ENTRECOMP:

3.5 Learning Trough Experience

Arab College of Applied Sciences

Duration: 6 hours

Co-funded by the European Union

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Project Consortium

Coordinator:

MMC Mediterranean Management Centre

Partners:

Cyprus Certification Company

DIMITRA educational organization

haveta dream

Arab College of Applied Sciences

Jordan Youth Innovation Forum
الملتقى الأردني للإبداع الشبابي

Project Details

Title: **“Joint Development, Piloting, and Validation of Entrepreneurial Mindset and Key Skills Curricula and Training Materials for Third Countries”**
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Start Date: 01.01.2023
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3.5 Learning Through Experience

Training Aim

This Workshop aims to empower participants with the knowledge, skills, and competences to effectively engage in and facilitate learning through experience, promoting both personal and professional growth. This workshop will:

- Introduce the competence of Learning Through Experience, highlighting its importance for individual development.
- Enhance abilities in extracting insights through reflective practices and group discussions, fostering critical thinking and effective communication.
- Cultivate competences in collaboration, adaptability, and leadership to create impactful learning environments, adapt strategies based on feedback, and guide others in the experiential learning process.

3.5 Learning Through Experience

Learning Outcomes

In terms of **knowledge**:

- ✓ *Articulate the concept of learning through experience, identify various types of learning experiences, and explain the significance of experiential learning in personal and professional growth.*

In terms of **skills**:

- ✓ *Design, implement, and evaluate experiential learning activities, facilitate group discussions and debriefs to extract insights from experiential learning, as well as adapt learning strategies based on feedback and outcomes.*

In terms of **competences**:

- ✓ *Demonstrate competence in analyzing and synthesizing insights gained from experiential learning, share learning outcomes with others, collaborate to create meaningful learning experiences, apply lessons learned across contexts, and guide others through the experiential learning process.*

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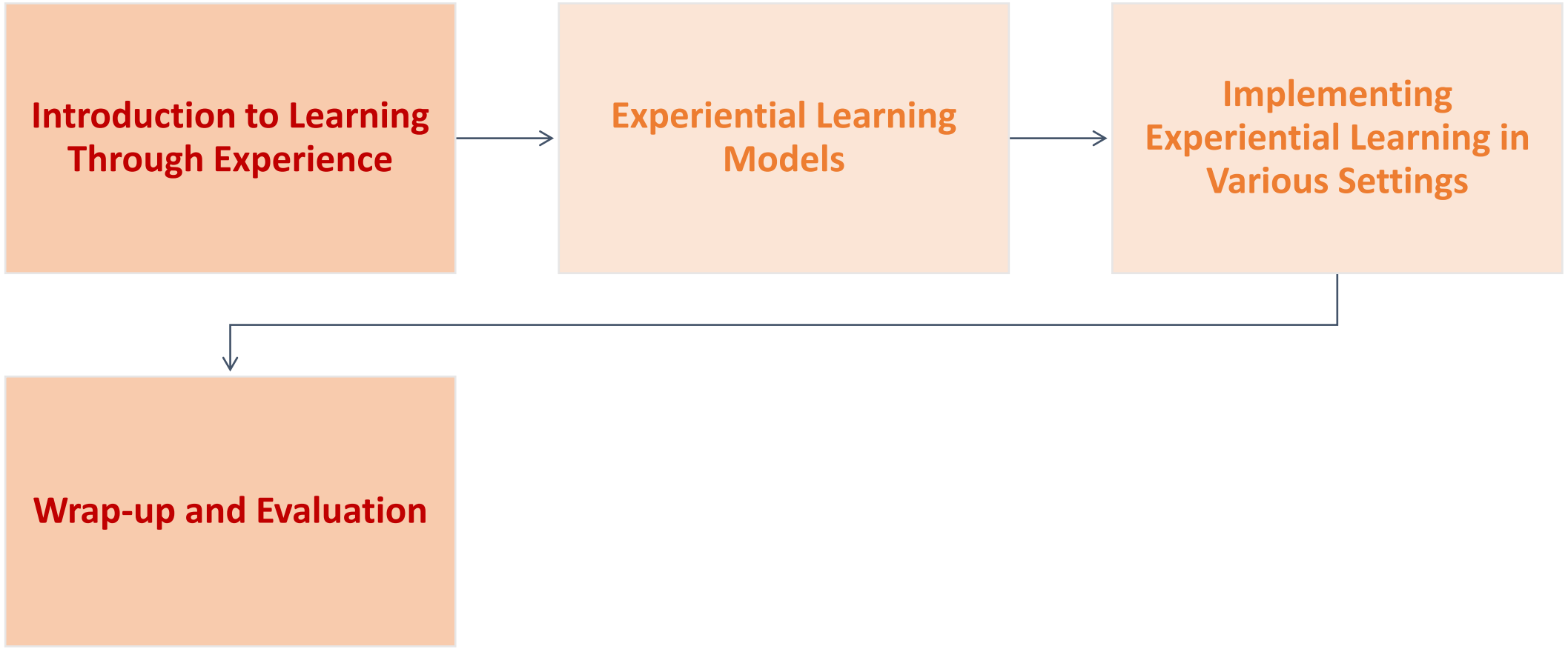
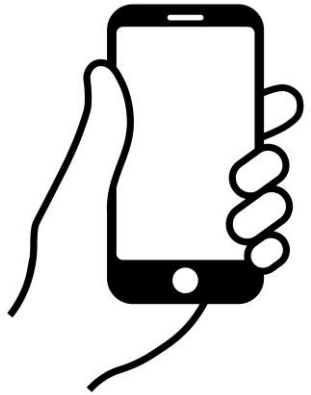
What ENTRECOMP competence is our training about?

