Welcome!

As you settle in, please introduce yourself to your table mates and explore this question:

What was the BEST EXPERIENTIAL LEARNING you have had?

Describe that with five words or less.
Thanks to Bloris Gloger for creating the original Ball Point Game.
Jenny Tarwater
Collaboration Coach

innovation games
Qualified Instructor

TRAINING
FROM THE
BACK OF
THE ROOM

AGILE GAMES NIGHT™

@JennyKCMO
Today we will ...

- Exercise #1
- Debrief
- Go Meta

- Exercise #2
- Debrief
- Go Meta

- Exercise #3
- Debrief
- Go Meta

@JennyKCMO
During learning, everyone “pops” at a different times
- Mary Donnici
Experiential learning is the process of learning through experience, and is more specifically defined as "learning through reflection on doing."

- Wikipedia

@JennyKCMO
“We love experiential learning ....
the way the learning sticks with the learner, 
to be available when it’s most needed.”

@JennyKCMO
Working Agreement
Working Agreement

- Be kind, be professional
- Right to Pass
- Right to Leave
Exercise #1

@JennyKCMO
Debrief:
• How did you feel?
• What happened?
• What did you learn?
• How does this relate to your real life?
• What if….
• What’s next?

@JennyKCMO
Thiagi
6 Step
Debrief

Sivasailam Thiagarajan

@JennyKCMO
1. How did you feel?
2. What happened?
3. What did you learn?
4. How does this relate to your real life?
5. What if?
6. What next?
"We do not learn from experience. We learn from reflecting on experience."

*John Dewey, Educator and Philosopher*
Why debrief?
@JennyKCMO

Tim "Agile Otter" Ottinger @tottinge - Feb 5
To the best of my knowledge, nobody in my circle had an agile "a-ha" moment while building a spaghetti & marshmallow tower.

Has anyone? Is the exercise really valid, or just a fun bit of tradition? I don't use it myself. But maybe I'm missing something.

Jenny Tarwater @JennyKCMO

Replying to @tottinge

I can one up you. I had SEVERAL a-ha moments in the DISTRIBUTED TEAM Marshmallow Challenge (?@mkilby facilitated???). Not because of who won (we did), but because of the deliberate constraints built into the exercise that demonstrated key techniques and the masterful debrief.

11:56 PM - 6 Feb 2019

3 Likes
@JennyKCMO

Tim "Agile Otter" Ottinger @tottinge · Feb 6
I've seen the power of some teaching games, deftly wielded. But I've seen "teaching" which was just a day of fun-n-games without nothing learned too.

Jenny Tarwater @JennyKCMO
Replying to @tottinge @mattbarcomb
That makes me sad, and is malpractice, IMO. Ask for our money back.
11:57 PM · 6 Feb 2019
OUTCOMES OF A NOT SO GREAT DEBRIEF

• Training is stupid!!! 😞
• WTH just happened?
• Am I the dense one?
• OMG they’ll ask ME a question!
• I may die sitting here all day…

@JennyKCMO
OUTCOMES OF A GREAT DEBRIEF

• Create a shared experience
• Learn about yourself
• Learn about others
• Learn what you know
• Learn what you don’t know
• Identify blind spots
• Alter thought patterns

@JennyKCMO
Double-Loop Learning

Goals, values, beliefs, conceptual frameworks

Why we do what we do

Action Strategies and techniques

What we do

Results and Consequences

What we obtain

Double-Loop Learning
More than problem solving, this learning style reevaluates and reframes goals, values, etc.

@JennyKCMO

Single-Loop Learning
Most common learning style, problem solving
Exercise #2

1 2 3 4 5 6 7 8 9 10

@JennyKCMO
Journal Entry Activity #2

Prompts:

I felt ________________________________________________

I learned ____________________________________________

I can use ____________________________________________

I plan to ____________________________________________

@JennyKCMO
Exercise and Prompts
Courtesy of
Sharon Bowman
Creator, Training from the Back of the Room

@JennyKCMO
1, 2, 4, All

@JennyKCMO
The Goal:

to help the learner to take ownership of and synthesize the information for themselves and their peers.
Exercise #3

Soup or salad and bread
• How did you feel?
• What happened?
• What did you learn?
Debrief style of Gerald M. Weinberg
• Exploration
• Assimilation (Invention)
• New Knowledge (Application)
Kolb’s Experiential Learning Style Theory

- Concrete Experience (doing / having an experience)
- Reflective Observation (reviewing / reflecting on the experience)
- Active Experimentation (planning / trying out what you have learned)
- Abstract Conceptualization (concluding / learning from the experience)

@JennyKCMO
5 Tips & Tricks
PRACTICE makes perfect!
YES AND
Don’t play

“Guess what I’m thinking”

- Derek W. Wade
  @derekwwade
  Founder, Kumido Adaptive Strategies

@JennyKCMO
Debrief

>=

The Activity

@JennyKCMO
Psychological Danger

Fear of admitting mistakes
«Common Knowledge Effect»
Less likely to share different views
Blaming others

Psychological Safety

Comfort admitting mistakes
Everyone openly shares ideas
Learning from failure
Better innovation & decision-making
Diversity & Inclusion
Mix it Up!

or

Keep it Simple!

@JennyKCMO
What came up for you today?

@JennyKCMO
Where we have been today…

Debriefing

Formats
- Thiagi 5 Step
- Bowman Worksheet
- 1, 2, 4, All
- Weinberg Questions
- What, So What, Now What
- Kolb Cycle
- Bridge Experience
- Popping Popcorn

Facilitation Role

Tips & Tricks
- Practice
- Improv
- Yes, and...
- Diversity & Inclusion
- Guess What I'm Thinking
- Working Agreements
- Psych Safety
- Get Folks Talking
- Agenda
- Mix it Up / Keep it Simple

Jolts
- Shifting Perspective
- Problem Solving Diversity
- Written Ambiguity
Without an effective debrief, a simulation is just recreation.

Derek W. Wade
Thank you!

Jenny Tarwater
@JennyKCMO

www.linkedin.com/en/JennyTarwater
References

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• Experiential Learning by Jerry Weinberg
• Jolts! Activities to Wake Up and Engage Your Participants by Sivasailam Thiagarajan
• Training from the Back of the Room by Sharon Bowman
• Liberating Structures - http://www.liberatingstructures.com/

Jolts
• Perspective http://www.thiagi.com/games/2017/8/10/do-you-jolt
• Soup/Salad/Bread https://www.mountaingoatsoftware.com/articles/advantages-of-user-stories-for-requirements/comments
• Number Line – Training from the Back of the Room Class, Sharon Bowman
Game Mentioned Briefly in the Session

Games in Session Intro
- The Ball Point Game - https://scrumology.com/from-the-archives-the-ball-point-game/
- Letters/Number Games - https://lithespeed.com/the-name-game-a-multitasking-game-for-agile-teams/
- Penny Passing Game - http://kc.agilehood.org/a-pitcher-of-kool-aid-for-20-cents/

Games in Jenny Intro
- Training from the Back of the Room - http://bowperson.com/

Games Mentioned in the Session
- No Estimates Game - https://mattphilip.wordpress.com/noestimates-game/
- Distributed Marshmallow Challenge - https://www.slideshare.net/markkilby/communicating-and-collaborating-how-distributed-teams-can-thrive-kilbyhorowitz
- Lego City - https://www.lego4scrum.com/