

NO "I" IN CLARE

FUN AND DYNAMIC TRAINING

OUR DRAMA-BASED METHODOLOGY

STATISTICS AND RESEARCH SHOW THAT PEOPLE LEARN FAR MORE BY DOING - THAT IS WHY ' EXPERIENTIAL TRAINING' WORKS BEST. DISCUSSING AND LEARNING IN THE TRADITIONAL 'CLASS-ROOM' IS EFFECTIVE, BUT LONG-TERM MEMORY AND LEARNING RETENTION IS BETTER STIMULATED THROUGH ACTUALLY HAVING AN EXPERIENCE. A RECENT STUDY SHOWED THAT 'EXPERIENTIAL TRAINING' CAN DELIVER 43% INCREASE IN SKILLS AND CONFIDENCE OVER TRADITIONAL TRAINING METHODOLOGIES.

THE FOLLOWING ARE DESCRIPTIONS OF THE VARIOUS METHODS THAT I USE:

FORUM THEATRE, THIS IS WHERE 2 ACTORS PERFORM A LIVE SCENE IN THE TRAINING ROOM FOR THE DELEGATES TO OBSERVE. FOR EXAMPLE, WE WOULD DEMONSTRATE A POOR CONVERSATION TAKING PLACE WHERE THE MANAGER IS "TELLING SOMEONE OFF" FOR BEING LATE REPEATEDLY. AFTERWARDS WE WOULD ASK THE DELEGATES WHAT THEY SAW AND HEARD, HOW IT MADE THEM FEEL, WHAT THE IMPACT WAS ON THE CHARACTERS, HOW THEY BEHAVED AND WHAT SKILLS THEY DID OR DIDN'T USE. ONCE THE DELEGATES HAVE DISCUSSED THE SCENE, THEY WILL COME UP WITH ADVICE AND RECOMMENDATIONS FOR THE CHARACTER WHOSE BEHAVIOUR THEY ARE WANTING TO CHANGE. THE ACTORS WILL RE-RUN THE SCENE HAVING TAKEN THIS INFORMATION ON BOARD BUT THIS TIME WITH THE DELEGATES IN CONTROL, STOPPING AND REWINDING THE SCENE WHERE NECESSARY, EVENTUALLY SHOWING WHAT BEST PRACTICE LOOKS LIKE. SKILLS WOULD INCLUDE ACTIVE LISTENING, QUESTIONING TECHNIQUES, POSITIVE BODY LANGUAGE, TONE OF VOICE, SIGNPOSTING, POSITIVE POWERFUL LANGUAGE, RAPPORT BUILDING, EMPATHY, BUILDING TRUST AND COMING FROM AN ADULT EGO STATE.

REALPLAY

THIS IS WHEN THE ACTOR PLAYS A CHARACTER AND INTERACTS WITH A DELEGATE DOING A 'REALPLAY'. WE CALL IT REALPLAY AS THE DELEGATES ARE NOT ASKED TO PLAY A ROLE, THEY ARE THEMSELVES. IT'S A MILLION MILES AWAY FROM TRADITIONAL "ROLEPLAY" WHERE DELEGATES HAVE TO PRETEND TO PLAY DIFFERENT PEOPLE AND INTERACT WITH COLLEAGUES IN A FAKE

SCENARIO. REALPLAY IS A FANTASTIC WAY FOR DELEGATES TO IMMEDIATELY DEMONSTRATE THE NEW SKILLS AND TECHNIQUES THEY HAVE JUST LEARNED IN THE TRAINING ROOM. THE ACTOR WILL ALSO GIVE CAREFULLY CONSTRUCTED FEEDBACK TO THE DELEGATE EXPLAINING WHAT IT FELT LIKE TO BE ON THE RECEIVING END OF THEMSELVES AND THEIR BEHAVIOUR.

FOR EXAMPLE, WE WOULD ASK THE DELEGATES TO COME UP WITH THEIR OWN INFLUENCING/COACHING CONVERSATION SCENARIO (A REAL CONVERSATION THEY WILL BE NEEDING TO HAVE WITH A TEAM MEMBER/COLLEAGUE) THAT IS 100% RELEVANT AND BESPOKE TO THEM, AND THE ACTOR WILL PLAY THE ACTUAL TEAM MEMBER WHO THEY ARE HAVING THE CONVERSATION WITH. THIS MAKES THE TRAINING EXTREMELY REAL FOR THE DELEGATE AS THEY GET THE OPPORTUNITY TO PRACTICE THEIR NEW SKILLS BEFORE HAVING THE ACTUAL CONVERSATION BACK IN THE WORKPLACE.

HOTSEATING

THIS IS WHEN AN ACTOR WHO IS PLAYING A CHARACTER IS INTERVIEWED BY THE DELEGATES. IT IS A REALLY INTERACTIVE AND HIGH-ENERGY DEVICE THAT REFLECTS THE BEHAVIOURS WE ARE WANTING TO CHANGE. FOR EXAMPLE, WE MAY MEET A CHARACTER WHO IS NOT 100% BOUGHT IN TO THE BEHAVIOURS OF EHS OR ANOTHER BUSINESS AREA. THIS IS AN OPPORTUNITY FOR THEM TO AIR THEIR VIEWS IN CHARACTER AND FOR THE DELEGATES TO INTERACT TO TRY AND GET THIS PERSON "ON-SIDE". IT'S A HIGHLY ENGAGING ACTIVITY THAT PARTICIPANTS LOVE AS IT CREATES A POWERFUL EMOTIONAL REACTION IN THEM. THE MORE THE "ACTOR" PUSHES BACK AND CHALLENGES, THE MORE "LEARNING" WE CAN EXTRAPOLATE FROM THE ACTIVITY.

MONOLOGUES

HERE AN ACTOR, IN CHARACTER, EXPLAINS TO THE DELEGATES WHAT LIFE IS LIKE IN "THEIR WORLD". IT'S ENTERTAINING, PEOPLE ENGAGE WITH IT AND IT'S A BRILLIANT WAY FOR THE DELEGATES TO SEE AND "FEEL" WHAT IT IS LIKE BE IN SOMEONE ELSE'S SHOES. A GREAT WAY TO SHOW A DIFFERENT PERSPECTIVE OR TO HOLD UP A MIRROR TO BEHAVIOUR AND FOR DELEGATES TO START THINKING ABOUT EMPATHY AND BEING CURIOUS.

FUN AND DYNAMIC TRAINING
WWW.NOINCLARE.CO.UK