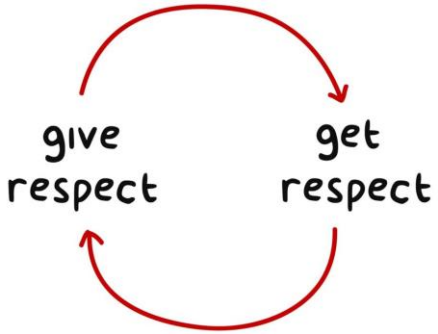
Training Route Map



Training Rules



Participation



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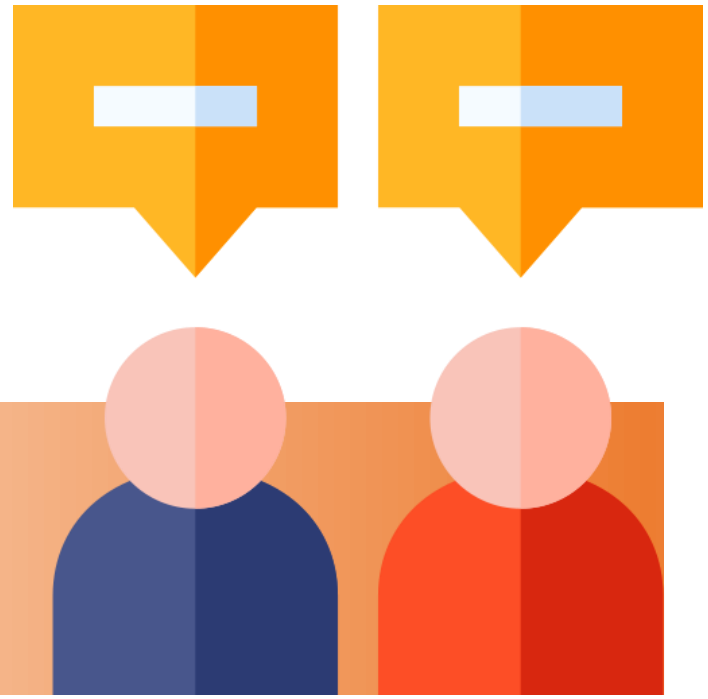
"Two Truths and a Lie - Experience Edition"

Introductions

Let’s get to know each other!



"To learn through experience is to transform the mirror of the past into a window for the future."

Introduction to Learning Through Experience

Learning Through Experience

Are you ready to embark on a journey that promises not only to enrich your understanding but also to transform the way you perceive and engage with learning in every aspect of your life?

Experiential Learning, is a powerful approach that goes beyond traditional classroom boundaries, enabling us to learn from the very fabric of life itself. Our goal is to explore how our experiences, both personal and professional, can become the most profound teachers, guiding us towards growth, innovation, and resilience.

Learning Through Experience

Let's get **READY….**

to open our minds, share our stories, and learn from each other. Let this workshop be your stepping stone towards mastering the art of learning through experience, equipping you to thrive in diverse and ever-changing environments.

Welcome aboard, and let's make this journey unforgettable!"

1. Introduction to Learning Through Experience

Overview of Experiential Learning
Key Principles of Experiential Learning
Benefits of Learning Through Experience
Learning by Experience VS Learning by Example
Learning from Success and Failure

Overview of Experiential Learning

Definition:

Learning by experience means gaining insights and knowledge by doing. Also known as experiential learning

During experiential learning, people can ask questions, investigate theories, perform experiments, use problem-solving skills, assume responsibility for their actions and opinions, express creativity, and form conclusions.

Examples: growing a garden, taking driver education classes, and taking part in volunteer work.

Key Principles of Experiential Learning

1. Learning is Process-Oriented, not Outcome-Oriented

Experiential learning focuses on the learning process itself rather than just the end results or outcomes. It values the journey of learning, including the thinking, problem-solving, and decision-making processes that occur along the way.

