

ROCK 'N ROLEPLAY

The Trainer's Playlist for Fun and Active Learning Techniques

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Track 1: Write Here, Write Now

Track 2: So Good! So Good!

Track 3: Start Me Up!

Track 4: Build Me Up, LEGO-cup

Track 5: Jenga All the Way!



Track 6: Hit Me With Your Best Recap

Track 7: Don't Stop Be-'LEARN'-in'

Track 8: I Want to Break Free... from Stale Thinking

Track 9: Listen Up, Buttercup!

Track 10: Learning to Fly

Side A

1. **“Write Here, Write Now”** (Inspired by *Right Here, Right Now* - Jesus Jones)
The Learner Placemat promotes active listening by giving learners a physical framework for capturing notes and feedback. Some useful placemat sections include New Information; Insights & Ideas; Questions; Actions I'll Take; Things I Liked; I Was Surprised; I am Beginning to Think; I Wonder If...
2. **“So Good! So Good!”** (Inspired by *Sweet Caroline* - Neil Diamond)
Relatable mantras and themes are all around us. Take note, and share them in your next training. When people have an A-ha! moment, give them permission to shout it out. So good!
3. **“Start Me Up!”** (Inspired by *Start Me Up* - The Rolling Stones)
These cards made by 'We and Me' are brilliant conversation starters and an easy way to warm up. Each card has a picture on one side and a quote on the other. As learners are entering the room, ask them to choose a quote or a picture that represents your topic for the day (ex., collaboration). Ask them to share with their table why they chose their card. Ask them to hold their card up throughout the day if their quote applies to the current thought being discussed. As they raise their cards, encourage them to say more. Virtual versions of We Engage cards are available for free at <https://weengagecards.com>
4. **“Build Me Up, LEGO-cup”** (Inspired by *Build Me Up Buttercup* - The Foundations)
Lego mini figures are a fun way to randomize fictional scenarios with people. Invite your learners to build a mini figure with a random assortment of torsos, pants, headgear and accessories. Then give them a Lego decoder with a variety of attributes (examples: personality, communication style, years of experience, openness to change, and more.) Use these random personas in training communication skills, coaching, supervision, and other professional development topics. If you have the budget, the mini figure is a fun takeaway that can serve as a training reminder.
5. **“Jenga All the Way!”** (Inspired by *Jingle Bells*)
Jenga blocks are versatile. Use numbered Jenga blocks to randomize where people sit, or randomize different scenarios or vignettes they will use in training.

Side B

6. **“Hit Me With Your Best Recap”** (Inspired by *Hit Me With Your Best Shot* - Pat Benatar)
Throughout the training, recap what you've covered so far with checkpoints or guideposts, and what we're going to cover “next”, or “now”. Using guideposts is a Jedi mind trick that keeps the group focused and moving forward, and helps drive knowledge retention.

7. **“Don’t Stop Be-‘LEARN’-in”** (Inspired by *Don’t Stop Believin’* - Journey)
It’s our new reality that much of our training is delivered online. Use the Annotate feature of Zoom to invite participants to stamp or vote on ideas and concepts. If you have an iPad or tablet, download the Zoom app and dial-into the training as a participant. Then open any note-taking app, share your screen, and use a pencil or stylus as you would a whiteboard marker or flipchart. Drawing on Zoom (or other web platforms) can be fun and visually appealing.
8. **“I Want to Break Free... from Stale Thinking”** (Inspired by *I Want to Break Free* - Queen)
The Unstock Box is a deck of cards with ideas and principles used to approach strategic thinking, problem solving, decision making, project management, and leadership. When giving your learners a training prompt or problem statement, have them choose 5 cards that could be used to approach the situation. As an individual or group, they can apply the new principles and learn to see problems from a new angle. This exercise helps people learn to brainstorm fresh solutions, make smarter decisions, and reframe their thinking.
9. **“Listen Up, Buttercup!”** (Inspired by *Shut Up and Dance* - WALK THE MOON)
There’s a big difference between “What should we do?” and “What could we do?”. How you ask questions is important. Also, how participants give each other feedback during training can set the tone for how people learn. As a facilitator, provide participants with a Spectrum Listening Framework and ask them to listen to their fellow participants and jot down notes related to ‘What I like about the idea.’, ‘What concerns I have (I wonder if...)', and ‘How those concerns could be turned into opportunities.’. Using various questioning techniques and providing learners with an active listening framework are impactful ways of driving training outcomes.
10. **“Learning to Fly”** (Tom Petty gets FULL credit for ALL inspiration)
At the end of the session, invite your learners to jot down on a single sheet of paper 1-3 actions they will take as a result of the training, as well as their name and e-mail address. Now, fold it up in a paper airplane and let it fly! Ask learners to pick up one plane, take it with them, and follow up with that person in one month. This session closer forces learners to focus on an actionable step, builds in an accountability mechanism, and can potentially establish new connections. (A wadded up paper snowball fight also works well.)

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