

Experiential

'Anything that we have to learn to do we learn by the actual doing of it: people become builders by building, instrumentalists by playing instruments.' Aristotle¹

The idea of experiential learning is not a new one! On our programmes we focus around the 'real work' of the group or individual members. Rather than using case studies, we give our Members the opportunity to exercise their leadership skills and then receive valuable feedback in a safe environment. This is something that most of our Members have never experienced before.

These feedback sessions often focus on the real felt experience of the 'here and now' (what is happening *now*?) rather than allowing a more generalised, abstract discussion about things 'out there, in the real world'.

Based on the work of Kolb², we emphasise that experiential learning is based not just on having an experience. Rather, it involves having an experience; reflecting on it, along with the feedback from peers; understanding the experience and then actively choosing whether to experiment doing things differently the next time.

Even the presentations usually become a space in which different approaches and the theory and values behind them can be vigorously explored!

¹ Aristotle, The Nicomachean Ethics, Book 2, Translated by J A K Thompson, Penguin Classics, England 1976

² See: Kolb's Experiential Learning studies: https://www.researchgate.net/profile/David-Kolb-2/publication/267974468_Experiential_Learning_Theory_A_Dynamic_Holistic_Approach_to_Management_Learning_Education_and_Development/links/5559122408ae6fd2d826eb12/Experiential-Learning-Theory-A-Dynamic-Holistic-Approach-to-Management-Learning-Education-and-Development.pdf