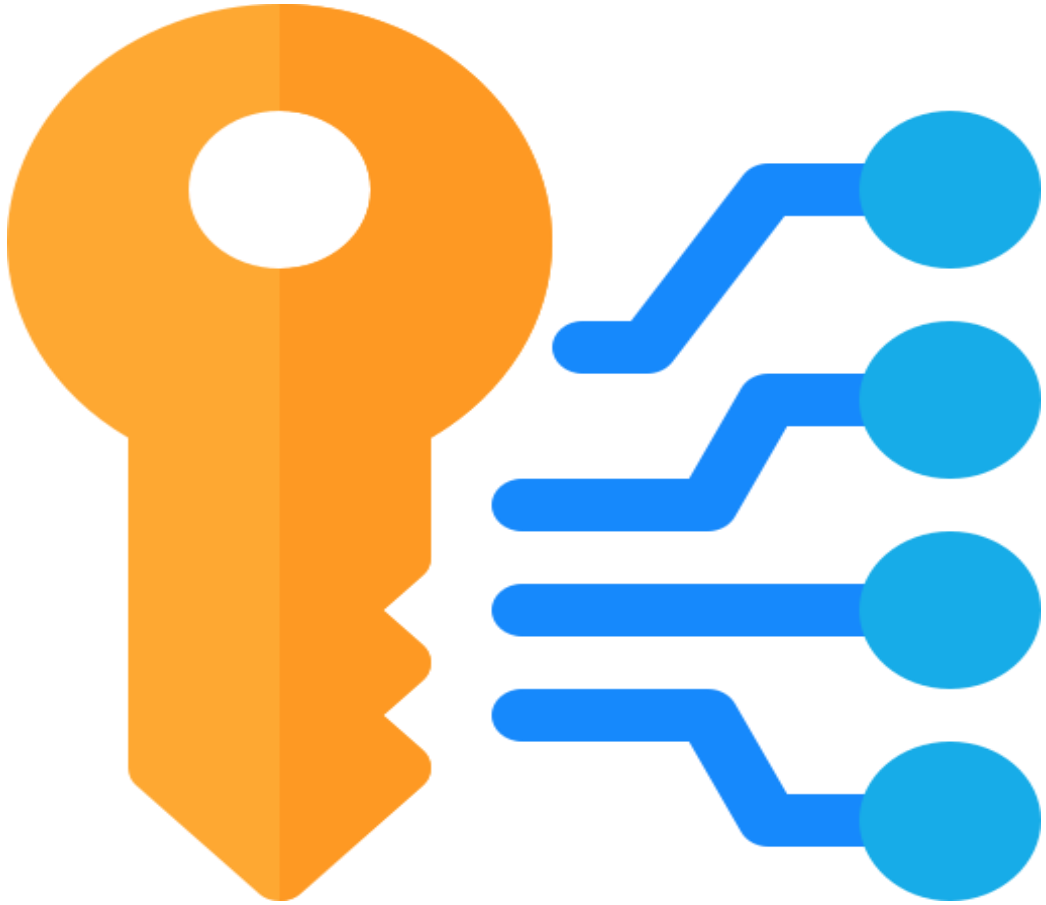
2. Learning is Personal

Each individual's learning experience is unique, shaped by their prior knowledge, experiences, attitudes, and learning style. Experiential learning acknowledges and leverages this personal context, allowing learners to make connections to their own lives and experiences.

3. Learning is Contextual

Learning is deeply influenced by the environment in which it takes place. Experiential learning often occurs in real-world contexts, making the learning more relevant and meaningful to the learner. This relevance enhances motivation and engagement.

Key Principles of Experiential Learning



4. Learning is Active

Learners actively participate in the learning process by engaging in hands-on tasks, experiments, and problem-solving activities. This active involvement helps to solidify learning and improves retention.

5. Learning is Reflective

Reflection is a critical component of experiential learning. Learners are encouraged to think critically about their experiences, analyze their actions, consider the outcomes, and reflect on what they learned and how they can apply it in the future.

6. Learning is Social

Experiential learning often involves collaboration and interaction with others. Learning from peers, sharing experiences, and working in teams are integral aspects of this approach, fostering communication skills and social development.

Key Principles of Experiential Learning

7. Learning Involves Problem-Solving

Learners are confronted with real-world problems that require them to apply their knowledge, think critically, and devise solutions. This problem-solving aspect encourages adaptability and creativity.

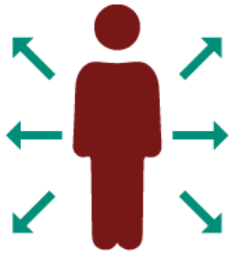
8. Learning is Holistic

It integrates intellectual, emotional, and physical dimensions of learning, offering a more holistic understanding of the subject matter. This comprehensive approach helps in developing well-rounded individuals.

9. Learning is Continuous

Experiential learning views learning as a continuous, lifelong process. Experiences outside the traditional classroom settings are valued just as much as formal education, emphasizing that learning does not end upon completion of a course or degree.

The Benefits of Experiential Learning



Develops the capacity to adapt to new situations

Bridge the gap between theory and practice

Provides a safe place to fail and try again

Allows for an accurate assessment of skills

Gain work experience from classwork

Before we address the benefits of Learning by experience, we need to differentiate between this concept and learning by example as bith are two fundamental approaches to acquiring knowledge and skills, each with its unique benefits and drawbacks. Understanding the differences between these methods can help in choosing the most effective strategy for education, personal development, and professional training.

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Learning by Experience

Learning by experience, or experiential learning, involves gaining knowledge and skills through direct participation in activities and reflecting on those experiences. It's a hands-on approach where learners engage in real-world tasks, experiment, and learn from the outcomes of their actions.

Benefits:

- ✓ **Deep Learning**: Experiences can provide a deep understanding of a subject matter because they engage learners emotionally and physically.
- ✓ **Retention:** Knowledge gained through experience is often retained longer because it is associated with real-world contexts and personal involvement.
- ✓ **Adaptability:** It helps learners develop critical thinking and problem-solving skills, making them more adaptable to new situations.
- ✓ **Motivation:** Being actively involved in the learning process can increase motivation and interest in the subject.

Learning by Example

Learning by example, or observational learning, involves acquiring knowledge, skills, or behaviors by observing and modeling others. This method relies on watching demonstrations, videos, or live examples and then imitating those actions.

Benefits:

- ✓ **Efficiency:** It's a more efficient way to learn specific tasks or behaviors, as it allows learners to quickly see how something is done.
- ✓ **Safety:** Observational learning can be safer, particularly for activities that involve risks, by allowing learners to see the consequences of actions without experiencing them firsthand.
- ✓ **Ease of Access:** With the rise of digital media, learning by example has become more accessible through online tutorials, videos, and demonstrations.
- ✓ **Cognitive Skills:** It supports the development of cognitive skills, such as analysis and synthesis, by allowing learners to observe and then integrate new information with what they already know.

