

Essentials of Experiential Learning and Simulations

Experience is the Best Teacher – Using Simulations to Build Experience

Program Outline:

Experiential learning is so compelling because simulations are driven by the power of the underlying narrative. The strength of the story is what will grab your audience and motivate them to go through the simulation and gain experience with the specific issues. The better the narrative, the more the learner will use their imagination. They'll see themselves in the experience as it unfolds, and be able to make better decisions.

Session 1: Experience Design and Simulation Technology

Part A – Why use simulations

- Why use simulations
- Understanding the experience
- When to use simulation and when not to

Part B – Understand experience design

- Define “whose” experience you intend to model
- How and when experience design can improve decision making
- Show a simulation

Session 2: Experience Design – Different Perspectives

Part A – How experience design improves decision making through critical thinking and facing our biases

- Focus on the design of experience
- Deliver the experience

Part B – Leadership or SME experience

- Capture the experience
- Engage leaders and SMEs in the design process

Part C – Organizational experience

- How to deploy the simulation
- Blended learning – what it is and how to use the various learning elements available to you in your organization, in concert with the Experience Design Process

Part D – Working with subject-matter experts

- Creating versus critiquing
- Iterative development

Session 3 – Creating Experience Design

Part A – The illusion of complexity

- Creating memorable experiences
- Creating experiences that stick

Part B – Introduction to simulation authoring process

- Establish the narrative
- Identify decision points of participants
- Software choices
- Determine memorable consequences
- Scoring the experience

Part C – Getting the Experience Elements Right

- Experience
- Scorecard
- Feedback
- Debriefings
- Deployment strategy