

What is an Experiential Workshop?

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Learning by Doing

Most training workshops ask you to mimic (or copy and repeat) steps demonstrated in a classroom environment. In contrast, an experiential workshop is as close to reality as you can get in a classroom environment. Experiential activities force you to actually use the skill you are trying to master and evaluate your decisions immediately. Participating in an experiential workshop accelerates your acquisition of skills.

In an experiential workshop, participants direct their actions and closely monitor decisions and outcomes in “real-time.” Workshop participants quickly learn which management techniques and strategies work best under which conditions.

An experiential workshop offers the participants a competitive edge in the workplace. Because of accelerated learning techniques, participants gain the equivalent experience much greater than the actual time spent applying the techniques. This is all done in a safe and supportive environment!

Our computer-based project management simulation is a clear example of experiential learning. This engaging and interactive learning experience pulls the participant into a stimulating simulated world. In this simulation, the participants interact with characters that each have their own artificial intelligence and Myers-Briggs personality profile. There are 108 possible coworkers, each with their own work ethic, morale levels, attitudinal quirks, marital status, hobbies, etc. This computer-based project management simulation is so enthralling, we have to shoo the participants out of the room at the end of the day - they want to continue running the simulation!

The Synergest REAL workshops are all based on an experiential development methodology. Accelerated learning and adult learning techniques have been applied throughout all REAL workshops. A noticeable application of our included adult learning technique our enhanced “learn by doing” model. Research shows that adults remember about 7-10% of what they hear and 75-85% of what they see, hear and do.

REAL stands for **R**apid **E**xperiential **A**ppplied **L**earning. Our REAL workshops focus on practical, real-world skills transfer. The instructor serves as a learning facilitator in REAL workshops. The facilitator’s role is not to supply answers but rather guide participants to “learn by doing”.

Get REAL!

REAL workshops include generally accepted project management theory, concepts, and practices. REAL workshops include methodology from the Project Management Institute (PMI), the Software Engineering Institute (SEI), the American Society for Quality (ASQ), and best practices from private industry. All Synergest workshops are compliant with the PMI’s PMBOK® Guide.