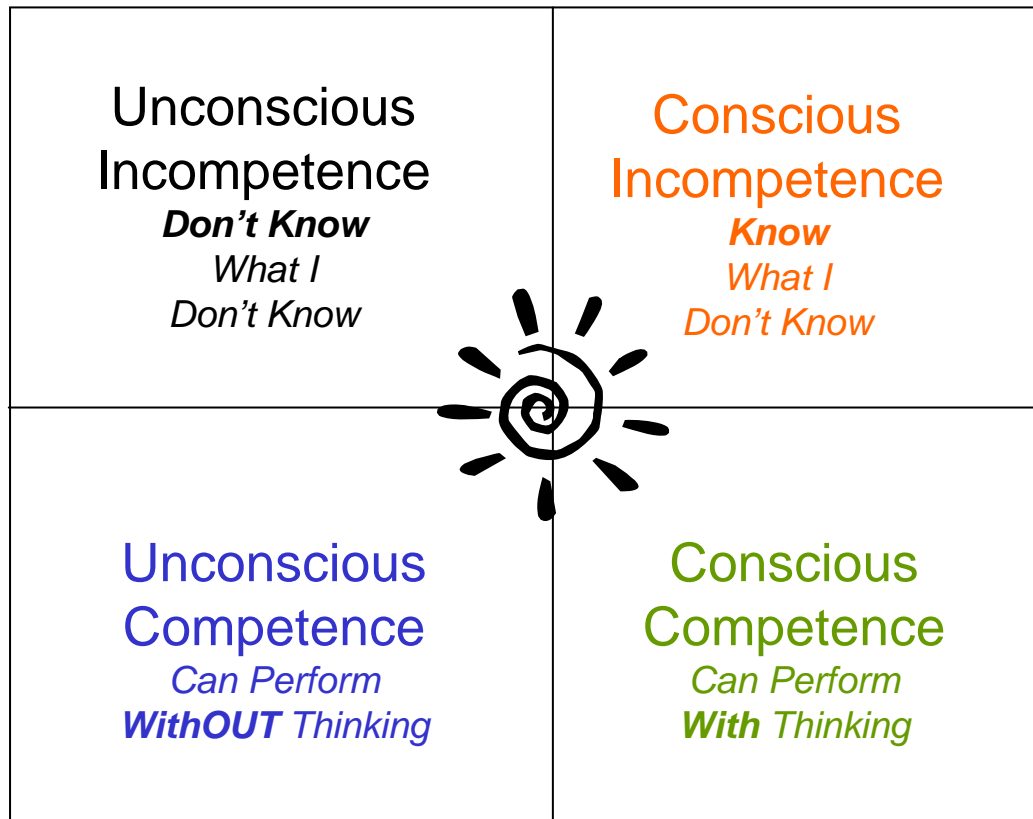
# Welcome

- What is experiential learning?
- What are some examples?
- Why does resistance make sense?
- What works?
- What doesn't?
- What is the value of using experiential exercises with teams?
- Where can you go for more ideas/resources?



# What Is Experiential Learning?

“The process through which a learner constructs knowledge, skills and value from direct experience.”- AEE