Learning by Experience

Drawbacks:

- **Time and Resources:** It can require more time and resources than traditional learning methods.
- **Inconsistency:** The learning outcome can vary greatly depending on the individual's experience, which may lead to inconsistency in knowledge or skills acquired.
- **Risk of Failure:** There's a higher risk of failure, which, while educational, can be discouraging for some learners.

Learning by Example

Drawbacks:

- **Lack of Depth:** Learning by example may not provide as deep an understanding of the principles behind actions or concepts, leading to superficial knowledge.
- **Passivity:** There's a risk of passivity, where learners might not engage as actively with the material, reducing the effectiveness of the learning process.
- **Misinterpretation:** Without the context or rationale behind actions, learners might misinterpret what they observe, leading to errors in replication.
- **Limited Adaptability:** This method might not adequately prepare learners for situations that differ significantly from the observed examples.

Learn from Success and Failure

As a leader, you need to make strategic decisions that can shape the future of your organization. But how do you learn from the outcomes of those decisions, whether they are successful or not?

Why learn from success and failure?

Learning from success and failure is not only a way to improve performance, but also a way to foster a culture of innovation, resilience, and growth in your organization. Taking the time to identify what works and what doesn't, and why, can help you avoid repeating the same mistakes or missing new opportunities. Celebrating and rewarding achievements and efforts, not just results, can help to encourage experimentation and feedback rather than fear and blame.

Some Common Pitfalls to Avoid!

Learning from success and failure is not easy, especially when hindered by common pitfalls like confirmation bias, hindsight bias, the success trap, and the blame game. To overcome these issues, it's important to be open-minded, curious, humble, and accountable. Additionally, seeking diverse and constructive feedback, challenging assumptions and biases, and embracing uncertainty and ambiguity can help you avoid these pitfalls.

Experiential Learning Journey

"Learning is not a spectator sport. Students do not learn much just sitting in classes listening to teachers, memorizing pre-packaged assignments, and spitting out answers. They must talk about what they are learning, write about it, relate it to past experiences, and apply it to their daily lives. They must make what they learn part of themselves."

Arthur W. Chickering and Zelda F. Gamson

2. Experiential Learning Models

Kolb's Experiential Learning Cycle

** Reflective Observation*
** Abstract Conceptualization*
** Active Experimentation*
** Concrete Experience*

Experiential Learning Models

Experiential learning theory (ELT) is a framework developed by David Kolb that explains how people learn through direct experience, reflection, and experimentation. Kolb described two different ways of grasping experience:

- Concrete Experience
- Abstract Conceptualization

He also identified two ways of transforming experience:

- Reflective Observation
- Active Experimentation

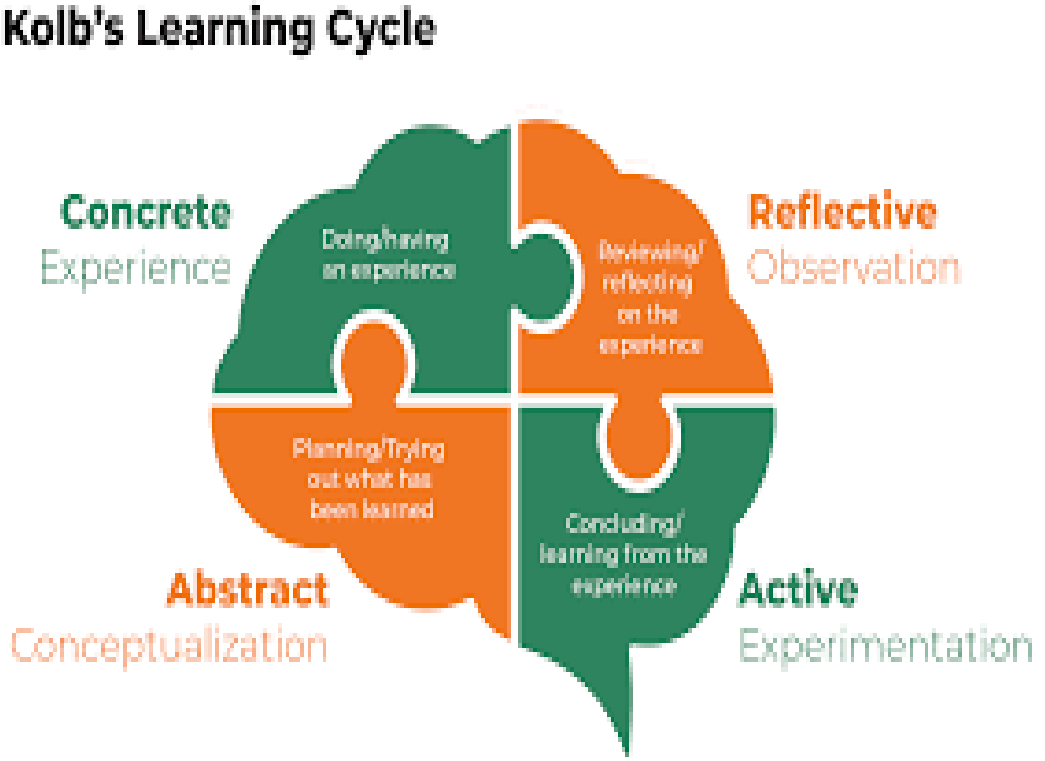
According to **ELT**, learning occurs through a cyclical process that involves experiencing, reflecting, conceptualizing, and experimenting. Kolb also emphasizes that people tend to have a preferred learning style, but effective learning involves using all four modes of processing.

