

The Role that Role-Play Plays



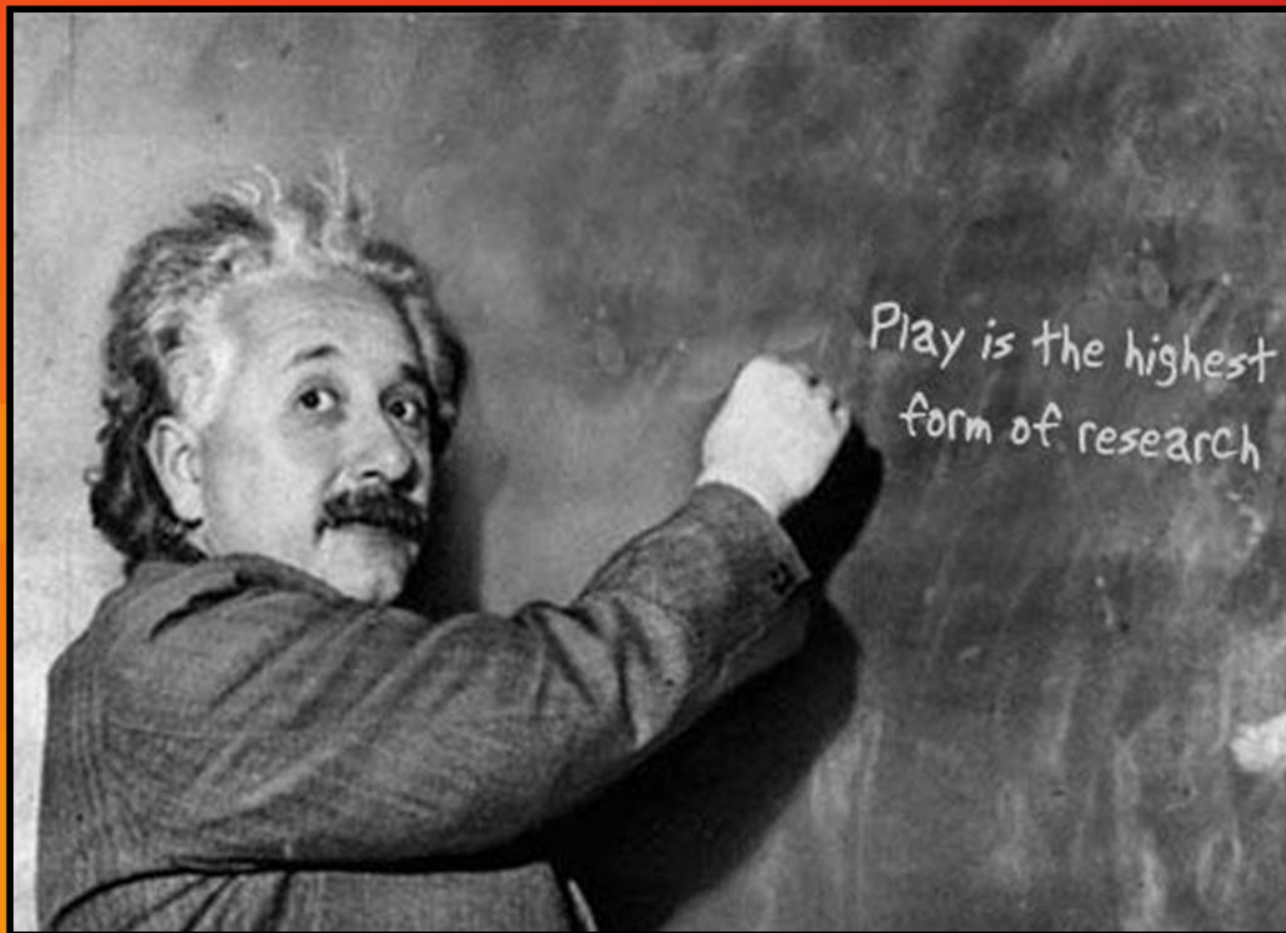
Cobleworks
Training, Coaching, Theater

- ✓ Method to our Madness
- ✓ Act one, scene I
- ✓ Lights, Camera, Action!
- ✓ Inside the Actor's Studio
- ✓ Q and A



