

Example of a Good Submission

Making it Pop - Reflecting Practice in Experiential Learning

Presenter: Jenny Tarwater

Track: Learning

Type: Workshop

Audience Level: Learning

Room Setup: Rounds

Duration: 75 minutes

Keywords: learning, Training, experiential, debriefing

Abstract

IMAGINE THIS: a room full of participants thinking deeply about new concepts and insights you just introduced, connecting that learning to their own life, and creating a plan to apply it in the very near future. Sounds great right?

An effective debrief takes work to design and execute.

Many popular theories of adult learning and instructional design emphasize the importance of a debrief but do not provide trainers with a deeper toolkit of how to accomplish it. Join this train-the-trainer session to understand and experience debriefing techniques from such training luminaries as Jerry Weinberg, Sivasailam "Thiagi" Thiagarajan and Sharon Bowman.

In this session you will experience and examine different types of experiential learning. You will learn several ways to facilitate a debrief. You will leave with a short effective debrief that can be used in almost any situation. You will also hear a few very entertaining and educational stories of debriefing failures!

Come learn more how to create debriefs training with these powerful techniques!

Information for Program Team

INTENT

This is a fast paced workshop. We will experience THREE debriefs of short exercises (called Jolts); examine ways to examine longer activities (multi-hour simulations; serious games). This session will use Sharon Bowman's 4C Instructional Design.

All three of the "short activities/jolts" have been practiced by me dozens of times, so I am confident in the timing, facilitation and debriefing of them.

INTRO (C1: CONNECTIONS WITH THE PARTICIPANTS [10 MINUTE TOTAL])

- Personal Story - This will be a rather embarrassing story about a debrief failure I experienced. Self-deprecating humor will create some empathy/trust with me, the story will hopefully cause some laughter. Most importantly, it'll show the consequence of NOT designing a debrief.
- About Me - Highlights of my credentials around training, game play and debriefing.
- Table Share: Best Debriefing Experiences - Connects the participants with their own experience and creates a shared mental model of what a good debrief could be.
- Agenda for the workshop
- Working Agreement - very brief 3 point working agreement (Agile2019COC of Be Kind, Be Professional, Right to Pass, Right to Leave). Ask for others. Note: this entire section will be referred back to in the Tips & Tricks about the importance of Psychological Safety

PART 1: (CONCEPTS FROM FACILITATOR/CONCRETE PRACTICES FOR THE PARTICIPANTS [28 MINUTES TOTAL])

Why and How to Debrief - We will use three very fast games (1-3 minutes) to try three debriefing methods. Each game will provide a shared experience of debriefing that we will leverage to "go meta" on debriefing activities.

Game #1 - Based of Thiagi - [10 MINUTES]

- Jolt Exercise - Clock
- Debrief via Thiagi 5 Step
- Pair Share (Meta on Debriefing)

Game #2 - Based of Jerry Weinberg - [9 MINUTES]

- Jolt Exercise - Neglect of Ambiguity
- Debrief via Weinberg Method
- Pair Share (Meta on Debriefing)

Game #3 - Based of Sharon Bowman [9 MINUTES]

- Jolt Exercise - Numberline
- Debrief via Sharon's Worksheet
- Pair Share (Meta on Debriefing)

PART 2: (DEBRIEFING OTHER, LONGER ACTIVITIES [C2 Concepts from Facilitator & C3 Concrete Practices for the Participants 23 MINUTES TOTAL])

Simulations - [14 MINUTES]

- A longer activity, like a simulation, includes different options on how to debrief. We will use an example debrief handout to emphasize how different this is
- Exercise: I will also have them create debrief questions for the "Game of Life" or "Monopoly", I am assuming half of the participants in the room have played one of the two games, and if that is assumption is correct, the exercise will work.

Serious Games (e.g. Visioning, Story Mapping) [9 MINUTES]

- Jenny will review some examples of powerful debriefs from teams and those outcomes.
- Exercise: They will create debrief questions for a fictional Empathy Mapping scenario
- Pair Share (Going Meta on those debriefs)

PART 3 - TIPS/TRICKS [10 MINUTES TOTAL]

- Rehearsing your activity - I will talk about how important it is to play test all activities before it matters. You have to be very aware of priming, unexpected questions.
- Improv - Despite all of the rehearsing, you will experience something new in front of a live studio audience. I'll talk about some ways to handle that.
- Timing - A lot of people short change the debrief. This is where the learning happens! The debrief should be TWICE the length of the activity (or perhaps your activity is bloated).
- Creating Psychological Safety - we'll refer back to how I opened the session, and how important it is if we want to create a learning space.
- Diversity & Inclusion - Considerations for extroverts/introverts, differences in physical abilities, etc.

CONCLUSION [10 MIN TOTAL]

CONCLUDING ACTIVITY [5 MINUTES]

Activity for participants to reflect on how they will further the activity when they leave the conference and go back to their own context [5 MINUTES]

Q&A [5 MINUTES]

Prerequisite Knowledge

Familiarity with adult learning theory and instructional design helpful, but not necessary

Learning Outcomes

- Explain what a debrief is and why it is so important to curriculum design
- Recognize five different debriefing techniques to facilitate learning that sticks
- Learn a sure-fire, simple to remember, 3 step debriefing technique
- Integrate five tips/tricks to significantly improve experiential learning facilitation for all learners
- Bonus: Participants will participate in three short exercises and debriefs that have deep learning implications!

Presentation History

This workshop history:

- Agile Game Night (a local meetup in KC) - 2/21/2019
- Lean Agile US - scheduled 2/26/2019
- Agile Games New England - scheduled 4/2019

I have presented several sessions at conferences about experiential learning prior to this. Highlights include:

- "Good Games Gone Bad" - in which the section about debriefing was called out as very meaningful by several attendees - at Agile Midwest, Scrum Gathering Dublin and Agile Games New England
- "Brain Based Science" deep dive at Agile Games New England 2018.
- "Never Would I Ever" at Agile 2018, Path to Agility, Kansas City Developer Conference

I spend A LOT of times thinking about and playing games (experiential learning!)

- I host Agile Games Night (Games for Agility, Learning and Engagement) in Kansas City. I get to practice games (and debriefing!) frequently! That being said, I am very cognizant of when/where/why to promote game play for learning and will include that insight in the presentation.
- I am certified to teach a Master Game Design through Innovation Games/Conteneo.
- I am a licensed Agile Fluency Game facilitator

I was a first time presenter at Agile2018 conference last year! In addition, I am a frequent speaker at many conferences including Path to Agility, AgileGames, Lean Agile US, Big Apple Scrum Day and Scrum Gathering Dublin. You can see a full list of sessions at <http://www.blueshiftinnovation.com/jenny-tarwater/>.

Presentation Sample (the very first slides of this workshop are attached in the Presentation Sample.)

- I don't have a video of my previous speaking, but I do talk about games in this podcast: (I'd skip ahead to 1:55) <http://bit.ly/2SwCl9e>

Attachments

- [Debriefing Version 7.3 \(Agile2019\).pdf](#)