



Association for  
Talent Development

# Discover LearnNow: Using Improv in Facilitation

Viet Hoang  
Pint Size Ideas

Poll: To what extent are you knowledgeable about how to develop and deploy improv training in your organization?

- Extremely Knowledgeable
- Moderately Knowledgeable
- Somewhat Knowledgeable
- Slightly Knowledgeable
- Not at all Knowledgeable

# Today's Webcast

- Basics of Improv
- Organizational Benefits
- Types of Improv Exercises & Examples
- Putting Together a Program
- Questions

Good improvisation is all about listening, reacting in the moment, creating, and supporting the ideas of others.

Tom Yorton  
Former CEO, Second City Works  
Co-Author, *Yes, And*  
*Lessons from The Second City*

# Organizational Impact

- Develop Skills
  - Example: Yes
- Promote Self-Awareness
  - Example: One Sentence Story
- Increase Organizational Awareness
  - Walk and Talk

# Types of Exercises

- Games for Foundational Improv Skills
  - Example: What are you doing?
- Games for Specific Improv Skills
  - Example: Rant
- Scene Work
  - Example: Who-What, Who-Where Scene

# Nuts and Bolts of a Program

- Ideal Class Size: 6 – 16
- Ideal Room Set up: 1/3 theater, 2/3 open for interactive exercises
- Avoid pre-assignment
- 2 – 4 hour sessions

# Creating the Program

1. Select Foundational Improv Exercises
2. Identify Specific Skills Relevant to Business Needs
3. Select Games for Specific Improv Skills and Exercises for Scene Work
4. Measure Effectiveness

Objective of Exercise	Improv Skill	Description of Exercise
<p><b>Yes</b> Apply active listening skills before taking action</p>	<p>Listening</p>	<p>Participants are in a circle. One participant at a time seeks permission to move by making eye contact and saying name. Second person responds with yes.</p>
<p><b>One Sentence Story</b> Co-create narrative without planning; demonstrate agreement; contribute relevant information</p>	<p>Yes (agreement) And (contribution)</p>	<p>Participants are in a circle and tell a story together one sentence at a time, with each sentence after the first beginning with, “yes, and.”</p>
<p><b>What Are You Doing?</b> Demonstrate agreement; create realistic pantomimed objects</p>	<p>Space work Yes (agreement)</p>	<p>Participants are in a circle. One participant at a time will give the next participant an activity to do that requires an object to be in hand.</p>

Objective of Exercise	Improv Skill	Description of Exercise
<p><b>Rant</b> Express perspective and empathy; imagine perspective of another</p>	<p>Perspective Empathy</p>	<p>First four participants rant individually about a different pet peeve; second four participants rant in the antithesis of the original pet peeve.</p>
<p><b>Who-What, Who-Where Scene</b> Synthesize skills from previous exercises</p>	<p>Yes (agreement) And (contribution) Spacework Perspective Empathy</p>	<p>Two participants co-create a scene based on an event. One participant establishes who is the other person and the activity, the second participant establishes who is the other person and the location of the activity.</p>

# Learning Improv

- Local Theaters, Park & Recreation Programs
- National Improv Schools
- [ImprovEncyclopedia.org](http://ImprovEncyclopedia.org)

IN THE LONG HISTORY OF HUMANKIND  
THOSE WHO LEARNED TO COLLABORATE AND  
IMPROVISE MOST EFFECTIVELY HAVE PREVAILED.

A small, vibrant green plant with several leaves is growing out of a crack in a dark, textured surface, possibly asphalt or concrete. The crack runs horizontally across the middle of the image, and the plant is positioned in the center of it. The background is a dark, mottled grey-brown color.

CHARLES DARWIN

PHOTO BY: HEATH DANIELS

# Questions?

# CONTACT INFORMATION

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