

## Skalent INDIA - Case Study

# Experiential Learning

Learning by Doing - The MTa way



## Introduction

The global corporate training industry in 2023 was worth \$345.56 billion, with estimates of up to 3-5% of payroll costs being spent on employee training and employees receiving 57 hours of training per year.

In light of these impressive statistics, the realm of corporate training seems to be at the cusp of a transformative journey – with a notable surge in the learner demand for training and development opportunities as well as amplified training investments by organizations. As an organization, would you say that you know exactly where and in which specific aspects of learning and development you would like to make your training investment?

## What is Experiential Learning



Today's corporate training world has taken on multi-faceted dimensions, spanning self-paced elearning, classroom training, immersive metaverses, virtual reality experiences and much more. But the common thread running through these diverse learning experiences is the incorporation of 'learner-involved', 'immersive' and 'action-oriented' techniques – or simply put, experiential learning practices. Why? Because experiential learning is active and advocates for 'deep' learning that uses a combination of different methods, from reading and experimenting to role-playing and discussing, to ensure that you truly absorb and internalize what you're learning, for application.

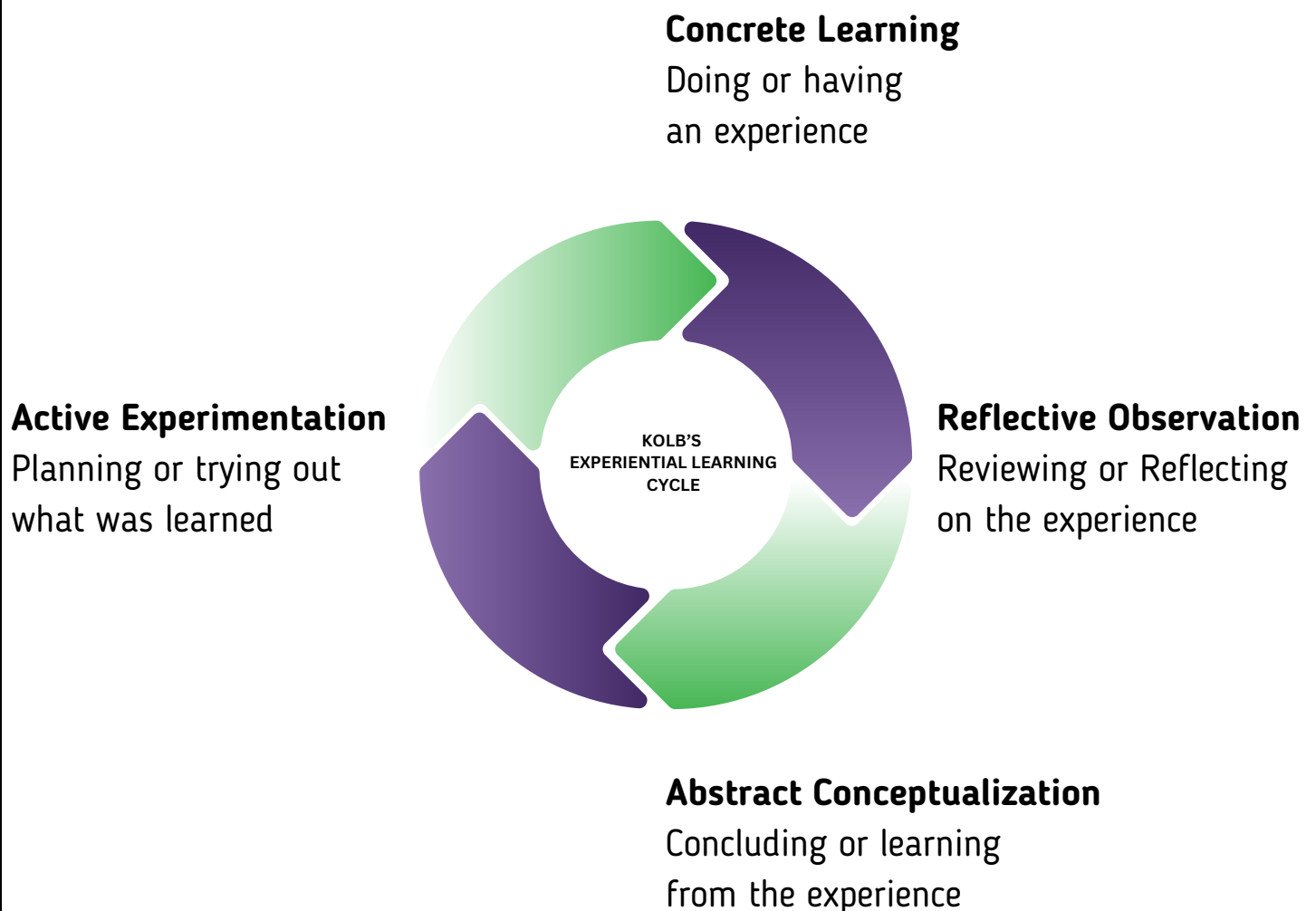
In short, **experiential learning** is the learning that takes place as an inevitable product of experience, where experience is a sum of our interactions, thoughts, emotions and cognition within an environment.

