

SKALENT®

Road Maps of Success

**unlocking
potential.**

The world of
Experiential Learning





SKALENT®

Road Maps of Success



Headquartered in Pune, Skalent INDIA is a multiple award winning, **'Innovation Driven'** learning and development organization that focuses on **enhancing business value today, while building strategic resilience for tomorrow** by developing high-value **sustenance-based learnings.**

With a strong balance of internal and empanelled experts, our services are offered and delivered globally with a targeted outcome of **'Continuous Learning' & 'Sustenance'** and with **customised content** that is **current, accessible, and easily understandable.**

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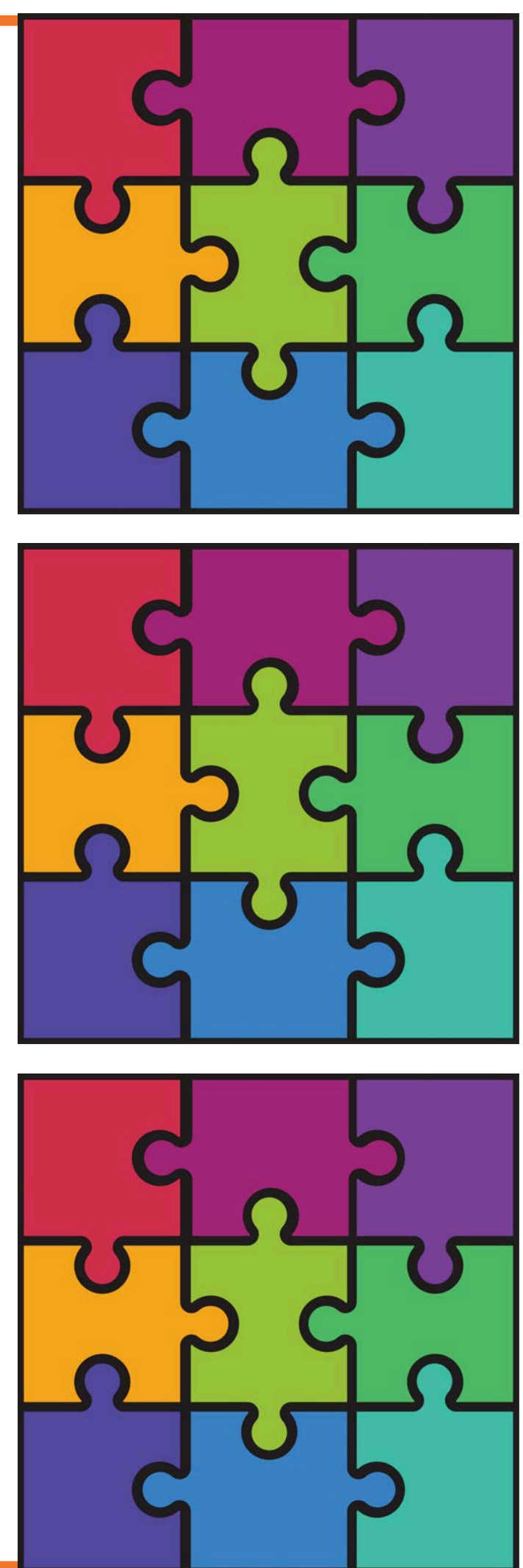
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01



introduction.

thought
transformation.



introduction.



In the whirlwind of today's fast-paced corporate landscape, unlike traditional methods, experiential learning immerses individuals in real-world scenarios, fostering a hands-on approach to skill acquisition and problem-solving.

In an era where agility and adaptability reign supreme, experiential learning equips employees with the practical knowledge and critical thinking skills needed to thrive amidst uncertainty.

By engaging directly with challenges and opportunities, individuals cultivate a deep understanding of complex issues, enabling them to devise creative solutions and drive meaningful results.

