

Learning through Doing

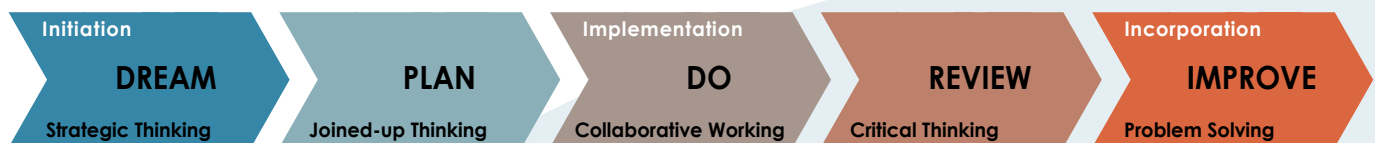
What I hear, I forget, what I see, I remember; but what I do, I understand - **Confucius 451BC**

Research indicates that **we retain** only 10% of what we hear; 20% of what we see; 65% of what we hear and see; but **90% of what we hear, see, and do**. Our learning-simulation (serious games) based workshops create "real world" situations. They are active, and allow delegates to explore the situation as a participant within a resource management scenario. Delegates construct their understanding of root causes and wider impacts, and share knowledge.



Learning-simulations and our other tools support multiple dialogues within the teams, between teams, at group level, and with the facilitators. These stories not only inform, they inspire. Learning *through* Stories brings clarity to complex problems, taps into the collective wisdom of the crowd, and ultimately improves decisions.

Inspiration (motivation to act) + Simulation (how to act) = Improved Decisions



Performance through Learning

With clarity comes real world improvements. Evaluation of our programmes highlight improvements in 3 areas, which translate into improved decisions.

- **Strategic Thinking** – Understanding the key driver and needs. Does a particular decision help us get closer to our goal?
- **Joined-up Thinking** – Understanding cause and effect provides perspective, reduces the chance of perverse outcomes, and increases the likelihood of win-wins.
- **Collaborative Working** – Working with stakeholder groups and partners improves decision-making by allowing organisations to benefit from the 'wisdom of the crowd'.

"I think the aim of improving understanding of sustainability and collaborative working was achieved and that valuable connections were made."

Russ Glennon (Head of Policy, Wirral Council)



Proven Learning Approach

Pike's Laws of Adult Learning (*Robert W. Pike, Creative Training Techniques*)

Pike Law	Learning-simulation
Law 1: Adults are babies with big bodies.	Learning-simulations are games that allow delegates to learn quickly, on a relevant exercise, without the pressure of the day job.
Law 2: People do not argue with their own data.	Learning-simulations based workshops allow delegates to construct their understanding. The workshop is not about telling people what to do; instead it is showing them what they could do.
Law 3: Learning is directly proportional to the amount of fun you are having.	Learning-simulations (serious games) are fun. We pride ourselves on the fact that people leave our workshops with a smile. But, the real proof of the pudding is that we have had individuals do the same simulation a number of times!
Law 4: Learning has not taken place until behaviour has changed.	Learning-simulations accelerate understanding and shift thinking. Long-term evaluation of our programmes shows that learning outcomes have been sustained and changes incorporated. Follow on work, in the organisation, enables the delegates to take the learning forward.

VAK Learning Styles underpin accelerated learning

VAK Style	Description	In our workshops these learners...
Visual	learn through seeing...	Respond to graphic changes and the visual reports.
Auditory	learn through listening...	Respond to group discussions and analysis by the facilitator.
Kinetic	learn through moving and doing	Generally get out of their seats quickly and start negotiating.

Learning Solutions need to be FAST:

- **Fun:** Motivate and engage to improve understanding and retention.
- **Authentic:** Create an "experience" that reflects reality to generate buy-in.
- **Speed:** Accelerate learning to get everyone up to speed and involved in decision making.
- **Transformational:** **Inspiration (motivation to act) + Simulation (how to act) = Improved Decisions.**

Over 450 workshops delivered:

We have trained over 6000 individuals in 450+ workshops with 99.9% of delegates rating the experience good or very good. We have trained people from 8 to 80's. Workshops have been delivered in local authorities, public sector, regional bodies, housing associations, community & voluntary sector, schools, colleges, universities, and the private sector. Long-term evaluation has shown that the immediate benefits translate into changed behaviour and improved skills, which ultimately are incorporated into organisational improvements.

The approach has received plaudits from Chief Executives, Regional Bodies, independent consultants, senior civil servants in Government Departments, and even Ministers. **Furthermore, alongside Sefton MBC, Planit-Merseyside was short-listed in the Bringing People Together category of the Creating the Future Awards.**



"Fun, interactive and thought provoking. Kept all the participants' interests."

Jon Parkin, GONW, Deputy Regional Director (Places)

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... and let learning ripple *through* your organisation