## Skalent's take on Experiential Learning

Experiential learning is engrained in today's modern Learning & Development practices; however, implementing it in corporate training is not about only recommending practical application but about:

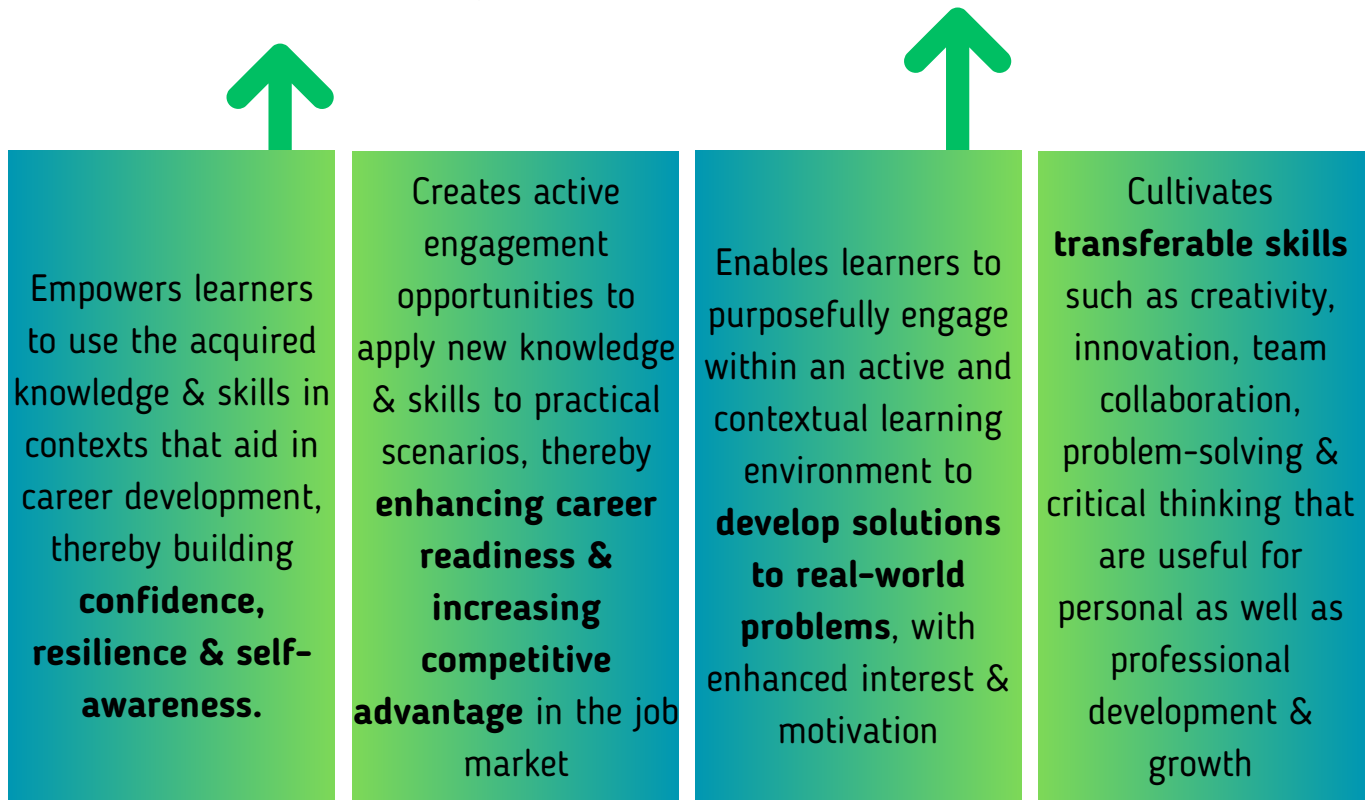
- **Creating and moderating the practical environment** – the tools, exercises, processes and activities – in which learners can apply existing knowledge and develop new knowledge and skills
- And importantly, then closing the loop with **concrete learning** – through discussions and debates, and by drawing learned and lived conclusions and inferences

