



Managing Learning Styles in Today's Context



Experiential Learning Theory (ELT) by Dr David Kolb

What it is **NOT**

- A set of tools and techniques that provides experience
- Mindless recording of experiences



Experiential Learning Theory

ELT defines learning as

"the process whereby knowledge is created through the transformation of experience.

Knowledge results from the combination of grasping and transforming experience."



Learning Cycle

This process is called a learning cycle where we touch all the bases in a learning situation :

- Experiencing
- Reflecting
- Thinking
- Acting

Kolb's Learning Cycle

- Concrete experiences are the basis for observations and reflections
- These reflections are assimilated and distilled into abstract concepts from which new implications for action can be drawn
- These implications can be actively tested and serves as guides in creating new experiences



Making the Most of our Experiences

There are 2 ways in which we can grasp or take in experience:

- Concrete Experience
- Abstract Conceptualization



Transforming Experience

There are also 2 ways we can transform or deal with experience :

- Reflective Observation
- Active Experimentation

Concrete Experience

- Exists only in the here-and-now
- Enjoys the feeling of being fully opened in the present moment

Enhanced by

- Be aware and attend to direct sensations and feelings

Inhibited by

- Too much 'in your head'

Reflective Observation

- It takes time and space
- Wonder about things they observe in life such as events, other people's actions or their own experiences

Enhanced by

- Taking time to view things from different perspectives and practicing empathy

Inhibited by

- Impulsive desires
- Pressure to take action



Abstract Conceptualization

- Ability to weigh things up
- Make comparisons between new experiences and ideas and their past and accepted ideas

Enhanced by

- Evaluating ideas and theories and events by forming practical generalizations

Inhibited by

- Intense, direct emotion and sensations as well as by the pressure to make decisions or act quickly

Active Experimentation

The bottom line of the learning cycle where experiencing, reflecting and thinking are tested in reality

Enhanced by

- Courageous initiative-taking
- Creation of cycles of goal-setting and feedback to monitor performance

Inhibited by

- Too much internal processing



Interpreting Your Style

- From the **learning cycle** to **learning styles**
- Each person's learning style is a **combination** of learning phases
- A learning situation often pulls us in several directions



Benefits of Understanding Learning Styles

It will help enhance:

- Designing training and development programmes
- Facilitating sessions effectively
- Communication & Collaborativeness in Project Teams and Meetings
- Problem Solving in Teams



Thank You

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