Kolb's Experiential Learning Cycle

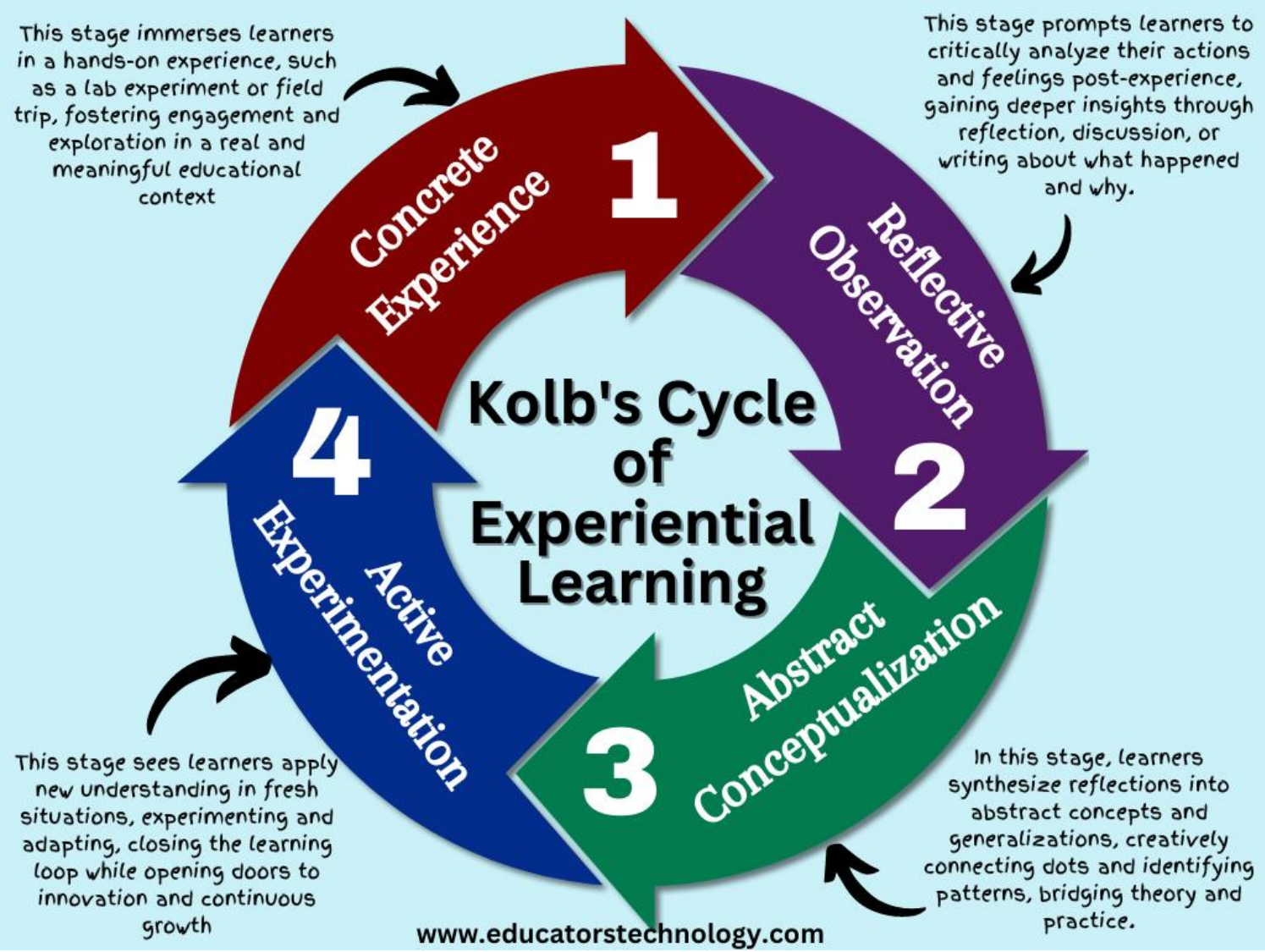
Experiential Learning is defined as a process where knowledge is created through the transformation of experience. There are several models that help explain this process, with Kolb's Experiential Learning Cycle being one of the most influential.

Kolb's Experiential Learning Cycle

It is a four-stage process that emphasizes the learner's active involvement in the learning experience. This model suggests learning is a continuous process that can begin at any stage but must follow a specific sequence for effective learning.



Kolb's Experiential Learning Cycle



Reflective Observation	• Reflective Observation is the stage where the learners observe their experiences from different perspectives. Emphasize the importance of reflection in learning, allowing individuals to understand the implications of their actions and how they may affect future outcomes.
Abstract Conceptualization	• During Abstract Conceptualization, learners use reflection to develop new ideas or modify existing concepts. This stage involves thinking logically about the problem, integrating observations into sound theories, and planning how to test these theories in new situations.
Active Experimentation	• Active Experimentation is the phase where learners apply their ideas to the world around them to see what results. It is significant to take action and have willingness to take risks, making mistakes, and learning from these experiences.
Concrete Experience	• Concrete Experience is the stage where learners engage in new experiences or re-interpret existing experiences. This stage is about being fully involved and open to experiencing without bias, setting the stage for further reflection.

Business Management Simulation Game

3. Implementing Experiential Learning in Various Settings

In Education
In Workplace
Learning Organization
In Training Programs
Incorporating Technology
Challenges of Experiential Learning

Implementing Experiential Learning in Various Settings

Experiential learning theory has been widely applied in various contexts, including education, business, and psychology, and has been used to design experiential learning activities and programs that promote deep learning and personal and professional growth.

Experiential learning can become a continuous process of learning and development in corporate companies and schools by adopting the basic steps of "do, reflect and apply".