Our take on Experiential Learning is ingrained in David Kolb's experiential learning cycle, which involves four stages of learning:



## Benefits and Outcomes of Experiential Learning

Experiential learning enables a **deeper understanding** of content subject matter, **cultivates skills** and makes the learning experience **memorable and applicable** in specific environments or employment settings, while also providing **opportunities for personal and professional growth**. It:



We at Skalent have often, in the course of implementing experiential learning, had to compare experiential learning with gamified learning experiences. Here's our take:

Gamified or game-based learning is a tiny subset of experiential learning. It provides learners with opportunities to learn through one type of Concrete Experience - a virtual, computer-based game - which involves the learner encountering challenges, applying knowledge and skills, gaining points or being penalized along the way. But experiential learning is so much more than just the concrete experience! While virtual game-based learning encourages learners to use up to 3 of the 4 VARK sensory modalities (visual, aural and reading/writing) to some extent, experiential learning leverages all 4 (to also include kinesthetic learning) and has the potential to explore these learning modalities to their maximum levels. Furthermore, reiterating our belief in the stages of Kolb's experiential learning cycle, it incorporates reflection on the experience, experimenting with the new thoughts and finally, forming new ideas and plans of action to incorporate them into new experiences. Experiential learning, as we always say, completes the loop with concrete learning.

## Skalent's expertise in Experiential Learning

Skalent, over its 15,000+ training and coaching hours, across 150+ clients in various industries and 7+ countries, is a game-changer in the L&D industry - designing and developing experiential training solutions to create lightbulb moments and deeper learning that leads to lasting change. And how better to do this than by implementing Experiential Learning techniques the MTa way!

The Martin Thompson associates' (MTa) groundbreaking approach is a legacy in the Experiential Learning niche within the Learning and Development industry.

Today, Skalent is only of only MTa certified training organisations across South and West India that implements the Martin Thompson associates' approach with MTa tools and techniques to achieve a host of context-specific outcomes, such as to develop inspirational leaders, build high performing teams, foster effective problem solving, improve communication, catalyse change and so much more.



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Road Maps of Success



To do this, Skalent uses the following elements:

Design Guides

MTa Kits

Review Process

To **design the right activities** with the required specific MTa tools and techniques - towards specific outcomes

To conduct the training activities and exercises with specific **instructions, toolkits and techniques** - towards specific outcomes

To enable **comprehensive reviews**, with learning transfer sheets, discussions & debriefs - towards developing specific informative analyses and conclusions

## Case Study | Skalent's Implementation of Experiential Learning – the MTa Way

### The Client

Our client is the world's 7th largest automotive supplier, developing technologies for safe, sustainable, advanced and customized mobility solutions across Seating, Interiors, Clean Mobility and Electronics. With 111,000 employees in 33 countries, our client is part of a Group company with over 300 industrial sites and 63 R&D centres, across 40+ countries, inspiring 'change' with a commitment to mobility transformation.