Through this ebook, we explore the transformative potential of experiential learning, unveiling its capacity to ignite a culture of continuous improvement and propel organizations toward sustainable success in today's ever-evolving corporate environment.

experiential vs. traditional

active participation.

Experiential learning emphasizes hands-on engagement and active participation. Rather than passively receiving information, participants actively involve themselves in the learning process through real-world experiences, simulations, and interactive activities.

reflection & feedback.

Experiential learning encourages reflection and feedback as integral components of the learning process. Participants analyze their experiences, identify lessons learned, and receive feedback from peers and facilitators, facilitating continuous improvement and growth.

practical application.

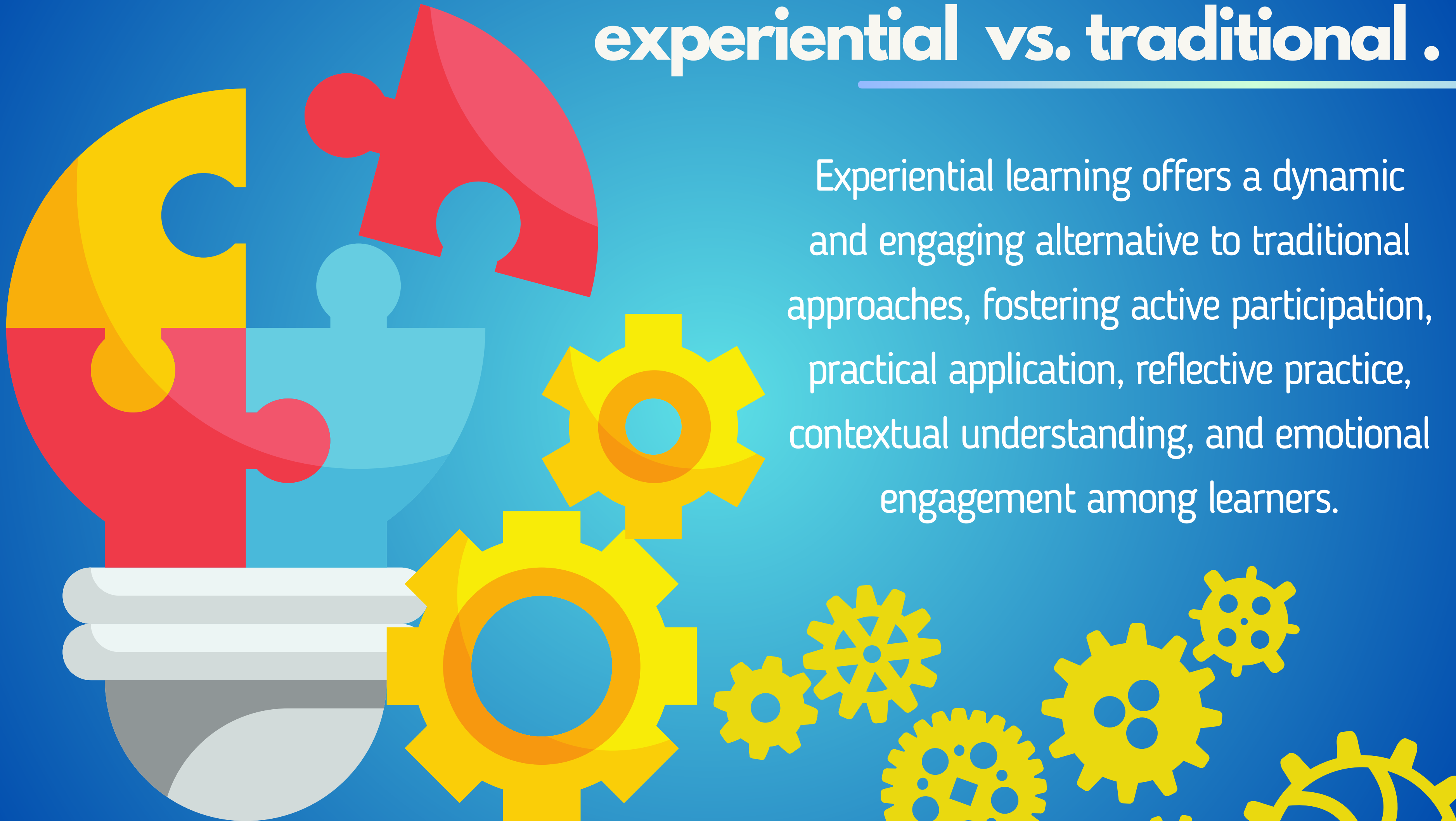
Participants apply knowledge and skills in real-life situations, allowing for a deeper understanding of how concepts translate into action.