Way of Working

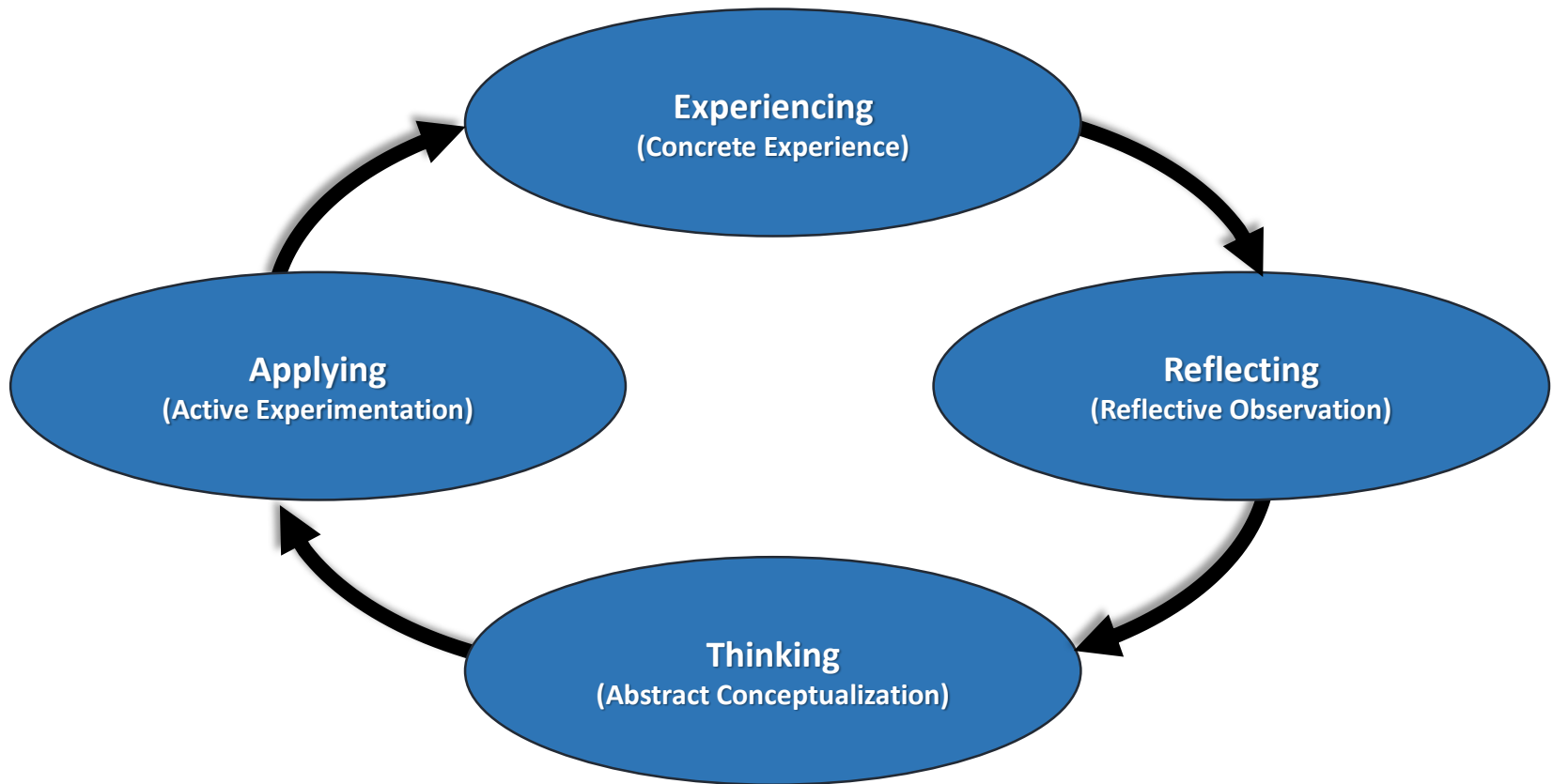
- ✓ Interactive
- ✓ Use the chat to respond, ask questions and exercise skills
- ✓ Share your ideas and best practices



