

Helping people become more effective at work, and in life.

Individuals who are able to expand their learning flexibility become more flexible in all parts of the learning cycle process (and learning styles). They are then able to improve their performance and transform into whole, integrated people.

Experiential Learning provides the road map. By discovering parts of yourself that you may have ignored or undervalued, you can develop an entire inner team that will help you meet every experience more effectively and continue to develop in the process.

Here are a few of the ways individuals across work functions and life journeys have benefited through our Experiential Learning process.

A decorative graphic consisting of a series of small squares arranged in a circular pattern, transitioning from dark blue to light grey.

New skills for a more demanding role.

Natalie always wanted to be a nurse — she had a way of connecting with people that seemed to be healing. When she accepted a leadership position, she used her strengths, including using anecdotal and observational information, to build relationships with her staff just like she did with her patients.


But when it came to making the tough decisions her new role demanded, her strengths only got her so far. **By using the learning cycle process** and new self-awareness about her style preferences, she developed a plan to expand her range. Through personal and professional development, she found ways to focus on using data, evidence and mental models to make better decisions, especially to manage complex dilemmas.

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New appreciation for others' work styles.

Noor, a marketing executive, was adept at seeing opportunities and moving to action quickly. Her willingness to take measured risks served her well in a business environment of rapid change. As a manager, she was often able to persuade coworkers who didn't process things as quickly as she does to

get on board. But she also found that she would get impatient with those on her team who are indecisive, slow to move, or who spend too much time gathering and checking facts. **Experiential Learning model helped Noor** better understand her work style, and better recognize the value that others on her team bring to the decision-making process.



A more effective decision maker and team leader.

independent decisions. **By using the learning cycle**, he practiced using the steps, paying attention to the ones that were most difficult, making decisions and committing to one goal. He intentionally practiced filtering the ideas he created to choose one path, getting through one decision before considering the next, and testing these decisions to get feedback. When Liam catches himself gravitating back to this imagining strength, he has strategies and language to get the best from this phase and move on around the cycle. His team members have noticed a difference: they are clear about what they are trying to achieve and who does what by when.



Learning to take pause, and avoid mistakes.

Miguel, a manufacturing manager, discovered Experiential Learning during a team effectiveness training. It helped him build self-awareness about his own approach, which was getting right to the task at hand to get things done on time. That meant jumping in, taking risks, and mobilizing all resources ASAP to get things moving. When valued team members left the company after a management change, Miguel made some costly mistakes. He sought one-on-one coaching **using Experiential Learning to discover what to do** differently. Using the framework, he recognized his need to value reflection by taking time to pause, gather information and take various perspectives before jumping to action. Miguel found that the bias to action ran deep within him and it took deliberate attention to stretch from this comfort zone. By practicing, he put structures in place that allowed him to slow things down to avoid mistakes and ultimately speed up results.



Increasing confidence and risk willingness.

Experiential Learning helped Jacob realize he needed to give himself time limitations on acting. He also now partners with colleagues who are more comfortable taking reasonable risks. He discovered that when he practices in his head before trying things on the job, he is less self-critical. Now, in group meetings, Jacob asks a question or offers an opinion more readily. He reports that it has improved his confidence and set a base from which he continues to expand.

Jacob, an HR professional, likes keeping up with the deepest thinking in his field, understand the theory behind it, and figuring out how it might impact employees from every perspective. But the impact of all that research was delayed action.



Learning to navigate change.

clients and capturing new business. **Through Experiential Learning,** Xia recognized other preferences that were holding her back. Such as, working alone more than in groups, and avoiding “networking events” that would allow her to meet new prospects. She now has a mental model and ways to authentically meet new prospects, take risks while managing vulnerability, and recover when things do not go according to plan. The learning styles and their associated process steps provided a clear plan for what Xia could do differently: taking account of her feelings, getting enough information, making incremental decisions, and taking small actions in the direction of her goal.


Xia, a financial planner, has a knack for gathering and organizing information—lots of information—then making sense of it and presenting it to her clients in a logical format so they can make informed investment decisions. That skill, however, only went so far when it came to developing



From subject matter expert to exceptional manager.

position. **Through Experiential Learning,** Olivia found a research-based theory backed by evidence of how people change and develop. She identified ways in which she could improve influencing and relating to others, recognizing her own feelings and those of others, and imagining novel ways to innovate. Olivia used the learning cycle process to develop these new capabilities over time. Now, she is an analytical subject matter expert and an exceptional manager.

Olivia, a financial analyst, has strengths in solving problems and predicting outcomes with numbers. She like things to be logical and consistent, and to take time to be certain that her conclusions are accurate. This served her well as an individual contributor but left her short when she assumed a manager



Staying focused, with a widened lens.

for him to imagine innovative ideas. **Using the Experiential Learning framework,** Pierre expanded his focus to building flexibility in Imagining capabilities, such as generating new ideas and seeking others' opinions. The unexpected upside was that Pierre developed empathy. The combination of empathy and goal-centered action ensured that Pierre's clients were happy with both the experience and the outcome. His relationships and performance improved.

Pierre, a lawyer after practical results for his clients, always kept the bottom line in mind. To do that, he had to be efficient and focused at all times, never distracted by any drama or emotions his clients might have had. He did not realize that the singular focus on goal achievement made it difficult

What are your imperatives and goals for moving forward?
Let's talk about how our Experiential Learning process can help you get