immersion in context.

Experiential learning immerses participants in authentic contexts relevant to their professional roles. By experiencing challenges and opportunities first-hand, learners develop a contextual understanding that enhances their problem-solving abilities and decision-making skills.

experiential vs. traditional .

Experiential learning offers a dynamic and engaging alternative to traditional approaches, fostering active participation, practical application, reflective practice, contextual understanding, and emotional engagement among learners.



03

understanding experiential learning .

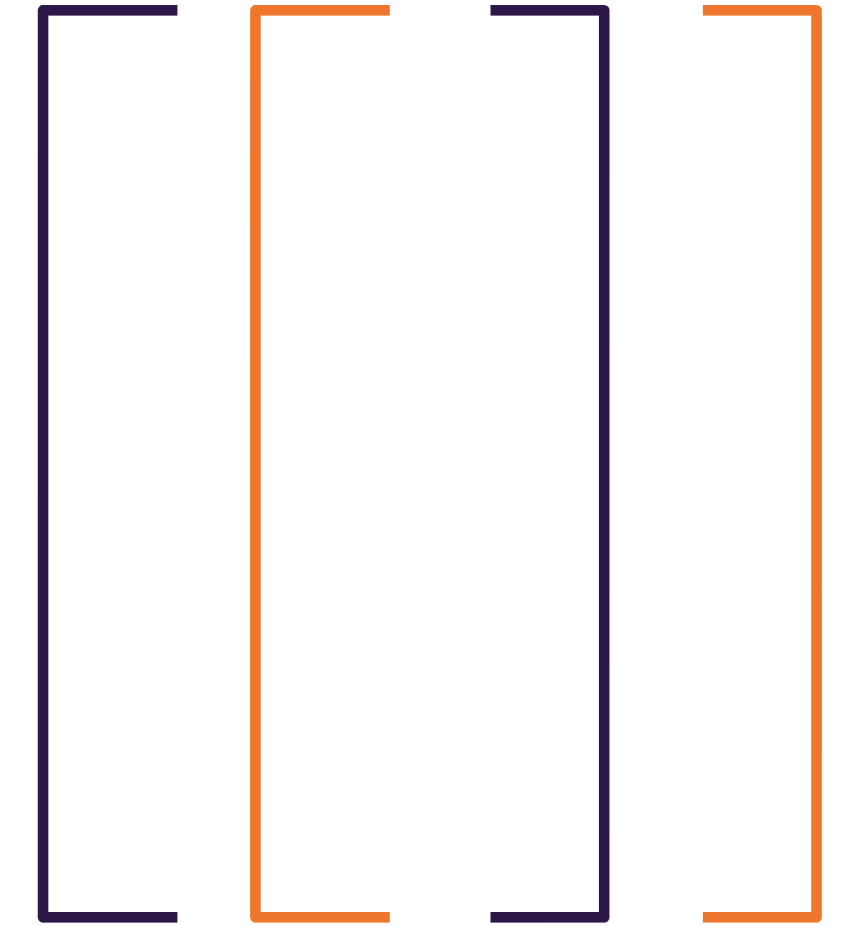


the concept.

“ Experiential learning redefines the way individuals acquire knowledge and skills by immersing them in practical, real-world experiences.