Triple Impact



Method to our Madness



After David Kolb

A

AWARENESS OF THE NEED FOR CHANGE

D

DESIRE TO SUPPORT THE CHANGE

K

KNOWLEDGE OF HOW TO CHANGE

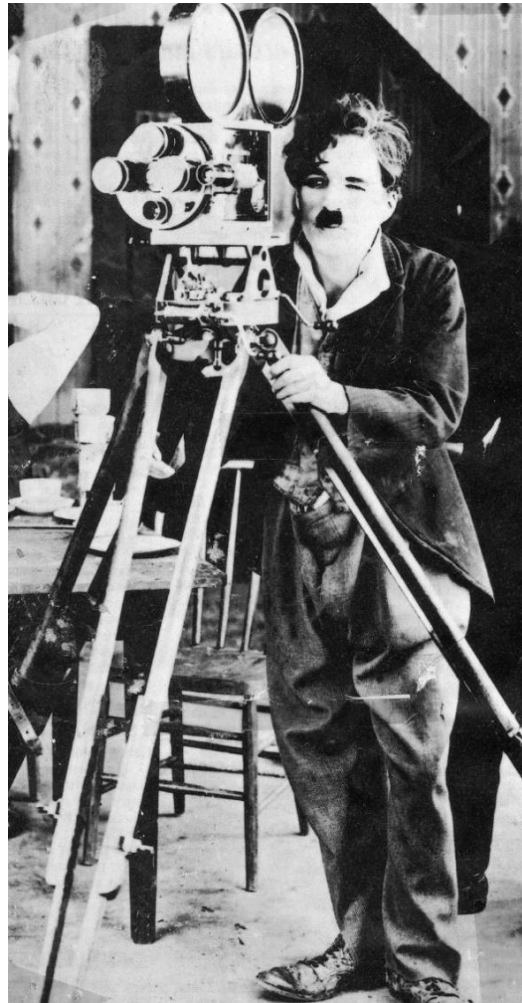
A

ABILITY TO DEMONSTRATE SKILLS & BEHAVIORS

R

REINFORCEMENT TO MAKE THE CHANGE STICK

Lights, Camera, Action



Different types of Exercises



Directed Scene

- ✓ Warming up Activity
- ✓ Interactive
- ✓ Recognizable
- ✓ No pressure



Directed scene

Goal: Elements of theme are addressed. Audience is warmed up.

- ✓ Procedure:
- ✓ Actors play a scene twice. The first time, the actors show ineffective behavior.
- ✓ Second time around, the audience yells “Stop” when they feel that the scene would be improved by showing different behavior.
- ✓ The audience directs the actors how to behave.
- ✓ Thus, creating effective communication.

Direct this scene

Horseshoe exercise

- ✓ Compact with impact
- ✓ Simple theory or skill is practiced
- ✓ Learning from each other
- ✓ Pitfalls and best practices discovered
- ✓ Everyone gets a chance



Horseshoe

Goal: Practicing one skill and discovering best practices

- ✓ Procedure: Participants sit in the form of a horseshoe
- ✓ Actor moves his chair to sit in front of participant and initiates an action
- ✓ Participant reacts and practices skill
- ✓ Actor shows effect of behavior briefly
- ✓ Interaction is short: 60 seconds
- ✓ Actor moves on to another participant
- ✓ Feedback from actor: Top and Tip
- ✓ The actor and trainer are responsible for creating a simple case.

Let's practice a Horseshoe via the chat!

- ✓ The skill is LSD
- ✓ Listening, Summarizing and asking Deepening questions.
- ✓ Ask me an open question.
- ✓ Then summarize and ask a deepening question.

The One-on-One Role-play

- ✓ Participant personally involved
- ✓ Can translate theory to their own practical experience
- ✓ Individual attention
- ✓ Recognizable for others in group
- ✓ Gain awareness of personal skills, attitude, convictions, effect of behavior
- ✓ Minimal preparation necessary or participant can prepare case



Part 1: The Actor investigates the Situation

- ✓ What do they want to achieve?
- ✓ What's the context?
- ✓ What do they want to practice?
- ✓ Why is this important?
- ✓ What does it say about them?
- ✓ Possible pitfalls
- ✓ Which skills are needed?
- ✓ Helps participant clarify learning objective.