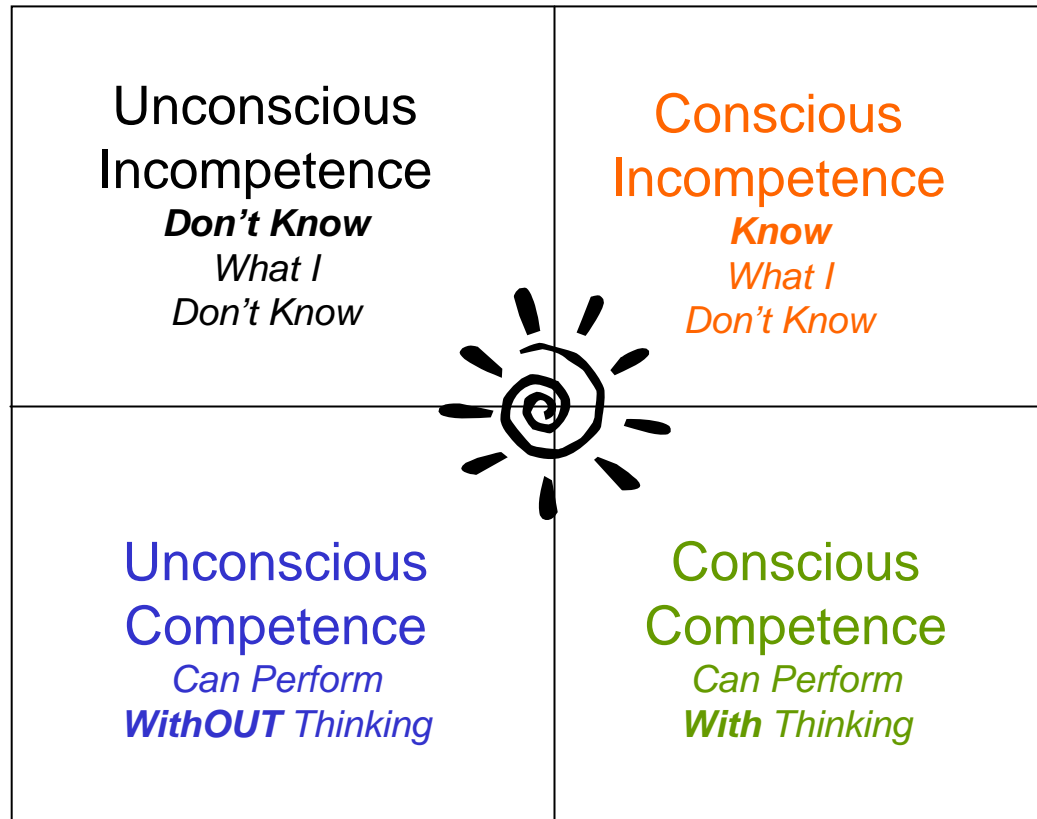
Source: Abraham Maslow "Four Stages of Learning"

# What Is Experiential Learning?

*"I don't blame."*

*"How can we be even more accountable in service to team goals?"*

*"Language of roles used effortlessly. Toxic behavior minimal."*



*"Oh my, when we are under pressure I do point fingers AND it has an impact on the team productivity"*

*"We'll name toxins when they are present and learn role charting to minimize blame."*

Source: Abraham Maslow "Four Stages of Learning"

# What Are Some Examples?

- Experience, Reflect, Connect, Apply

- Line Up

*(Source: Karl Rhonke)*

- Community Puzzle

*(Source: Training Wheels)*

- Step Touch

*(Source: Shawn Snelgrove)*

- Balloon Frantic

*(Source: Faith Evans)*

- Raccoon Circle

*(Source: Jim Cain)*



Photo: [www.brainstormingalamode.com](http://www.brainstormingalamode.com)



Photo: [www.trainingwheels.com](http://www.trainingwheels.com)