Central to experiential learning is the process of reflection, where participants analyze their experiences, extract valuable insights, and apply them to future situations.

By bridging the gap between theory and practice, experiential learning enhances retention, fosters deeper understanding, and cultivates essential skills such as critical thinking, problem-solving, and collaboration. “



principles.



The four principles on the next page form a cyclical learning process known as the "experiential learning cycle," where learners continually engage in a feedback loop of experiencing, reflecting, conceptualizing, and experimenting. By actively participating in this process, individuals deepen their understanding, develop practical skills, and enhance their ability to adapt and thrive in diverse contexts.

Principles of experiential learning.

The principles of experiential learning, often attributed to educational theorist David Kolb, outline the foundational concepts that guide this approach to learning:

concrete experience.

Experiential learning begins with concrete experiences, where learners directly encounter and engage with the subject matter in a hands-on manner. This may involve real-world activities, simulations, or practical exercises.

After the experience, learners engage in reflective observation, where they critically analyze and reflect on their experiences. This involves considering what happened, why it happened, and what insights or lessons can be drawn from the experience.

reflective observation.

abstract conceptualization.

Based on their reflections, learners then integrate their observations into abstract concepts or theories. They seek to understand the underlying principles or patterns that emerge from their experiences and relate them to existing knowledge frameworks.

Finally, learners apply their conceptual understanding by actively experimenting and testing their ideas in new situations. They seek opportunities to apply their knowledge and skills in practical contexts, gaining further insights and refining their understanding through action.

active experimentation.

MTa x Skalent experiential learning is progressive sequence with the following elements

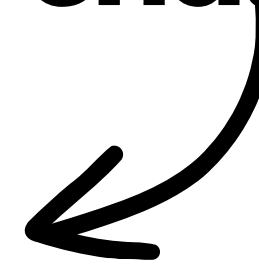
the task,



Strategically chosen tasks that provides experiences upon which participants can reflect and build. These experiences form the Learning Platform!



the learning arena,



Working through the learning arena people reflect, analyse and, discuss, plan and test ideas for change.



