

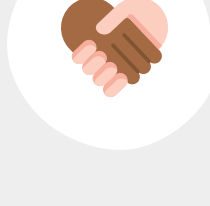
FIVE WAYS EXPERIENTIAL LEARNING PROGRAMS CAN IMPROVE TRAINING

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

Experiential learning — or “learning by doing” — works, because it **gives learners practice** with the skills they learn in training. It can benefit any learner or training organization and is great for...



“Hands-on” applications like **manufacturing**.



Soft skills practice for leaders or sales professionals.

1 Enabling Virtual Skills Practice

Thanks to technology, learners can **practice new skills** no matter where they are. This looks like...



Software engineers **practicing new programming languages** in a sandbox or coding lab without breaking any live software.



Cellphone tower maintenance workers practicing equipment repairs **in virtual reality (VR)**.



New leaders using simulations to **practice communication skills**.

Learn more about coding labs in our research report “Virtual IT Training Labs from the Learner’s Perspective.” ▶

Listen to this podcast episode to hear how learning leaders can support experiential learning in the workplace. ▶

2 Providing Real-time Feedback

Many of the technologies that support experiential learning can **provide immediate feedback to learners** when they make mistakes or perform a task correctly.



Digital simulations can provide a salesperson feedback on a practice pitch.



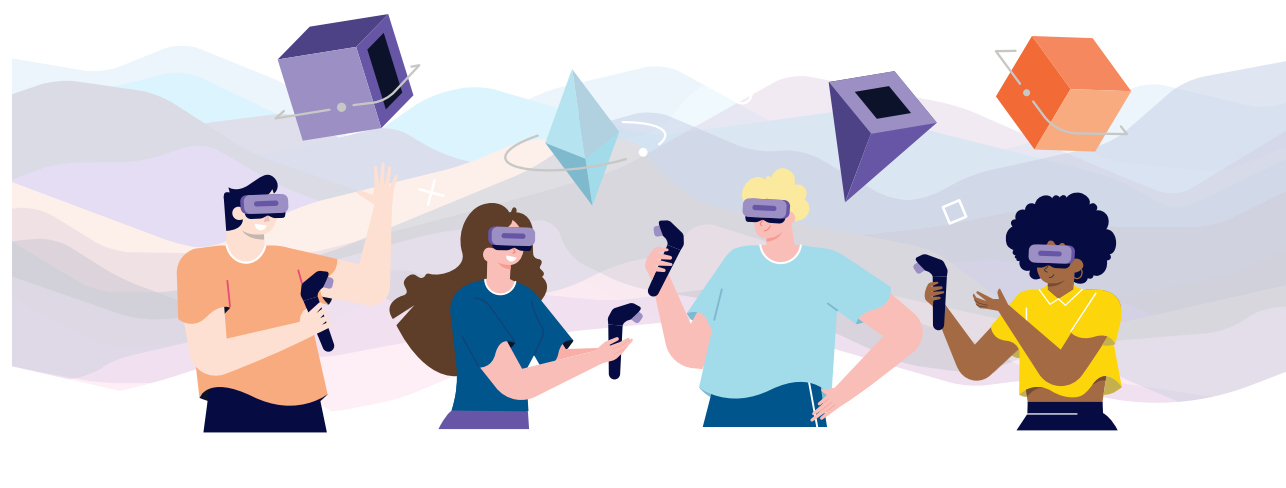
VR platforms can tell surgeons which movements were incorrect while practicing a new surgical procedure.

Learn how VR can improve patient outcomes by supporting surgeon and medical device salesperson training in this article. ▶

Read this article to learn how VR can deliver immediate and relevant feedback. ▶

3 Leveraging the Experience Economy

More and more, consumers are **looking for experiences** rather than products.



THE GAMING INDUSTRY

Serious games and gamified programs give learners practice with new skills while **immersing them in an engaging experience** that mimics what they do for fun.

Read this Training Industry Magazine article about the use of digital card games for sales, negotiation and leadership skills training. ▶

Watch this on-demand Learning Leader Talk on VR simulations and mobile games. ▶

4 Developing Employee Empathy

It’s impossible to walk a mile in someone else’s shoes ... **or is it?**



SIMULATIONS AND VR

Organizations are helping employees understand what it’s like to be someone else, improving their **empathy** and supporting **leadership development** and **diversity, equity and inclusion initiatives**.

This article explores how companies are using VR training to develop employees’ empathy. ▶

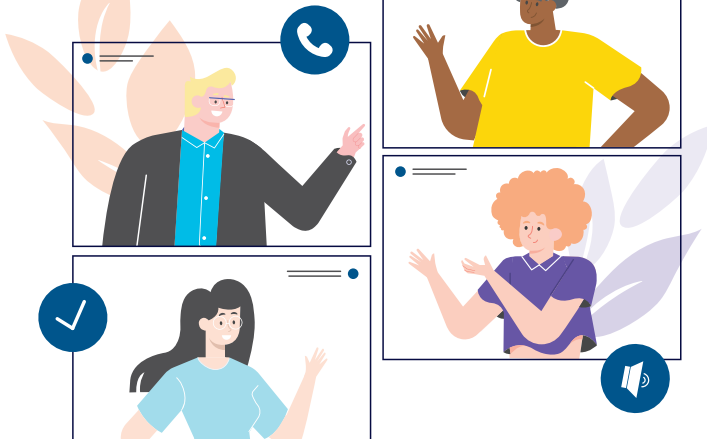
Read this article to learn how training in VR can support diversity, equity and inclusion. ▶

5 Supporting Remote Collaboration

Collaborative learning has known benefits but is difficult when employees are dispersed or working from home.

VIRTUAL EXPERIENTIAL LEARNING PLATFORMS

Learners work through scenarios and case studies together, gaining the benefits of **collaboration** and **social learning** without even being in the same building.



This article explores online communities of practice and shares how they can support social learning. ▶

Read this Training Industry Magazine article to learn how to make virtual training more human. ▶

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