

## **Pre-assignment #4: Class Activities**

### **Purpose:**

Class activity provides a means of directly involving participants in the learning process. Activities can promote peer communication, challenge learners to develop their own solutions to problems, and allow learners to actually experience the concepts presented.

There are many types of activities that can involve the learner, several of which are described in this assignment and examined further at the institute.

### **Task:**

You are asked to review the various activity types that follow. At the institute, you will be presented with additional material, and you will work with other learners in discussing the topics.

### ***Activity 1: Ice Breakers***

The ice breaker is a technique that immediately involves the learners, promotes communication between learners, and prepares them for the learning experience. Ice breakers may or may not be related to the content that will follow. Their purpose is to help reduce tension and anxiety, energize the group, set a tone for the program, and involve everyone from the start.

Ice breakers can also provide insight into the goals, fears, and expectations of the learners as they begin the program.

Some examples of ice breakers are:

- Interviews
- Teamwork tasks
- Scavenger hunts
- Assessments and questionnaires

### ***Activity 2: Case Studies***

A case study is a written description of a situation, real or fictional, that depicts how people approached and handled a problem. Case studies provide learners with an opportunity to analyze and discuss how learning from their training was applied or not applied.

Case studies enhance application of learning points in a real-world setting.

When creating case studies, the trainer should:

- Make the scenario as realistic as possible
- Provide specific details of events
- Provide discussion questions or guidelines

### ***Activity 3: Panel Discussions***

A panel discussion is a formal discussion concerning a topic related to a specific learning point in the training. Panel members are usually people experienced in the topic area, or people who have personal opinions concerning the topic.

Panel discussions should allow time for questions from the audience.

Effective panel discussions require a strong moderator who can keep the discussion and the questions focused on the specific topic.

### ***Activity 4: Brainstorming***

Brainstorming is a process for developing creative solutions to problems. It works by focusing on a problem and deliberately coming up with as many solutions as possible. Ideas are shared but not evaluated during a brainstorming session.

Once the brainstorming session has been completed, the results of the session can be analyzed and the best solutions can be explored either using further brainstorming or more conventional solutions.

Brainstorming sessions are most effective when the trainer:

- Encourages participation
- Promotes enthusiasm within the group
- Does not express or allow any negative comments about suggested solutions
- Ensures that analysis of all suggestions takes place after the session

### ***Activity 5: Role Plays***

Role play involves learners acting out a specific scenario related to a training topic. Effective role plays provide a means for learners to practice skills, demonstrate knowledge and understanding, and gain insight into their own behavior.

Role plays may be scripted or spontaneous, and may be performed in front of the room or in small groups.

A key to the success of role play is to ensure that the element of stress is removed, and that the situation is perceived as one of learning rather than criticism or ridicule.

## ***Activity 6: Small Group Discussion***

Small group discussion is a technique for sharing ideas. One of the advantages of small group discussion is that each participant has more opportunity to be involved in the discussion than they would in a large group setting.

Some keys to effective small group discussion are:

- The purpose of the discussion must be specific and related to the learning
- Members of the group should be encouraged to participate fully in the discussion
- The group should seek mutual understanding
- The results of the discussion should be shared with others in the class