



What is experiential training?

Experiential means “*involved or based on experience*”. Hence experiential training is personally involving, practical and mentally stimulating. In practice it uses structured outdoor and indoor activities to provide insight and solutions for real workplace situations. Its appeal is based on the fact that it is: -

- *'Hands-on' and practical*
- *Challenging and fun*
- *Real and meaningful in its consequences*
- *Able to simulate work situations allowing mistakes made to be turned into 'learning experiences' in a safe and cost effective environment.*

How does it work?

The primary value of experiential training lies in making the experience memorable, bringing into sharper focus the learning by making it real and relevant to the individuals (as well as the companies) training goal. The power of the training comes from active participation followed by debriefing.

Activities are designed to parallel corporate situations as closely as possible, and they require participants to make challenging personal and group decisions, often in unfamiliar environments. They call for careful and calculated risks where necessary, the acceptance of responsibility and effective communication with others.

Debriefing by skilled facilitators is the vital step that crystallises the relationship between outcome and cause, and transfers the learning directly back to the workplace. Participants discover how to apply the new skills to their personal and professional lives. They finish with a planned approach to the issues they need to change.

Outdoor Insights is a leading training provider that has since 1990 specialised in designing and delivering customised and highly effective team building, team skills training and leadership development programs. Outdoor Insights programs use a combination of indoor and/or outdoor 'experiential' activities to create a powerful and fun learning environment.

For further information: -

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