There are many ways to practice these experiential learning techniques in various settings.
However, implementing experiential learning across different settings requires tailored approaches to suit each environment's unique characteristics and objectives.

Experiential Learning In Education

In educational settings, the integration of experiential learning can enrich traditional curricula and invigorate the learning experience for learners.

Educators can leverage experiential learning to bridge the gap between theory and practice, enabling students to contextualize academic concepts in real-world scenarios.

This approach not only enhances learning engagement but also cultivates a deeper appreciation for the relevance and applicability of academic knowledge.

Effective application of experiential learning in educational settings is through interactive simulations and role-playing exercises. These immersive activities enable students to step into different roles, navigate complex scenarios, and make decisions with consequences.

There are many ways in which Educational Institutions can use experiential learning opportunities

Mock-trials or debates

Organizing business internships.

School camps or a boarding component to campus life; here, students are responsible for some aspects of their daily life such as cleaning, time management and study

Undertaking drills to develop specific physical skills

Community service opportunities, such as work trips to support disadvantaged communities

Study tours to international universities where students experience on-campus life and undertake undergraduate study

Every film or novel study in English, where a student enters the world of the story and lingers on the complexities of the perspective of the protagonist

Simulations, such as in a Business Studies class examining the factors behind stock market fluctuations

Scientific experiments or open-ended inquiries to determine cause and effect

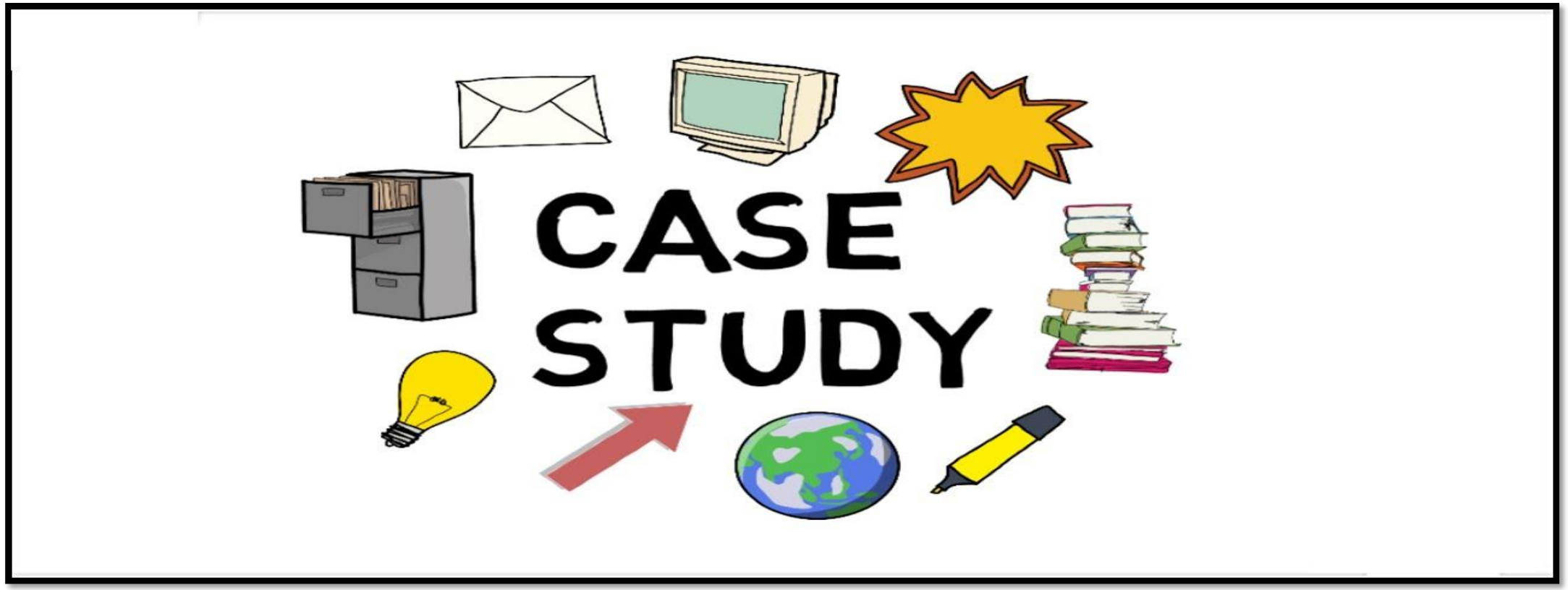
Case studies of urban development in Geography

Role-playing influential historical figures in order to understand personal motivations in a History class

Interactive classroom games, such as Kahoot or Socrative

Outdoor and Adventure Camps

Integrating Experiential Learning in Educational Settings



Experiential Learning In Workplace

As human beings, we are shaped by our experiences. For adults, no amount of textbook learning can take the place of knowledge that comes from experience. Adults inherently learn best when they are doing or experiencing something that they feel is valuable.

Why Incorporate Experiential Learning into Your Organization?

❖ **Increase employees' motivation to learn.**

When employees are engaged in learning experiences that they see the relevance and significance of, they are more likely to learn and acquire the desired skills being taught.

Furthermore, experiential learning is fun and engaging. It instills personal conviction about the value of changed behaviors and provides shared experiences that employees can refer to in the future.

Experiential Learning In Workplace

❖ **Produce More Autonomous Learners.**

To solve problems and complete tasks in unfamiliar situations in a real-world context, employees need to figure out what they know, what they do not know and how to learn it; in many cases, new behaviors need to be developed.

These behaviors or skills are acquired by engaging in experiential learning activities.