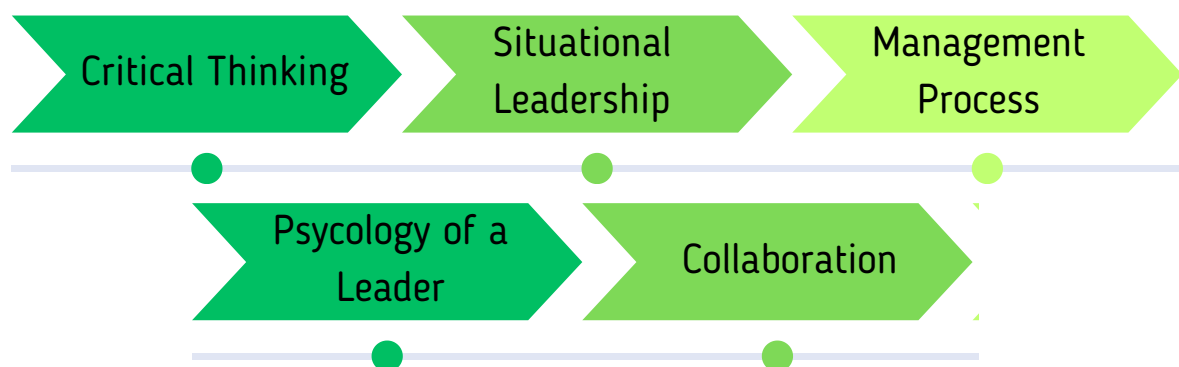
### The Business Challenge

The client realized the need for training in leadership skills as well as management behaviours and processes specific to the organization. The client required the training to be open to not just the organization's management suite, but also general staff so that everyone could benefit from the more general behaviours and skills, such as critical thinking, decision making, communication and collaboration that could impact interpersonal dynamics in personal as well as professional lives.

### The Solution

Given the wide training objective and audience, Skalent designed a Fostering Emerging Leaders workshop for all staff, to be conducted twice per quarter for the next 2 years, with different participant groups, with the aim to cover up to 600 participants, on an extendable basis.

The workshop was structured across 5 sessions that covered essential knowledge and skills.



These sessions seamlessly merged topics on leader behaviours with those on essential skills, such as problem solving, decision making in specific situations and contexts, group dynamics and volatility, assertiveness and empowerment, planning and organizing, leading and controlling, team dysfunctions and the circle of influence and so on. Our experts were able to identify and structure these topics and sessions based on focused conversations with the client team and an understanding of their learners' professional leadership needs.

The identified topics were covered using the MTa approach for Experiential Learning, which combined practice (physical activity using the MTa kits) with theory (verbal discussions, reviews and debriefs). In these workshops, participants were structured into groups and in turn, assigned specific activities, each with a desired outcome.



Skalent's facilitators involved participants to play the role of strategists, providing direction; guides, ensuring participant safety at all times; communication links, ensuring clear communication; and observers, watching the activity and recording reflections.



Our facilitators themselves participated in the workshop as instructors, providing the rules of play; as agents of change, providing external stimulus and changing the scenario and team dynamics from time to time; and finally, as mentors guiding the concluding discussions, asking relevant and diagnostic questions and helping the teams draw inferences and arrive at the expected learning outcomes and conclusions.





Skalent injected its unique flavour into the training workshops by marrying the MTa approach with Skalent's customized process and debrief, thereby personalizing the overall learning experience and adding impact and value to it.



## The Outcomes

In the realm of behavioural training, the return on investment isn't confined to black and white metrics; it transcends mere quantifiable results. It's about fostering heightened productivity—a realm in which enhanced decision-making, superior leadership capabilities, agile problem-solving in pivotal moments, and enriched communication and collaboration among teams reign supreme.

At Skalent, we're not an assessment centre with a Pandora's box, doling out one-size-fits-all solutions. Instead, we collaborate with you to craft meaningful and innovative learning journeys with personalized and sustainable strategies, ensuring that the lessons learned endure and thrive long after the training concludes.

## Our Differentiators

Some aspects that differentiate this confluence of Skalent's theory with the MTa practical experience are:

- **Collaborative consultation** where we work with you to speak your language and create personalised learning experiences
- Emphasis on not only the grooming and success of leaders, but also on the **'why' and 'how'** of leaders providing psychological safety to their teams
- **Meaningful innovation**, where we customize the MTa approach to your need to ensure meaningful and relevant learning
- **Simulated experiences** to create different levels and types of conflict and volatility to get the participants to react to external, unplanned stimuli and adapt as the context changes
- **Dynamic and relevant** debriefing discussions, question-answer sessions, guided inferences and conclusion deductions
- Our **Continuous Learning approach** ensures that our participants learn through each experience in which they can apply the lessons learned, and are able to sustain this learning in their personal and professional lives.



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Road Maps of Success