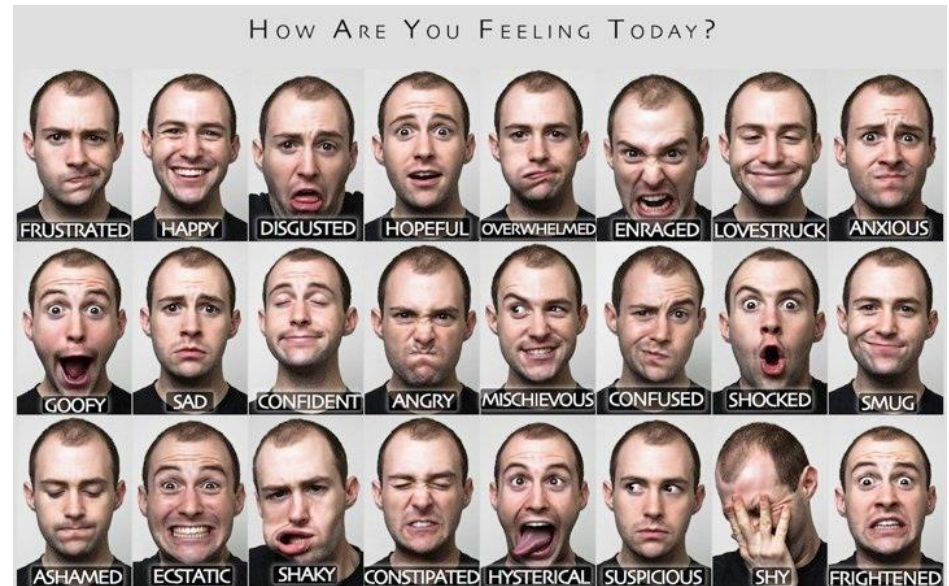
Part 2. Getting into Character

- ✓ Behavior
- ✓ Emotion
- ✓ Voice
- ✓ Language
- ✓ Non-verbal
- ✓ Status



How to act when you are not an actor

- ✓ How does he talk? Walk?
- ✓ What does he say? Give an example.
- ✓ What is the relationship?
- ✓ Expected reaction?



Understand the character you are to play via *Role Reversal*

- ✓ Ask the participant to play their counterpart
- ✓ You will interview them
- ✓ You will gain information about the role
- ✓ Participant will gain insight into the other person

The Role-play

- ✓ Try to recreate one part of situation
- ✓ Offer impulses to encourage learning
- ✓ Allow to be influenced
- ✓ Reward new behavior
- ✓ Support
- ✓ Stretch
- ✓ Helicopter view: Thinking ahead for feedback.



Role Play tips

- ✓ A time-out can be used by trainer, actor or participant to:
- ✓ Analyze what has happened
- ✓ What was effect of practiced behavior?
- ✓ When participant is stuck
- ✓ Fine tune actor's role to make it more realistic
- ✓ Give tips
- ✓ Try again

Actor's Feedback

- ✓ Uncensored from role
- ✓ Actor's tops and tips
- ✓ Related to theory
- ✓ Linked to goal
- ✓ Top and Tip
- ✓ And try again for Take two



Evaluation with Participant

- ✓ How did it go?
- ✓ What went well?
- ✓ What did you find challenging?
- ✓ How can you apply this to your learning objective?
- ✓ How can you use the feedback?
- ✓ Trainer and other participants add feedback.

Role of trainer/facilitator

- Manage process
- Guide actor (especially if he or she is not a professional)
- Link process back to theory
- And learning objective of participant
- Relate role play to group learning.

And so much more.....



Role Play

An Experience that:

Enhances & energizes sessions

Explores possibilities

Explains theory

Encourages transfer to reality

Expands alternatives

So organizations and individuals
can become

Extraordinary