# Why Does Resistance Make Sense?

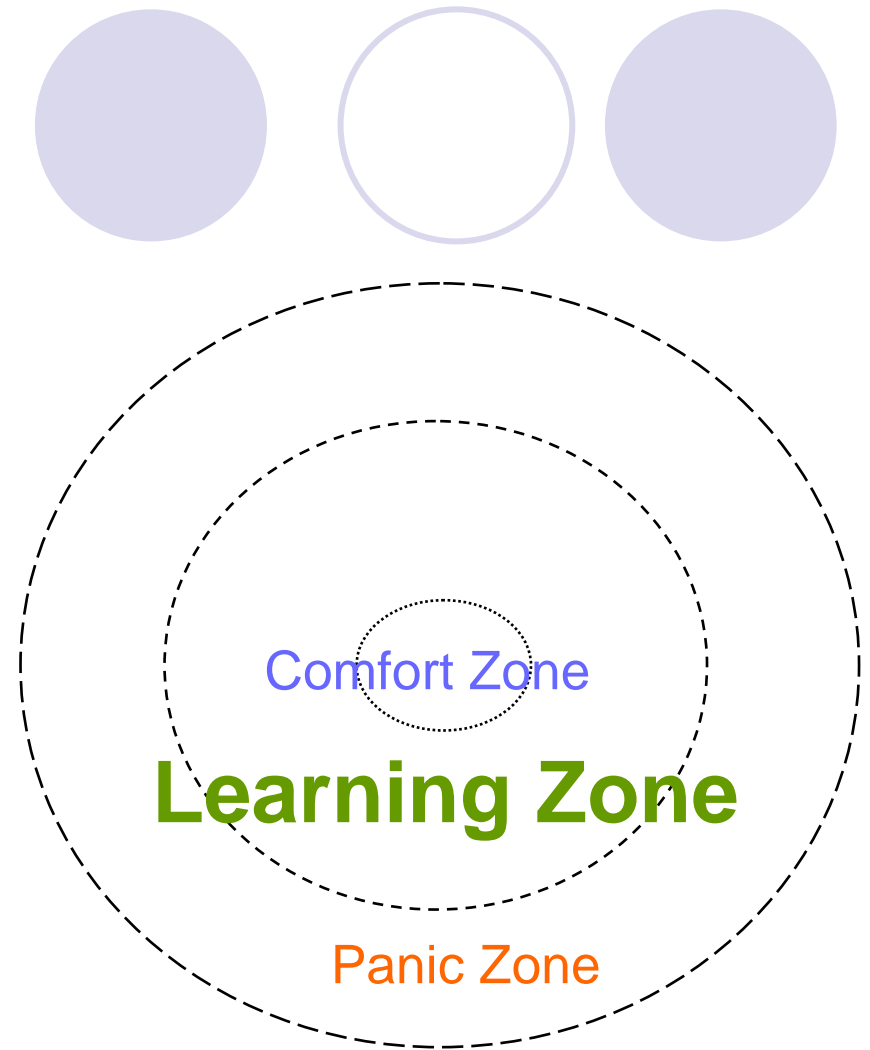
- Lack of context
- Misused or overused “team building” events
- “Bad” past experiences
- Ego fears
- Role identity
- Introvert/extrovert ratio
- Unskilled facilitator/coach
- Emotional Intelligence
- Elephants, gorillas & ghosts
- Lack of physical capability
- “Been there, done that”
- Boundary breaches
- No experienced value
- We get it, they don’t
- What else?



Photo:www.insidecounts.com

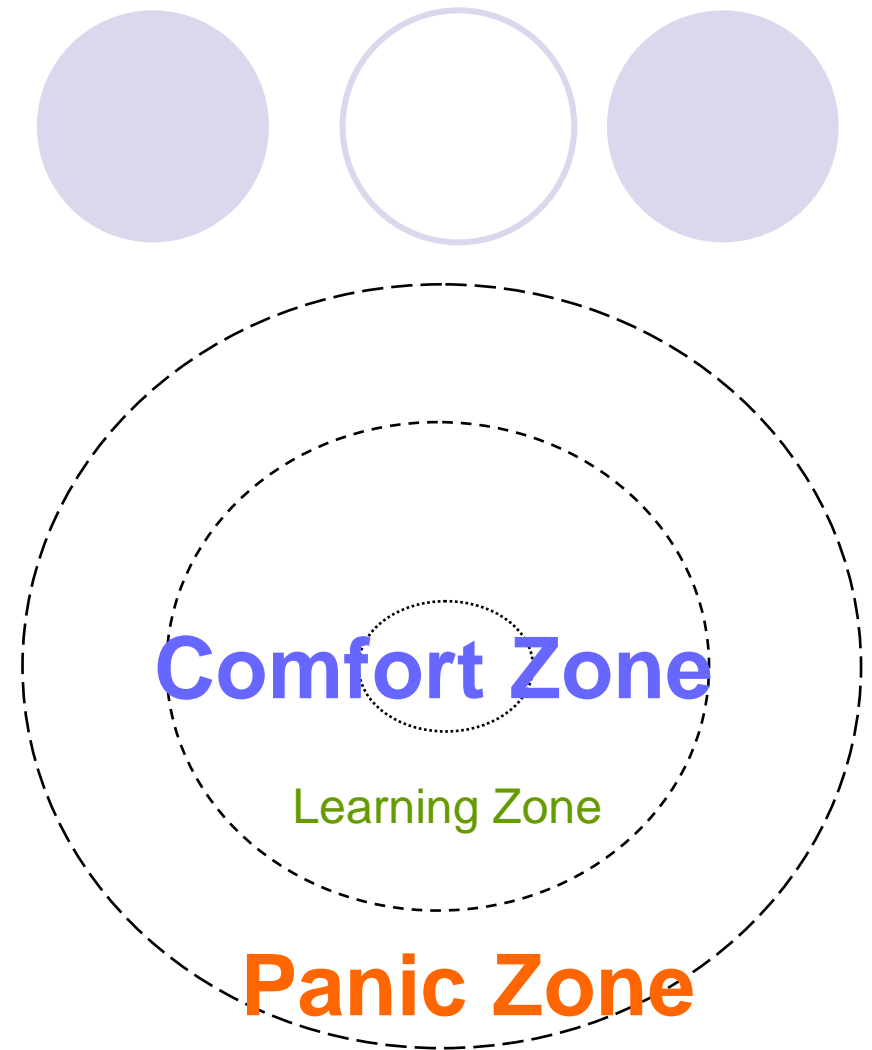
# What Works?

