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THE ROLE OF FACILITATION AS AN AID TO COMPLETE LEARNING

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ABSTRACT

While the concept of experiential learning (learn by doing) often seems like a “self-learning” process, Kolb’s experiential learning cycle suggests that the process is much more involved than simply participating in an activity. The facilitator also plays a key role in directing the learner through the complete learning cycle. Our research has found that a common problem with the lack of transfer of training from the experiential learning process is a failure of the facilitator to function effectively.

INTRODUCTION

Kolb’s experiential learning cycle needs to be complete to ensure that experiential learning transfers to the participants real world experiences. The activity by itself will not generate teaming, the need to focus on the rest of Kolb’s learning cycle is critical, and it is the role of the facilitator to ensure that the entire cycle is followed. The skills needed to facilitate an experiential learning activity are both subtle and complex.

THE WORKSHOP

This workshop will explore a number of issues critical to the successful implementation of an experiential teaming process. These issues will include the following:

- An examination of Kolb’s experiential learning cycle
- A definition of facilitation (compared the role of the teacher in a traditional, non-experiential training setting)
- The role of the facilitator in the experiential learning cycle, specifically linking the role of the facilitator to each of the steps in Kolb’s experiential learning cycle
- The impact of different facilitation styles on learning, and how the skill of the facilitator can have a varying impact on experiential learning

-A discussion of the skills required by an effective experiential facilitator, and where and how these skills are traditionally acquired

-Facilitating issues for those involved in experiential training programs

-Tips on improving your facilitation style

The program includes a demonstration/hands-on activity and uses a multi-media approach to learning and will require the participation of the audience in a variety of experiential activities.