



AFSUG
african SAP user group



Experiential Learning, Behaviour Change and Perceptual Blindness

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Experiential Learning: Basics

- Learning is the process
 - whereby knowledge
 - is created
 - through the transformation of experience
- Kolb (1984)
- Trainers, Facilitators, Training Facilitators



Experiential Learning Cycle

- Experience: Activity, Case Study
- Sharing Feelings and Observations
- Discussing Patterns and Dynamics
- Generalizing
- Applying



Behaviour Change

- Tough ask
- Habitual behaviour
- GPS co-ordinates
- 'This' can't be right
- Resistance
- Mere awareness does not automatically lead to change



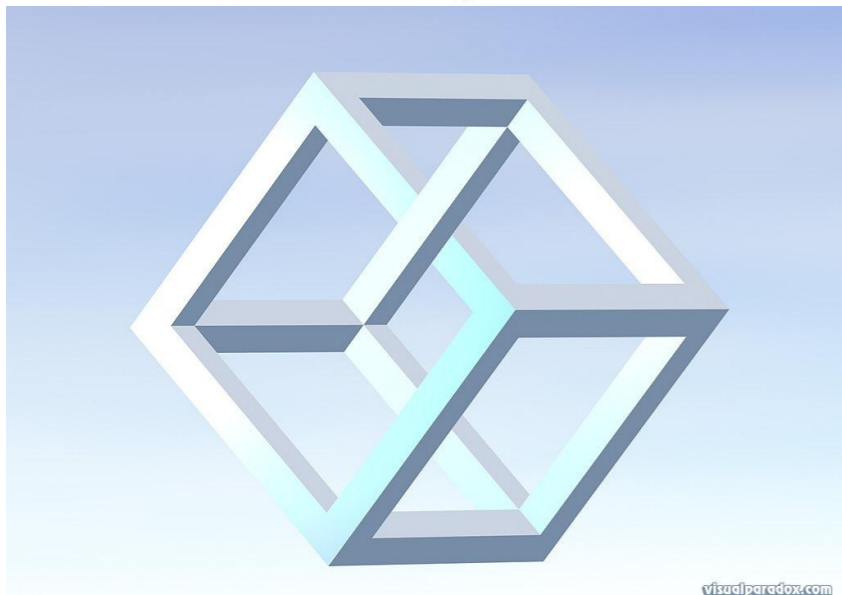
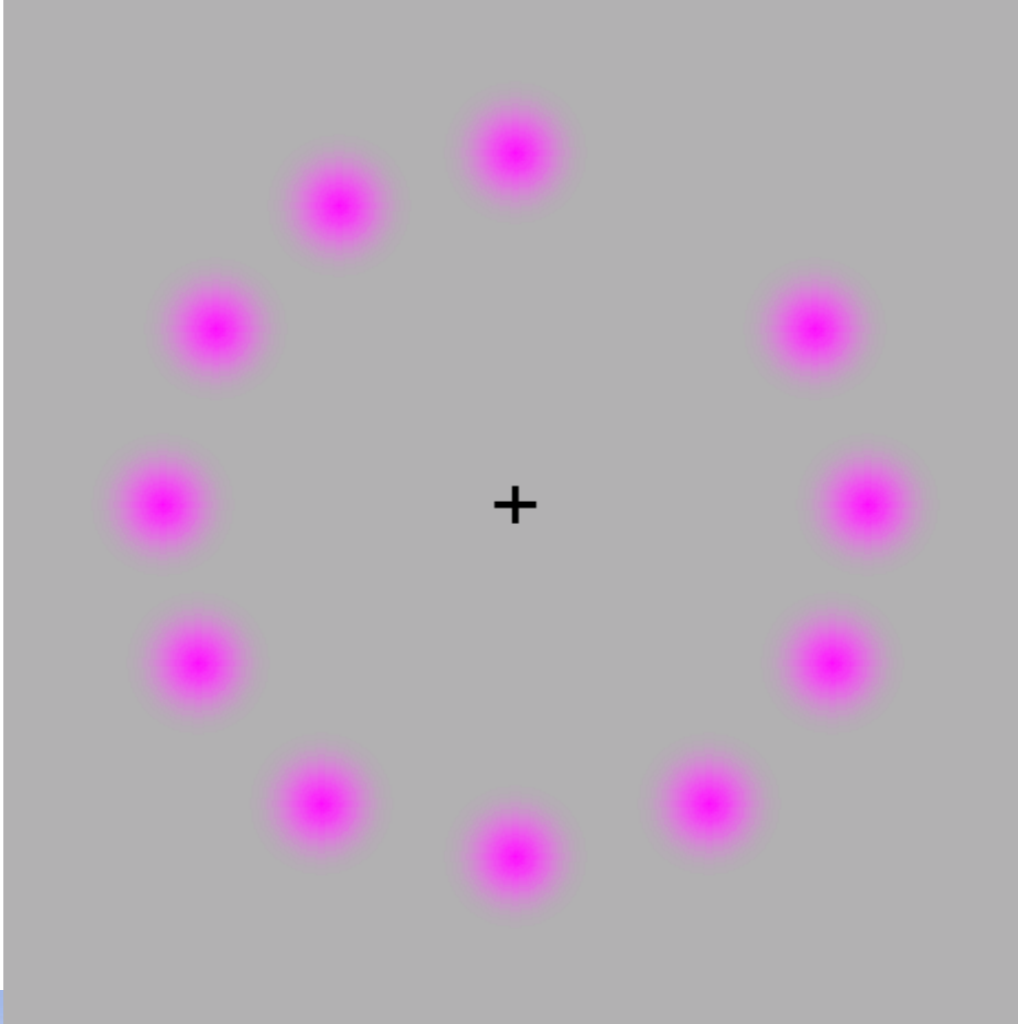
The problem with change

- Plain survival
- Perceptual boundaries
- Converted information
- The problem with seeing: The brain
- The boundary of Experiential Learning
- Brain problem





Do you see a musician or a girl's face?

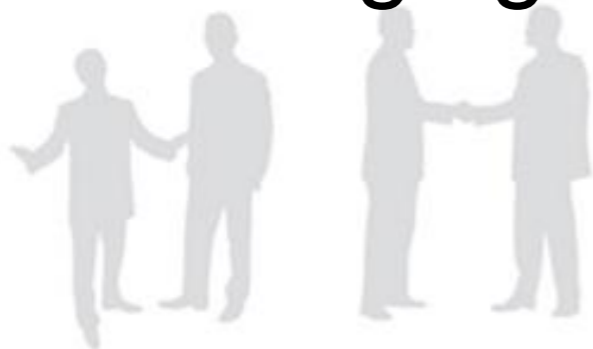


visualparadox.com



Cognitive Emotive Dissonance

- Discomfort in action
- The facilitator
- Pushing the boundaries of experience
- Naming the unnamed
- Challenging the criteria of categories



Seeing is believing?

- Experience design balancing act
- Facilitate current experience
- Coaching questions
- Sameness and Difference in groups
- Admission vs Change



Application Follow-Through

- Workplace coaches
- Line Manager involvement
- Tracking progress
- Multi Module interventions
- Measurement tools
- Assessments?



Behaviour Change

- Motivation and impact
 - Internal and External
- Integration and Long Term relationships
- Multiple Levels
- Pushing the boundaries
- Status of the Learning



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