❖ **Increase transfer of knowledge/skill to the workplace**

It is indicated that, in many situations, training fails to help learners retain their knowledge between the learning environment and application (Wick, Pollock & Jefferson, 2010). Experiential learning can help bridge this gap because the theory learned or knowledge gained in the classroom is applied in the real world.

Experiential Learning In Workplace

❖ **Produce more meaningful learning.**

One of the key components of experiential learning is reflection. Reflection ultimately deepens learning and helps employees to:

- ✓ Transfer their previous learning to new contexts.
- ✓ Master new concepts, principles and skills.
- ✓ Articulate how they developed this mastery.
- ✓ As a result, experiential learning often generates positive feedback from learners -- this is something you don't often get with traditional approaches to training and learning in organizations.

Experiential Learning and Learning Organizations

Integrating experiential learning into the core practices of an organization is pivotal for nurturing a learning culture. This process involves creating environments and opportunities where employees can engage directly with tasks and challenges, reflect on these experiences, derive insights, and apply these learnings in real-world scenarios. This hands-on approach not only enhances personal growth and skill development but also drives organizational development by fostering innovation, adaptability, and continuous improvement.

Cultivating a Learning Culture: Strategies for Embedding Experiential Learning

Leadership Commitment: Leaders must champion the cause of learning by embodying a growth mindset, encouraging exploration, and openly sharing their learning experiences, including failures.

Designing Learning Experiences: Tailor experiential learning opportunities to align with organizational goals. This could include project assignments in unfamiliar domains, cross-departmental collaborations, or external partnerships that challenge employees and stimulate growth.

Creating Safe Spaces for Learning: Establish an organizational culture that views mistakes as learning opportunities. Creating an environment where employees feel safe to experiment, fail, and try again is essential for experiential learning to thrive.

Reflective Practice: Encourage employees to engage in reflective practices, such as journaling, debriefing sessions, or peer discussions, to derive deeper insights from their experiences.

Cultivating a Learning Culture: Strategies for Embedding Experiential Learning

Leveraging Technology: Utilize technology to create virtual simulations, gamified learning experiences, and online collaboration platforms that enable experiential learning in a variety of contexts.

Recognition and Reward Systems: Align recognition and rewards with learning and development achievements. Celebrate not just success but also the insightful application of learned lessons from failures.

Continuous Learning Opportunities: Offer continuous learning opportunities through workshops, seminars, conferences, and online courses to keep the workforce updated and engaged.

Feedback Loops: Implement regular feedback mechanisms to ensure learning aligns with personal and organizational goals, adjusting experiential learning initiatives based on feedback.

Experiential Learning In Training Programs

Experiential Learning strategies should include activities that address all four phases of the Experiential Learning Cycle. **Example:**
You decide that as part of your training program you are going to offer coaching on handling dissatisfied customers.
Experience: In a workshop setting, you could present some content on steps to follow when handling customers who are upset, followed by role play or a demonstration.

Reflect: Participants could be asked to discuss what they observed in the demonstration, how the steps for handling upset customers compare to their current way of coping, etc.

Think: Participants then might be asked to think about how they can use the information provided to improve the way they currently deal with upset customers.

Apply: Participants could be walked through a simulation or similar situation in order to practice responding to upset customers.

Lets Watch this and Discuss

Incorporating Technology for Experiential Learning

Examples: Incorporating Technology for Experiential Learning

Interactive Simulations and Virtual Labs

Virtual Reality (VR) and Augmented Reality (AR)

Game-Based Learning Platforms

(Minecraft Education Edition.)

Project-Based Learning (PBL)

Digital Storytelling Tools
(Adobe Spark, Book Creator, and Storybird)

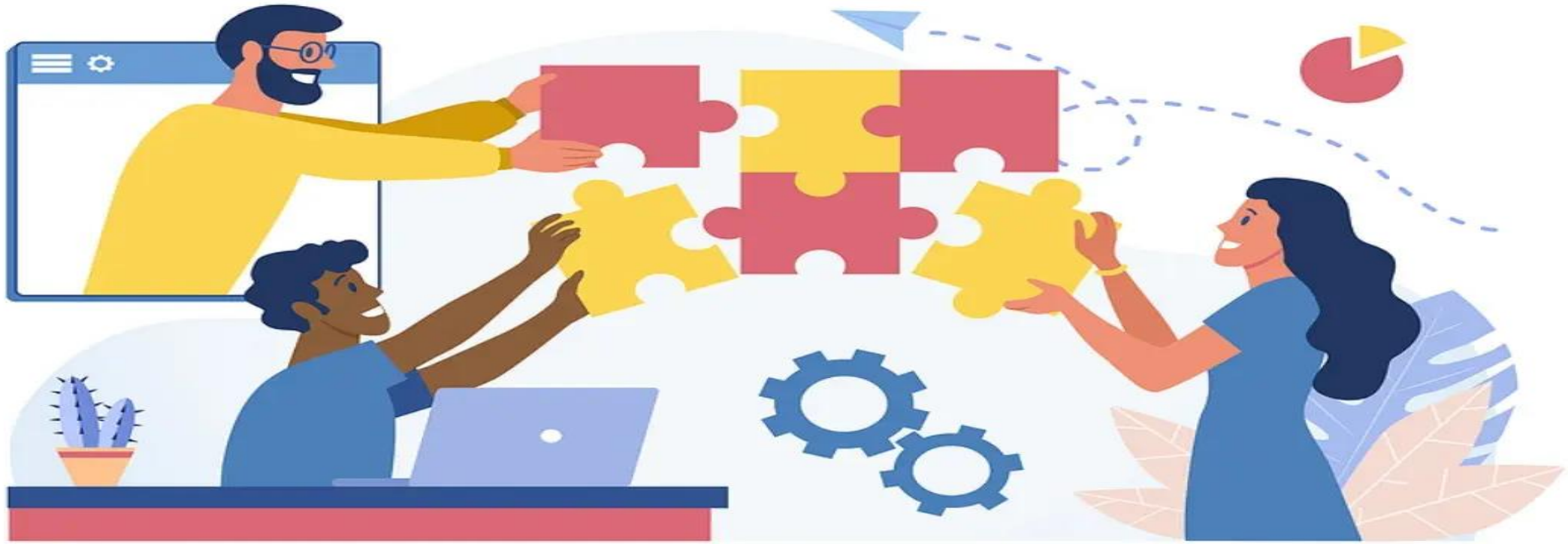
Online Collaboration Tools
(Google Workspace, Microsoft Teams, and Slack)