- Align exercise to specific goal
- Link to team performance (vs. teambuilding)
- Context, context, context
- Frontload
- Invite
- Know what you are going for and what to anticipate
- Keep it safe
- Make expectations/instructions clear
- Employ “challenge by choice”
- “Be with” discomfort
- Share personal experience
- Start small
- Provide different ways to participate
- Make it relevant
- Witness
- Apply team coaching skills
- What else?



# What Doesn't?

- Missing a step (What? So what? Now What?)
- Comfort or panic zone
- Making someone “wrong”
- Mismatch exercise with goal
- Lack of time and space
- “Teachy” or “Preachy”
- Too much explaining or processing
- No answer to “why are we doing this?”
- Judging (vs. observing)
- Taking on discomfort
- Emotional insensitivity
- Physically unsafe
- Joking around
- Cutting off “experience” too fast
- What else?



# What Is The Value?



Photo: [www.insidecounts.com](http://www.insidecounts.com)

- Accelerates results delivery
- Reveals the system to itself
- How we show up is how we show up
- Accelerates results delivery
- Illuminates interdependencies
- Engages right/left brain
- Cultivates team intelligence
- Helps clarify “team”
- Builds positivity
- Opens minds and hearts
- Stimulates innovation
- Deepens connection
- Grows skills
- Brings to light often underutilized strengths and talents
- Builds team effectiveness
- What else?

# Resources & Inspiration

- [www.aee.org](http://www.aee.org)
- [www.braingym.com](http://www.braingym.com)
- [www.centerforrightrelationship.com](http://www.centerforrightrelationship.com)
- [www.oneworldmusic.com](http://www.oneworldmusic.com)
- [www.thecoaches.com](http://www.thecoaches.com)
- [www.trainingwheels.com](http://www.trainingwheels.com)
- [www.wilderdom.com/games](http://www.wilderdom.com/games)
  
- “7 Kinds of Smart” by Tom Armstrong
- “99 of the Best Experiential Corporate Games We Know” by Faith Evans, Simon Priest, Sam Sikes
- “Book of Raccoon Circles” by Jim Cain, Tom Smith
- “Play to Win” by Larry Wilson
- “QuickSilver” by Karl Rohnke, Steve Butler
- “Teamwork and Teamplay” by Jim Cain, Barry Joliffe
  
- Alexis Phillips & Phil Sandahl of [www.teamcoachinginternational.com](http://www.teamcoachinginternational.com)
- Amy Felix-Reese of [www.insidecounts.com](http://www.insidecounts.com)
- Faith Evans of [www.playfullyinc.com](http://www.playfullyinc.com)
- Megan Klem of WolfCreek Partners <http://www.linkedin.com/pub/dir/megan/klem/>

# Team Coach Offerings

- **Experiential Exercise Brainstorming** (by the hour)
- **Experiential Exercise Toolkit** with 14 ideas aligned Team Diagnostic Assessment™ (TDA) competencies and team system approach.
- Pre-designed 1.5-2 hr. **Skill Building Modules** for team coaches to use with teams. Aligned with 14 TDA competencies and team system context; includes experiential exercises.
- **Co-Facilitation/Team Coaching**



Brainstorming a la Mode, Inc. inspires innovative solutions for business challenges with leaders, teams and organizations. Bring out your creative best with our team performance, leading team systems and career transition coaching and consulting services.

