

EXPERIENTIAL LEARNING TOOLS (ELT) COURSE

COURSE OUTLINE

The Theme

Organisations face continuous social and economic transition and hence require professional renewal in keeping with and anticipating the pace of change. Training contributes to this demand for enhanced learning and change capability. The paradigm shift in the training-process, from the trainer-centred approach to the learner-centred approach is well established all over the globe. There is voluminous literature available now on how individuals learn and how they can be supported in their organisation to keep learning. Experiential Learning Tools (ELT) seeks to create an opportunity for enabling the learner to appreciate the principle of learner-ownership and to learn moving through the experiential learning cycle.

The Participants

ELT has been designed for individuals who, as part of their duties, have some training functions and responsibilities. This course has been designed for the benefit of direct trainers.

The Aim

ELT aims at equipping the participants with skills relevant to the learner-centred training process through the mode of Experiential Learning; particularly in the application of identified training methodologies namely Case Study, Field Visit and Role Play; besides appropriately using Skill Development Exercises.

The Objectives

By the end of the course, participants will be able to:

1. Describe the four stages in Systematic Approach to Training.
2. Identify the areas of concern in Systematic Approach to Training.
3. State the Transitional Model of Harry Taylor.
4. Describe the concept of learning community and learning organisation.
5. Describe the use of contracting in framing training objective.
6. State Experiential Learning Methodology.
7. Select appropriate training methods.
8. Describe the use of Field Visit as a training method in facilitating learners to learn.

9. Plan a Field Visit.
10. Describe the uses, advantages and disadvantages of Case Study as a training method.
11. Plan a Case Study session.
12. Run a case using Case Study Method.
13. Assess a Case Study session.
14. Describe uses of Skill Development Exercise.
15. Devise Skill Development Exercise.
16. Assess the efficacy of Skill Development Exercise with reference to task, time, monitoring mechanism, learning and achievement.
17. Describe the uses, advantages and disadvantages of Role Play as a training method.
18. Plan a Role Play session.
19. Conduct a session using Role Play.
20. Assess a Role Play session.

The Content

The Systematic Approach to Training (SAT) and areas of concern in the Systematic Approach to Training, which informs the current training practices in the country, would constitute the starting point of ELT and the following segments would be covered during the course:

- The Systematic Approach to Training
- The Transitional Model of Harry Taylor (SAT and Beyond)
- The Kolb Model of Experiential Learning.
- Selection of a training method / combination of training methods.
- Application of training methodologies namely Case Study, Field Visit and Role Play.
- Application of Skill Development Exercises.

The Duration

The course will be implemented in a span of five working (0930 hrs to 1730 hrs) days.

The Study Material

The following study materials have been included for immediate use and future reference by the participants:

1. Systematic Approach to Training
2. SAT and Beyond...
3. Learning Community & Learning Organization
4. Experiential Learning
5. Field Visit
6. Training Method Selection
7. Case Study
8. Skill Development Exercise
9. Role Play
10. Glossary of Commonly Used Training Terms
11. Select Readings

The Methodology

- A pre-course assignment about the current training practices in the country including the Systematic Approach to Training.
- Guided reading - reading and exploring all the articles included in Study-material, during the currency of the course.
- Learner centred training methodology based on experiential learning to generate an environment conducive to effective learning.
- Setting objectives for each content segment through the process of “Contracting”.
- Developing a learning community through practicing the principles of learner-ownership.
- Individual & Group work and Preparatory assignments for next day.
- Micro sessions involving application of select training methods.

The Language

The training course will be conducted through the medium of a mixed language of Hindi and English facilitating unhindered interaction across the board.

The Learning Group

12-16 participants and a team of 2 facilitators would form the learning group on an ELT Course.

The Schedule

A tentative schedule of the course is given below for implementation subject to local suitability:

Day	FN/AN	TOPIC
Day-I	FN	<ul style="list-style-type: none">• Course assembly, Registration & Introduction• Expectation Sharing, Course Overview• Systematic Approach to Training – Areas of concern
	AN	<ul style="list-style-type: none">• Experiential Learning Methodology<ul style="list-style-type: none">○ Learning Abilities• Field Visit Method
Day-II	FN	<ul style="list-style-type: none">• Micro Session – Field Visit• Learning Activities, Learning Styles, Learner Resistance• Linkage of Training Methods to Learning Activities & Trainer’s Role
	AN	<ul style="list-style-type: none">• Training Method Selection• Application of Training Method – Case Study Method
Day-III	FN	<ul style="list-style-type: none">• Micro Sessions – Case Study Method
	AN	<ul style="list-style-type: none">• Application of Skill Development Exercise
Day-IV	FN	<ul style="list-style-type: none">• Micro Session – Skill Development Exercise
	AN	<ul style="list-style-type: none">• Application of training method – Role Play
Day-V	FN	<ul style="list-style-type: none">• Micro Sessions – Role Play
	AN	<ul style="list-style-type: none">• Learning Review• Immediate Reaction Questionnaire• Valediction & Certification

The Validation

Course validation will be carried out through administering an “Immediate Reaction Questionnaire” and oral feedback.

The Certification

Based on consistent performance during the course, a certificate of successful participation will be given to each participant.