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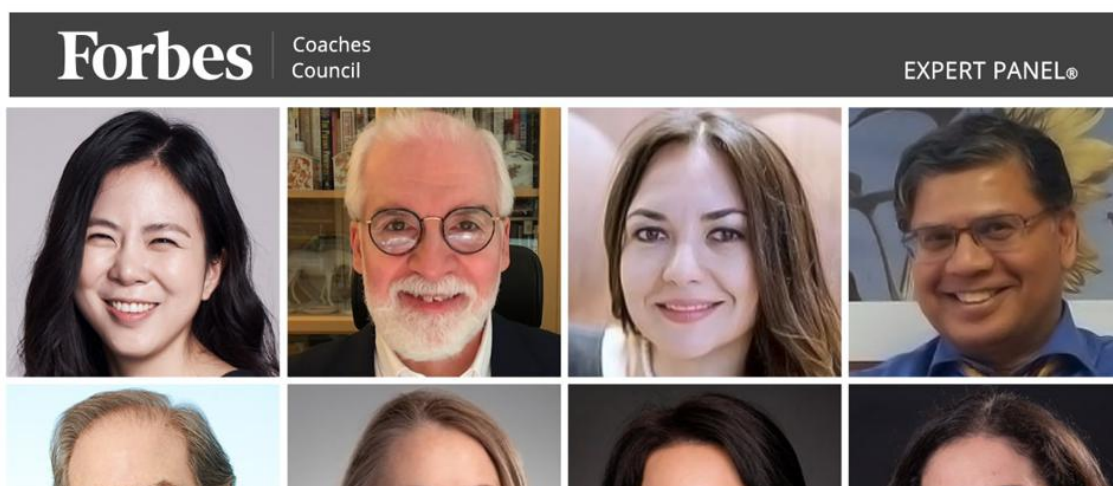
12 Ways For Organizations To Leverage Experiential Learning Opportunities



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Every person learns differently, usually through a combination of methods. Some companies have found that experiential learning, or learning by doing, is more effective than traditional ways of training employees.

Employers may find that engaging their employees in hands-on activities and exercises can help them feel more confident and competent in their roles. To help, 12 **Forbes Coaches Council** members explained how experiential learning differs from other methods and how this style of learning can benefit your employees.





Forbes Coaches Council members offer their best tips to help organizations leverage experiential learning. PHOTOS COURTESY OF THE INDIVIDUAL MEMBERS.

1. Determine What Skills Your People Need

Humans always learn best by doing. We also learn better when we know how something will help. You can design more training to serve as a catalyst, but first determine what skills your people need, when they will use them and why they would want to use them. Do that and incorporate reflection, discussion and writing, and they will have a higher chance of remembering. - [Monica Kang, InnovatorsBox](#)

2. Ensure That It Integrates With Who People Are

Experiential learning isn't just about doing; it's also about being. People gain confidence through learning that not only integrates who they are and what they do, but can also be translated into the work setting productively. Good, productive experiential learning works with the whole person, ensuring that the experience integrates what they think and what they feel in the context of the framework they're working in. - [Luis Costa, Luis Costa - coach · facilitator · speaker](#)

3. Foster Leadership Excellence

Experiential learning, especially for adults, is the key factor in fostering leadership excellence. It is often mistakenly thought of as an activity only, but in reality, it is one of the four key elements, which also include reflection, conceptualization and application. However, it is most importantly reflected in the four Fs—facts, feelings, findings and futures—which are essential to exceptional leadership and decision making. - [Izabela Lundberg, Legacy Leaders Institute](#)

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4. Use It To Learn From Mistakes

Experiential learning is such a powerful way of bringing reality to a subject or a solution to a problem. My first boss once asked me, “What’s the definition of experience?” Answer: “Having made the mistakes once already.” I think this is also key here. We will all make mistakes because no one is infallible, but it is what we do with them that matters. Experiential learning will help! - [Ash Varma, Varma & Associates](#)

5. Help People Apply Their Learning

The goal of learning is to move beyond understanding to effective application. The sustainability of what is taught requires two things. First, embody what is being taught, mentally, emotionally and behaviorally. We have all learned something temporarily and then gone back to old habits. Second, true learning involves the application of it to real-life goals, situations and challenges, rather than simply doing an activity. - [Mark Samuel, IMPAQ Corporation](#)

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6. Optimize The Learning Of Key Skills

Leaders who optimize the experiential learning of key skills, the knowledge of proven methods and concepts and the ability to reflect, evaluate and clarify will provide a better learning experience. This motivates employees to sustain effectiveness in the workplace and raises confidence in one's ability to produce and perform. - [Lori Harris, Harris Whitesell Consulting](#)

7. Equip Managers With Skills To Evaluate Experiences

Does everyone learn from the experience? No. Only evaluated experience helps us get better. Experiential learning in the workplace is powerful, as there are abundant opportunities to learn every day if we are looking out for them. The one key for companies to maximize experiential learning opportunities is to equip managers with skills to debrief and facilitate discussions. This skill goes a long way. - [Chuen Chuen Yeo, ACESENCE](#)

8. Prioritize Fully Immersive Experiences

The greatest difference and advantage of experiential learning over traditional training is the hands-on element. It allows employees to be fully immersed and engaged in the projects, experience, problem-solving and implementation. Most importantly, it provides room to learn from errors. Experience gained through such immersion, coupled with theory, is the best trainer and confidence booster. - [Lillit Cholakian, NewGen Global Leaders](#)

9. Help People Internalize Concepts

I've trained business professionals for over 15 years, and nothing is as good a teacher as experience. This is part of the human experience. My toddlers need to physically touch and feel something that is too hot to know that it hurts. I can tell them, but if they experience it, they internalize it. Business professionals are the same. Experiential learning helps people internalize the concepts versus just conveying the knowledge. - [Krista Neher, Boot Camp Digital](#)

10. Showcase Scenarios That Both Succeed And Fail

The key distinction between traditional training and experiential training is the amplification of discovery in the latter. When practicing ways of undertaking a job function, it should showcase scenarios that both succeed and fail. Deriving reflections from both outcomes, then implementing actions, will allow employees to deepen the impact for themselves and assimilate continuous learning. - [Arthi Rabikrisson, Prerna Advisory](#)

11. Allow People To Practice In Real Time

Experience is the best teacher. People learn faster by hearing stories and doing than through other methods. Putting them in situations where they can experience the skills they need to learn can help them understand how they need to think in those situations. Practicing in real time allows circumstances and situations to be the teacher and there is no better way to learn. -

[Jon Dwoskin, The Jon Dwoskin Experience](#)

12. Facilitate Learning With Feedback

Cookin

Experiential learning provides the nearly immediate ability to apply knowledge. It creates many opportunities for employees to apply what they've learned to solve business challenges in the real world. It is facilitated and amplified by real, in-person and real-time coaching and feedback. This promotes teamwork, collaboration and cooperation at a time when workers at all levels need this positive attention. - [John M. O'Connor, Career Pro Inc.](#)

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