Mobile Learning (mLearning) Applications

(Duolingo for languages, Quizlet for flashcards, and TED-Ed for educational videos)

Learning Management Systems (LMS) with Experiential Components
(Canvas, Blackboard, and Moodle with plugins for external tool integration.)

Navigating Technology Integration in Experiential Learning

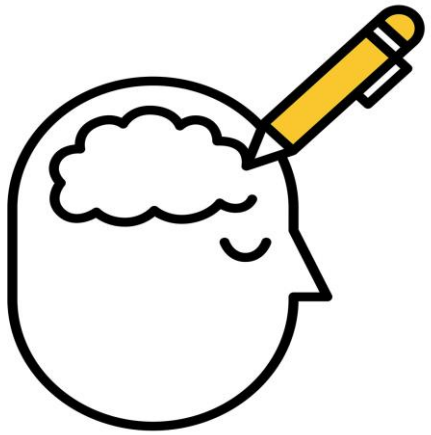


Revision

Hands-on Activity:

- ✓What is experiential learning, and why is it significant for personal and professional development?
- ✓How can one design an effective experiential learning activity? Please describe the process.
- ✓Describe how reflective practices can enhance the learning experience. Can you provide an example?
- ✓In what ways can collaboration and leadership play a role in experiential learning?
- ✓How can learning strategies be adapted based on feedback? Give an example of this in practice.
- ✓Share an instance where you applied lessons learned from an experiential learning activity to a new situation.
- ✓Discuss the challenges associated with implementing experiential learning and potential solutions.

Do you have any questions?



What will you keep from today’s training?

Training

Evaluation

List of References

- "The Importance of Experiential Learning" - An article discussing the significance of learning through experience in educational and professional settings. It's an informational resource.
- "Kolb's Experiential Learning Theory" - An article exploring David Kolb’s theory and its learning cycle. It's a theoretical and educational resource.
- "Experiential Learning in the Digital Age" - Discusses adapting experiential learning using digital tools. It's a scholarly resource on the subject.
- "Experiential Learning: Experience as the Source of Learning and Development" by David A. Kolb - A book detailing Kolb's theory on experiential learning, serving as a foundational text rather than a self-directed learning source.
- "The Power of Experiential Learning" by K. Beard and J.P. Wilson - A book on the impact of experiential learning, categorized as a scholarly resource.
- "Learning to Learn: The Skill and Will of College Success" by Skip Downing - A book focusing on developing learning skills for college success, more of an educational theory and strategy resource.
- "Teaching for Experiential Learning: Five Approaches That Work" by Scott D. Wurdinger and Julie A. Carlson - A guide for educators on implementing experiential learning, serving as a resource for teaching strategies.
- Learning from Success and Failure by Robert I. Sutton
- What is it that entrepreneurs learn from experience? By Frank Martin and Ronnie Smith

List of Suggested Resources for Self-Directed Learning

- ❑ **Coursera**

- "Machine Learning" by Andrew Ng, Stanford University - This course provides a broad introduction to machine learning, datamining, and statistical pattern recognition. It's one of the most popular courses for those interested in AI and machine learning, combining theory with practical exercises.
- "The Science of Well-Being" by Laurie Santos, Yale University - A course that teaches you how to increase your own happiness and build more productive habits, based on psychological research.

- ❑ **Khan Academy**

- Mathematics - Offers a comprehensive journey from basic arithmetic to advanced calculus and linear algebra, including interactive exercises for self-assessment.

- ❑ **TED-Ed**

- "The Mystery of Storytelling" by Julian Friedmann - Explores the power of storytelling and how it can captivate audiences, a valuable lesson for writers and educators.
- "How Does the Stock Market Work?" - Offers insights into the functioning of stock markets and the basics of investing, explaining complex financial concepts in an accessible way.

- ❑ **LinkedIn Learning**

- "Excel Essential Training" - A comprehensive guide to mastering Excel, from basic functions to advanced data analysis techniques, taught by industry professionals.
- "Critical Thinking for Better Judgment and Decision-Making" - Teaches strategies for improving critical thinking skills, enhancing decision-making in professional settings.

- ❑ **Project-Based Learning (Ex. Edutopia)**

- "Building a Sustainable Community" - Students research and design plans for a sustainable community, integrating knowledge from science, social studies, and economics. This project can inspire critical thinking, collaboration, and real-world problem-solving skills.
- "Creating a Classroom Museum" - This project involves students creating exhibits on topics they've researched deeply, allowing them to become experts on their subjects and teach others. It can cover any subject area, from history to science, and develops organizational and presentation skills.

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Entrepreneurial Mindset and Key Skills for All

Thank you!

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