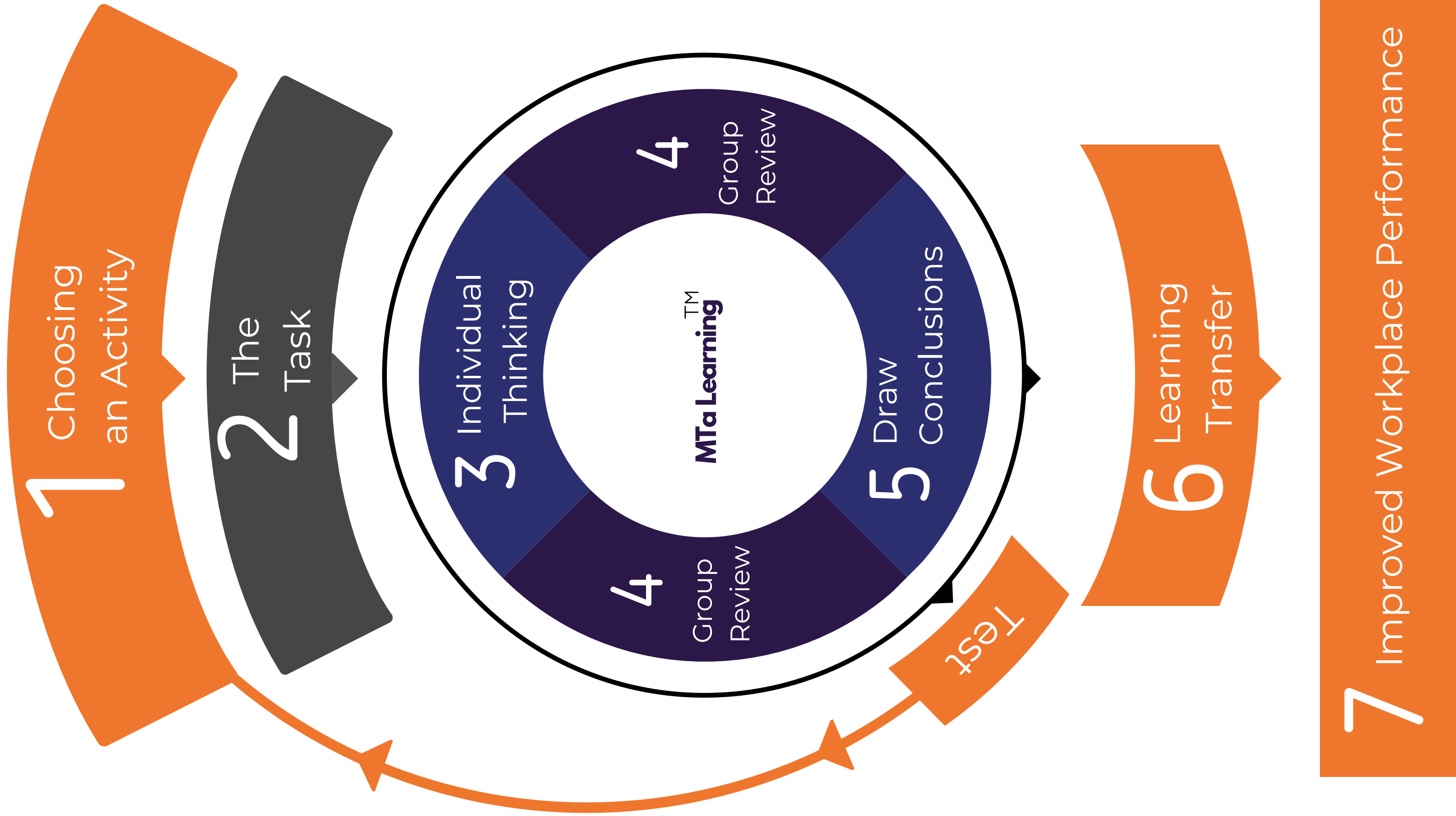
implementation.



Individuals put their learning into practice in either a task or a 'real' situation which can of course become potential learning platform in a subsequent learning arena.



The Learning Arena™



Sustenance.

Experiential learning offers several advantages as follows that lead to improved retention of the learning transfer resulting into improved workplace performance:

The active, multi-sensory, and contextually relevant nature of experiential learning, fosters better retention and application of knowledge, ultimately leading to more meaningful learning outcomes for participants.

contextual learning .
relevant & meaningful .
application oriented .
immediate feedback .
multi sensory experience .



skalent x MTa - we deliver ROI.

Skalent x MTa experiential learning trainings foster collaboration, creativity, and problem-solving abilities, empowering employees to drive innovation and adapt to change effectively.

Through interactive simulations, team-building exercises, and practical workshops, participants engage in hands-on learning experiences that directly translate to enhanced skills, improved performance, and increased productivity.

As a result, our participants experience higher employee engagement, reduced turnover, and improved organizational performance, yielding a substantial return on investment that translates to long-term success in today's competitive business landscape.

Skalent's collaboration with MTa brings a powerful blend of experiential learning methodologies that deliver exceptional return on investment for our clients. By combining Skalent's expertise in organizational development with MTa's innovative experiential learning tools, we create dynamic training programs that drive tangible results.

conclusion.

empower your future with Skalent INDIA.

- Experience the Difference: Innovation & Personalized Development!
- Dive into immersive trainings that go beyond the ordinary! Skalent INDIA offers transformative experiences tailored to your needs.
- Navigate the complexities of the modern world with confidence and agility! Our commitment to innovation ensures you're always ahead.
- Join us and emerge empowered—both individually and as an organization!
- Contact us now to embark on your journey to success with Skalent INDIA!



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thank you.

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